

On a related note, the MHSAs' CSS component specifically requires counties to "promote consumer-operated services as a way to support recovery" for adults.

Moreover, these positions must reflect the lived experiences and diversity of Sacramento County's communities to credibly represent them on DBHS' Executive Management Team.

On Tuesday, November 17, 2020 Sacramento County's Board of Supervisors declared racism a public health crisis in the County [2]. As part of this historic resolution, the County committed to designing, developing and deploying community based alternatives to prevent trauma and eliminate harm associated with racial inequity: and advocating for local, state and federal policies that improve health and wellness in communities of color and support legislation on that advances racial equity."

Sacramento County is one of the nation's most diverse communities, and as such, all its citizens should have the opportunity to live their lives free from systemic racism. Research has demonstrated that racism adversely impacts the physical and mental health of people of color. The resolution we passed today acknowledges Sacramento County's commitment to face this crisis head on through fair and just governance and service delivery.

Importantly, the individuals losing their jobs represent Black Indigenous People of Color (BIPOC) populations, including 2 African American advocates on the adult team and 4 Latino advocates (2 Spanish speaking) on the children's team. Given Sacramento County DBHS' recent negative BHS Racial Equity Preparedness Report (CIBHS, 2020) the decision to cut these positions remains extremely unwise. Perhaps DBHS could creatively use these advocates to liaison to the communities that they reflect in an effort towards developing a more racially equitable system of care.

DBHS has cited EQRO recommendations for its development of an internal peer program. We do not oppose those recommendations, but are convinced EQRO would not agree with leaving the existing advocates jobless.

Communicating a potential job loss to employees (during Christmas week) without specific information, timelines and clarity lacks psychological safety and trust (see Psychological Safety in the Workplace attached). The hard-working advocates serving in these roles deserve better.

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