



Office of Racial Equity Annual Report

Public Safety, Finance and Strategic
Support Council Committee

Item (d)1.

June 20, 2024

Presenters:

Zulma Maciel, Director

Andrea Aguiar, Assistant to the City Manager

Jasmine Hartenstein, Assistant to the City Manager

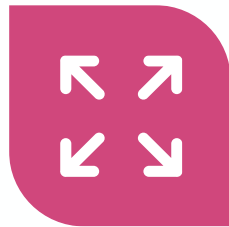
Annual Report Content



Background on Racial Equity and Inclusion and Belonging Work



Objectives and Key Accomplishments



Expanded Portfolio



Moving Towards Collective Impact

Work Plan Objectives

- 1** **Normalize and culturalize** racial equity, inclusion and belonging principles in the City organization.
- 2** **Establish and maintain infrastructure** and organization capacity to support City's commitment to eliminate inequities.
- 3** **Establish equity practices** that create a welcoming and inclusive environment that allows immigrants, residents of color, and all people in San José to thrive.
- 4** **Improve immigrant access** to City information and services and augment immigrant participation in civic life.

**Disability
Affairs**

**Gender
Equity**

**Moving
Towards
Collective
Impact**

**Cross-
departmental
coordination
and
collaboration**

**Racial and
Social Equity
Ordinance
& Equity Values
and Standards
Policy**

Recommendation

1

Accept the *Advancing Racial Equity through Culture and Practice Annual Report*; and

2

Refer and cross-reference the *Advancing Racial Equity through Culture and Practice Annual Report* to the full City Council for acceptance at its meeting on August 20, 2024.