

RESOLUTION NO. _____

**A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN JOSE ACCEPTING THE DEFINITION OF RACIAL
EQUITY**

WHEREAS, on November 9, 2021, City staff brought forward a proposed racial equity definition for discussion with the Mayor and City Council and was directed to seek input from community stakeholders and return to Council with a recommendation; and

WHEREAS, Office of Racial Equity staff organized two community meetings, and input from stakeholders is described in the memorandum to Council dated January 13, 2022;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF
SAN JOSE THAT:

The following definition of Racial Equity is hereby accepted:

“Both a process and an outcome, racial equity is designed to center anti-racism, eliminate systemic racial inequities, and acknowledge the City of San José’s historical and existing practices that have led to discrimination and injustices to Black, Indigenous, Latino/a/x, Asian, and Pacific Islander communities.

The racial equity process explicitly prioritizes communities that have been economically deprived and underserved, and establishes a practice for creating psychologically safe spaces for racial groups that have been most negatively impacted by policies and practices. It is action that prioritizes liberation and measurable change, and centers lived experiences of all impacted racial groups. It requires the setting of goals and measures to track progress, with the recognition that strategies must be targeted to close the gaps.

As an outcome, racial equity is achieved when race can no longer be used to predict life outcomes, and everyone can prosper and thrive.”

ADOPTED this _____ day of _____, 2022, by the following vote:

AYES:

NOES:

ABSENT:

DISQUALIFIED:

SAM LICCARDO
Mayor

ATTEST:

TONI J. TABER, CMC
City Clerk