

# CITY COUNCIL PRESENTATION

## Diversity, Equity & Inclusion Project



July 11, 2022

# AGENDA



## *Diversity, Equity, Inclusion and Belonging the journey*

TOPIC 1

**Project Structure**

TOPIC 2

**Process for  
Developing  
Recommendations**

TOPIC 3

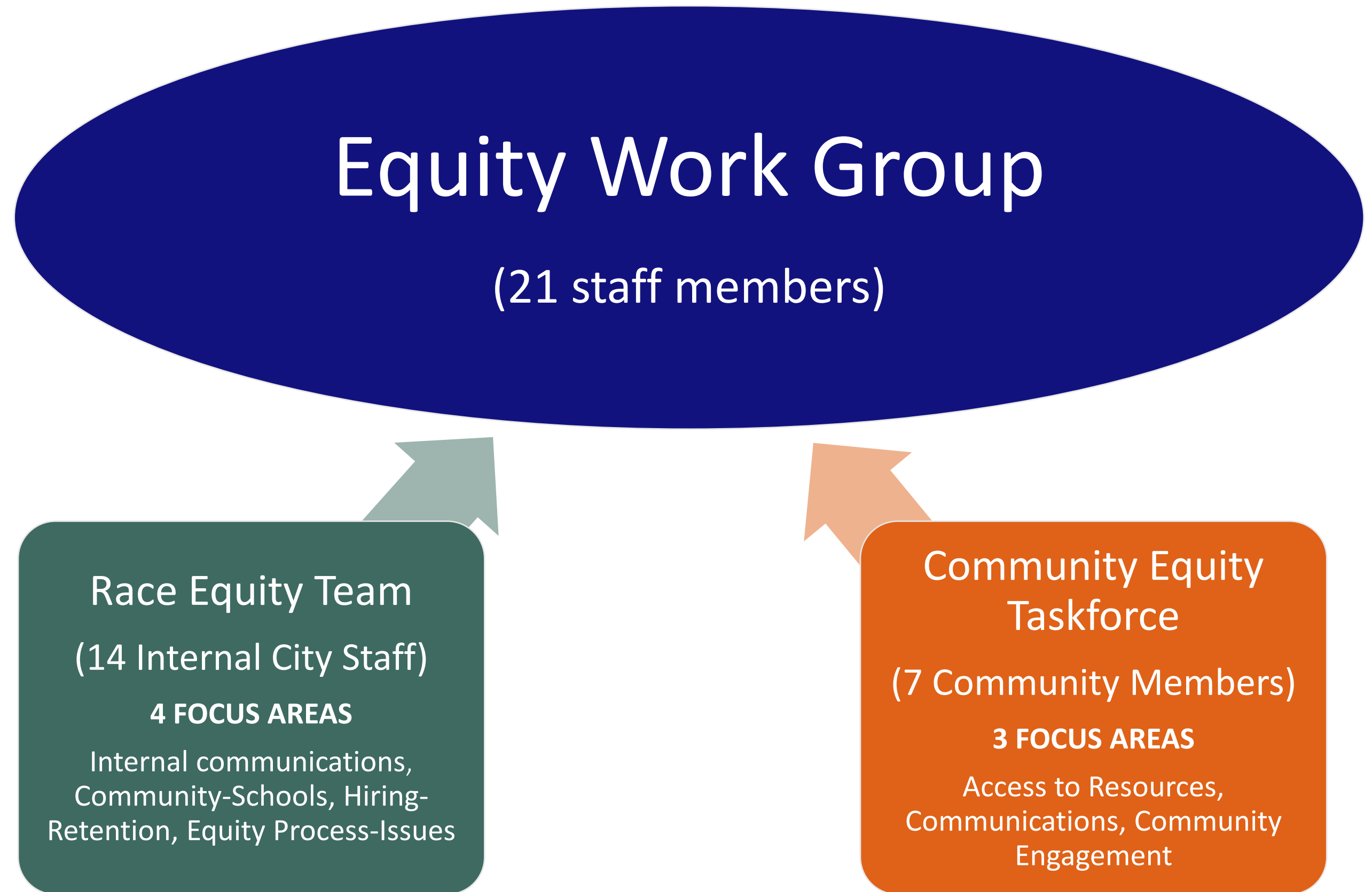
**Equity Work  
Group  
Recommendations**

Culture

Community  
Engagement

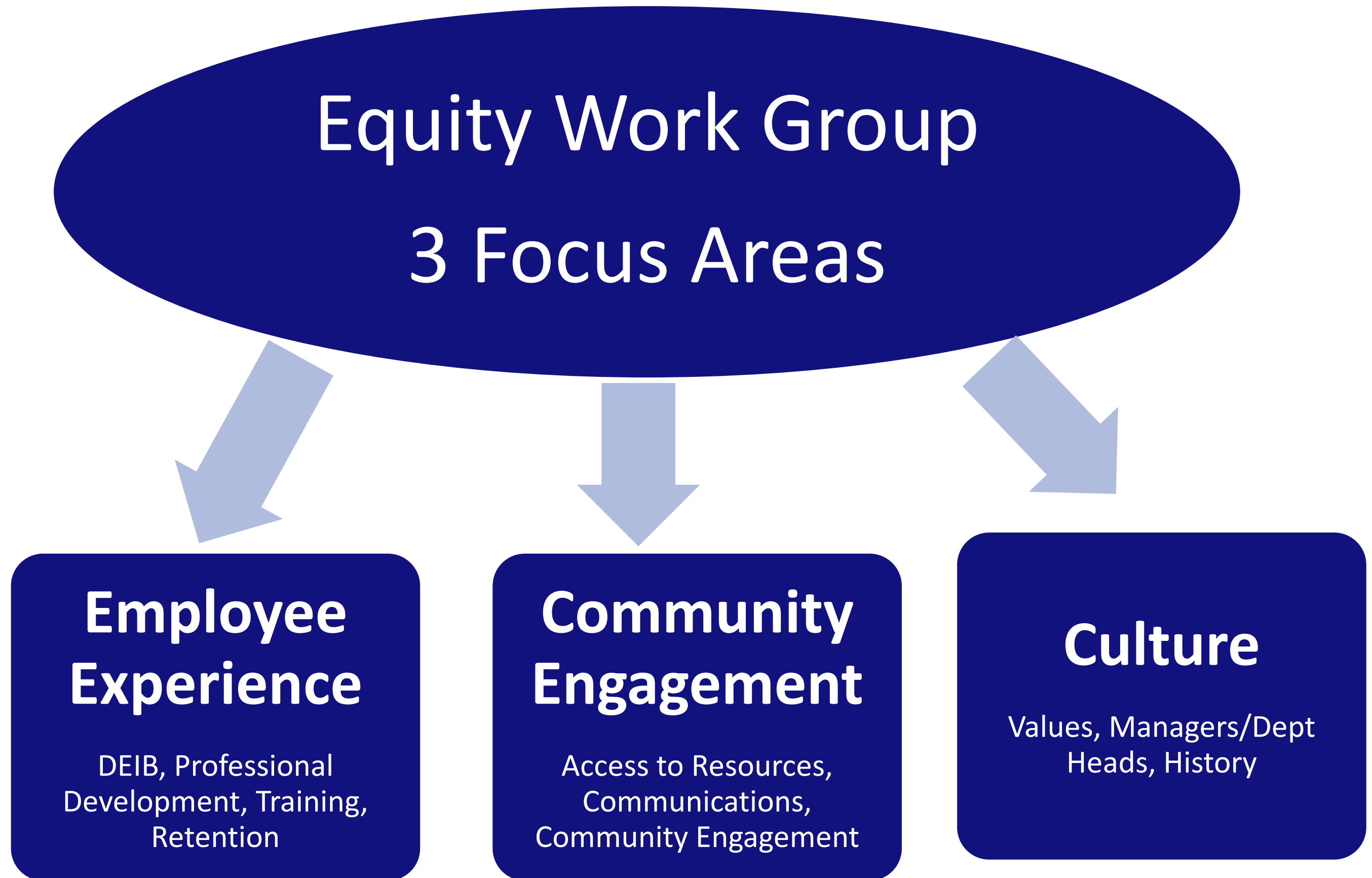
Employee  
Experience

# DEIB PROJECT STRUCTURE



\* List of members of the EWG, RET and CEC are included in the Appendix

# DEIB PROJECT STRUCTURE





# PROCESS FOR GENERATING EQUITY RECOMMENDATIONS

- Equity Work Group (EWG), Race Equity Team (RET) and Community Equity Taskforce (CET) members **identified questions, concerns, barriers** and opportunities for each focus area based on data and lived experience.
- Members **reviewed and analyzed data\* and research** related to question, concern, and/or barrier
- Groups **defined problem or opportunity**
- Members **developed recommendation** to address problem and **stated rationale** for recommendation
- **Agreed by consensus on recommendation**

\*Data findings from the community survey were not used due to limitations resulting from the small sampling of residents and the high percentage of respondents from one zip code.

# PROCESS DESIGN

Collaborative-consensus driven **process** was **designed to**:

- **Uplift challenges**, barriers and problems unique to San Leandro **based on participants lived experience and the data collected**
- Advance a **culture of shared decision making and co-creation**
- **Create a sense of ownership** by participants and build trust in the process and among the participants



*Equity Work Group*  
RECOMMENDATIONS

# EQUITY WORK GROUP RECOMMENDATIONS

## Culture Recommendations

**Problem Statement:** The City's current mission and vision statements and core values fail to incorporate Diversity, Equity, Inclusion and Belonging (DEIB) principles and values.

**Recommendation:** City **include DEIB principles and values in vision and mission statements and core values to advance overall employee well-being**, with input from staff.



# EQUITY WORK GROUP RECOMMENDATIONS

## Culture Recommendations

**Problem Statement:** Perception that there is a lack of consistency among managers and department heads with understanding and advancing DEIB initiatives across all City departments.

**Recommendation:**

- City **develop training, evaluation, and oversight** protocols that **advance DEIB initiatives and understanding across all City departments.**
- City provide targeted DEIB training for managers and department heads.

# EQUITY WORK GROUP RECOMMENDATIONS

## CULTURE Recommendations

**Problem Statement:** There is currently no official acknowledgement of San Leandro's history of redlining, exclusion, and other forms systemic racism.

**Recommendation:** City publicly acknowledge systemic racism as part of San Leandro's history.

# EQUITY WORK GROUP RECOMMENDATIONS

## Community Engagement Recommendations

**Problem Statement:** Lack of effective community engagement and outreach identified as major challenges to building community trust, engagement, and a sense of belonging.

**Recommendation:** City establish principles and core values that support equitable community engagement and implement procedures, policies, practices, and structures that build community trust, support inclusiveness, and advance open, transparent, and culturally appropriate communications.

# EQUITY WORK GROUP RECOMMENDATIONS

## Community Engagement Recommendations

**Problem Statement:** Perception that City commissions, committees and boards are not sufficiently diverse.

**Recommendation:** City implement actions and policies to increase participation by low-income, people of color, non-English speaking persons, residents with children, and those without cars on City boards, commissions, and committees and at City meetings.

# EQUITY WORK GROUP RECOMMENDATIONS

## Community Engagement Recommendations

**Problem Statement:** Perception that there is a racial and geographic divide regarding access to and distribution of City resources.

**Recommendation:** City conduct a GIS mapping analysis of distribution and access to City resources and services to determine whether and to what extent disparities exist among various constituencies and communities in San Leandro.



# EQUITY WORK GROUP RECOMMENDATIONS

## Community Engagement Recommendations

**Problem Statement:** Communication about City services, resources and information is not consistently available in a format and language that can be accessed and understood by all members of the community.

**Recommendation:** City provide resources for multi-lingual communication, outreach, and engagement.

# EQUITY WORK GROUP RECOMMENDATIONS

## Employee Experience Recommendations

**Problem statement:** City does not have designated staff, resources or structure to manage implementation of DEIB recommendations, monitor and evaluate success, and hold departments accountable.

**Recommendation:** the City Manager's office be responsible for providing resources to ensure implementation, measurement and accountability for DEIB recommendations.

# EQUITY WORK GROUP RECOMMENDATIONS

## Employee Experience Recommendations

**Problem Statement:** There is a lack of infrastructure for professional development and support for women, people of color, LGBTQ and other intersecting identities.

**Recommendation:** Create professional development infrastructure and support system for all employees, and ensure equitable access, support and success for women, people of color, LGBTQ and other intersecting identities.

# STAFF RECOMMENDATION



The City Council receive the Equity Work Plan prepared by SEED in collaboration with the Equity Work Group.

To the City of San Leandro

*Thank you*

# CONTACT INFORMATION

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# APPENDIX



WORK GROUP MEMBERS

Equity Work Group

Jenene James	Police
Eric Moore	Fire
Jenny Crosby	Police
Maria Guttierrez	Public Works
Nate Clemens	Public Works
Bill Sherwood	Library
Loryn Aman	Library
Liz Escobar	Rec/Human Services
Ely Hwang	Rec/Human Services
Avalon Schultz	Community Development
Susan Hsieh	Finance
Austine Osakwe	Eng/Transportation
Emily Hung	Human Resources
Estela Ramirez	Planning
Denise Joseph	Police
Janelle Cameron	Assistant City Manager

WORK GROUP MEMBERS

Race Equity Team

Jaclyn Adams	Library	Senior Library Assistant
Kurry Foley	Human Services	Acting Director
Erwin Gonzalez	Recreation	Recreation Supervisor
Elizabeth Hodgins	Recreation	Recreation Supervisor
Denise Joseph	Police	Crime Analyst
Hoi-Fei Mok	City Manager's Office	Sustainability Manager
Hayes Morehouse	Public Works	Water Treatment Plant Manager
Estela Ramirez	Engineering and Transportation	Former Admin Assistant III
Tonya Richardson	Engineering and Transportation	Acting Admin Services Manager
Molly Roa	Library	Former Senior Library Assistant
Ramya Sankar	City Manager's Office	Innovation Tech Specialist
Letta Smith	Engineering & Transportation	Admin Assistant II
Yana Taran	City Manager's Office	Senior HR Analyst
Lourdes Juarez	Community Development	Assistant Planner
Gus Rocha	Community Development	Code Enforcement Officer

WORK GROUP MEMBERS

# Community Equity Committee

<b>Moira Fry</b>	White, Head of April Showers, long standing resident
<b>Dennis Neal</b>	African American, Former Emeryville Police Officer
<b>Xoahoa Bowen</b>	Asian American, involved with Community Impact Lab
<b>Surlene Grant</b>	African American, Co-founder of Unity in the Community
<b>Jasmin Tow</b>	African American, assistant Principle in Oakland
<b>Benny Lee</b>	Asian American, former San Leandro Councilman
<b>Kenneth Pon</b>	Asian American, CPA semi-retired, wife was teacher in SL, member of Chamber of Commerce, Asian Pacific Caucus, on Planning Commission
<b>Michael Kim-Eubanks</b>	African American, Bethel Community Church Pastor, new resident of San Leandro