

## **ARPA Equity Workgroup Summary of Community Needs**

A summary of the COVID-19 needs identified by the community as gathered by the ARPA Equity Workgroup is presented below.

### ***Foster Black, Indigenous, Latinx, and AAPI Networks of Mutual Learning and Support in the Business and Social Service Sectors through Focused Investments and Technical Assistance***

- Make increased and targeted outreach efforts to small, BIPOC (Black, Indigenous and People of Color) -led or -focused non-profits or other informal community-based organizations in disproportionately impacted areas when a new Request for Proposals is released
- Provide technical assistance and support to small, BIPOC led or focused non-profits or other informal community-based organizations in disproportionately impacted areas to increase capacity and connectivity to County funding
- Provide targeted support to BIPOC-owned businesses to assist with connection to resources and enhanced compliance
- Incentivize established nonprofits to work with and in support of smaller, informal, and culturally responsive community-based organizations
- Provide or support leadership training in underrepresented or underserved communities
- Create mini grants program to support smaller, BIPOC-led or focused community groups
- Support smaller BIPOC-led or focused community groups during non-emergent times to ensure surge capacity during disasters
- Expand promotoras programs
- Resource area-specific organic community-led efforts (like Comida Para Todos, etc.)
- Resource community organizations who provide wrap-around holistic support through collaboration with partners
- Fund small business-focused legal services that can help set-up, develop, and advise BIPOC and small business owners for long term success
- Provide loan forgiveness for County health and human service professionals (including County contractors), with a particular interest in recruiting those whose identities overlap with the communities they serve

### ***Provide Cash and Other Direct Resources to Disproportionately Impacted Community Members***

- Provide flexible and unrestricted emergency financial assistance to reduce poverty and income volatility in disproportionately impacted families and community members
- Create flexible and unrestricted funding streams to ensure undocumented workers and families receive aid while allowing them to prioritize their own needs
- Support and increase funds to UndocuFund
- Fund burial and homecoming costs for disproportionately impacted community

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members

- Fund and provide mental health supports for children, teens, promotoras, and families
- Incentivize landlords to offer rent-to-buy contracts, or rent to those with low credit scores, base rent off of income. Target the SC zip codes with lowest health indexes
- Black HAT proposal to increase access to capital for Black homeowners
- Pay for and increase the value of promotoras' work
- Broaden Living Wage Ordinance coverage, and consider paid sick leave and health benefits
- Require hazard pay for farmworkers and other workers who work outside during disasters

### ***Invest in County Infrastructure to Support Relationships with Underserved Communities and Culturally Responsive Program Design and Service Provision***

- Invest in a County-wide accessible software system to collect, analyze, and track data, including demographic data
- Create awareness in County departments, community partners, and community members about why demographic data collection can benefit community health and well-being
- Ensure humanizing demographic data collection and analysis
- Utilize the data system to create accountability and performance metrics
- Track and support first-time grant recipients
- Track size of organizations being funded, including size of budget, number of staff
- Create a community engagement plan at the County of Sonoma
- Include community engagement responsibilities in relevant County job descriptions
- Create language access plan
- Create language access resource hubs with local language-rich community members
- Build supports for new BIPOC-led or -focused nonprofits to apply for funding, including conducting enhanced outreach and technical assistance with responding to Requests for Proposals, incentivizing larger non-profits to collaborate and include smaller and more informal community-based organizations
- Support organizational self-evaluation in real-time to ensure funds and resources are reaching intended recipients
- Fund research and evaluation of what organizations in other regions, states are doing

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- Fund County contract manager(s), and hold one-on-one check-ins with contractors to discuss equity goals, progress, metrics, and strategies
- Fund collaboration and programs to support collaboration and sufficient and stable resource availability
- Create universal case management system to reduce re-traumatization of clients/patients
- Create a fund/endowment for community-based, project-based fellowships specifically meant to serve the BIPOC/LGBTIA communities and draw leaders from within those communities
- Endowment for paid internships/community outreach roles to get diverse leaders into the non-profit/CBO power structure while ensuring that interns/fellows actually have structure to succeed
- Increase cultural responsiveness of County staff by recruiting, hiring, and promoting bilingual, bicultural and Black, Indigenous, People of Color
- Use messaging that is both trauma-informed and culturally sensitive, then deliver it directly to those who need it (rather than expecting them to seek it)

### ***Support Resilient Community Spaces***

- Fund and create more wraparound/cooperative interagency structures and spaces that can address interconnected issues
- Support facilities that can house individuals when traditional shelters cannot (Alternative Care Sites, rehab, etc.) and support partnerships with other local social service providers for ongoing support (i.e. short-term housing shelters, long-term housing, mental health services, career support, healthcare, child support, etc.)
- Support physical community hubs to support County engagement with smaller and informal community efforts (i.e. Roseland Community Building Initiative, Just Recovery Promotora Partnership)