

SUMMARY OF RESPONSES TO THE 2020-2021 SAN MATEO COUNTY CIVIL GRAND JURY REPORTS

[Background](#) | [Summary of Responses](#) | [Appendix A](#)

BACKGROUND

California law¹ requires the Civil Grand Jury to “submit to the presiding judge of the superior court a final report of its findings and recommendations that pertain to county government matters during the fiscal or calendar year.” Responses and any comments from the governing body, elected officer, or agency head to which such findings and recommendations are directed must be submitted to the presiding judge of the superior court within the period of time specified in that law.² Governing bodies of public agencies are required to respond no later than 90 days after the Grand Jury submits a final report, elected county officers and agency heads no later than 60 days. Grand Jury reports and the responses from prior years can be reviewed on the following website: http://www.sanmateocourt.org/court_divisions/grand_jury.

Each year, the Grand Jury reviews the responses and comments submitted with respect to recommendations issued by the prior year’s Grand Jury in light of California Penal Code Section 933.05(b). Each responding agency head, county officer, or governing body *shall provide one of only four possible responses* – namely, that the recommendation:

1. Has been implemented, with a summary of the action taken;
2. Will be implemented, with a timetable for the implementation;
3. Requires further analysis, with an explanation and a timeframe for the response of up to six months from the release of the report;
4. Will not be implemented because it is not warranted or is not reasonable, with an explanation for that response.

SUMMARY OF RESPONSES

The 2020-21 Grand Jury issued six investigative reports that included recommendations to county, local or district agencies. This year, the 2021-22 Grand Jury reviewed the formal responses to recommendations that the affected agencies submitted in response to the 2020-21 Grand Jury reports.

The tables that follow immediately below summarize the responses to each of the investigative reports issued by the 2020-21 Grand Jury across all agencies. [Appendix A](#) presents more detail about the individual agencies’ responses to each of those reports, spelling out each report’s recommendations and each agency’s responses to those recommendations. One column indicates whether follow-up by a future grand jury is advisable. This information is designed to help the public evaluate whether and to what extent agencies have responded to recommendations of the Grand Jury.

¹ Penal Code Section 933(a).

² Penal Code Section 933(c).

“Building Greater Trust Between the Community & Law Enforcement via the Racial and Identity Profiling Act”		
<i>Report Issued July 27, 2021</i>		
Response to Recommendations	Number	% of Total
Implemented	69	43.1%
Will Implement	47	29.4%
Requires Further Analysis	9	5.6%
Will Not Implement		
No Response Required	35	21.9%
Total	160	100%

“Sexual Assault Kit Testing Reports in San Mateo County: What Are We Missing?”		
<i>Report Issued August 3, 2021</i>		
Response to Recommendations	Number	% of Total
Implemented		
Will Implement	3	100%
Requires Further Analysis		
Will Not Implement		
Total	3	100%

“Building a Racially & Ethnically Diverse Teaching Workforce: A Challenge for Our Schools”		
<i>Report Issued August 6, 2021</i>		
Response to Recommendations	Number	% of Total
Implemented	12	48%
Will Implement	12	48%
Requires Further Analysis		
Will Not Implement	1	4%
Total	25	100%

“San Mateo County: California’s Ground Zero for Sea Level Rise”		
<i>Report Issued August 11, 2021</i>		
Response to Recommendations	Number	% of Total
Implemented	51	78.4%
Will Implement	12	18.5%
Requires Further Analysis		
Will Not Implement	2	3.1 %
Total	65	100%

“Where’s the Plan for the San Mateo County Emergency Alert System?”		
<i>Report Issued August 11, 2021</i>		
Response to Recommendations	Number	% of Total
Implemented	3	27.3%
Will Implement	5	45.4%
Requires Further Analysis		
Will Not Implement	3	27.3%
Total	11	100%

“Diversity and Racial Equity – How Can San Mateo County Change ‘Talk the Talk’ to ‘Walk the Walk’?”		
<i>Report Issued August 17, 2021</i>		
Response to Recommendations	Number	% of Total
Implemented		
Will Implement	5	100%
Requires Further Analysis		
Will Not Implement		
Total	5	100%

APPENDIX A: SUMMARY OF RESPONSES TO THE 2020-2021 SAN MATEO COUNTY CIVIL GRAND JURY FINAL REPORTS

“Building Greater Trust Between the Community & Law Enforcement via the Racial and Identity Profiling Act”

Report Issued July 27, 2021

RIPA Data Collection and Reporting – Milestones for January 1, 2022 compliance

- R1.** Each LEA must have a fully developed implementation plan for complying with RIPA. The plan should include data collection and reporting, training methods, policies and procedures, roll-out plans, personnel allocation, systems testing and data auditing. The plan should be reviewed and approved by October 30, 2021.
- R2.** Each LEA needs to acquire the necessary software and hardware required to comply with RIPA by October 30, 2021, in order to complete testing within 30 days and to go live by January 1, 2022.
- R3.** Each LEA must test and confirm their readiness for RIPA data collection by November 30, 2021.
- R4.** Each LEA should provide regular updates to their governing entities, on their progress *toward preparing* for the required RIPA data collection starting on October 15, 2021.

Using RIPA Data for Transparent Community Trust Building – don’t wait for the annual report

- R5.** Each LEA should, on a quarterly basis, starting in the second quarter of 2022, provide reports on RIPA data and how it is being used to address potential identity biases, including supervisory oversight (as defined by the RIPA Board). The report should be posted and easily viewable on the entity’s website.
- R6.** By February 1, 2022, each LEA should begin considering how to obtain and use insights gained from the RIPA data to improve the operation of its department by combating implicit bias in policing and pursuing greater community trust by implementing the RIPA Board’s growing list of policing best practices.
- R7.** By February 1, 2022, each LEA should consider community engagement and transparency, including the possible use of “academics, police commissions, civilian review bodies, or advisory boards” as a mechanism to build community trust and provide bias-free policing.
- R8.** In the second quarter of 2022, each of the contracting entities should begin requesting RIPA stop data for its jurisdiction, separate from the rest of the Sheriff’s stop data.

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
Town of Atherton	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Will implement; no time frame provided.	2022-23
	R6	Will implement; no time frame provided.	2022-23
	R7	Implemented.	--
City of Belmont	R1	Implemented.	--
	R2	Implemented.	--

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Will implement, no time frame provided.	2022-23
	R6	Requires further analysis; no time frame provided.	2022-23
	R7	Requires further analysis; no time frame provided.	2022-23
City of Brisbane	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Will implement, no time frame provided.	2022-23
	R6	Will implement by February 1, 2022.	2022-23
	R7	Will implement by February 1, 2022.	2022-23
City of Burlingame	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Will implement by March 2022.	2022-23
	R6	Implemented.	--
	R7	Implemented.	--
Town of Colma	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Requires further analysis; no time frame provided.	2022-23
	R6	Will implement by February 1, 2022.	2022-23
	R7	Implemented.	--
City of Daly City	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Will implement by February 1, 2022.	2022-23
	R6	Will implement by February 1, 2022.	2022-23
	R7	Implemented.	--
City of East Palo Alto	R1	Will implement by October 30, 2021.	2022-23

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
	R2	Will implement by October 30, 2021.	2022-23
	R3	Will implement by November 30, 2021.	2022-23
	R4	Will implement by November 30, 2021.	2022-23
	R5	Requires further analysis; no time frame provided.	2022-23
	R6	Requires further analysis; no time frame provided.	2022-23
	R7	Requires further analysis; no time frame provided.	2022-23
City of Foster City	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Requires further analysis; no time frame provided.	2022-23
	R6	Will implement; no time frame provided.	2022-23
	R7	Requires further analysis; no time frame provided.	2022-23
Town of Hillsborough	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Will implement by February 1, 2022.	2022-23
	R6	Will implement by February 1, 2022.	2022-23
	R7	Will implement by February 1, 2022.	2022-23
City of Menlo Park	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Will implement; no time frame provided.	2022-23
	R6	Will implement; no time frame provided.	2022-23
	R7	Will implement; no time frame provided.	2022-23
City of Pacifica	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Implemented.	--

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
	R6	Implemented.	--
	R7	Implemented.	--
City of Redwood City	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Requires further analysis; no time frame provided.	2022-23
	R6	Will implement by February 1, 2022.	2022-23
	R7	Implemented.	--
City of San Bruno	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Will implement; no time frame provided.	2022-23
	R6	Implemented.	--
	R7	Implemented.	--
City of San Mateo	R1	Implemented.	--
	R2	Implemented.	--
	R3	Will implement by December 31, 2021.	2022-23
	R4	Will implement by October 15, 2022.	2022-23
	R5	Will implement by June 30, 2022.	2022-23
	R6	Will implement by February 1, 2022.	2022-23
	R7	Will implement by February 1, 2022.	2022-23
City of South San Francisco	R1	Implemented.	--
	R2	Implemented.	--
	R3	Implemented.	--
	R4	Implemented.	--
	R5	Will implement by February 1, 2022.	2022-23
	R6	Will implement by February 1, 2022.	2022-23
	R7	Implemented.	--
Board of Broadmoor Protection District	R1	Implemented.	--
	R2	Implemented.	--
	R3	Will implement; no time frame provided.	2022-23

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
	R4	Will implement by December 31, 2022.	2022-23
	R5	Will implement by February 1, 2022.	2022-23
	R6	Will implement by February 1, 2022.	2022-23
	R7	Will implement by February 1, 2022.	2022-23
City of Millbrae ³	R1	No response required.	--
	R2	No response required.	--
	R3	No response required.	--
	R4	No response required.	--
	R5	No response required.	--
	R6	No response required.	--
	R7	No response required.	--
	R8	Will implement in the second quarter of 2022.	2022-23
City of Half Moon Bay ⁴	R1	No response required.	--
	R2	No response required.	--
	R3	No response required.	--
	R4	No response required.	--
	R5	No response required.	--
	R6	No response required.	--
	R7	No response required.	--
	R8	Will implement by July 1, 2022.	2022-23
Town of Portola Valley ⁵	R1	No response required.	--
	R2	No response required.	--
	R3	No response required.	--
	R4	No response required.	--
	R5	No response required.	--
	R6	No response required.	--
	R7	No response required.	--
	R8	Will implement beginning in the second quarter of 2022.	2022-23
City of San Carlos ⁶	R1	No response required.	--
	R2	No response required.	--
	R3	No response required.	--
	R4	No response required.	--

³ The City of Millbrae contracts with the SMC Sheriff's Office for law enforcement services.

⁴ The City of Half Moon Bay contracts with the SMC Sheriff's Office for law enforcement services.

⁵ The Town of Portola Valley contracts with the SMC Sheriff's Office for law enforcement services.

⁶ The City of San Carlos contracts with SMC Sheriff's Office for law enforcement services.

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
	R5	No response required.	--
	R6	No response required.	--
	R7	No response required.	--
	R8	Will implement in the second quarter of 2022.	2022-23
Town of Woodside⁷	R1	No response required.	--
	R2	No response required.	--
	R3	No response required.	--
	R4	No response required.	--
	R5	No response required.	--
	R6	No response required.	--
	R7	No response required.	--
	R8	Will implement in the second quarter of 2022.	2022-23
SMC Sheriff's Office	R1	Will implement by October 30, 2021.	2022-23
	R2	Will implement by January 1, 2022.	2022-23
	R3	Will implement by November 30, 2021.	2022-23
	R4	Will implement by October 15, 2021.	2022-23
	R5	Will implement by April 2023. ⁸	2023-24
	R6	Will implement in the second quarter of 2022.	2022-23
	R7	Implemented.	--
	R8	Will implement in the second quarter of 2022.	2022-23

⁷ The Town of Woodside contracts with SMC Sherriff's Office for law enforcement services.

⁸ Annual reporting rather than quarterly.

“Sexual Assault Kit Testing Reports in San Mateo County: What are We Missing?”
Report Issued August 3, 2021

- R1.** Beginning in May 2022, the Sheriff’s Office should adjust the timing of the release of the annual Sexual Assault Kit Testing Report from January to May of each year so that the report reflects complete data from the previous calendar year.
- R2.** Beginning in May 2022, the Sheriff’s Office should expand the content of the annual Sexual Assault Kit Testing Report to include:
- the total number of sexual assaults in the County as reported to the FBI;
 - the number of sexual assaults in each city as reported to the FBI; and
 - the reasons sexual assault kits were not processed. The information should not include the victims’ information or city of origin and only include the number of kits cancelled by category.
- R3.** To increase public transparency, the Sheriff’s Office should, commencing no later than May 2022, announce the availability of the annual Sexual Assault Kit Testing Report in a manner designed to maximize public awareness.

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
SMC Sheriff’s Office	R1	Will implement by August 2022.	2022-23
	R2	Will implement by August 2023.	2023-24
	R3	Will implement by August 2022.	2022-23

“Building a Racially & Ethnically Diverse Teaching Workforce: A Challenge for Our Schools”

Report Issued August 6, 2021

- R1.** By June 30, 2022, school districts should include a commitment to teacher diversity in their strategic plans, goals, and/or objectives, using the Strategic Plan developed by the San Mateo County Office of Education as an example. These aspirational documents should be *prominently and publicly displayed on their website*.
- R2.** The San Mateo County Office of Education should regularly sponsor teacher diversity forums, and invite superintendents, district human resource managers, principals, and school board members to participate. The forums should address current challenges districts face with regard to recruiting teaching staff in general, and teachers of color, and share best practices and strategic solutions. This should begin in advance of next year’s recruiting cycle, no later than April 30, 2022.
- R3.** The San Mateo County Office of Education should expand its outreach to school districts and publicly share the demographic data of all learners and educators in the County when its planned report is completed, but no later than the end of the 2021-22 school year.

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
San Mateo County Office of Education	R2	Implemented.	--
	R3	Will implement by end of 2021-2022 school year.	2022-23
Bayshore Elementary District	R1	Implemented.	--
Belmont-Redwood Shores School District	R1	Will implement by June 30, 2022.	2022-23
Brisbane School District	R1	Implemented.	--
Burlingame School District	R1	Implemented.	--
Cabrillo Unified School District	R1	Will implement by June 30, 2022.	2022-23
Hillsborough City School District	R1	Implemented.	--
Jefferson Elementary School District	R1	Will implement by June 30, 2022.	2022-23
Jefferson Union High School District	R1	Implemented.	--
La Honda-Pescadero Unified School District	R1	Implemented.	--
Las Lomas Elementary School District	R1	Will not implement. ⁹	--
Menlo Park City School District	R1	Will implement by June 30, 2022.	2022-23

⁹ “The District will continue to follow and adhere to its Diversity and Inclusion Statement which states in part, ‘We strive to reflect this diversity in our faculty and staff by hiring the best employees of all backgrounds who bring their unique talents and skills into our District’, which was adopted by the District’s Board of Trustees on March 8, 2017.”

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
Millbrae Elementary School District	R1	Will implement by 2023-2024 school year.	2024-25
Pacifica School District	R1	Implemented.	--
Portola Valley Elementary School District	R1	Will implement by June 30, 2022.	2022-23
Ravenswood City School District	R1	Implemented.	--
Redwood City School District	R1	Will implement by June 30, 2022.	2022-23
San Bruno Park School District	R1	Will implement by June 30, 2022.	2022-23
San Carlos School District	R1	Will implement by June 30, 2022.	2022-23
San Mateo-Foster City School District	R1	Will implement by June 30, 2022.	2022-23
San Mateo Union High School District	R1	Implemented.	--
Sequoia Union High School District	R1	Implemented.	--
South San Francisco Unified School District	R1	Implemented.	--
Woodside Elementary School District	R1	Will implement by June 30, 2022.	2022-23

“San Mateo County: California’s Ground Zero for Sea Level Rise”

Report Issued August 11, 2021

The Grand Jury recommends:

- R1.** At a public meeting, each city and town council, or board of supervisors should take at least one concrete action toward establishing a continuing funding source for OneShoreline, identify that action in response to this report, and potentially adopt a resolution expressing support for a parcel tax or property tax by June 30, 2022.¹⁰
- R2.** A coordinated lobbying strategy with participation by the County, by San Mateo County cities and towns, by OneShoreline, and by other interested Bay Area cities and counties for federal and state regulatory simplification by January 31, 2022.¹¹
- R3.** OneShoreline consider establishing and administering a low interest revolving loan fund to enable jurisdictions to prepare the initial engineering and planning necessary to obtain federal and state funding for SLR projects, establishing such program by December 31, 2021.
- R4.** The County Board of Supervisors and each city and town council, should ensure that their general plans regarding SLR protection include transportation and utility infrastructure, schools, public safety facilities, and hazardous material sites by March 31, 2022.

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
OneShoreline	R2	Implemented.	--
	R3	Implemented.	--
County of San Mateo	R1	Implemented.	--
	R2	Implemented.	--
	R4	Will implement; no time frame provided.	2022-23
Town of Atherton	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will implement by December 2021.	2022-23
City of Belmont	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Implemented.	--
City of Brisbane	R1	Implemented See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will implement by December 2021.	2022-23
City of Burlingame	R1	Implemented. See Note 10.	--

¹⁰ This recommendation requires evaluation of potential funding sources without information on alternatives or how funds would be raised. Some jurisdictions indicated they might support such an action if relevant information were made available.

¹¹ This recommendation requires coordination among all cities and cannot be implemented by a single jurisdiction alone. Accordingly, each jurisdiction either indicated that it had implemented, will implement or might implement in the future to the extent feasible.

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
	R2	Implemented. See Note 11.	--
	R4	Implemented.	--
Town of Colma	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will implement by early 2022.	2022-23
City of Daly City	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will implement by end of 2022.	2022-23
City of East Palo Alto	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will implement; no time frame provided	2022-23
City of Foster City	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Implemented.	--
City of Half Moon Bay	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Implemented.	--
Town of Hillsborough	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will be implemented in December 2021.	2022-23
City of Menlo Park	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Implemented.	--
City of Millbrae	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will implement by November 2022.	2022-23
City of Pacifica	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will implement by March 31, 2022.	2022-23
Town of Portola Valley	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will not be implemented. ¹²	--
City of Redwood City	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Implemented. ¹³	--
City of San Bruno	R1	Implemented. See Note 10.	--

¹² “The Town of Portola Valley does not manage transportation or utility infrastructure along a shoreline, and the Town is nestled in the Santa Cruz foothills.”

¹³ “Redwood City’s General Plan has many programs and policies that address sea level rise and note the importance of transportation and utility infrastructure planning.”

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
	R2	Implemented. See Note 11.	--
	R4	Will implement after June 30, 2023.	2023-24
City of San Carlos	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Implemented.	--
City of San Mateo	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will implement by end of 2023.	2023-24
City of South San Francisco	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will implement by Summer 2022.	2022-23
Town of Woodside	R1	Implemented. See Note 10.	--
	R2	Implemented. See Note 11.	--
	R4	Will not implement. ¹⁴	--

¹⁴ “There are no transportation and utility infrastructure, schools, public safety facilities, or hazardous material sites that are within the Planning Area of the General Plan and threatened by SLR.”

“Where’s the Plan for the San Mateo County Emergency Alert System?”

Report Issued August 11, 2021

- R1. By October 1, 2021, the Board of Supervisors should instruct the San Mateo County Manager’s Office to complete the County’s Emergency Alert System Plan and publish it to all affected Office of Emergency Services personnel and the State Emergency Alert System Committee. The plan should meet the minimum requirements as listed in the *State of California Alert and Warning Guidelines, March 2019*.
- R2. In addition to the minimum requirements, the San Mateo County Emergency Alert System Plan should include:
- benchmarking with nearby county Office of Emergency Services / Bay Area Urban Area Security Initiative agencies to identify overall Emergency Alert System best practices for improvement and consistency throughout the Bay Area.
 - comparisons with other counties’ Emergency Alert System websites to identify opportunities for consistency and continued improvement.
 - a section describing language translation protocols, including how translators will be used.
 - mandatory participation by Office of Emergency Services staff in annual Emergency Alert System Plan refresher training as recommended by the State Guidelines.
 - a section addressing an Office of Emergency Services succession plan to assure appropriately trained personnel are available to replace key personnel necessary for operation of the Emergency Alert System; and
 - a section addressing how the expected enrollment increases resulting from utilization of California Penal Code Section 8593.4(a) will be managed.
- R3. By October 1, 2021 (and annually thereafter) the newly completed Emergency Alert System Plan should be verified using the “*State of California Alert and Warning Guidelines, March 2019 Appendix Minimum expectation checklist for jurisdictions and designated alerting authorities implementing an alert and warning program within the State of California*” (See Appendix B).
- R4. By December 1, 2021 (and annually thereafter), the Office of Emergency Services should provide Emergency Alert System Plan training for County employees with responsibilities related to the Plan and offer the training to outside agencies that use the Emergency Alert System to send alerts.
- R5. By December 1, 2021, the County Manager’s Office should prepare a plan outlining the Office of Emergency Services’ strategy for implementing legislation (California Penal Code Section 8593.4(a)) that would increase resident Emergency Alert System enrollment.
- R6. By December 1, 2021, the Board of Supervisors should instruct the San Mateo County Manager’s Office to compile a list of potential translation services who can provide expanded translation services for the Emergency Alert System.

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
San Mateo County Board of Supervisors	R1	Will implement; no time frame provided.	2022-23
	R2	A) Implemented; B) Implemented; C) Will implement (no date provided); D) Will implement by January 2022; E) Will not implement; ¹⁵ F) Will not implement. ¹⁶	2022-23
	R3	Will implement by January 2022	2022-23
	R4	Will implement by January 2022	2022-23
	R5	Will not implement. ¹⁷	--
	R6	Implemented.	--

¹⁵ “Succession planning should be addressed in broader department practices than individual function specific plans.”

¹⁶ “The new plan is oriented to individuals who have sending [sic] authority and not to top-level system administration and management. The plan will contain language about safeguarding personal information.”

¹⁷ “The buildout of the new statewide alert and warning system is planned to incorporate the utility data referenced in California Government Code Section 8593.4. San Mateo County will be participating actively in the new statewide system and therefore will be receiving this information from CalOES”.

“Diversity and Racial Equity – How Can San Mateo County Change ‘Talk the Talk’ to ‘Walk the Walk’?”

Report Issued August 17, 2021

Diversity-Related Recommendations

- R1.** The Board of Supervisors should direct the County Manager’s Office to create, and annually present, a report detailing the racial, ethnic, and gender diversity of management and leadership positions within the San Mateo County government workforce, change from prior years, and the effectiveness of specific programs to remediate any gaps, by January 31, 2022.
- R2.** The Board of Supervisors should direct the County Manager’s Office to require an annual report from each department of San Mateo County government (including performance measures, and accountability), detailing the racial, ethnic, and gender diversity of that department’s workforce and the efficacy of its programs to remediate any gaps, by January 31, 2022.
- R3.** The Board of Supervisors should direct the County Manager’s Office to create, and annually present, a report recommending potential improvements to San Mateo County’s current practice of reporting to the public on the status of racial, ethnic, and gender diversity in the San Mateo County government workforce, and associated performance goals, by January 31, 2022.

Racial Equity-Related Recommendations

- R4.** The Board of Supervisors should direct the County Manager’s Office to develop a set of recommendations, such as a model racial equity action plan, to help departments accomplish organizational change promoting racial equity in their work, by January 31, 2022.
- R5.** The Board of Supervisors should discuss, in an open public meeting, the advisability and practicality of the measures identified as best practices in the Discussion section of this report, by January 31, 2022.

RESPONDING AGENCY	APPLICABLE RECOMMENDATION	RESPONSE	FOLLOW-UP YEAR
San Mateo County Board of Supervisors¹⁸	R1	Will implement in early 2022.	2022-23
	R2	Will implement in early 2022.	2022-23
	R3	Will implement in early 2022.	2022-23
	R4	Will implement in early 2022.	2022-23
	R5	Will implement in early 2022.	2022-23

¹⁸ “. . . the Countywide Racial and Social Equity Action Plan will be presented to the Board of Supervisors in early 2022. Thereafter, there will be ongoing review of progress of the Plan, including information regarding demographic changes from prior years and effectiveness of programs or initiatives to remediate any gaps, among other relevant information. The Plan will provide a shared vision with the goal of driving institutional and structural change, and it will include coordinated efforts and actions in various areas throughout the County.”