



Racial Equity Commitment

The Sonoma County Human Services Department (HSD) recognizes that inequities exist in our community that have disproportionately affected Black, Indigenous, and people of color. Local government plays a role in influencing these inequities, which exist across housing, health, education, and other areas. HSD builds upon its mission to empower, support, and protect all members by committing to being an antiracist organization and eliminating racial disparities in all HSD programs, policies, practices, and services.

HSD acknowledges that addressing disparate outcomes that have resulted from centuries of systemic racism requires a long-term commitment. HSD commits to establishing a permanent, department-wide racial equity committee and work groups within each division that will develop and implement strategies to eliminate racial disparities. The department also commits to:

- Prioritizing racial equity and inclusion as an integral component of organizational identity and values
- Developing leaders that clearly communicate and believe in the importance of supporting racial equity
- Promoting workplace policies, practices, and trainings that equip staff with an understanding of racial equity and methods to create change
- Creating a culture that supports open and honest discussion related to racial equity within the department
- Identifying and addressing practices, policies, and processes that result in disparate outcomes for Black, Indigenous, and people of color
- Optimizing community input to inform racial equity efforts

