

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

**Item (d)1**

# **Office of Racial Equity Workplan Update**

**Presenters:**

**Zulma Maciel, Director**

**Andrea Truong, Racial Equity Manager**

**Chris Cambises, Immigrant Affairs Manager**

# Background

## **Purpose:**

To inform the Neighborhood Services and Education Committee on the accomplishments of the Office of Racial Equity to-date and path forward for FY 2021-2022

- Historical review
- Status report includes both racial equity and immigrant affairs work

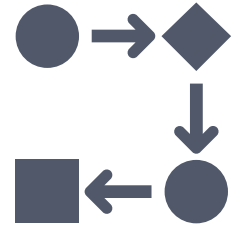
# Racial Equity: GARE Framework



***Normalize***



***Organize***



***Operationalize***

# Racial Equity: Objectives

**Goal:** Enable the City organization to embed a racial equity practice that will examine and improve San José's internal policies, programs, and decision-making so that, ultimately, we improve outcomes for communities of color.



**Develop +  
Implement  
Training + Applied  
Practice Program**



**Build ORE Team +  
Citywide  
Infrastructure**



**Embed Equity  
in Budget  
Process**



**Support  
Reimagining  
Community Safety  
Project**



**Support  
Community +  
Economic Recovery  
Work**

# Racial Equity: Objectives July-December 2021



**Develop +  
Implement  
Training + Applied  
Practice Program**



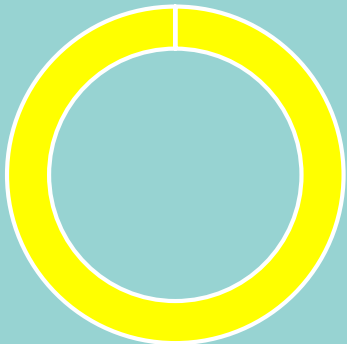
**Build ORE Team +  
Citywide  
Infrastructure**



**Embed Equity  
in Budget  
Process**



**Support  
Reimagining  
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Project**



**Support  
Community +  
Economic Recovery  
Work**



# Racial Equity: July-December 2021 Accomplishments

Objectives

**Develop + Implement  
Training + Applied  
Practice Program**  
*(Normalize)*

**Build ORE Team +  
Citywide Infrastructure**  
*(Organize)*

**Embed Equity in  
Budget Process**  
*(Operationalize)*

**Support Reimagining  
Community Safety  
Project**

**Support Community  
+ Economic  
Recovery Work**

- Executed 2 Senior & Exec Staff Racial Equity workshops
- Completed a Request for Proposal for Citywide Equity and Inclusion trainers

- Hired and onboarded 1 Assistant to the City Manager and 1 Senior Executive Analyst
- Created an internal Equity Council
- Coordinated with City GARE group and GARE workgroups

- Partnered with Budget Office and completed 2 Results Based Accountability Training for 10 CMO Office & Departments
- Completed 25+ ad-hoc consultations with City Departments
- Revised and launched a Budgeting for Equity tool for FY 2022-23 in partnership with the Budget Office
- Promoted racial equity principles and implementation in response to COVID-19 recovery efforts
- Developed a Community Engagement framework
- Advisory and Leadership Team engagement in Trauma Informed Resilience Oriented

■ Completed    ■ In progress    ■ Not started

# What is in progress in Racial Equity?

## ***Normalize***

- Develop training videos for City staff on racial equity terms/concepts
- Coordinate and launch Citywide Racial Equity training opportunities
- Host 2 additional racial equity workshops for Senior and Executive Staff

## ***Organize***

- Partner with Human Resources and complete a training & organizational development procurement for July 2022-June 2025
- 100% of Departments in complete a Racial Equity Action Plan
- 50% of Departments establish Racial Equity Action Teams

## ***Operationalize***

- Consultations on Budgeting for Equity worksheets (20 hours)
- TA on Department specific racial equity action plans (60 hours)
- TA on Department specific racial equity action teams (20 hours)
- Complete 5 Results Based Accountability “Turn the Curve” plans with City Depts
- 100% Departments submit a Budgeting for Equity worksheet

# Immigrant Affairs: Objectives

**Goal:** To facilitate and accelerate immigrant inclusion in civic, economic, linguistic, and social aspects of life in San José.



**Leadership &  
Communications**



**Access &  
Engagement**



**Education and  
Economic  
Opportunity**



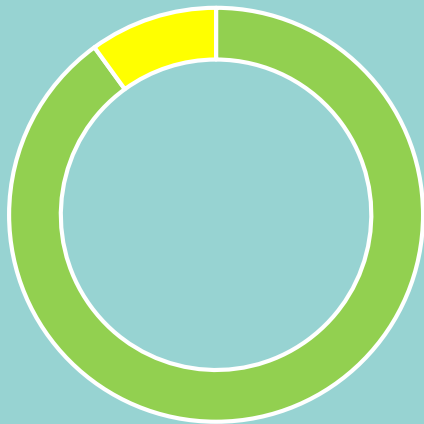
**Safe Communities**



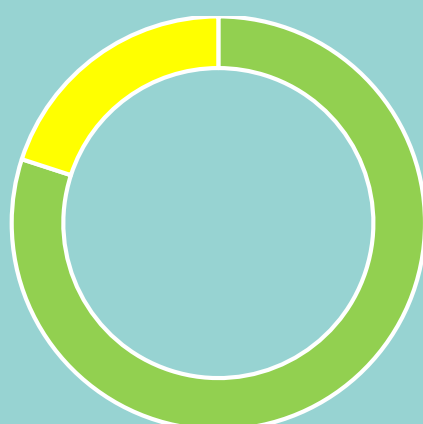
# Immigrant Affairs: Objectives July-December 2021



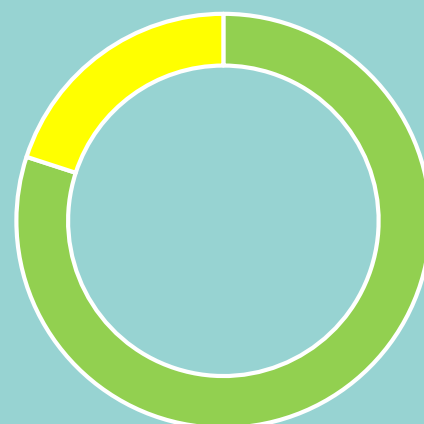
**Leadership and  
Communications**



**Access and  
Engagement**



**Education and  
Economic  
Opportunity**



**Safe Communities**



# Immigrant Affairs: July- December 2021 Accomplishments

Objectives

## Leadership and Communications

- Expanded local Refugee Quarterly Consultation Meetings to incorporate City departments and stakeholders
- Drafted and introduced Federal Immigration Reform Council Resolution
- Established bi-weekly Immigration Briefings
- Monitored, analyzed, and supported 25 federal bills and 5 major administrative/regulatory policy changes, including the Build Back Better bill, TPS, and Afghan resettlement
- Launched educational campaign for the Central American Minor (CAM) Program

## Access and Engagement

- Established monthly Facebook Live series to amplify priority immigration issues and service providers
- Developed educational campaign on Documented Dreamers
- Supported the development of a needs assessment of City community engagement staff on outreach to immigrant communities and language access needs
- Partnered w/ USCIS to develop additional workshops for CSJ employees and families

## Education and Economic Opportunity

- Conducted preliminary assessment of adult schools, labor unions, partners to evaluate programs being offered to create framework for more efficient referral network
- Collaborated with MOTI to support a pilot project to assist with resume preparation and job mentoring for Afghan refugees
- Developed initial collaboration with OED to develop long term effort and recovery work with immigrant communities

## Safe Communities

- Began implementation of 6 of 15 strategies to address anti-Asian hate crimes
- Led City participation in *United Against Hate Week* and supported the introduction of Council proclamation
- Hosted a UAHW panel discussion to discuss lived experiences and ways to address hate crimes on a local level
- Established partnership with PD to provide trainings during refugee cultural orientations

# What is in progress in Immigrant Affairs?

## Leadership and Communications

- Collaborate with resettlement agencies on implementation of the community sponsorship program
- Draft initial plans for participation in California Immigrant Day 2022 and for City Hall Immigrant Advocacy Day
- Monitoring ongoing federal legislation and introduced bills in the new state legislative session

## Access and Engagement

- Supporting creation of framework for tracking metrics for city wide usage of language services
- Drafting of initial plans for supporting 2022 naturalization workshops
- Draft LOI for Open Society Foundation funding opportunity to support Afghan resettlement

## Education and Economic Opportunity

- Promote Immigrant Rising SEED Grant entrepreneurship program
- Develop preliminary plan to partner with banks/credit unions to launch financial literacy training
- Promote immigrant entrepreneurship through the “Eat Around the World” initiative in San Jose

## Safe Communities

- Launch educational campaign to expand awareness of support services to foreign victims of human trafficking
- Review emergency preparedness plans with OEM to ensure linguistic and cultural competency
- Launch expansion of Red Cross preparedness training to immigrant communities and support the expansion of Red Cross Latino Engagement Teams
- Collaborate with CADRE to begin development of local rapid language bank for use in emergency contexts

## **Recommendation:**

Accept the status report of the Office of Racial Equity and cross-reference to the February 8, 2022 City Council meeting.

## **Questions & Answers**