



Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: Zulma Maciel

SUBJECT: DEFINITION OF RACIAL EQUITY

DATE: January 31, 2022

Approved

Date

1/31/2022

SUPPLEMENTAL

REASON FOR SUPPLEMENTAL

This supplemental memorandum provides a revision to the definition of racial equity which incorporates language from the memorandum issued by Councilmembers Arenas, Carrasco, Esparza, Jimenez, and Peralez ¹.

RECOMMENDATION

Adopt a resolution accepting the proposed definition of racial equity for the City of San José:

Both a process and an outcome, racial equity is designed to center anti-racism, eliminate systemic racial inequities, and acknowledge the 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 the City's policies and practices. It is action that prioritizes liberation and measurable change, and focuses on 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.

¹ <https://sanjose.legistar.com/View.ashx?M=F&ID=9943967&GUID=411C57C4-AB1B-4869-BEF8-00B85ED5FF27>

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ANALYSIS

After further review of the recommended language offered by City Councilmembers, staff determined that it would be prudent to include a sentence that codifies the importance of tracking progress towards racial equity. Therefore, the following sentence was added to the definition.

“It requires the setting of goals and measures to track progress, with the recognition that strategies must be targeted to close the gaps.”

COORDINATION

This memorandum has been coordinated with the City Attorney’s Office.

/s/

ZULMA MACIEL

Director, Office of Racial Equity

For questions, please contact Andrea Truong, Racial Equity Manager, at Andrea.Truong@sanjoseca.gov.