

**Neighborhood Services and
Education Committee
January 13, 2022**

Item (d)2

**Discussion of Proposed
Equity Roundtable**

Presenters:

**Zulma Maciel, Director, ORE
Andrea Truong, Racial Equity Manager, ORE
Carmen Brammer, Black Leadership Cabinet
Héctor Sánchez-Flores, National Compadres
Network**

Background

Jan 2021 - Councilmember Arenas provided direction to examine and align scope of work of Human Services Commission with the Office of Racial Equity (ORE)

June 2021 - ORE recommended an alternative path

Oct - Dec 2021 - ORE organized 3 meetings with Equity Roundtable co-designers

Equity Roundtable Co-Designers

- African American Community Service Agency
- Black Leadership Kitchen Cabinet
- Billy DeFrank
- Bill Wilson Center
- Catholic Charities
- Chairwoman Tamien Nation
- CSJ Senior Commission
- National Compadres Network
- Our City Forest
- Peninsula Open Space
- Sacred Heart Community Services
- San Jose State University
- Silicon Valley Council of Nonprofits
- Stanford University
- Trust (POST)
- Veggielution
- Vietnamese American Roundtable
- Working Partnerships USA
- Youth Utilizing Power & Praise (YUPP)

Central Themes

1. Acknowledge harm and trauma from government's role in systemic racism
2. Emphasize values: meaningful, long-lasting, accountability, and visibility
3. Support a process with City Departments
4. Clearly defined roles and responsibilities
5. Focus on policy areas with defined desired outcomes
6. Leverage City's spirit and dedication in addressing transformational change

Proposed Scope

- Connection and accountability of centering equity among all City commissions
- Clearly defined process and expectation guidelines of all City Departments to provide services and environment that advances racial equity
- Responsible for Council Appointment Advisory Commission Duties
- Make Recommendations
- Advise City leaders on citywide and departmental policies, programs, services, and strategies

Proposed Membership Criteria

- Provide a financial stipend
- Selection committee be comprised of community members, City Administration, and City Department
- Diverse socioeconomic backgrounds of racial, ethnic, and immigrant communities
- Priority on members from historically, marginalized communities
- Age diversity
- Member inclusion across ability
- Member inclusion across gender, gender identity, and sexual preference

NSE Committee Discussion

1. **Proposed scope:**

- What works?
- What needs clarity?
- What is missing?

2. **Proposed membership criteria:**

- Thoughts on selection process and committee representation?