

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



ORGANIZING - Shared Relationships

(EDI Champions & JEDIs)

Build capacity for change through internal, external, and cross-agency networks



NORMALIZING - Shared Understanding

(EDI Champions)

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



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

Additional Resources

- [Fair360](#)
- [GARE Resources & Toolkits](#)



EDI Champions:

Approach:

EDI Champions adopt a grassroots approach, actively promoting and leading inclusion and diversity initiatives within their own departments.

Focus:

They raise awareness and foster a culture of belonging by encouraging conversation, building community, and sharing learning opportunities..

Process:

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

Champions then organize and lead initiatives to engage their co-workers on each topic.

Scope:

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

JEDI Teams:

Approach:

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

Focus:

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

Process:

Each department's leadership identifies a JEDI team which receives support from OERJ to integrate standardized equity tools and guidelines into departmental operations and policies.

Scope:

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

