

CITY COUNCIL STUDY SESSION AGENDA

Building a Shared Understanding of Equity Work
in the Context of City Government

Study Session 1

December 13, 2019

1:30 p.m. to 4:30 p.m.

City Council Chambers

- **Purpose:** To build a shared understanding of what equity work means in the context of local government, why it is important, and how to embed a framework that reduces inequities.
- **Outcome:** A shared understanding will allow us to lay the groundwork for a thoughtful, intentional, multi-year process of systems change that will improve outcomes for all.

CHAPPIE JONES
SERGIO JIMENEZ
RAUL PERALEZ
LAN DIEP
MAGDALENA CARRASCO

DISTRICT 1
DISTRICT 2
DISTRICT 3
DISTRICT 4
DISTRICT 5

SAM LICCARDO MAYOR

DEV DAVIS
MAYA ESPARZA
SYLVIA ARENAS
PAM FOLEY
JOHNNY KHAMIS

DISTRICT 6
DISTRICT 7
DISTRICT 8
DISTRICT 9
DISTRICT 10

Welcome to the San José City Council meeting!

The San José City Council meets every Tuesday at 1:30 p.m. and Tuesday at 6 p.m. as needed, unless otherwise noted. If you have any questions, please direct them to the City Clerk's staff seated at the tables just below the dais. Thank you for taking the time to attend today's meeting. We look forward to seeing you at future meetings.

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- **Call to Order and Roll Call**

CITY COUNCIL STUDY SESSION

1:30 p.m. to 4:30 p.m., City Hall Council Chambers

File No.: [19-1241](#)

- 1. Introduction**
Introductory Grounding in San Jose's History (Stephen Pitti)
- 2. Equity: Why it Matters? Why Race?**
 - The Role of Government (Julie Nelson)
 - The Role of Elected Officials (Leon Andrews)
- 3. Shared Language: Terminology and Definitions**
 - Racial inequity and racial equity
 - Explicit and implicit bias
 - Individual, institutional and structural racism

4. Governments Role and Responsibility

- Local government commitments and examples from Government Alliance on Race and Equity, and Race, Equity and Leadership
- Preview of other city government efforts

5. Next Steps

- **Public Comment**
- **Adjourn**