Partnering with Purpose
Taking the guess work out of the County of San Diego's
Equity, Diversity and Inclusion landscape

This document explains the individual and overlapping purpose of the Department of Human Resources' Equity, Diversity, and Inclusion (EDI) Division and the Office of Equity and Racial Justice (OERJ). The relationship and functions of these two teams and those of their departmental networks, the JEDIs and EDI Champions, are defined to expand our shared language and understanding. Outlining these responses and responsibilities help illustrate how important this work is to building a place where everyone feels welcome, valued and included. We're borrowing from the Government Alliance on Race and Equity (GARE) Elements of Change Model to give imagery to this partnership.

### **GARE Elements of Change**





### **VISUALIZING - Shared Values**

(D&I Executive Council) Articulate a clear vision of equity and belonging that every department can engage with



### **NORMALIZING – Shared Understanding** (EDI Champions)

Continue conversations and opportunities to engage around equity, diversity and inclusion



### **ORGANIZING** - Shared Relationships

(EDI Champions & JEDIs) Build capacity for change through internal, external, and cross-agency networks



### **OPERATIONALIZING - Shared Tools**

(JEDIs)

Use a systematic process and tools to create data-driven goals and action plans

### **EDI Champions - (EDI Team)**

Anyone can be a champion to help further this work, however, department leadership have identified key people to be their Departmental Champions. They are the grassroots network providing resources and opportunities that foster and encourage equity, diversity, and inclusion within their teams.

### JEDIs - (OERJ)

Departments' core team of equity experts responsible for implementing and operationalizing County's equity tools.

- Folks with decision-making power
- Versed in the County's D&I practices, partnership model, and basic trainings
- Committed to equitable governance
- Trained in GARE's theory of change and equity tools



**GARE Resources & Toolkits** 



# **EDI Champions:**

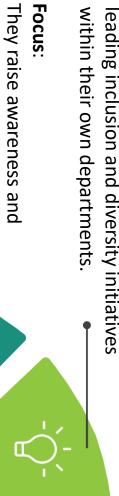
## JEDI Teams:

Approach:

## Approach

approach, actively promoting and EDI Champions adopt a grassroots

leading inclusion and diversity initiatives



foster a culture of They raise awareness and

conversation, building belonging by encouraging

community, and sharing

learning opportunities...

**EDI Champions** and

JEDI Teams

### JEDI Teams apply a systematic approach to frameworks to co-create actionable plans operationalize equity that uses tools and department and County-wide levels. to promote equity on the

They focus on embedding equity reduce the structural barriers and disparities which lead to practices and processes to inequitable outcomes. into departmental Focus:

## **Process**

The EDI Division

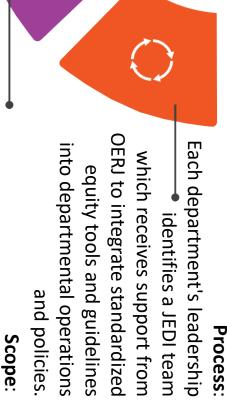
diversity-related themes. resources about inclusion and provides Champions with

Champions then organize and lead

initiatives to engage their co-

## Scope: workers on each topic

their specific departments. and cultural understanding within locally, enhancing diversity, inclusion, Champions focus on making change



organizational change that leads to JEDIs represent their departments, other teams to create equitable but encompass a broad scope, coordinating with leaders and

measurable outcomes.