



Office of Racial and Social Equity

ANNUAL REPORT

Public Safety, Finance and Strategic Support Committee

June 12, 2025

Agenda Item: (d)1.

Advancing Racial & Social Equity Through Culture & Practice

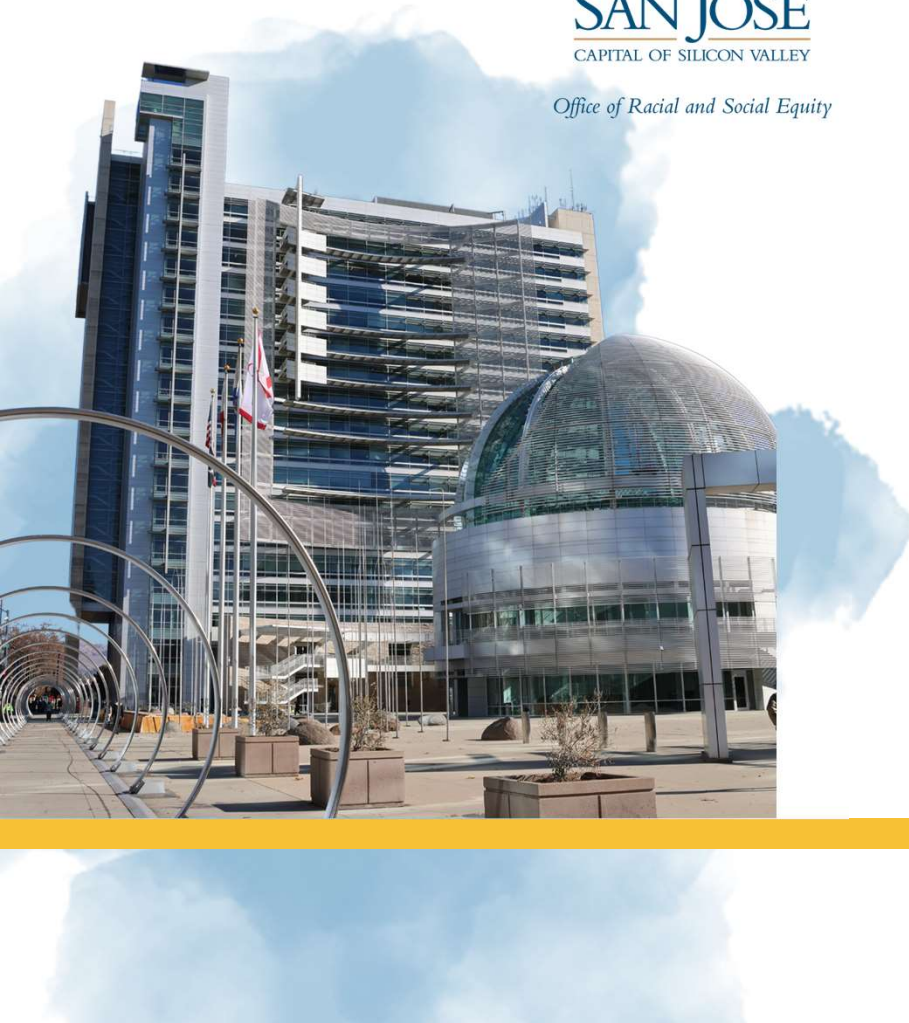
Andrea Aguiar, Racial Equity Manager

Lydia Bustamante, Inclusion & Belonging Manager





Office of Racial and Social Equity



Our **Vision** is a City of San José in which all people in our community and organization thrive and where no racial disparities exist.

Our **Mission** is to support the City to embed a racial equity practice and embody a culture that sustains it.

Purpose & Recommendation



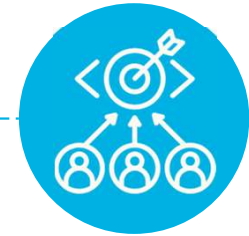
PURPOSE

Share Office of Racial & Social Equity's Fiscal Year 2024-2025 Impact



RECOMMENDATION

Accept the annual report



SCOPE

- Racial & Social Equity
- Inclusion & Belonging
- Disability Affairs



Strategic Objectives

01.

Normalize & Culturalize Equity & Inclusion

02.

Build Organizational Capacity & Infrastructure

03.

Establish Practices for a Welcoming, Inclusive San José

04.

Remove Barriers and Improve Access for Underserved Communities

Racial & Social Equity Highlights

- 86% of City employees understand how racial equity, inclusion, accessibility, and intersectionality relate to their role as a City employee

Racial and Social Equity Action Plans:

- 23 RSEAPs
- Dashboard launched to promote transparency & accountability





Strengthening Community Trust
and Civic Belonging

Inclusion & Belonging Efforts

- Launched Civics Master Class
- Expanded Know Your Rights Infrastructure
- Boosted Legal Access
- Monitored and supported 17 state-level inclusion bills on access and equity
- Launched Welcoming San José Plan (2025-2030)

Disability Affairs Progress



Operationalizing Disability Inclusion
Across City Systems

- 150+ staff trained on disability awareness and ableism
- 25 site visits held with 130 participants to assess language access, inclusive signage, and interpretation needs
- 16th Annual Disability Awareness Day drew over 500 attendees
- Compliance with digital accessibility standards by April 2026





Challenges



- National anti-DEI sentiment and local resource constraints
- Need for sustained leadership and deeper departmental integration

Next Steps



- Standardize practices
- Support Equity Values Policy and Ordinance implementation
- Grow staff capacity for equity work citywide