



2022 Disparity and Equity Presentation



Welcome

- Land Acknowledgement
- Definitions
- Who Do We Serve
- Current Disparity & Equity Efforts
- Questions, thoughts & suggestions.



Land Acknowledgement

I acknowledge that I am presenting today from the unceded land of the Coast Miwok and Pomo peoples, who are the Traditional Custodians of what is now Sonoma County.

I also recognize and honor the Traditional Custodians of the various lands on which you all live and work and the Native American and Indigenous Peoples who are present here today.

I would like to pay my respects to the Elders past, present, and emerging and celebrate the diversity of Indigenous peoples and their ongoing cultures and connection to the earth.

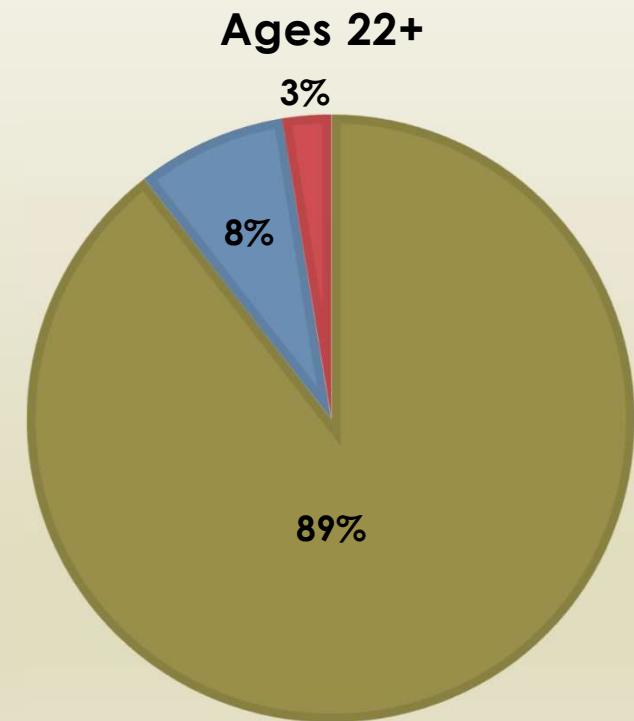
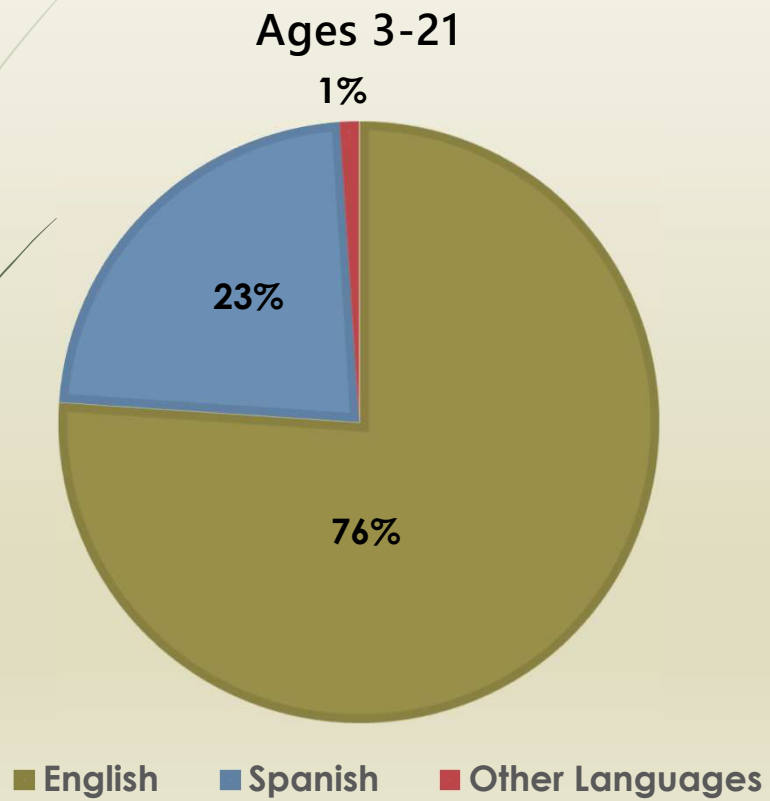
This is and forever will be their land.

Definitions

- ▶ **Disparity:** difference or dissimilarity based on race, color, religion, national origin, sex, disability, age, and/or citizenship status.
- ▶ **Equity:** the quality of being fair and impartial. Equity recognizes each person has different circumstances and needs; different groups of people need different resources and opportunities in order to thrive.
- ▶ **Culture:** is a way of life of a group of people (beliefs, arts, laws, customs, capabilities, habits).
- ▶ **Cultural Competency:** loosely defined as the ability to understand, appreciate and interact with people from cultures or belief systems different from one's own.

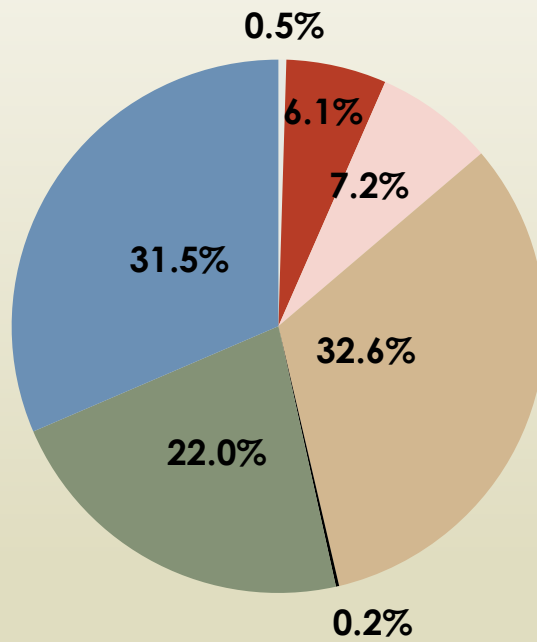
Who do we serve?

Language

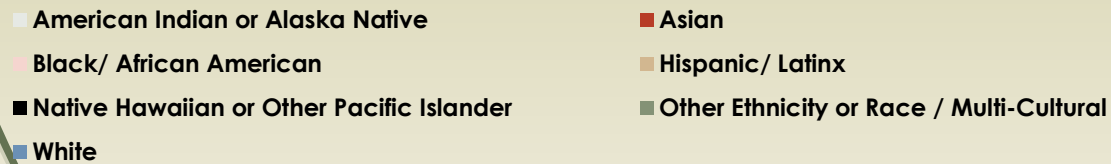
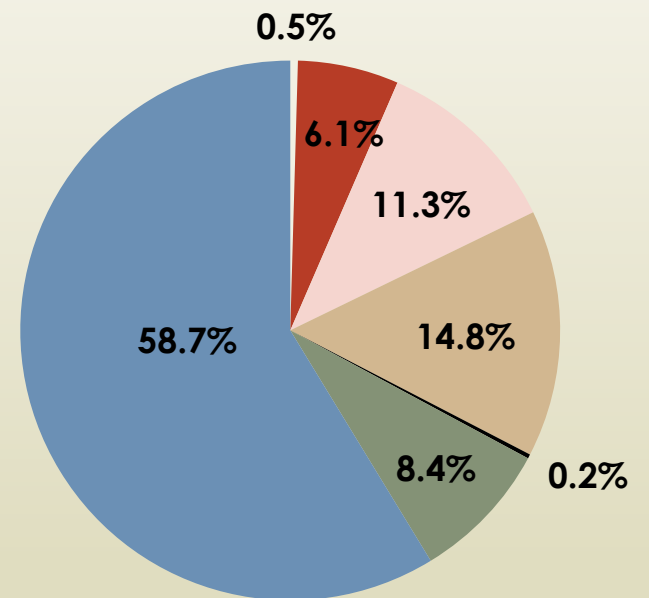


Ethnicity-Race

Ages 3-21



Ages 22+

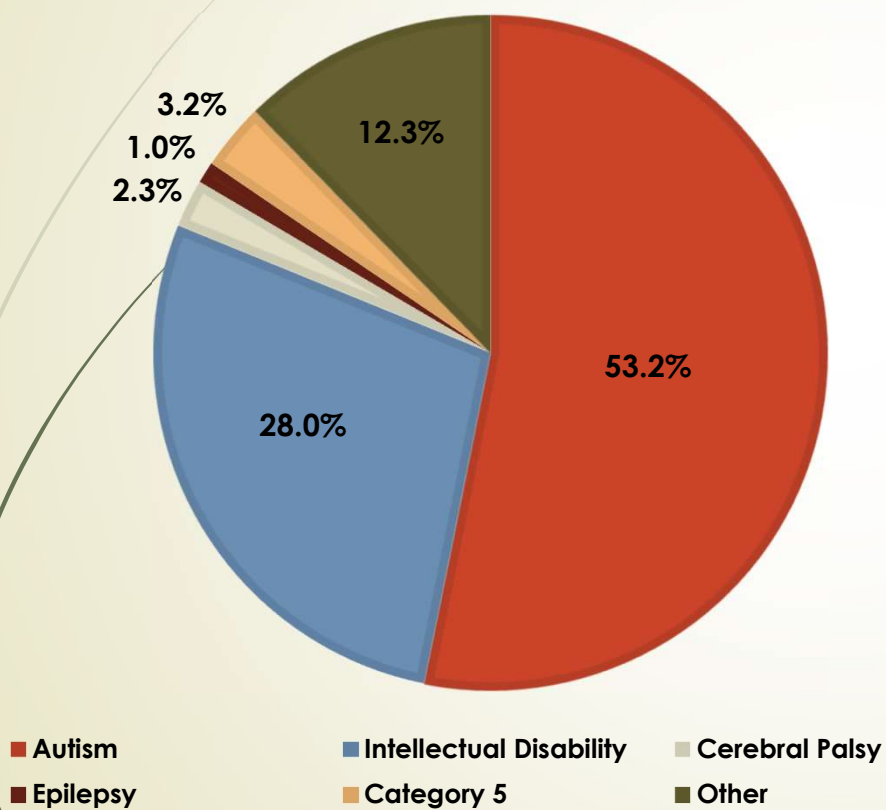


Population by Ethnicity-Race

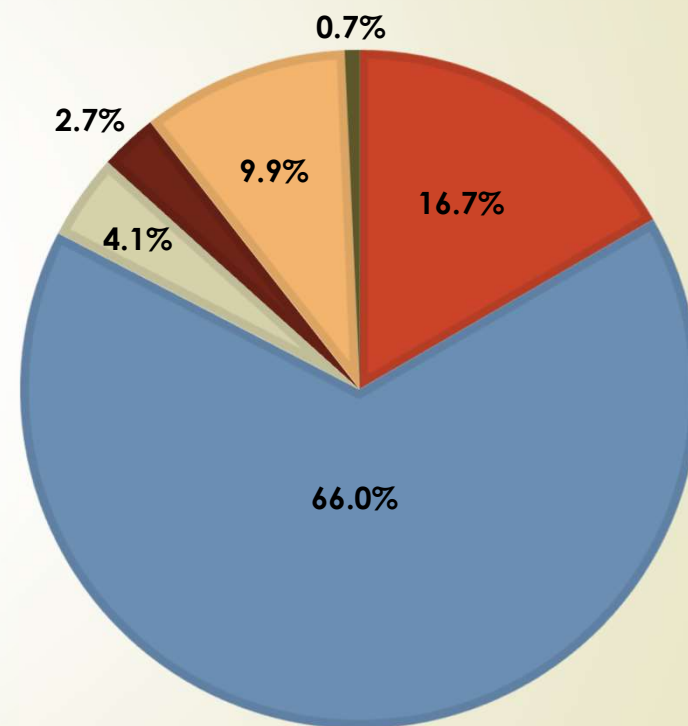
	Ages 3-21			Ages 22 +		
Ethnicity-Race	FY 19-20	FY 20-21	% Change	FY 19-20	FY 20-21	% Change
American Indian or Alaska Native	19	20	5%	22	22	0%
Asian	255	254	0%	286	291	2%
Black/ African American	285	301	6%	545	543	0%
Hispanic/ Latinx	1327	1361	3%	684	712	4%
Native Hawaiian or Other Pacific Islander	13	8	-38%	11	12	9%
Other Ethnicity or Race / Multi-Cultural	907	920	1%	382	405	6%
White	1324	1314	-1%	2778	2823	2%

Diagnosis

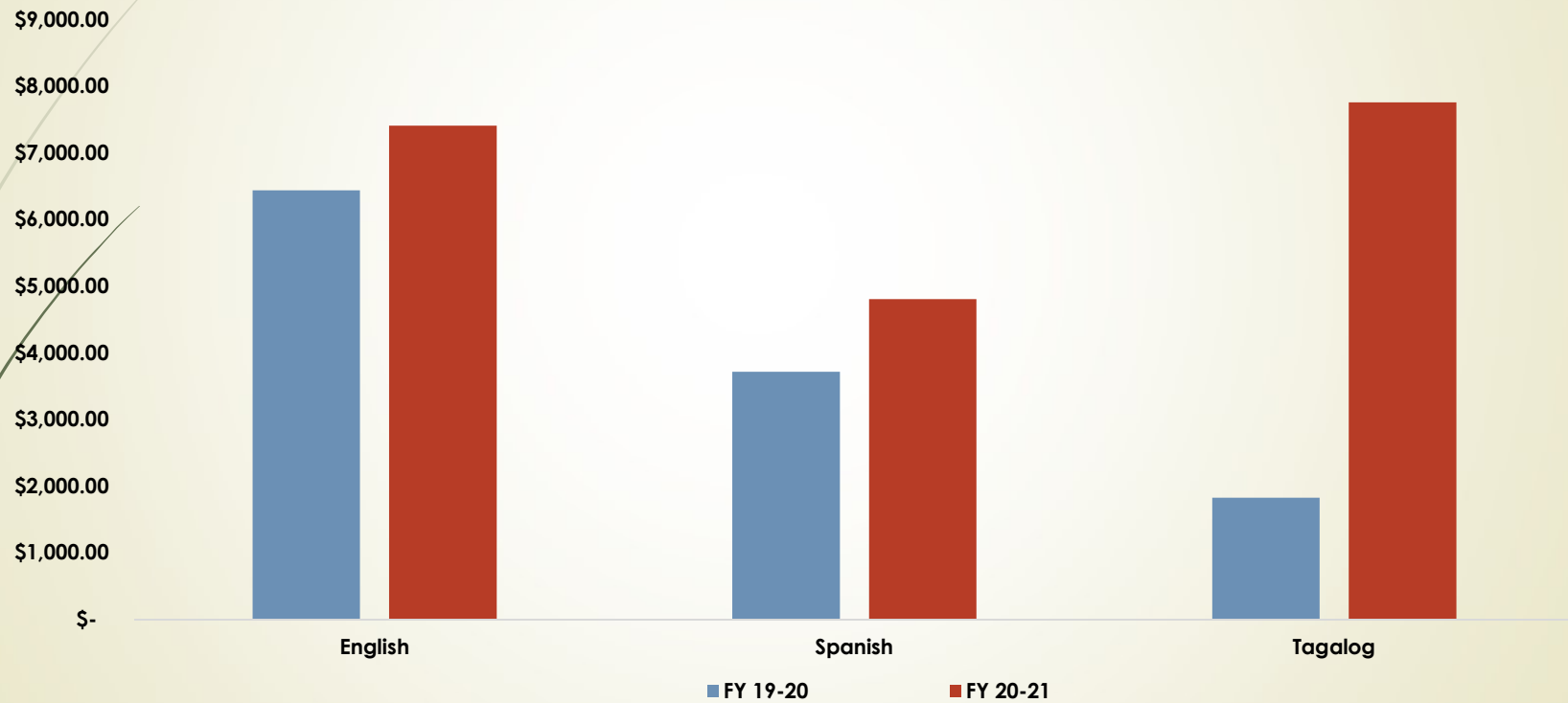
AGES 3-21



AGES 22+

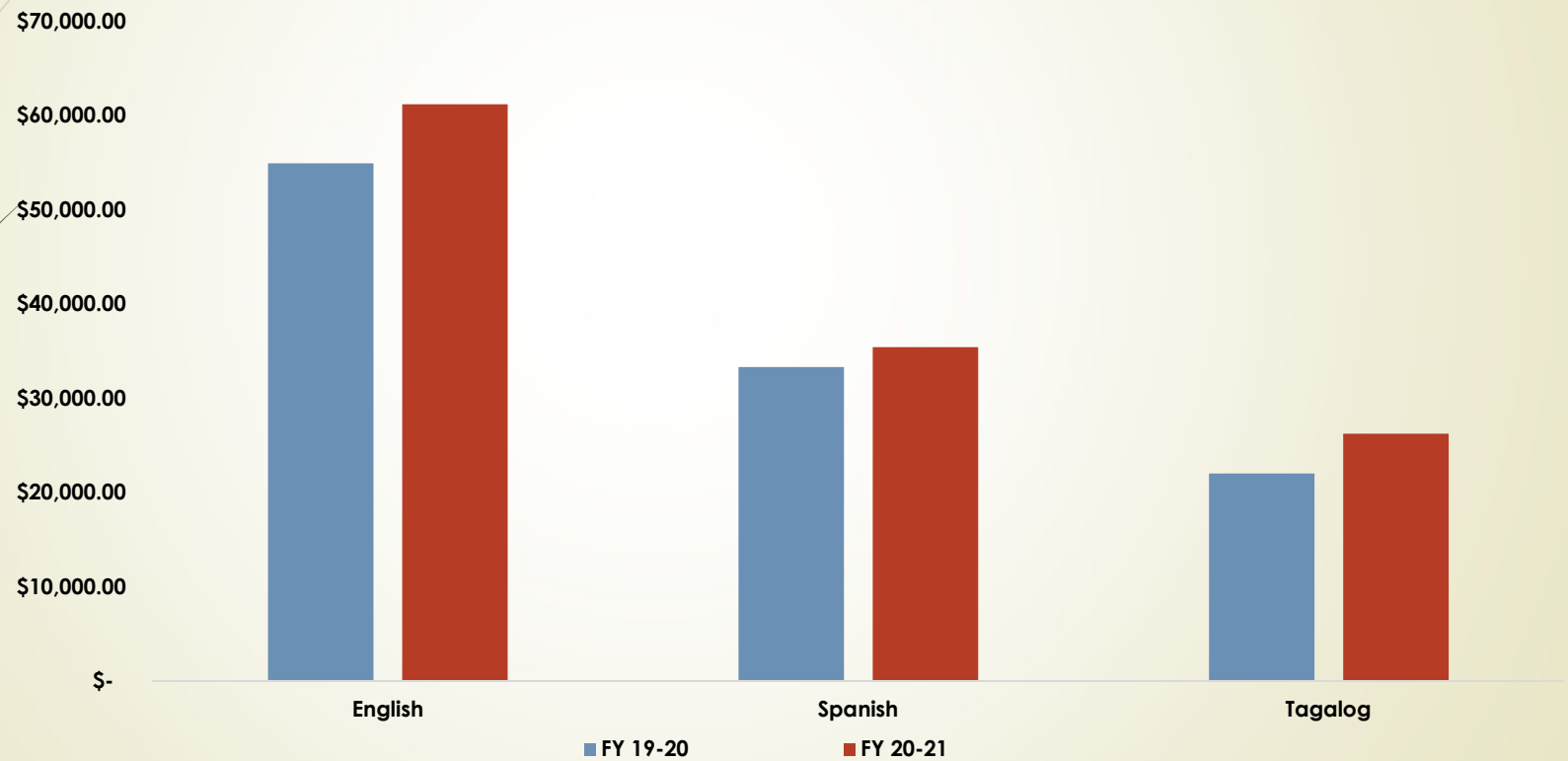


Expenditures Languages Ages 3-21



Expenditures Languages

Ages 22+

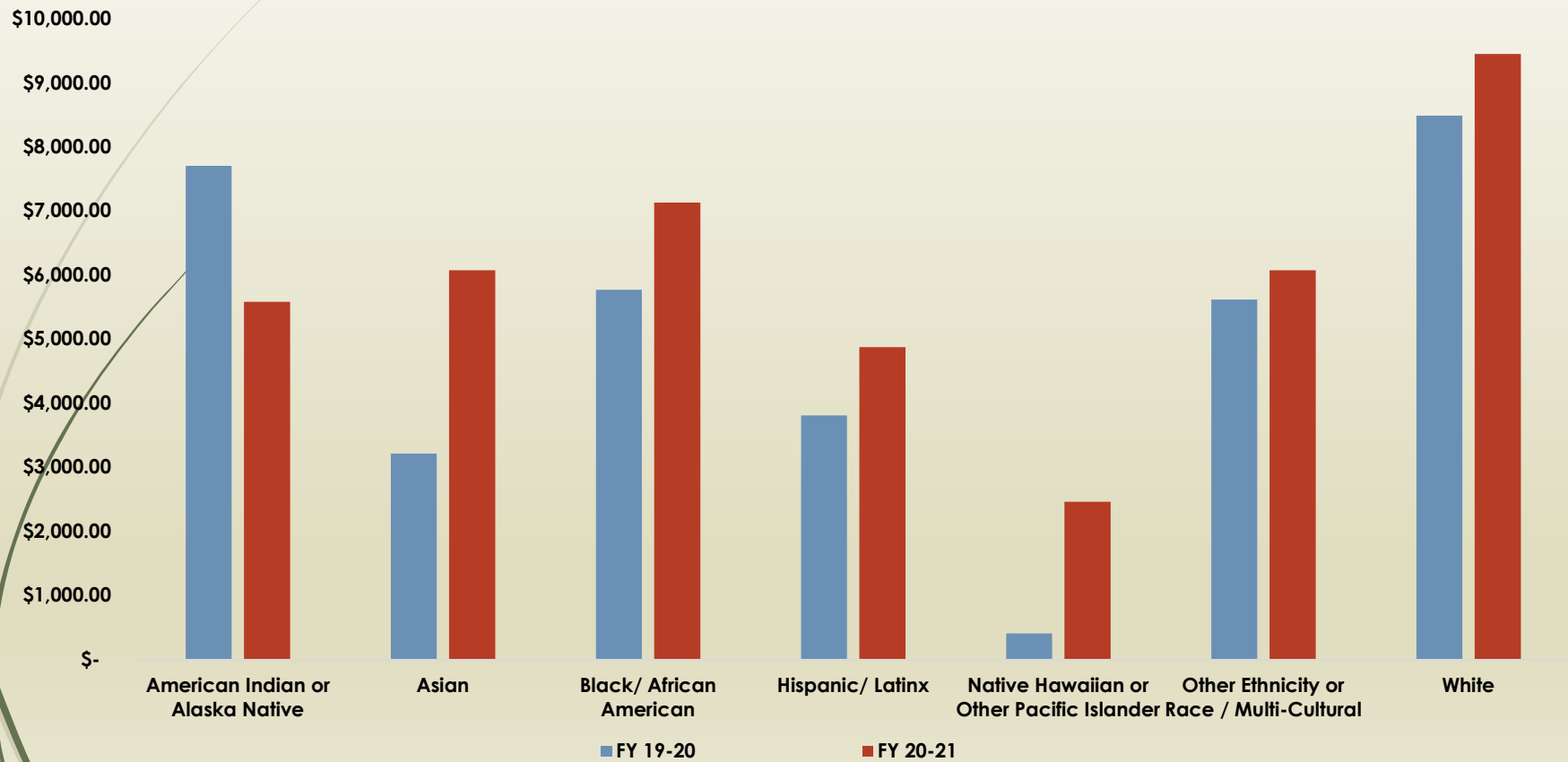


Languages

	Ages 3-21			Ages 22+		
Language	FY 19-20	FY 20-21	% Change	FY 19-20	FY 20-21	% Change
English	\$ 6,438.00	\$ 7,410.00	15%	\$ 54,907.00	\$ 61,169.00	11%
Spanish	\$ 3,717.00	\$ 4,807.00	29%	\$ 33,334.00	\$ 35,441.00	6%
Tagalog	\$ 1,825.00	\$ 7,759.00	325%	\$ 22,049.00	\$ 26,259.00	19%

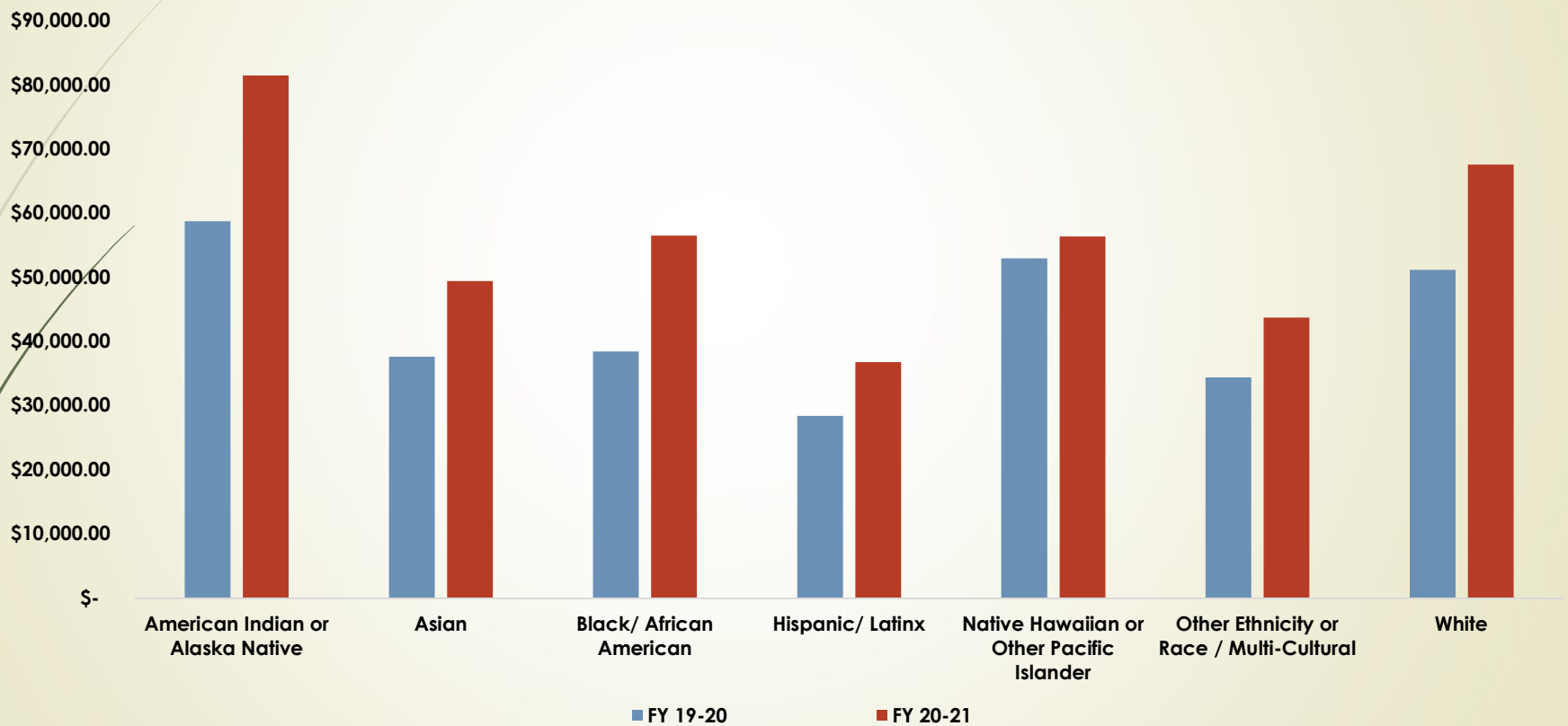
Ethnicity-Race

Ages 3-21



Ethnicity-Race

Ages 22+

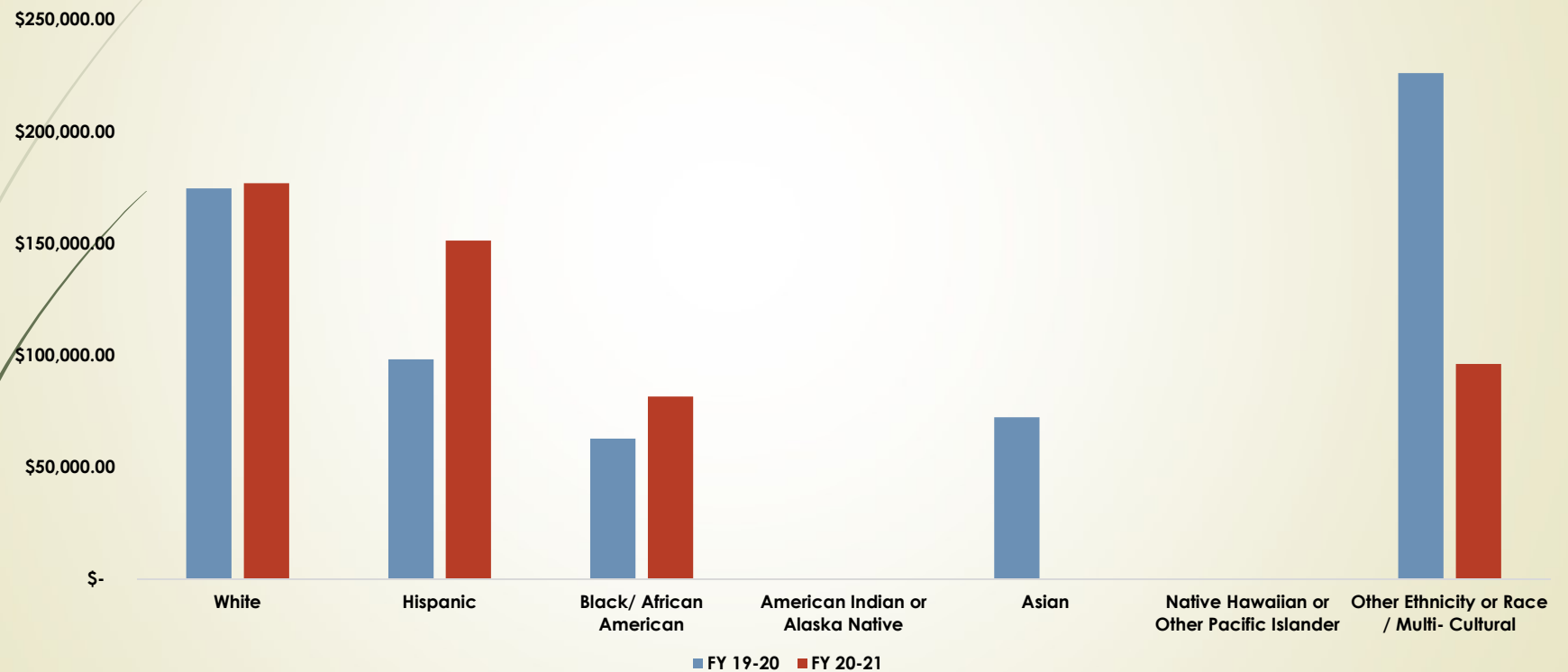


Ethnicity-Race

	Ages 3-21			Ages 22 +		
Ethnicity-Race	FY 19-20	FY 20-21	% Change	FY 19-20	FY 20-21	% Change
American Indian or Alaska Native	\$ 7,703.00	\$ 5,579.00	-28%	\$ 58,730.00	\$ 81,452.00	39%
Asian	\$ 3,214.00	\$ 6,072.00	89%	\$ 37,618.00	\$ 49,410.00	31%
Black/ African American	\$ 5,770.00	\$ 7,132.00	24%	\$ 38,418.00	\$ 56,469.00	47%
Hispanic/ Latinx	\$ 3,806.00	\$ 4,872.00	28%	\$ 28,366.00	\$ 36,778.00	30%
Native Hawaiian or Other Pacific Islander	\$ 407.00	\$ 2,461.00	505%	\$ 52,950.00	\$ 56,358.00	6%
Other Ethnicity or Race / Multi-Cultural	\$ 5,616.00	\$ 6,074.00	8%	\$ 34,399.00	\$ 43,709.00	27%
White	\$ 8,485.00	\$ 9,450.00	11%	\$ 51,163.00	\$ 67,535.00	32%

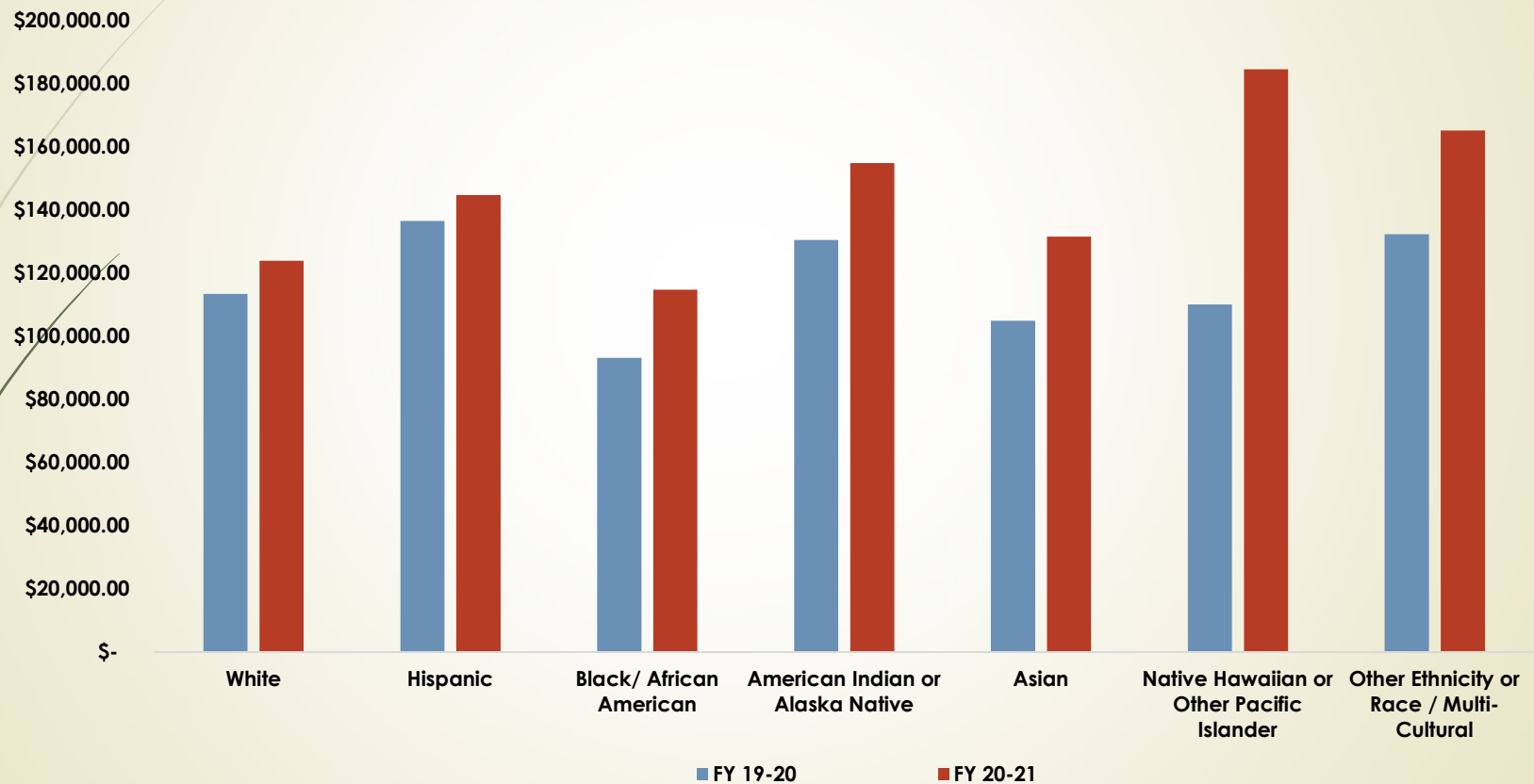
Ethnicity-Race & Residential

Ages 3-21



Ethnicity-Race & Residential

Ages 22+



Ethnicity-Race & Residential

	Ages 3-21			Ages 22 +		
Ethnicity-Race	FY 19-20	FY 20-21	% Change	FY 19-20	FY 20-21	% Change
American Indian or Alaska Native			0%	\$ 130,569.00	\$154,879	0%
Asian	\$ 72,275.00	\$0	-100%	\$ 104,924.00	\$131,594	25%
Black/ African American	\$ 62,816.00	\$81,573	30%	\$ 93,182.00	\$114,754	23%
Hispanic/ Latinx	\$ 98,228.00	\$151,354	54%	\$ 136,540.00	\$144,772	6%
Native Hawaiian or Other Pacific Islander				\$ 110,104.00	\$184,569	68%
Other Ethnicity or Race / Multi-Cultural	\$ 226,188.00	\$96,200	-57%	\$ 132,357.00	\$165,179	25%
White	\$ 74,613.00	\$176,944	1%	\$ 113,456.00	\$123,952	32%

Current Disparity & Equity Efforts

- ▶ Disparity & Outreach Committees
 - ▶ Bilingual Resource Coordinators (Spanish/ English)
 - ▶ Bilingual Respite Capacity Building Project (Spanish/ English)
 - ▶ Diversity and Equity Supervisor
 - ▶ One to forty specialized case loads
 - ▶ Targeted recruitment for more Bilingual Service Coordinators
 - ▶ Community Mapping for Outreach
- ▶ Board of Directors' Cultural and Linguistic Competence Committee (CLCC)
- ▶ Vendor Advisory Committee (VAC) Cultural Diversity Sub Committee
- ▶ NBRC staff diversity, equity and belonging survey
- ▶ NBRC staff trainings: Ana Lugo, 'Equity First' Consultant & more

Questions, Thoughts & Suggestions

Next meeting:

Community Roundtable and Panel
Wednesday April 27th
6:30 to 8:30 pm
Via Zoom

If you are interested on being a panelist please contact
Ana Horta, Diversity and Equity Supervisor, (707) 228-0635,
anah@nbrc.net

Thank you!

