

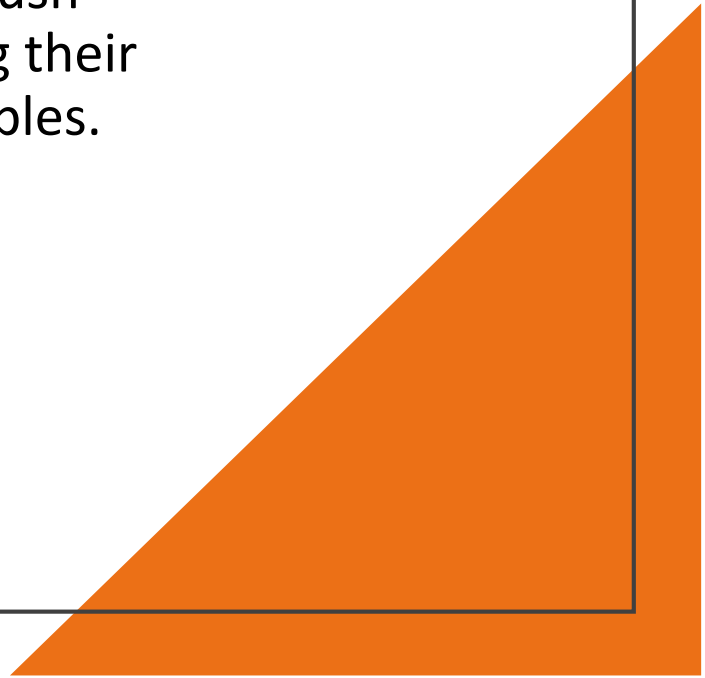
# Journeying to Advance Equity in San Mateo County

Shireen Malekafzali (she/her) | Chief Equity Officer  
LGBTQ+ Commission | September 7, 2021



Acknowledging  
the land our  
County sits on.  
Land of the  
Ramaytush  
Ohlone People

We wish to pay our respects by  
acknowledging the Ancestors, Elders,  
and Relatives of the Ramaytush  
Community and by affirming their  
sovereign rights as First Peoples.



# Forum Overview

## Equity Framework Presentation

- A little about me
- Defining equity
- State of equity in San Mateo County
- Early equity efforts
- What's required of us
- Pronoun Resolution by Supervisor Canepa

Q/A

Discussion

Closing

About me - -

# I am from...

I am from the womb of a depressed warrior

From a land of empire, oppression, and poetry

From a climate of black outs, bombs, and instability

I am an immigrant.

A fresh lens on America – an awkward sense of self and belonging

I am from the ingredients of the American Dream –

from hard work, sacrifice, and loss,

school lunches, ESL, and luck,

emergency rooms, student loans, and struggle,

from strength and hope, and pain and more luck

A reluctant warrior – an introvert, a mom, a learner

I am from the skies of privilege and opportunity

Flying the spirits of ancestral hope

Afloat on the waters of anxiety

A unique blend of apple pie – a splash of rosewater, a dash of pomegranate, with a foreign texture

I am the scars and ambitions of my parent's dreams

I am a shadow of the American landscape



# Understanding Equity

# Defining Equity

Equity is the goal of *just and fair inclusion* into a society in which *all can participate, prosper, and reach their full potential*.

- PolicyLink

To achieve equity, we must *create the conditions* that allow all to reach their full potential.

# Diversity, Equity, Inclusion - Belonging

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**Diversity:** a fact –people being different from one another.

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**Equity:** a goal–where everyone can reach their full potential.

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**Inclusion:** a practice –to make space for people and ensure people are included

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**Belonging:** a sense of authentic participation and power in the design or development - to not just be included in other people's spaces but to be a welcomed agent in the creation of the space with equitable distribution of power



# Equity versus Equality

Different Needs = Different Resources



Different Barriers



EQUALITY



EQUITY

Journey to Justice: Remove barriers and level the playing field



# State of Equity in San Mateo County



# Root Causes of Inequities:

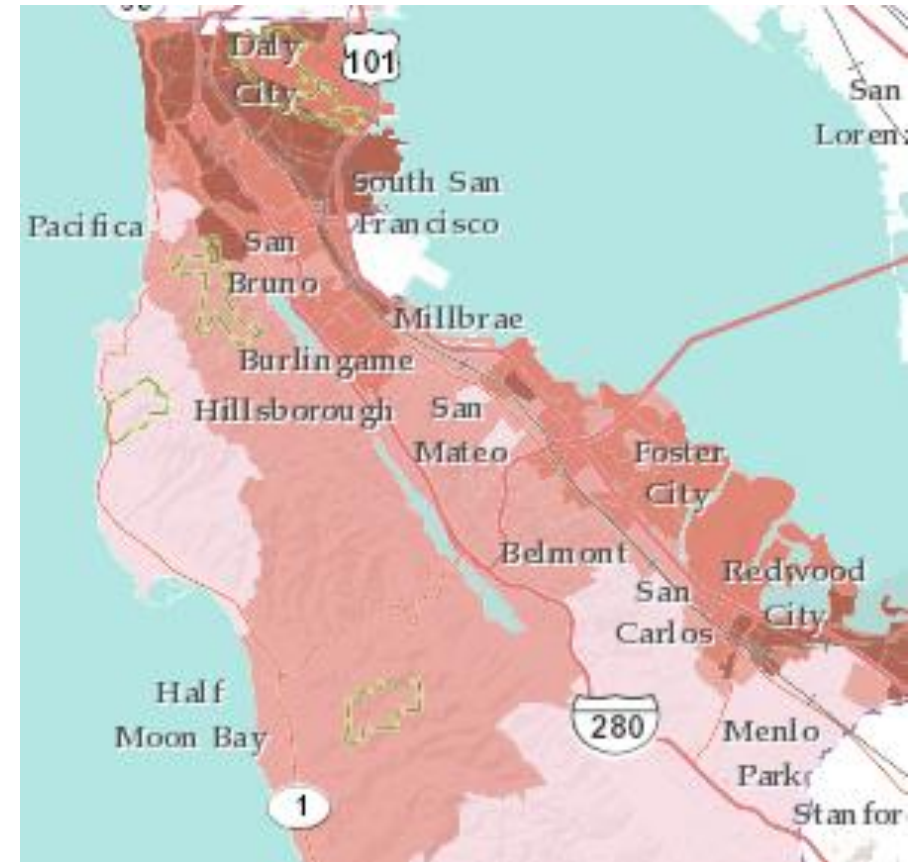
Important to remind ourselves before we look at disparate outcomes because many often blame personal responsibility without a reminder of historic and recent inequities



- Slavery
- Indigenous Genocide
- Racial property deed restrictions
- Home loan discrimination (redlining)
- Urban renewal
- Exclusion from the GI Bill Benefits
- Deindustrialization
- Housing discrimination
- Employment Discrimination
- School segregation
- Residential segregation
- Funding disparities
- Structural poverty
- Incarceration inequities
- Implicit bias
- Zero tolerance disciplinary policies
- Predatory lending
- Loan discrimination
- Residential segregation
- Housing and employment discrimination
- Complaint-based systems
- Voter suppression
- Limited pipelines into leadership
- Voter Suppression
- Internment camps

# County Context

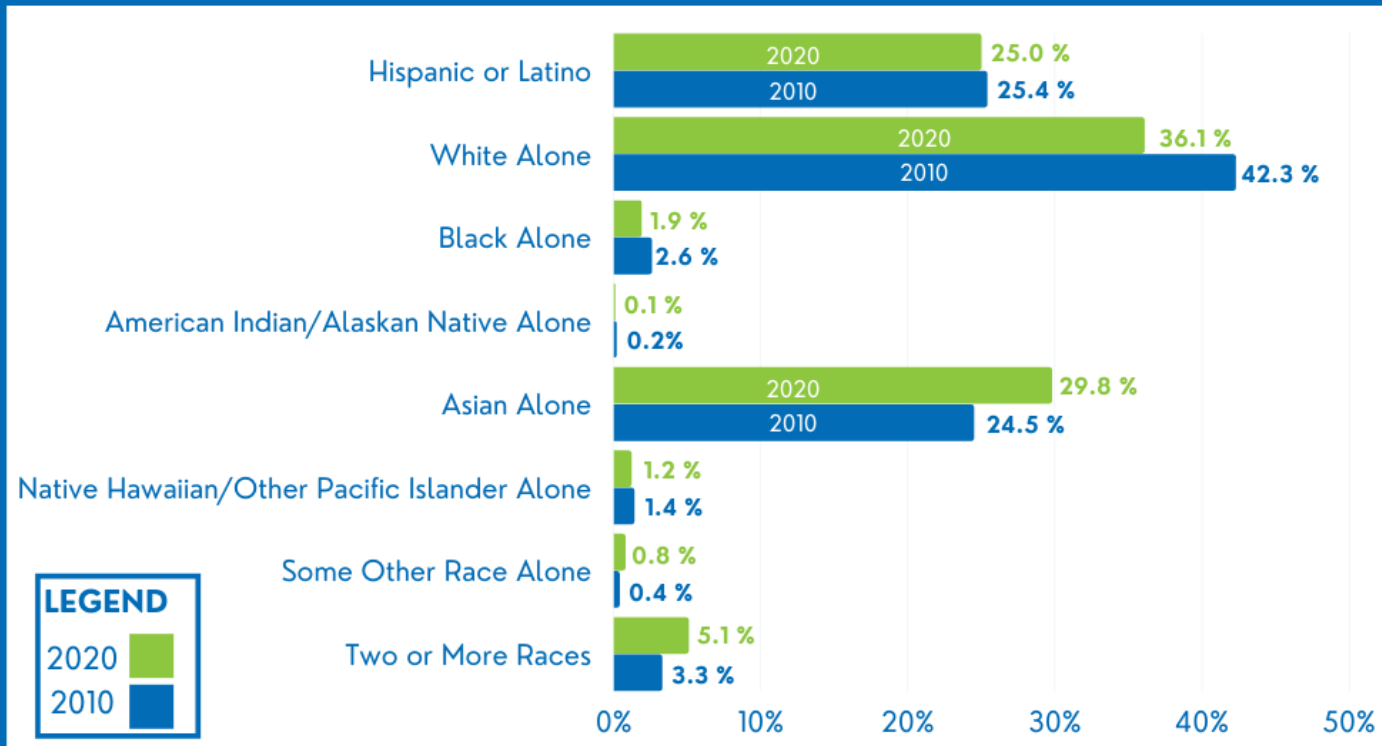
- **At least 64% People of Color**
  - Approximately 67% People of Color per Dr. Benner (UC Santa Cruz)
- **Large Immigrant Community**
  - 35% foreign born. 21% of immigrant population undocumented.
  - 46% speak another language at home
  - 57% of children have immigrant parents





## San Mateo County: 2020 Census Race/Ethnicity

2020 Population: 764,442 and 2010 Population: 718,451



Source: 2020 & 2010 US Census Surveys

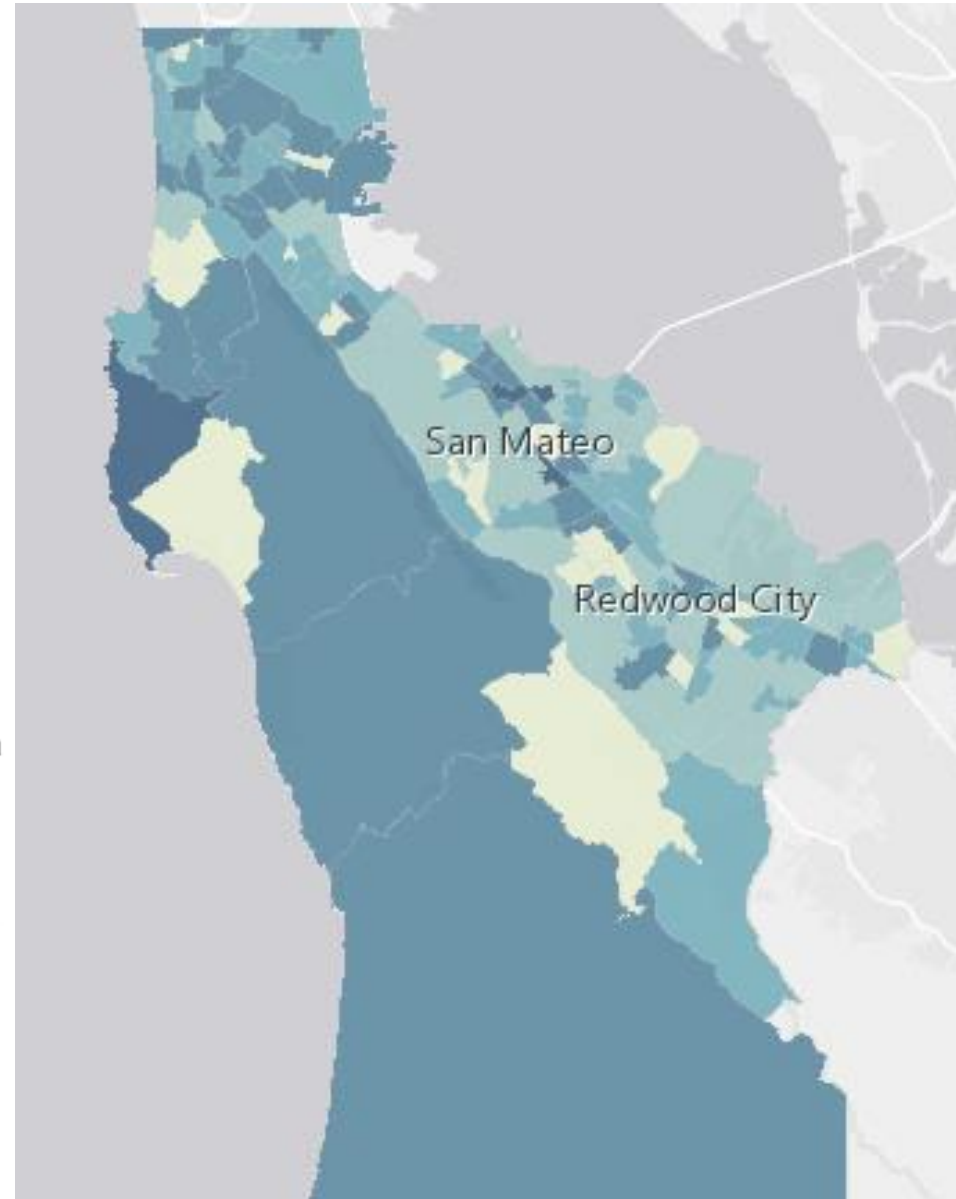
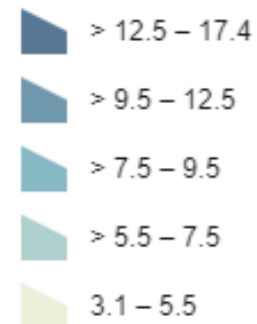


NEW 2020  
DATA:  
Race/Ethnicity

# People with disabilities

- 4.3% 65 and under
- 29.3% of 65+

Percent of the total civilian  
noninstitutionalized population with a  
disability

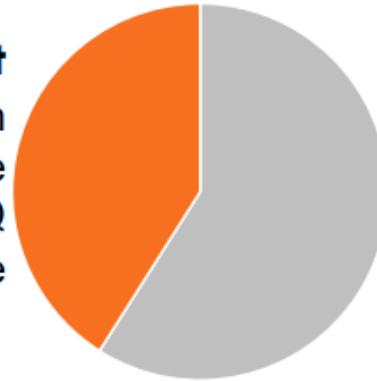


# LGBTQ+ Community

- LGBTQ+ population estimated at 4% of SMC or 30,000

## To be Welcome and Included

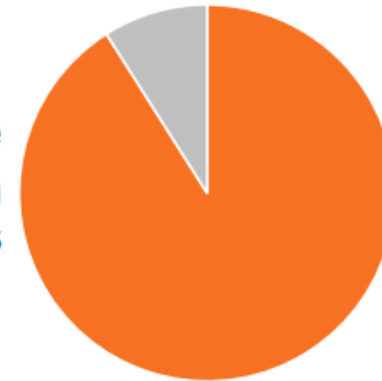
41% of adults **do not** feel most people in San Mateo County are **accepting** of LGBTQ people



80% of youth heard **negative** messages about being LGBTQ **at school**



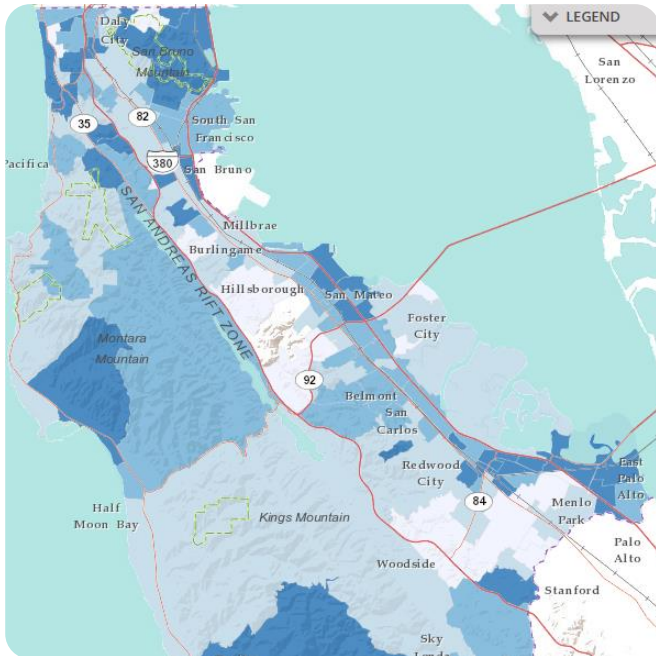
91% of youth **do not** hear positive messages about being LGBTQ from **leaders in their communities**





# Limited Shared Prosperity

- Hourglass economy
- 50% of renter households pay more than 30% of their income on housing
- Median household income in Atherton is 4 times that of EPA
- Median HH income for White and Asian HH is 2x that of Black and Latinx HHs
- Life expectancy gap between Black and White is 4 years.
- 18% of EPA lacks computers or broadband access versus 5% and 9% countywide





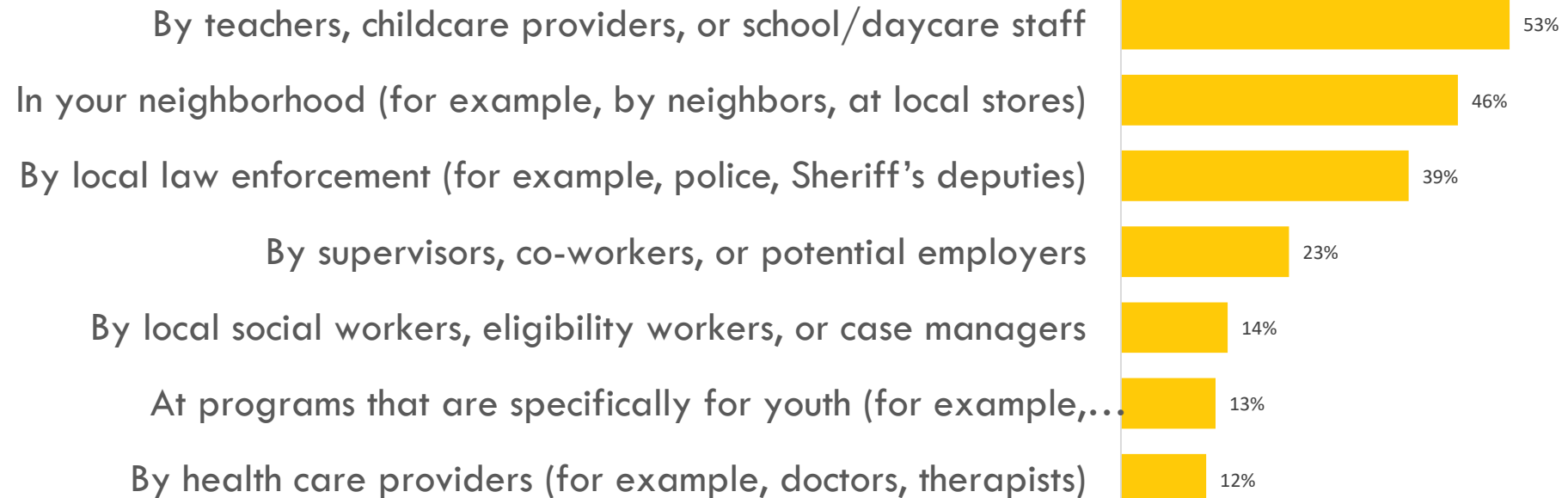
# NFO/RWC

## Structural and Institutional Racism

[My experience in school would have been better] if teachers supported and believed in everyone the same.

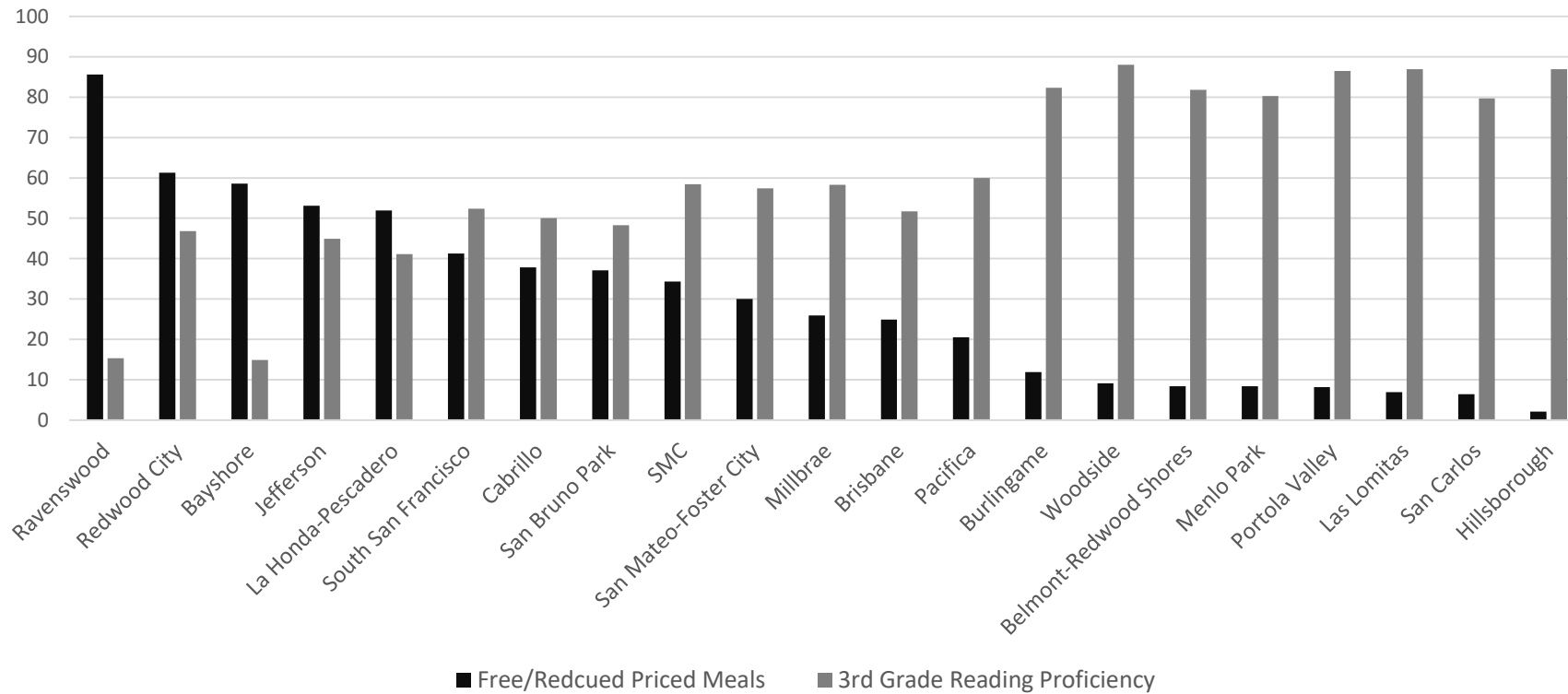
Youth living in NFO/RWC

**Youth of Color who reported that they had been discriminated against Always, Most of the Time, or Sometimes in the past year...**



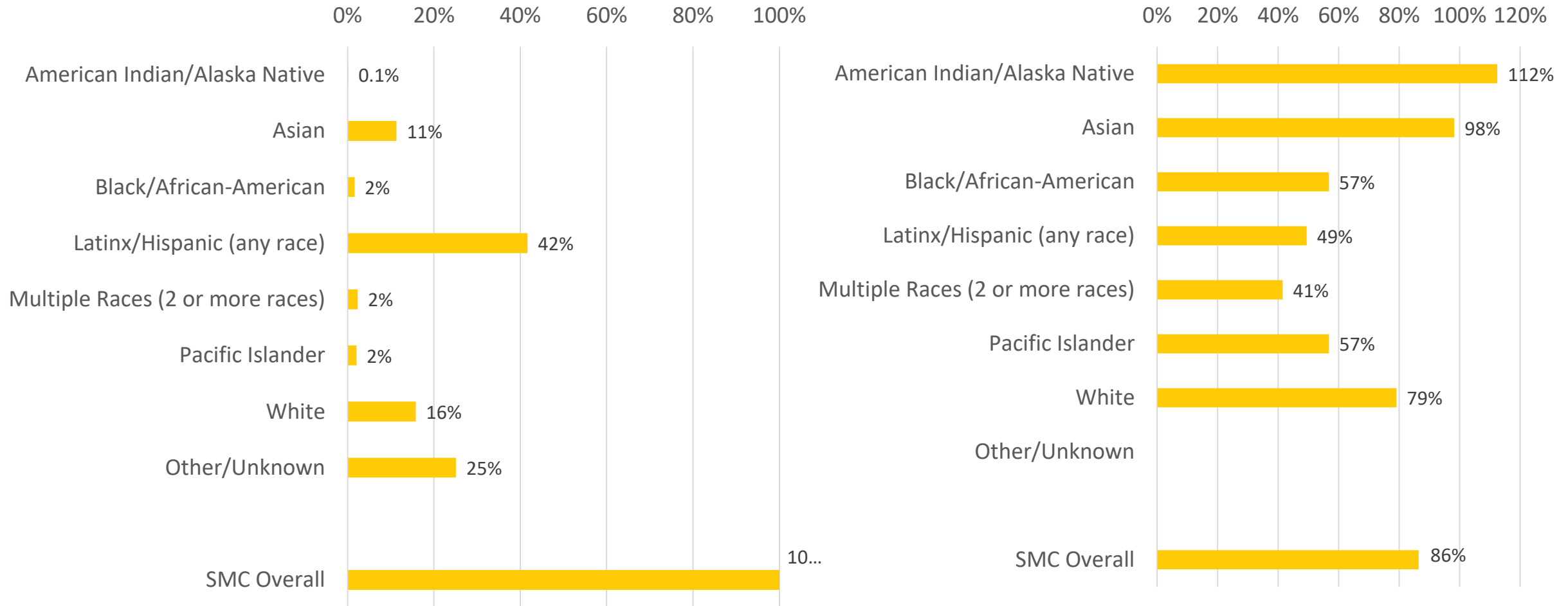
# School Challenges: Cycle of Inequity

Free/Reduced Price Meal Participation and 3rd Grade Reading Proficiency by Elementary School District, 2018-2019



Source: California Department of Education. Free and Reduced Meal Participation (2018-2019), California Assessment of Student Performance and Progress (2019)

# Race/Ethnicity of SMC COVID-19 Cases & Vaccination (at least 1 dose and 12+)



Data as of June 30, 2021

# Community Assets Run Deep & Wide

- Deep social capital
- Ownership of the community
- Community leadership
- Activism
- Family connections
- Power from the people
- Recognition of our fates being tied together
- Diversity of rich ancestral knowledge
- Resilience
- Culture and Art
- History
- Community Organizing - Organizers



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

An illustration of numerous hands of various skin tones raised in support against a purple background. The hands are wearing different colored sleeves and some have jewelry like rings and bracelets. The overall style is flat and colorful.

# Chief Equity Officer Efforts: A Start

# Purpose & Key Pathways for Chief Equity Officer

**Purpose:** Support and engage San Mateo County to build and drive more equitable and accountable systems, in order to produce more equitable outcomes for our communities.

**Pathways to achieve purpose:**

- Support development of a vision, values and framework for an equitable San Mateo County structure with stakeholders
- Support development of a plan for workforce education and training to build staff capacity to identify, create and strengthen equitable practices
- Support County leaders in their review of policies, procedures, and protocols to improve equity in process and outcome
- Support development of accountability structures and systems
- Develop a new Office of Racial and Social Equity
- Creating pathways for partnership, council, and support to advance equity amongst staff and with community

# Approaches I bring to this work based on my values

Structural Transformation

Centering the Heart

Racial Justice

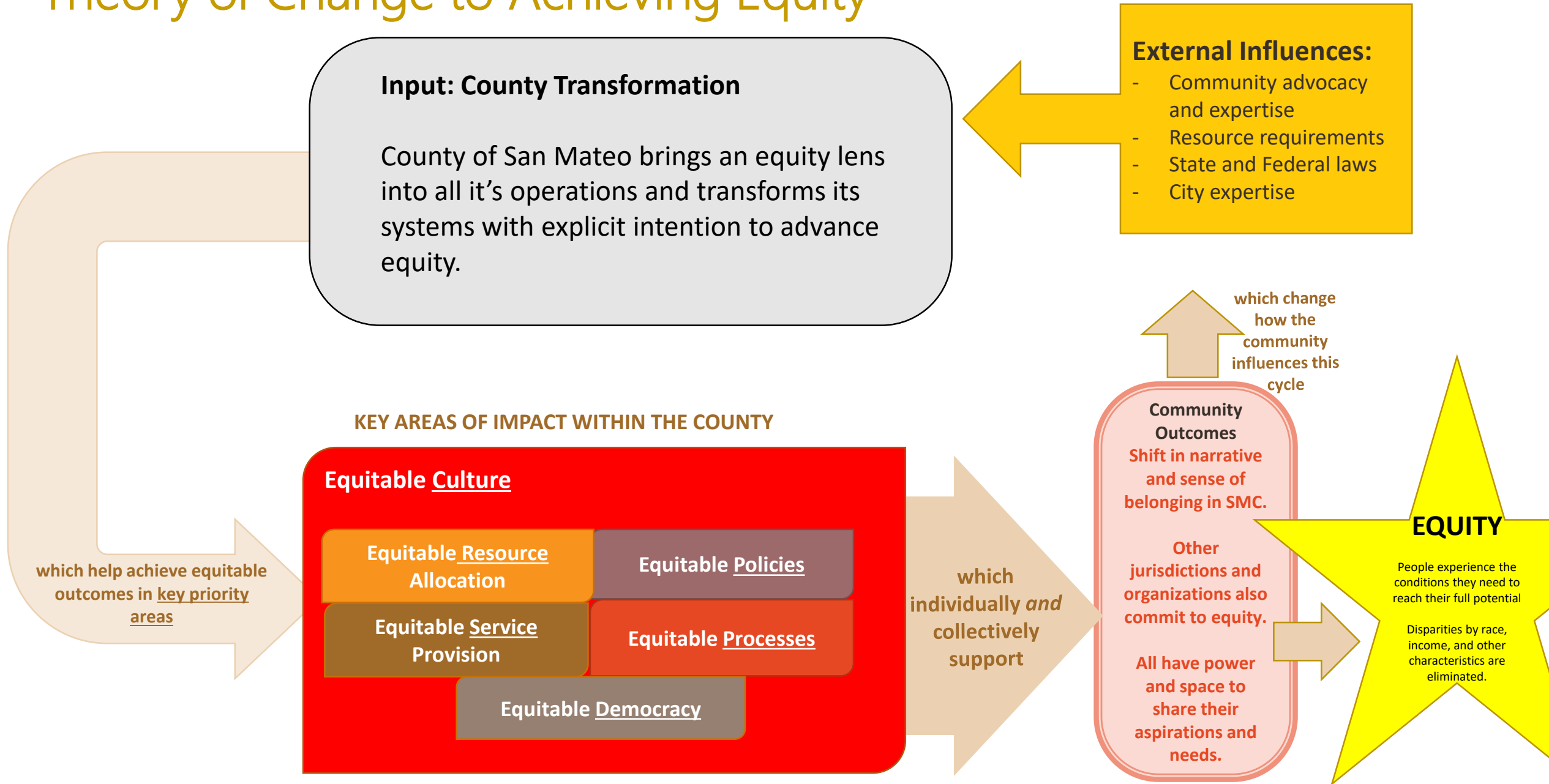
Authentic Democracy

Partnership

Emergent Practice



# Theory of Change to Achieving Equity






# Early Efforts: Learning, Exploring, Building Structure



- **Listening and learning**
- **Building Equity Infrastructure:**
  - Developing Equity Framework, Core purpose and pathways for position
  - Interdepartmental Core Equity Team
  - Designing Community Equity Council
- **Performance Metrics:**
  - All departments required to submit equity metric as part of budgeting
- **Internal Capacity Building:**
  - Leadership forums, Building equity training program
- **Policy Efforts:**
  - Anchor Institution Model – equity-focused procurement, local hiring, community-based investments (Supervisor Slocum)
  - Racial Equity Resolution (Supervisor Canepa)
  - Pronouns (Supervisor Canepa)
- **Democratic Engagement:**
  - Community input into recovery planning
  - Diversifying Boards/Commissions

# Building Countywide Equity Infrastructure



A stylized, high-contrast illustration of a crowd of people. The figures are rendered in a simplified, almost abstract manner with thick outlines. Many have their arms raised, some holding flags or banners. The background is a dark, textured red. The overall style is reminiscent of a woodcut or a graphic print.

What's Required of us?

Bringing our heads  
and our hearts to  
this work.

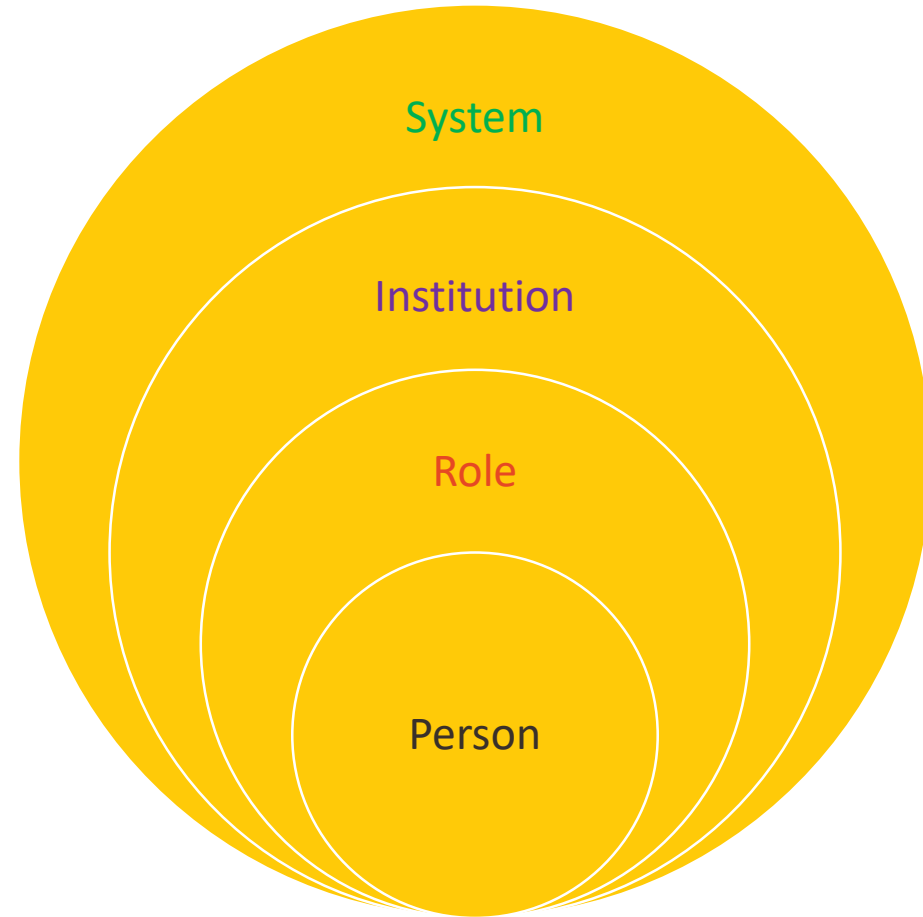


# Key ingredients towards success

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1. Strong, committed, resilient, and steady leadership
2. Clear vision and values of equity
3. Strong, trusted, and engaged partnerships
4. Organizational transformation
5. Time
6. Accountability

# Organizational & Personal Journey



# Pronoun Resolution – Supervisor Canepa

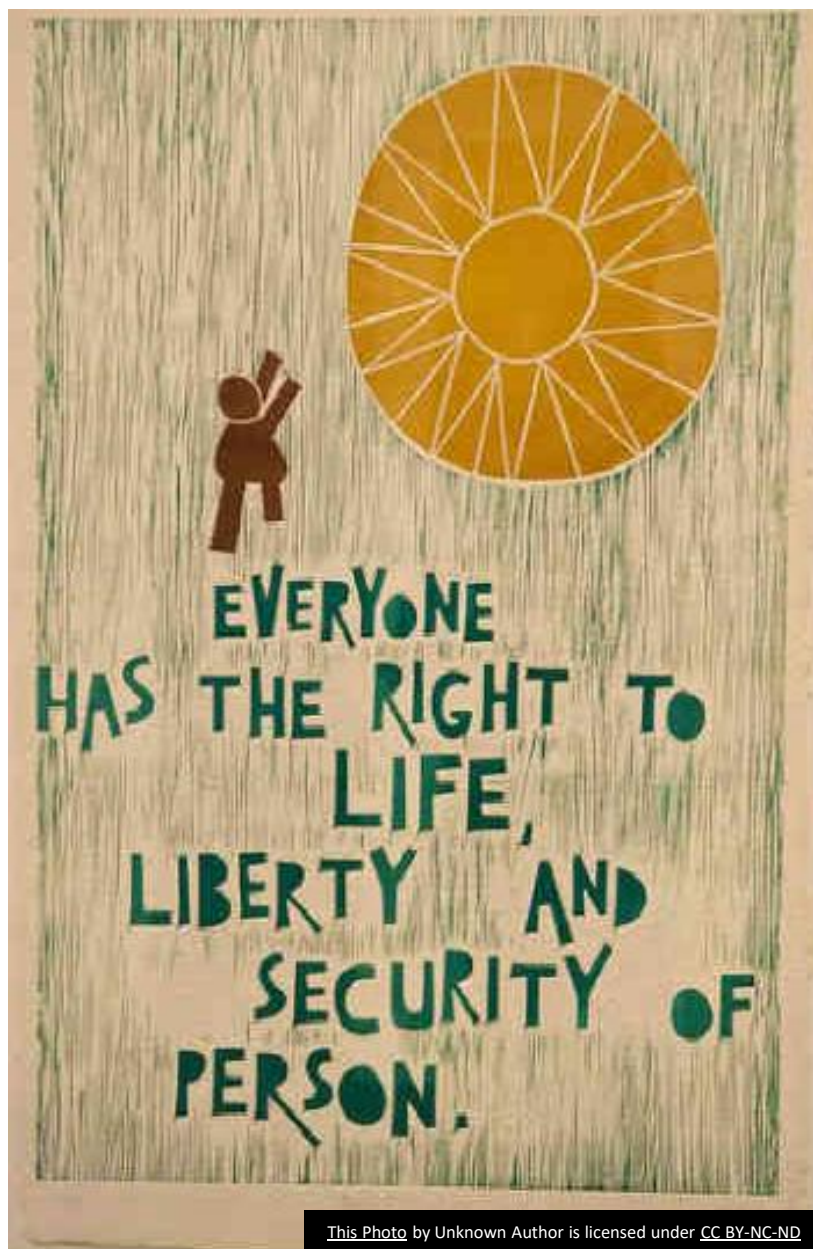
# Q/A & Discussion

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- What is your overall reaction to the framework and efforts underway?
- What specific feedback do you have?
- How well do your groups goals and interests align with the framework and actions discussed?
- Your thoughts specifically on the Pronoun Resolution?







# Thank you

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Shireen Malekafzali (she/her)

[smalekafzali@smcgov.org](mailto:smalekafzali@smcgov.org)

## RESOLUTION NO.

### BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

\* \* \* \* \*

#### RESOLUTION ESTABLISHING A COUNTY POLICY TO CONDUCT COUNTY AFFAIRS IN A MANNER THAT USES GENDER-INCLUSIVE AND GENDER-NEUTRAL LANGUAGE IN THE DRAFTING OF NEW LEGISLATION OR REVISED LEGISLATION, POLICIES, AND OTHER COUNTY COMMUNICATIONS

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**WHEREAS**, the County of San Mateo recognizes, affirms, values, and supports all LGBTQ+ individuals; and

**WHEREAS**, the County of San Mateo is committed to advancing the rights, protections, dignity, and inclusion of all its residents; and

**WHEREAS**, it is known that binary gender designations of “female” and “male” do not sufficiently speak for the entire scope of human gender identities and experiences, including many transgender, nonbinary, and intersex individuals who may not identify to fixed genders; and

**WHEREAS**, nonbinary gender identities have been acknowledged by communities and cultures around the world, as well as by legal systems, medical authorities, and researchers across the United States and other countries; and

**WHEREAS**, the State of California has recognized that many transgender and nonbinary individuals are in the state and the necessity for gender inclusivity in state-issued identification documents, legislative drafting guidelines, anti-discrimination laws, and policies related to employment, healthcare, and public facilities; and

**WHEREAS**, on June 15, 2020, the United States Supreme Court determined that gender identity is a protected category in relation to Title VII of the Civil Rights Act of 1964; and

**WHEREAS**, it is now a more common and increasingly suggested practice to use gender-neutral and gender-inclusive language in the drafting of legislation, workplace policies, legal, academic, and media writing, and other means of communication; and

**WHEREAS**, a grammatical method to avoid gendered pronouns is to reuse the noun in lieu of a pronoun, using plural forms for both nouns and reference words, and expansion of the word “they” to cover its use as a singular pronoun, which is widely accepted in writing style guides, such as the “Chicago Manual of Style” and the Associated Press stylebook, and which has been officially acknowledged as appropriate usage in the Merriam-Webster and Oxford English dictionaries; and

**WHEREAS**, the use of “they” as a singular pronoun is inclusive of transgender and nonbinary persons as well as to individuals of the male and female genders; and

**WHEREAS**, in 2018, the State of California passed a resolution (ACR-260) for the use of gender-neutral pronouns and gender-inclusive language in the drafting of legislation, and for state agencies to participate in efforts to use gender-neutral pronouns and avoid the use of gendered pronouns when drafting policies, regulations, and other guidance; and

**WHEREAS**, the County of San Mateo is committed to language that is inclusive and representative of all residents;

**NOW, THEREFORE, IT IS HEREBY RESOLVED** that the Board of Supervisors of San Mateo County recognize that it shall be the policy of the County to conduct County affairs in a manner that uses gender-inclusive language, including non-gendered language and gender-neutral pronouns where appropriate. This policy shall apply in the drafting of

- (1) new or revised policies,
- (2) new or amended legislation, including resolutions, motions, amendments to ordinances and amendments to in the County, and
- (3) new or revised communications, and other writings, including but not limited to new emails and letters; and be it

**FURTHER RESOLVED:** That City employees are encouraged, but not required, to include in their email signatures and other correspondence the pronouns to be used in referring to them.

**FURTHER RESOLVED:** A guidance document on the use of pronouns in communications, emails, and policy documents will be developed as a template for staff to implement such pronouns as appropriate.



## SMC Pride Center Updates

August 2021

### Administration Updates:

- We are recruiting for new Community Advisory Board Members! **The Community Advisory Board (CAB)** is a diverse group of volunteer members who have a passion for serving LGBTQ+ community. This is your chance to gain entrance for **a learning, networking, skills building, and growth opportunity** all while building a bridge to more LGBTQ+ community in San Mateo County. The CAB meets monthly to help guide Pride Center programming and we're even creating a community event of our own! For more information contact Frankie Sapp, Program Director, [francisco.sapp@sanmateopride.org](mailto:francisco.sapp@sanmateopride.org) or visit: <https://sanmateopride.org/community-advisory-board/>.
- **Financial assistance is now available for Name and Gender Clinic clients** to help cover costs for court fees and/or additional certified copies for their updated identity documents. If you need financial help, please fill out our very short application form: <https://bit.ly/ngc-aid-request>. All are welcome to apply, but please note San Mateo County residents will be prioritized. We are also able to provide **FREE chest binders or gaffs** upon request. Please contact Alex at [alex.golding@sanmateopride.org](mailto:alex.golding@sanmateopride.org) if you have any questions. You may also call or text 650-465-6795.
- **Pride Center re-opening update:**  
The Pride Center is moving forward with plans to re-open our physical doors but always with the safety of our team and community as our top priority. As the landscape of the pandemic is ever-changing, we are adapting our plans but with every intention of ensuring our services are accessible. Our virtual services will remain available on an ongoing basis. We understand this format works for many of our beloved community members. Beginning in October we will announce office hours for some of our programs and services as we understand remote options are not effective or therapeutic for everyone. In October, we will also welcome external community groups who wish to resume meeting at the Pride Center. Every effort is being made so that all of us remain comfortable and safe. If you would like more information about meeting at the Pride Center and have questions about what protocols and procedures will be expected, please contact Frankie Sapp at [francisco.sapp@sanmateopride.org](mailto:francisco.sapp@sanmateopride.org).

## Special Programming:

- **QT Healthy Relationships**  
6 consecutive **Tuesdays at 6 PM** beginning **August 17th through September 21st**  
CORA and the Pride Center are thrilled to co-host QT Relationships! We offered this workshop series last fall and are excited to offer it once again! This is a free, LGBTQ+ centered workshop series open to folks 18+. While this is LGBTQ+ centered, all community members 18+ are invited to attend. If you have questions or need support, please contact [JennaR@corasupport.org](mailto:JennaR@corasupport.org). Registration is required: [tinyurl.com/QTGroups](https://tinyurl.com/QTGroups).
- Our Older Adult Program through Peninsula Family Service is seeking **Peer Senior Counselors**. Senior Peer Counseling is a one-on-one service provided by trained volunteers in San Mateo County. **As a volunteer you receive FREE training and professional support, while you offer confidential support for one hour a week to older adults facing many challenges.** Services are provided in numerous languages. Fall trainings start Mondays & Wednesdays 9:30 am – 12:30 pm, October 4 – November 3, 2021. Training topics include diversity, basic counseling skills, mental health issues, grief & loss, and self-care.
- **This month's Trans Talks Series will be focused on Hormones 101.** Please join us on Thursday, September 16, from 6:30 pm – 7:30 pm, as we explore what happens with our bodies, both internally and externally, when we start hormone therapy. This presentation will include both testosterone and estradiol/estrogen and is a great opportunity to ask questions in a safe, supportive environment. This is a free event open to all community members: <https://tinyurl.com/transtalk09-16>.
- **Art workshop and Identity Talk**  
Sunday, October 3rd from 11-1 PM  
Join us for a free online workshop on **self-portraits while self-reflecting on LGBTQ+ identity!** We'll be creating art with materials that you can find around your home. If you don't have materials, contact us! All skill levels welcome! Save your spot at <https://tinyurl.com/lgbtq-art-education>. For more information, contact [ishani@acs-teens.org](mailto:ishani@acs-teens.org).
- **Out to Eat is an annual fundraising gala that benefits Outlet**, a program of Adolescent Counseling Services. Funds raised at Out to Eat allow the Outlet Program to provide support groups, mental health services, leadership development, and educational workshops for LGBTQIA+ youth and their allies on the Peninsula. This year, Out to Eat 2021 will be held on **Thursday, October 28th, 2021 from 6-9 pm at the Oshman Family JCC in Palo Alto**. Tickets are \$125 per person, or \$1,000 for a table of 10. We hope that you can join us at Out to Eat 2021 to celebrate the Outlet program and raise funds to support LGBTQIA+ youth! Reserve your seat [here!](#)  
*\*We're optimistic that we'll be able to resume our in-person gala in October, but details may be subject to change based on local public health orders.*

**To: LGBTQ Commission of San Mateo County**  
**From: Tanya Beat, Director**  
**Date: September 7, 2021**  
**Subject: Status of recent events/projects**

### ***County COVID Update***

- Commission meetings in-person will resume starting October 1.
- Currently we are required to wear masks inside.
- Brown Act requires: if you choose to call/video in as a commissioner, the location address must be posted on the Agenda and that location must be accessible to the public.

### ***Preserve Lives of Transgender Women of Color***

- Wednesday, September 8, 6:30-7:30pm
- <https://tinyurl.com/StonewallTWOCPanel>

### ***LGBTQ Commission Retreat***

- Saturday, November 13, 8:30am – 1:30pm.
- Currently planning an in-person retreat and it must be accessible to the public.
- [Debbie Schechter](#), formally of Peninsula Conflict Resolution Center, will be facilitating.

### ***July 20 Special Meeting Debrief***

- The recording of this meeting is on our website under Meetings.
- Please feel free to review the [recording](#) for this debrief.