

THE EQUITY LENS

QUARTERLY PUBLICATION

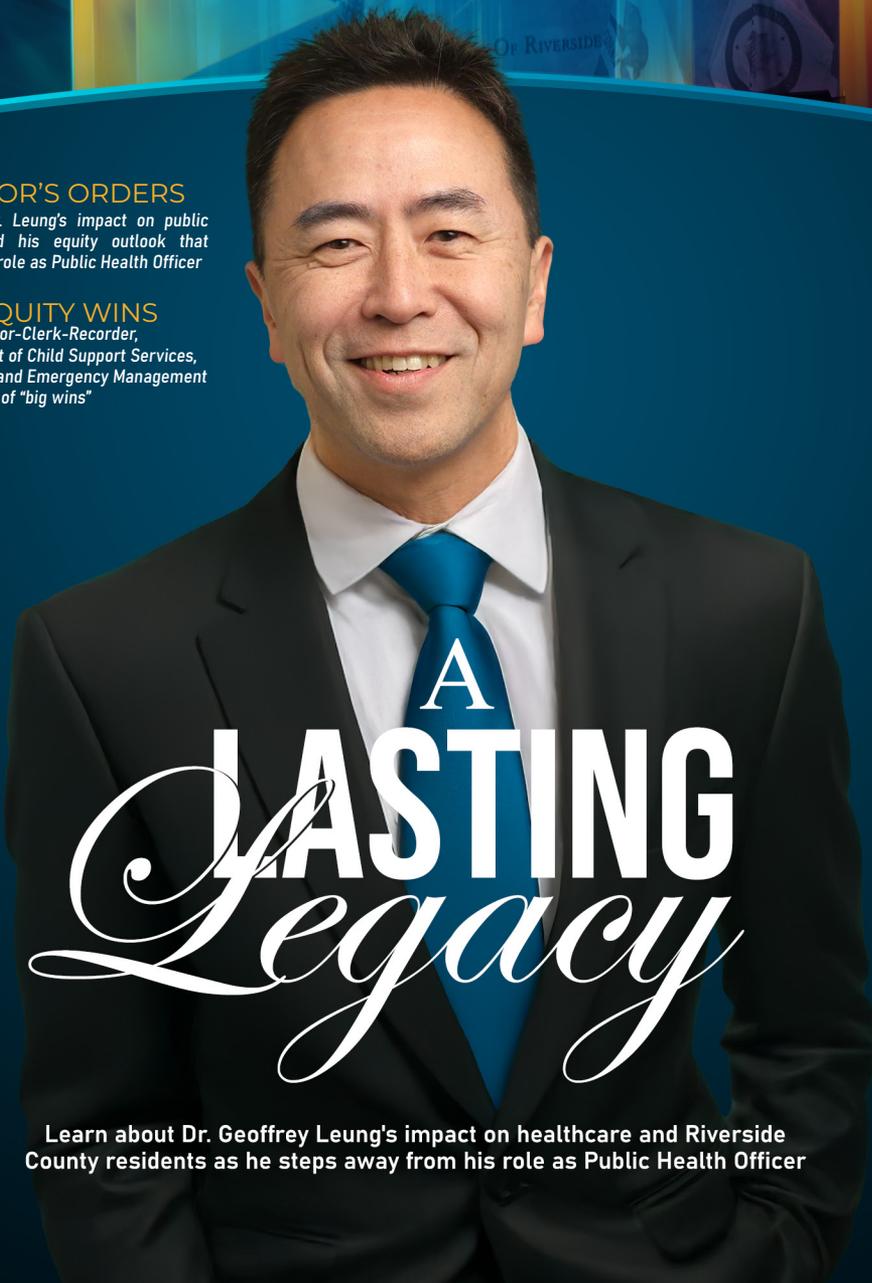


DOCTOR'S ORDERS

Explore Dr. Leung's impact on public health and his equity outlook that guided his role as Public Health Officer

BIG EQUITY WINS

The Assessor-Clerk-Recorder, Department of Child Support Services, Probation, and Emergency Management top our list of "big wins"

A portrait of Dr. Geoffrey Leung, a middle-aged man with short dark hair, smiling. He is wearing a dark suit jacket, a white dress shirt, and a blue necktie. The background behind him is a blue gradient with some faint architectural lines.

A LASTING Legacy

Learn about Dr. Geoffrey Leung's impact on healthcare and Riverside County residents as he steps away from his role as Public Health Officer



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EAO OFFICER MESSAGE

Hello Riverside County Team!

I'm excited to share the incredible strides we're making together in our collective journey to create a more equitable, accessible, and opportunity driven County. Your dedication to this work is inspiring, and we're committed to providing tools, resources, and initiatives that support our shared mission.

Here are just three of the key initiatives we're focusing on for 2025:

- **Establishing Equity Teams:** We're assisting departments in building their equity teams to champion this critical work to foster sustainable change.
- **Equity Training:** We are developing a training program to help staff and leadership better engage with all residents, with a particular focus on our most vulnerable populations. The goal is to enhance our ability to serve the community with more empathy and effectiveness.
- **Mentor Match Program:** This program is designed to create a pipeline of diverse and dynamic leaders, helping to shape the future of our County workforce by providing mentorship opportunities to individuals from varied backgrounds and experiences.

In this edition, we are honored to feature Dr. Geoffrey Leung, former Public Health Officer of Riverside County. With nearly four years of service in his role, Dr. Leung shares his invaluable insights on building meaningful partnerships with the people we serve, even during life's most critical moments. He highlights the importance of collaborating to create better, more impactful solutions that improve personal and community health and well-being.

Please take a moment to watch 'DEIA Stories' featuring Dr. Leung. And don't forget to check out the 'Big Wins' and 'Strategic Insights' section to learn more about integrating EAO into your work.



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BIG WINS

LEARN ABOUT THE GREAT THINGS OTHER DEPARTMENTS ARE DOING TO ADVANCE THEIR EQUITY AND ACCESS WORK



ASSESSOR-CLERK-RECORDER

Assessor-County Clerk Recorder has developed a comprehensive implementation plan, timeline, and methodology to meet the legislative requirements of Assembly Bill (AB) 1466 ([click here](#) to read). This includes identifying and redacting unlawful discriminatory restrictive language from property records. Restrictive covenants are conditions placed on land use to maintain its value and the enjoyment of neighboring properties. However, some covenants

unlawfully discriminate against individuals. An unlawful restrictive covenant is a provision in a conveyance that limits the sale, rental, and financing of real property based on race, religion, national origin, sex, disability, familial status, age, color, gender, gender identity, gender expression, sexual orientation, marital status, veteran or military status, genetic information, and source of income.



CHILD SUPPORT SERVICES

In September, the Department of Child Support Services held its first-ever Multicultural Festival, celebrating the rich diversity within the department. Staff brought dishes from their cultural backgrounds, fostering connections and sharing insights into their unique traditions. The festival took place across Riverside, Indio, and Blythe, receiving an overwhelmingly positive response. Additionally, the

department launched its Speak Easy event, merging diversity and customer service themes. This hands-on forum encouraged open dialogue in a safe, inclusive setting, aiming to deepen understanding among staff and enhance service with empathy and cultural awareness. These initiatives mark a significant step in fostering a supportive and inclusive workplace.



PROBATION

Probation (RCP) has completed a comparative analysis of department-wide DEI staff surveys conducted in spring 2022 and summer 2024. These surveys gathered insights into key areas, including personal experience and perspective, DEI culture and environment, inclusion, career development, training, as well as policies and procedures, with the goal of assessing the evolution of staff understanding and engagement with DEI initiatives. Key findings showed significant growth from 2022 to 2024: RCP provides educational programs that promote DEI in the

workplace (up 25.1%), RCP fosters an environment for the free and open expression of ideas, opinions, and beliefs (up 17.7%), and RCP is committed to improving employee diversity (up 16.4%).

These results demonstrate meaningful progress in DEI efforts while offering valuable staff feedback on successes and areas for growth. This input will guide Probation in refining its DEI strategies, fostering a more inclusive, supportive workplace.



EMERGENCY MANAGEMENT

Riverside County Emergency Management Department (EMD) has made significant strides to advance equity in emergency management through a whole community approach. In 2023, EMD established the Access and Functional Needs (AFN) and Cultural Competency Committee, including community-based organizations, faith groups, nonprofits, advocates, and individuals with lived experience. The committee has worked to ensure inclusive emergency plans, community preparedness, and equitable response

efforts. In October 2024, members were recognized for their contributions at the committee's 1-year celebration. In 2024, EMD revised emergency plans with community input, delivered preparedness training for priority populations, and participated in over 150 outreach events. These efforts empower communities with the knowledge and skills to remain resilient during disasters. Visit EMD's website to learn more about upcoming community training. <https://rivcoready.org/volunteer-programs/cert>



LEARN WITH US

Watch Dr. Leung's DEIA Stories video [here](#). We invite you to participate in the conversation by answering the series discussion questions [here](#).



How would you assess Riverside County's current health landscape, and what is your vision for further improving the county's overall health?

Riverside County's current health landscape is very promising. We have all of the building blocks needed for good health, including a connected community, a thriving economy, abundant resources and services, and people who care for one another. Our vision is for Riverside County to be the healthiest county in the nation, and we believe we can get there by leveraging and building upon the natural strengths and talents of our people and our community.

In your view, what does health equity mean, and what current initiatives or tools are in place to improve the wellbeing of Riverside County residents?

For me, health equity is about making sure that everyone has a chance to live a meaningful and full life, whether it is in the context of home, work, school, family, friends or community.

While all County departments and programs ultimately aim to improve the lives of people, RivCo One, a new innovative approach to the county's system of care, is a specific example of how the County is trying to improve wellbeing by making it easier for people to access services quickly and easily. In particular, by integrating and coordinating countywide services, RivCo One offers a one-stop shop approach and a more consistent way of anticipating people's needs.

Another County-supported initiative aimed at improving the wellbeing of Riverside County residents is Blue Zones. In partnership with IEHP, IEHP Foundation, Kaiser Permanente, Molina, Eisenhower Health, and RUHS Public Health, the Blue Zones team is working with the cities of Banning, Coachella, Corona, Riverside and the unincorporated areas of Mead Valley and French Valley to create and implement community-driven blueprints for health inspired by what has been learned from longevity hotspots across the world.

Can you explain the development of the Whole Person Health Score, and why it is crucial for improving health outcomes in the region?

We first started developing the Whole Person Health Score approximately 10 years ago when we noticed that patients in the clinic often had unaddressed non-medical needs that were impacting their physical and overall health. This included financial challenges, unemployment, caregiver stress, housing instability or a lack of social support. We developed the Whole Person Health Score as a tool for patients and their care teams to better understand their health and greatest needs and strengths. We believe it is so important to look at ourselves holistically because unaddressed needs can prevent us from reaching our full potential and from living our best lives.

Based on your experience, what do you believe is the county's most important role in ensuring all residents have equitable access to healthcare?

I think there are at least three ways in which the County has an important role in supporting residents with equitable healthcare access. First, regarding education, awareness and eligibility, the County has an important role in making sure that people know what benefits and services they are eligible for and helping connect them to that support. Secondly, the County has an important role in partnering with healthcare providers and organizations that educate people about accessing healthcare services. Finally, as a direct provider of care (regarding hospital, clinic, behavioral health and public health services) the County has an important role in providing health care services that are convenient, efficient and high quality to people with and without health insurance.

As you transition from your role as Public Health Officer, what do you consider your legacy to be, and how do you hope it will influence the future of health equity in Riverside County?

It has been an honor and privilege to serve as the Public Health Officer for Riverside County since 2021, and I hope that people will remember my belief in and passion for Public Health and our community.

For our Public Health staff, I hope that we all will remember to dream big, improve continuously and challenge ourselves every day to have the greatest positive impact in the most effective way for all the people we serve.

For our partners, I hope they know how much we value all that they do to serve and improve our community every day. I hope they know how important it is for us to collaborate on larger common goals.

And for the public, it is my hope that people recognize and remember that Public Health plays a critical role in promoting and protecting health for our community, especially during times of uncertainty.

Finally, during times of unpredictability, we appreciate that sometimes we instinctively retreat inwards and worry about how we can protect ourselves. However, it is at times like these, that we think about how we can support one another, work together and stay connected. It is this type of kindness, respect and goodwill we have for one another that can ultimately lift us up together.





STRATEGIC INSIGHTS

THE WORK WE 'GET' TO DO

Equity, Access, and Opportunity (EAO) isn't just a concept—it's the heart of public service. It's not something extra on our to-do list; it's the way we ensure every action we take improves lives, creates fairness, and opens doors for those we serve. This work is a privilege. It's how we make a difference.

Each of us, no matter our role, has a responsibility to weave EAO into our daily work. It's the lens that sharpens our focus on serving people better, especially those who need us most. By embracing this perspective, we elevate not only the communities we serve but also the purpose of our own work.

Here are three simple ways you can integrate EAO into your work life and department:

1. Join or Start an Equity Committee:

Equity committees are where conversations lead to action. By participating, you can help shape transformational solutions and drive change within your department.

2. Ask Better Questions:

As you engage with coworkers or residents, ask yourself: Whose voices are missing? How can we make this process fairer? These questions can uncover opportunities for improvement.

3. Be a Champion of Opportunity:

Look for ways to support those around you—mentorship, encouragement, or simply sharing resources can help create pathways for growth.

EAO isn't just what we do, it's how we do it. Let's continue to serve with purpose, knowing our collective commitment creates a brighter future for all.

UPCOMING EVENTS 2025

Thursday, March 6	Riverside County Arts & Culture Month Kickoff	The Cheech Museum 3581 Mission Inn Ave., Riverside, CA	5:30 p.m.
Friday, March 28 - Sunday, March 30	Outdoor Explore	Mayflower County Park 4980 Colorado River Rd. Blythe, CA	2:00 p.m.
Saturday, April 12	Southern California Airshow	March Air Base	10:00 a.m.
Wednesday, April 26	2025 Inland Empire Heart & Stroke Walk	Rancho Jurupa Park 4800 Crestmore Rd., Riverside, CA	9:00 a.m.



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