

# Yolo County Diversity Equity & Inclusion



# What is DEI?

- Diversity, Equity, and Inclusion (DEI) is a multifaceted framework and organizational commitment aimed at fostering a workplace or community culture that values and leverages the diverse backgrounds, experiences, and perspectives of individuals.
- It involves intentional efforts to create equitable opportunities, remove systemic barriers, and ensure fair treatment for all, regardless of differences in race, gender, ethnicity, sexual orientation, ability, age, or other dimensions of diversity.
- DEI seeks to cultivate an inclusive environment where every individual feels a sense of belonging, can contribute their best, and where disparities in access and outcomes are actively addressed and rectified.



# Why DEI?

- The call to DEI is not just a moral obligation but a strategic necessity. Organizations that embrace DEI recognize that our society is becoming more diverse, both in terms of demographics and perspectives.
- DEI is a catalyst for innovation, growth, and resilience. When we foster an inclusive environment where every voice and perspective is valued, we tap into the full spectrum of human creativity. Diverse teams are more adept at problem-solving, leading to more effective and sustainable solutions for the challenges we face.
- Our clients and communities are diverse and multifaceted. To serve them effectively, we must reflect that diversity in our workforce and in the way we design and deliver our services. DEI allows us to build trust, break down barriers, and bridge gaps.



# Yolo County's Previous DEI Initiatives

- DEI Training to Staff
- Tangible Study and Recommendations
- Feedback Received
- HHSA PACES Training
- Great Cultural Competency Work
- Strengths Finder County Wide



# Development Phase

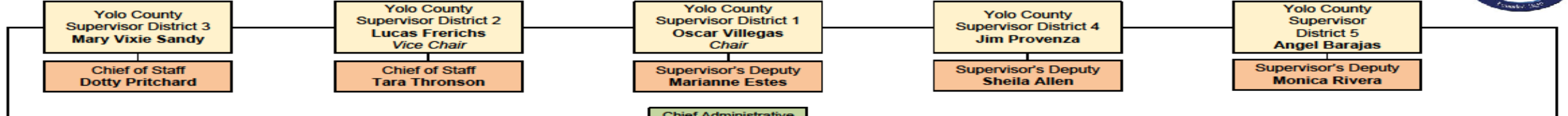
- July and August – Listening and Learning Tour
- Met with Department Heads
- Inventory on current DEI practices
- Attended Staff Meetings
- Worked Closely w/ CAO Office
- Created Org Chart for Senior Leadership





# YOLO COUNTY

## Board of Supervisors



**Chief Administrative Officer**  
Gerardo Pinedo



<p><b>Health and Human Services Agency</b> Nolan Sullivan</p> <p>Assistant Director, Health and Human Services Agency <b>Rebecca Mellott</b></p> <p>Assistant Director, Health and Human Services Agency <b>Karleen Jakowski</b></p> <p>Public Health Officer <b>Dr. Aimee Sisson</b></p> <p>Behavioral Health Compliance Officer <b>Katherine Barrett</b></p> <p>Child, Youth &amp; Family Branch Director <b>Tony Kildare</b></p> <p>Adult &amp; Aging Branch Director <b>Samantha Fusselman</b></p> <p>Interim Service Center Branch Director-Service Centers <b>Soua Moua</b></p> <p>Public Health Branch Director <b>Brian Vaughn</b></p>	<p><b>Community Services</b> Leslie Lindbo</p> <p>Director of Environmental Health <b>April Meneghetti</b></p> <p>Director, Integrated Waste Division <b>Marissa Juhler</b></p> <p>Director, Public Works Division <b>Vin Cay</b></p> <p>Chief Fiscal Administration Officer <b>Shelby Milliren</b></p> <p>Manager of Natural Resources <b>Elisa Sabatini</b></p>	<p><b>Chief Financial Officer (Interim)</b> Tom Haynes</p> <p>Assistant Chief Financial Officer <b>Vacant</b></p> <p>Audit Manager <b>Kimberly Eldredge</b></p> <p>Chief Budget Official <b>Laura Liddicoet</b></p>	<p><b>Agriculture</b> Humberto Izquierdo</p> <p>Chief Deputy Ag Commissioner <b>David Guerrero</b></p> <p>Pesticide use Enforcement Deputy <b>Molly Mathews</b></p> <p>Consumer Protection and Pest Management Deputy <b>Jack Dewitt</b></p> <p>Pest Prevention Deputy <b>David Brown</b></p> <p>Administrative Services Business Service Supervisor <b>Sabrina Ledesma</b></p>	<p><b>Innovation &amp; Technology</b> Lee Gerney</p> <p>IT Manager <b>Tom Bates</b></p> <p>IT Manager <b>Kyle Gohn</b></p> <p>IT Manager <b>Colin Strachan</b></p> <p>ERP Manager <b>Duazong Her</b></p> <p>GIS Manager <b>Mary Ellen Rosebrough-Gay</b></p> <p>Supervising Technical Support Specialist <b>Rob Wallis</b></p> <p>Supervising Telecom Specialist <b>Jon Reimer</b></p>	<p><b>General Services</b> Ryan Pistochini</p> <p>Projects Division Manager <b>Vacant</b></p> <p>Facilities Superintendent <b>Jason Eisenhart</b></p> <p>Manager of Procurement <b>Tonia Murphy</b></p> <p>Fiscal Administrative Officer <b>Mac Walker</b></p>	<p><b>Child Support Services (Tri County Region)</b> Natalie Dillon</p> <p>Assistant Director <b>Amanda Battles</b></p> <p>Assistant Director Lead Attorney <b>Colin Anderson</b></p> <p>Program Manager Performance <b>Daniel Padilla</b></p> <p>Program Manager Staff Development <b>Tyria Valledor</b></p> <p>Business Service Manager <b>Sandi Reyes</b></p>	<p><b>Probation</b> Danin Fruchtenicht</p> <p>Superintendent of JDF <b>Oscar Ruiz</b></p> <p>Probation Division Manager <b>William Oneto</b></p> <p>Probation Division Manager <b>Rachelle Gayton</b></p> <p>Manager of Operations &amp; Strategy <b>Beth Gabor</b></p> <p>Fiscal Administrative Officer <b>Vacant</b></p>	<p><b>Library</b> Diana Lopez</p> <p>Assistant County Librarian <b>Dana Christy</b></p> <p>Finance Administrator <b>Meredith Beales</b></p> <p>Librarian II Archives <b>Heather Lanctot</b></p> <p>Regional Manager <b>Vacant</b></p> <p>Regional Manager <b>Scott Love</b></p> <p>Central Services Manager <b>Elizabeth Gray</b></p>	<p><b>Public Defender</b> Tracie Olson</p> <p>Chief Deputy Public Defender <b>Ronald Johnson</b></p> <p>Assistant Chief Deputy Public Defender <b>Andrea Pelochino</b></p> <p>Chief Mitigation Specialist <b>Emily Kochly</b></p> <p>Chief Investigator <b>Shanna Bly</b></p>	<p><b>Human Resources</b> Alberto Lara</p> <p>Assistant Director of Human Resources <b>Brody Lorda</b></p> <p>Payroll Supervisor <b>Yasmin Lopez</b></p> <p>Risk &amp; Safety Manager <b>Vacant</b></p>	<p><b>Elected Officials</b></p> <p><b>District Attorney</b> Jeff Reisig</p> <p>Chief Deputy District Attorney <b>Jonathan Raven</b></p> <p>Chief District Attorney Investigator <b>John Ehrk</b></p> <p>District Attorney Chief of Innovation <b>Mike Works</b></p> <p>Chief Fiscal Administrative Officer <b>Nikki Abaurrea</b></p>	<p><b>Assessor/Clerk-Recorder/Registrar of Voters</b> Jesse Salinas</p> <p>Chief Deputy Assessor <b>George Galang</b></p> <p>Deputy Clerk-Recorder <b>Katharine Campos</b></p> <p>Deputy of Elections <b>Armando Salud-Ambriz</b></p> <p>Deputy of Technology &amp; Finance <b>Albert Gallegos</b></p>	<p><b>Sheriff-Coroner-Public Administrator</b> Tom Lopez</p> <p>Undersheriff <b>Matthew Davis</b></p> <p>Captain-Admin <b>Stephen Guthrie</b></p> <p>Captain-Detention <b>Hernan Oviedo</b></p> <p>Captain- Field Operations <b>Gary Hallenbeck</b></p>	<p><b>County Counsel</b> Philip Pogledich</p> <p>Chief Assistant County Counsel <b>Kimberly Hood</b></p> <p>Law Office Services Manager <b>Natalia Olivares</b></p>
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# Yolo County Leadership 2023 VS 2018

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## COMPARISON

### Department Heads

**2023**

**Total - 16**

**Male - 12 (75%)**

**Female - 4 (25%)**

**2018**

**Total - 14**

**Male - 11 (78%)**

**Female - 3 (22%)**

### Leadership

**Total - 90**

**Male - 46 (51%)**

**Female - 44 (49%)**

**Total - 67**

**Male - 35 (52%)**

**Female - 32 (48%)**

### Demographics

**White - 62 (68%)**

**Latino - 22 (24%)**

**Asian - 4 (5%)**

**Other - 2 (3%)**

**White - 55 (81%)**

**Latino - 7 (10%)**

**Asian - 2 (4%)**

**Other - 3 (5%)**



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# Phase 1

- Assemble DEI Working Team
- Continue inclusive recruitment
- Partner with HR for new hire orientations
- Identify Strengths of DEI Team
- Communication Campaign All Yolo Employees



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# Phase 2

- Create DEI Work Team Committees
- Continuous DEI Department Meetings
- Provide Training and Support
- Lay foundation for Countywide Affinity Groups
- Lay foundation for DEI Advisory Committees




# Phase 3

- Conduct Listening Circles for Line Staff
- DEI Team Develop DEI Baseline Survey
- DEI Team Develop Key Performance Index
- Implement Affinity and Advisory Groups
- DEI Team Develop Year 2 Plan



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# Collaborating With Our Community

- Hate Free Together
  - Ujamaa Farmer's Collective Special Project
  - Identify a Process for External Projects
  - Cities/Communities
  - Education
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# Q & A

Thank you Yolo County Board of Supervisors for your investment and continuous leadership/support in Diversity, Equity, and Inclusion.

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