

Race Equity-Results Based Accountability (RE-RBA) Workgroup Proposal
Measure X Community Advisory Board (MXCAB) April 16, 2025

What approach do we want to take with RE-RBA?

The RE-RBA proposal is to develop an approach toward data-informed processes that assess progress, outcomes, and success which center the experiences of the County's most vulnerable and impacted communities. MXCAB will present the proposal for consideration by the Board of Supervisors (BOS), County Administrator's Office (CAO), and the Office of Racial Equity (ORESJ) in June 2025. If directed by the Board of Supervisors, MXCAB can work with the ORESJ on refining the proposal and ensuring that it aligns with their work on developing a countywide budget equity tool and racial equity plan. We propose the following:

Short-Term Goal (June 2025) MX CAB will:

- Develop draft population level indicators based on the ballot language & MXCAB operating principles. Initial indicators will propose common language and agreement on what we are trying to achieve with these dollars; keeping at a high level. Apply rigor to people centered work. We are not just talking about widgets.
- Focus on alignment with the Board of Supervisors by receiving their feedback on proposed metrics.
- Confer with BOS to identify/define MXCAB role in between Joint meetings relative to evaluating the impact of MX-funded projects and programs.
- Prepare for the fall MXCAB-BOS Joint meeting by developing a proposed Framework that outlines agreed upon population-level metrics that describe the conditions of well-being we want for our community (results) and what these conditions would look like if we achieved them (metrics).

Anticipated Long-Term Impacts

- Departments and Community-Based Organizations will be engaged in a meaningful process with the community to learn and implement a RBA methodology and design data systems to track interventions. Process will result in departments describing how a program/project advances equity/other desired outcomes and how they will evaluate them.
- MX program data can be compared with broader county data as a lens to expose equity gaps.
- Departments and Community-Based Organizations can leverage their expertise to build programs and strategies to address and interrupt root causes, then develop better-off measures.
- Case studies will help inform implementation - what has actually worked in other municipalities, and how?
- Community-defined best practices will be reviewed and meaningfully integrated into programmatic/service evaluation and evolution. It's not just about access but approach/efficacy; direct feedback from community members on how system/program could improve their outcomes - cultural shift

- Identification of and inquiry around ongoing disparities in service delivery.
- Full implementation requires identifying performance-level indicators that include who/what the strategies aim to impact directly.
 - In CCC, MX allocations spread across many sectors and departments and community based organizations that implement a diverse set of projects and programs. Therefore, there will be multiple impacts and metrics that are defined.

Proposed RE-RBA Framework Elements

- Workgroup will develop the context for the Framework including a set of questions, processes to respond, and evaluate outcomes.
- The county departments will be able to use the Framework to prepare for their respective Joint Meeting reports. This methodology centers community and the impact of millions of dollars going out and iterating about whether the county is achieving the impact.
- Framework will be simplified to only address population-level indicators to encourage initial participation by County partners. In an effort to nurture partnership and collaboration, we will work closely with and include insight and feedback from BOS, CAO, and the ORESJ.
- The workgroup will explore existing case studies and/or information shared by other counties.
- The Framework draft will be presented to the MXCAB for consideration and feedback at our May meeting and final approval at our June meeting.