



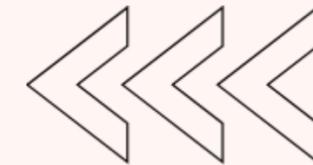
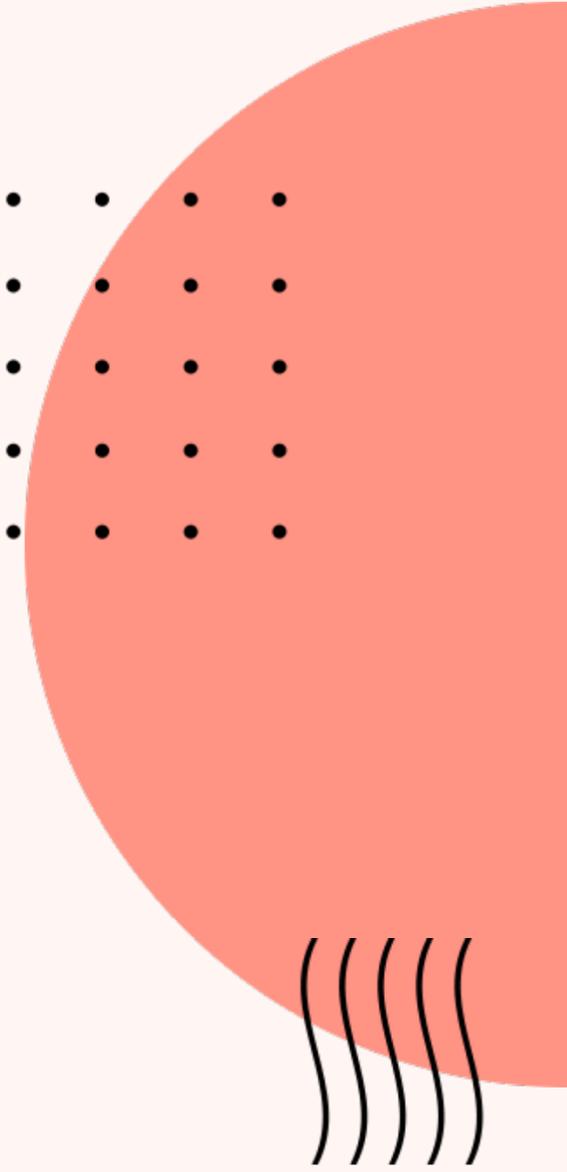
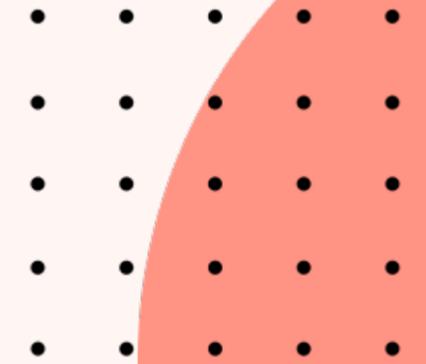
# City Council Presentation

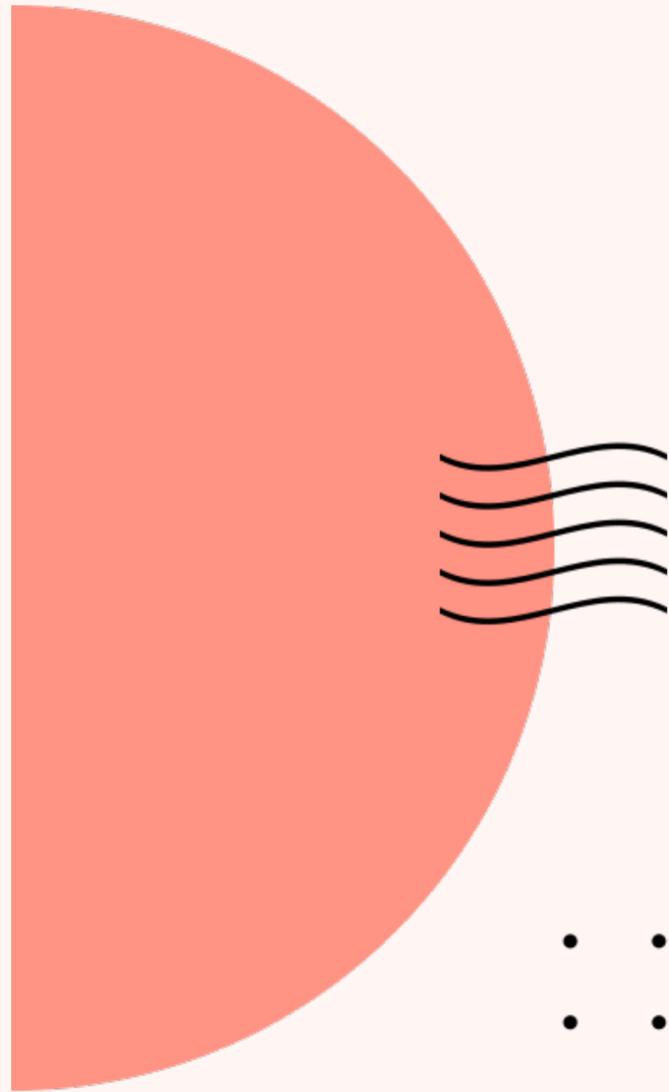
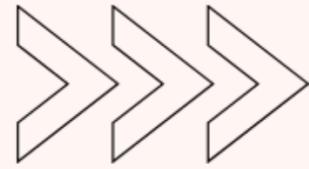
Monday, November 2, 2020

Presented by: Seed Collaborative

# Presentation Overview

- Introductions- Seed Collaborative
- Approach & Scope of Work
  - Approach
  - Due Diligence
  - Facilitation
  - Equity Plan
- Timeline
- Q&A

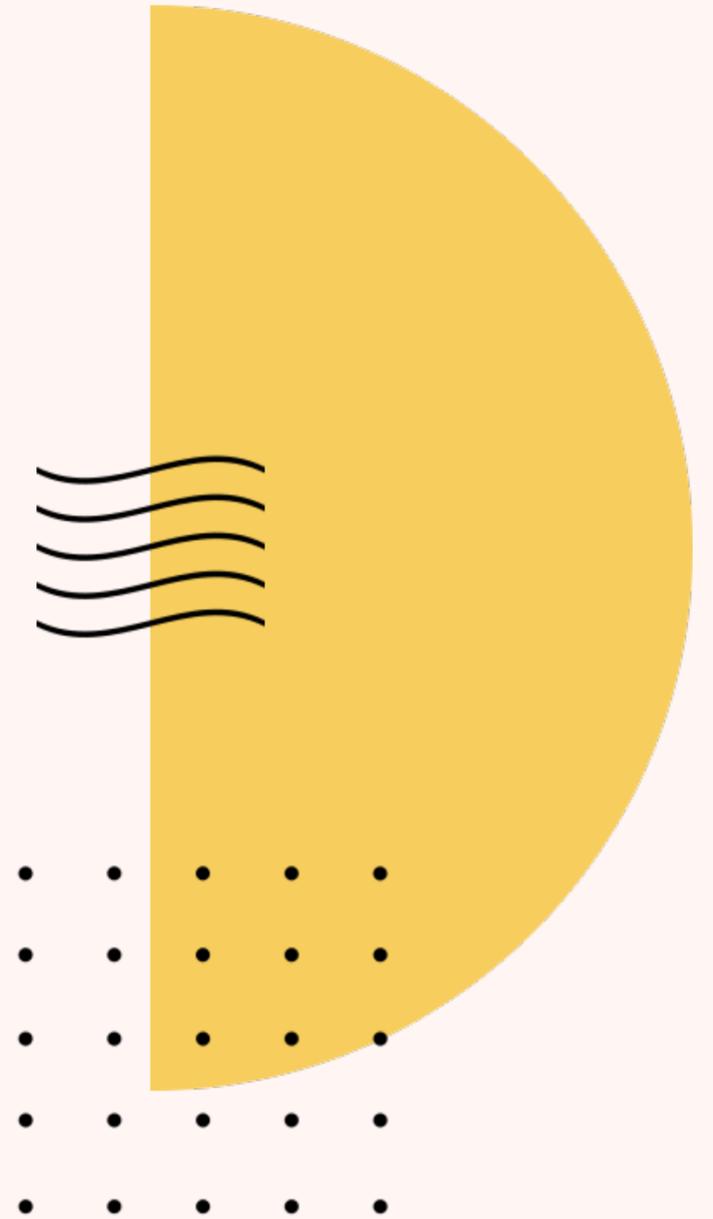
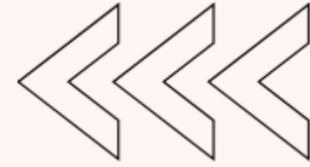


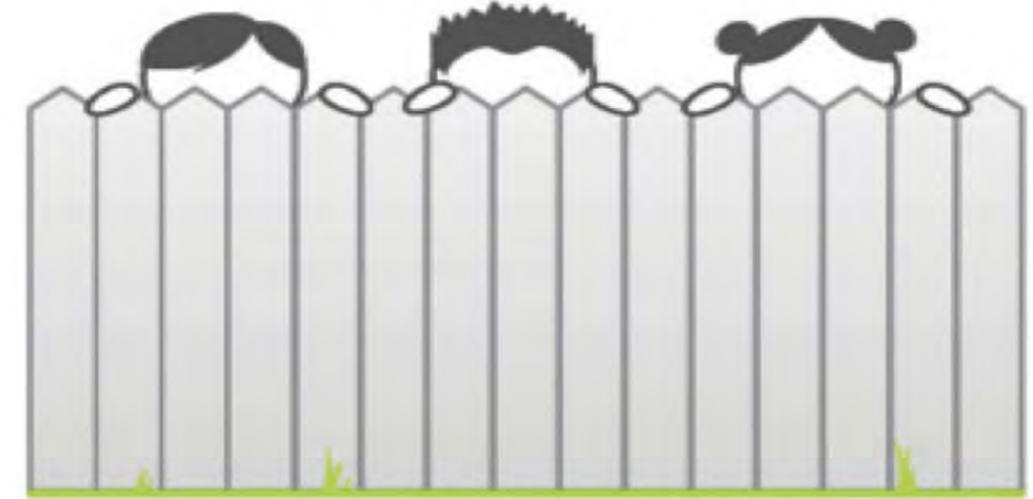
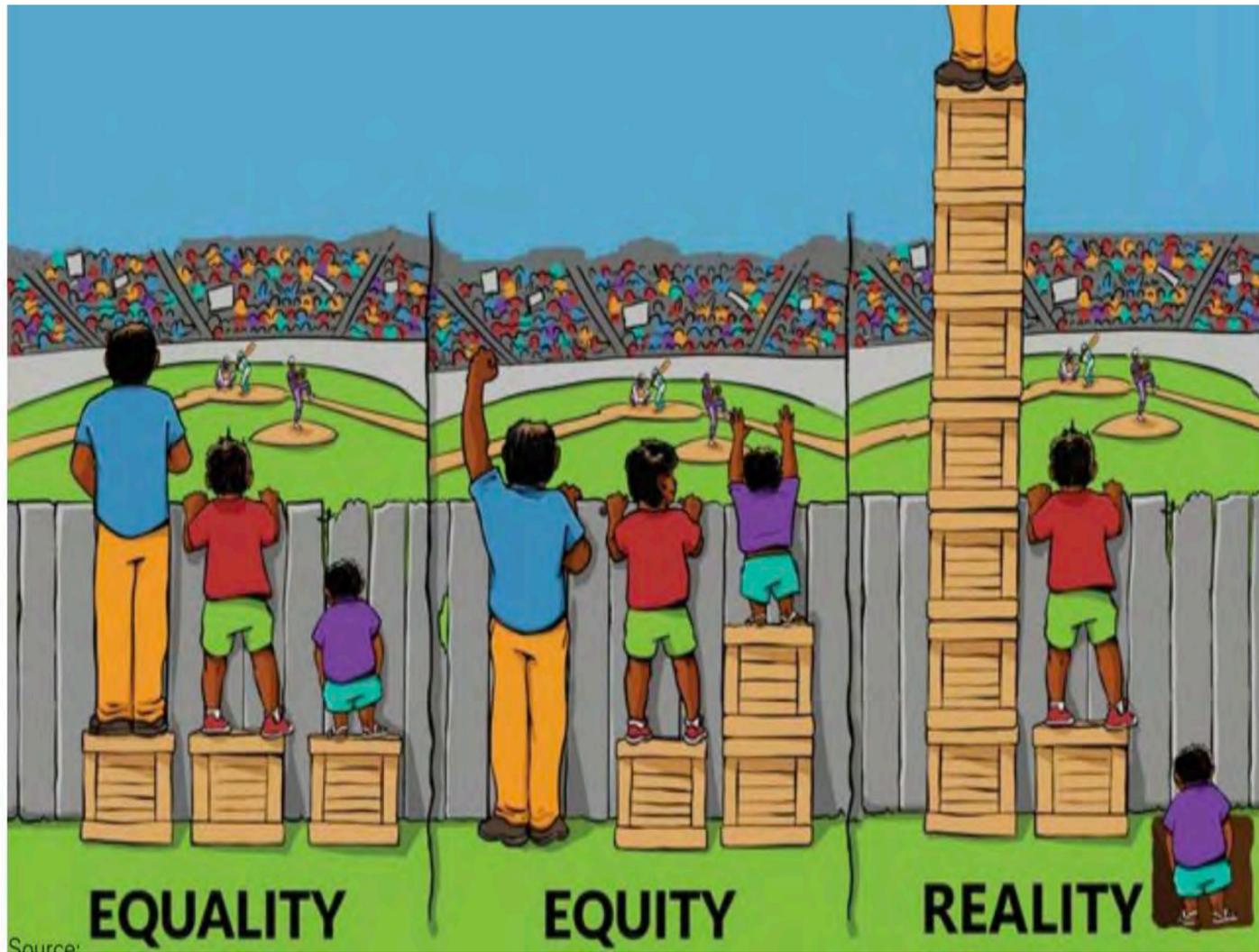


# Seed Collaborative Team



# Approach

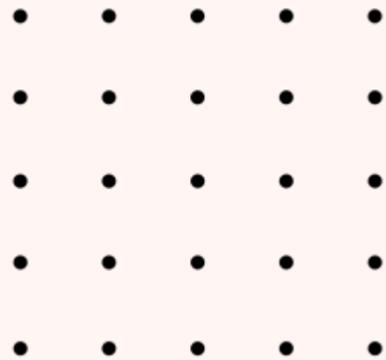
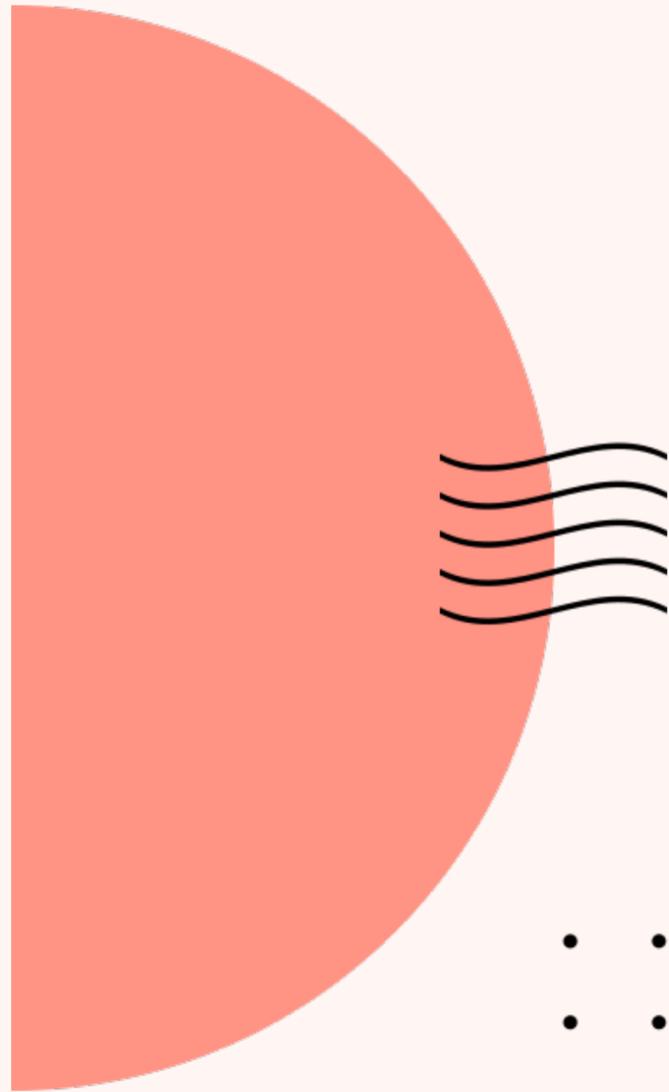
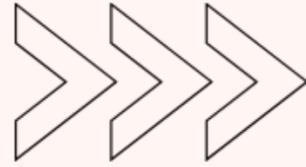




TM 2014 Targeted Universalism image designed by Family Futures

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# Targeted Universalism



# Due Diligence

# Due Diligence

**Policies, practices, programs, structures, culture, and norms of the City of San Leandro**

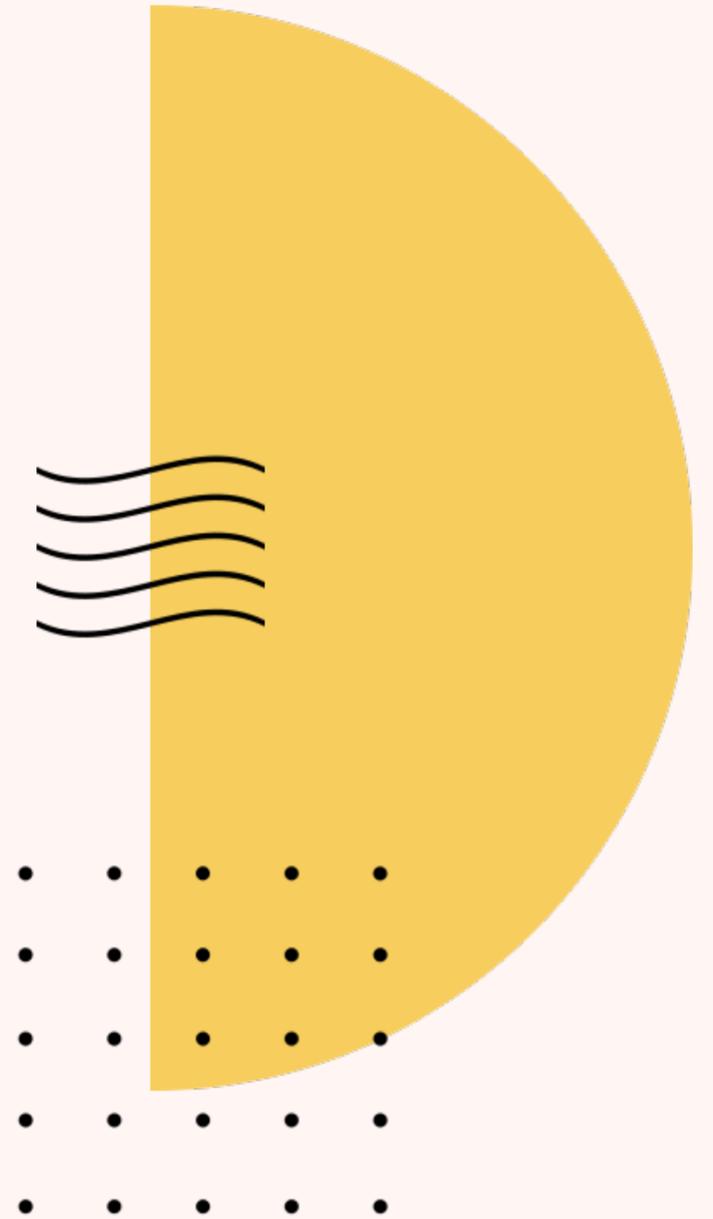
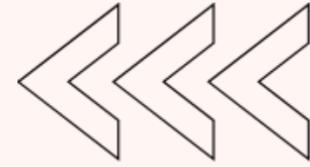
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Activities include:

- Interviews
- Surveys
- Focus Groups
- Document review
- Research—“best practices” and “next practices”



# Facilitation



# Facilitation

Critical second step in Seed Collaborative's process.

- opportunity to receive **feedback**
- ensures group **buy-in**
- creates a sense of **ownership** of the process and outcomes
- builds **trust** among the members and with Seed Collaborative
- platform to reach **consensus** decisions

Seed Collaborative strongly believes in consensus decision-making and an inclusive review process as important factors in **creating sustainable solutions and change** .

# Facilitation Activities

## *Current Structures*

**City of San Leandro's existing structures** to address equity and race

- Community Advisory Task Force
- Internal Equity and Race Team

**Seed Collaborative support and facilitation goals** with the groups are to align:

- Equity knowledge
- Approaches
- Processes
- Shared goals
- Outcomes

# Facilitation Activities

## *Additional Work Group*

Seed Collaborative Recommendation

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**Equity Work Group** – third work group, representation from

- Community Advisory Task Force
- Internal Equity and Race Team
- Executive Leadership Team

**Equity Work Group Charter** – review and discuss due diligence findings and review, discuss and decide on structural, policy and practice recommendations

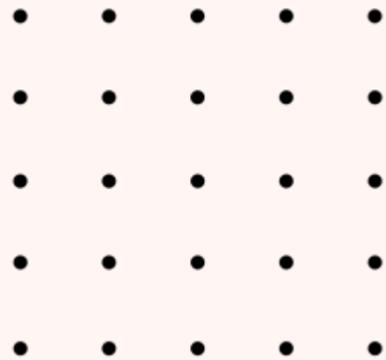
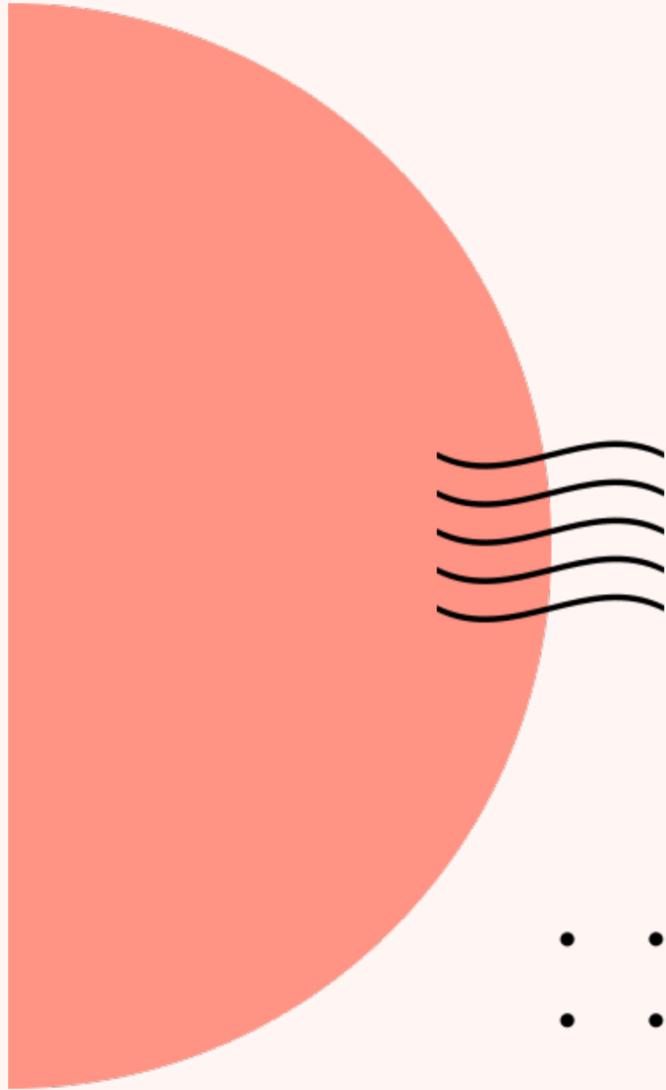
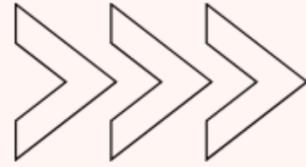


# Facilitation Support

Seed Collaborative will staff and support the Equity Work Group, the Community Advisory Task Force, and the Internal Equity and Race Team.

Support includes, but not limited to:

- Preparing agendas
- Facilitating group sessions
- Providing presentations and reports
- Recording notes and summaries of meetings



# Equity Plan

# Equity Plan

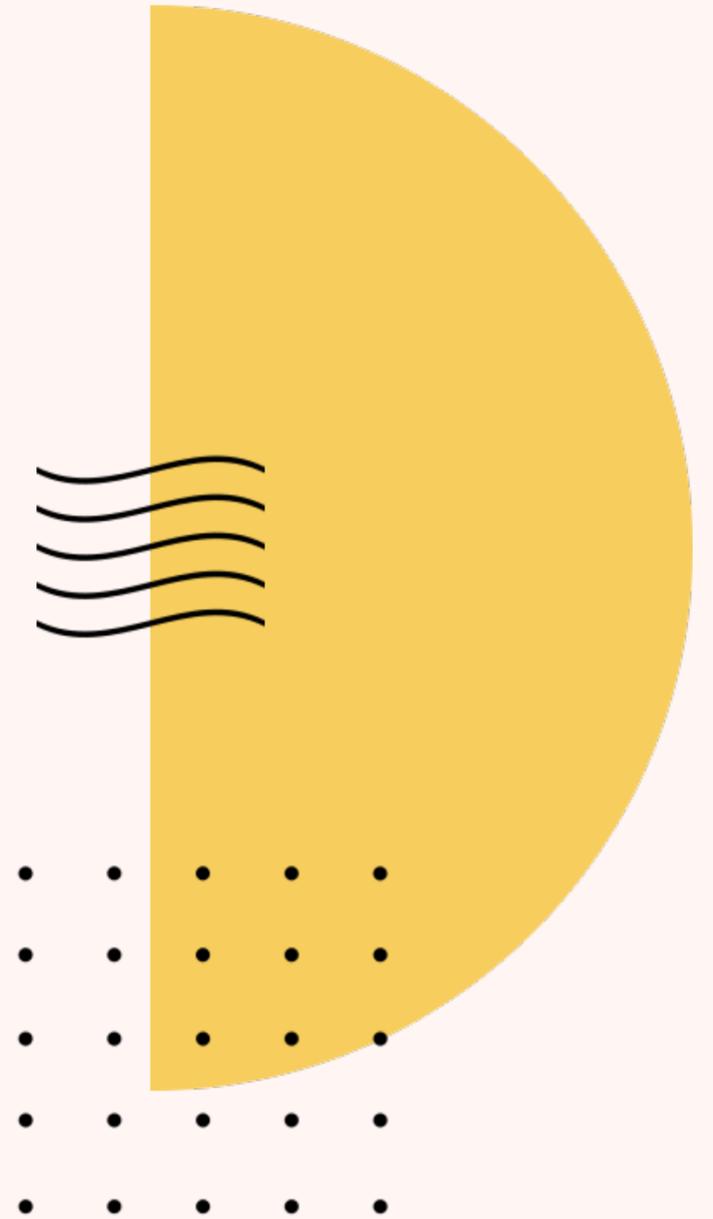
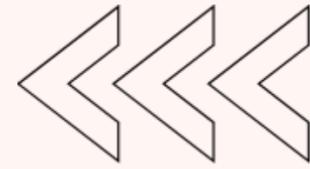
Seed Collaborative will prepare  
a City Equity Plan

- Due Diligence Findings
- Analysis
- Equity Work Group-approved  
Recommendations\*

\*Informed by the Community Advisory Task Force  
and the Equity and Race Team feedback and input



# Timeline



# Timeline

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**Due Diligence**      Dec 2020 – April 2021

**Facilitation**      May 2021 – Oct 2021

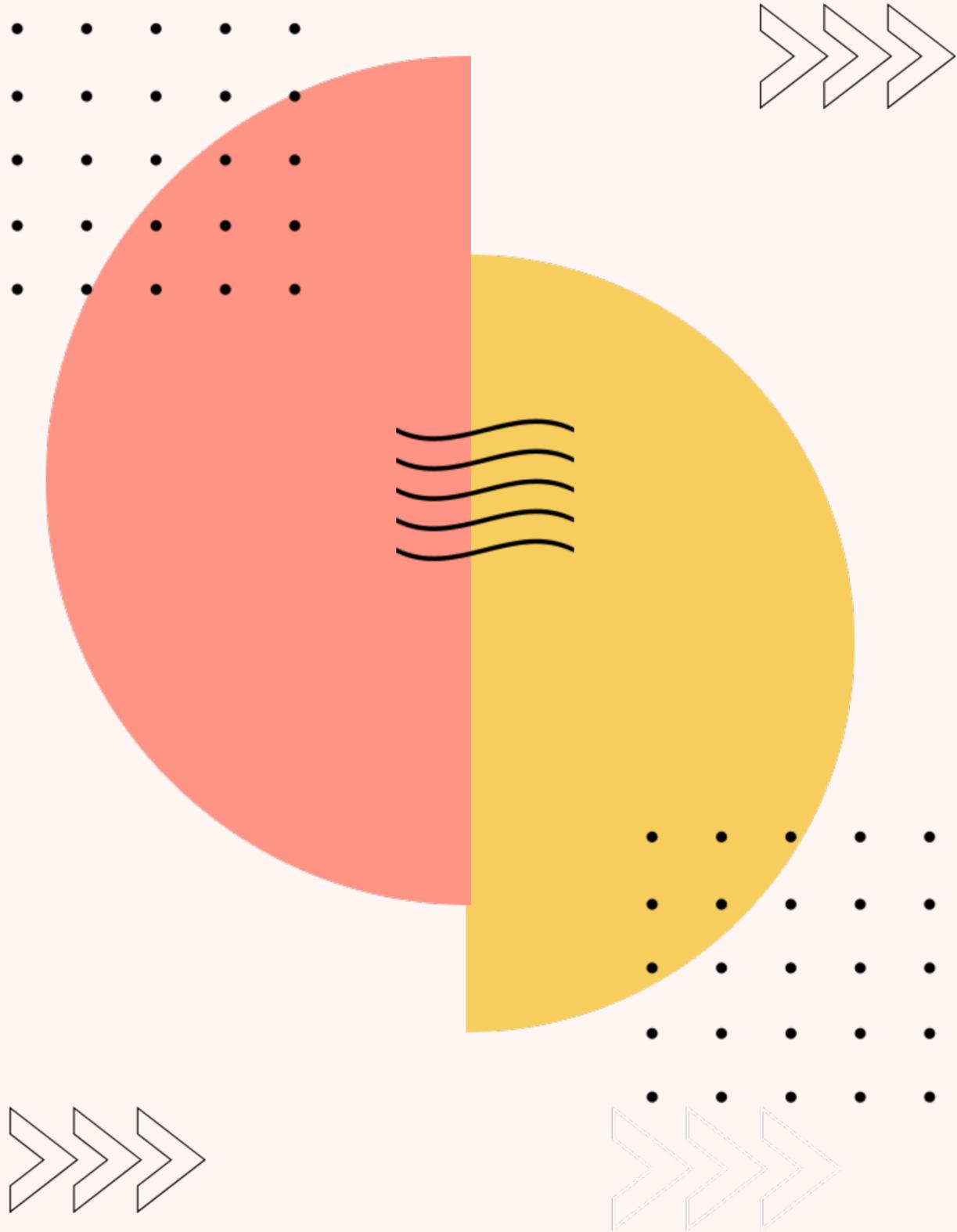
**Equity Plan**      Oct 2021 – Nov 2021



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# Questions





Thank you!

Paul Hudson

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323.574.2800