Neighborhood Services and Education Committee
August 11, 2022

Item (d)3

Proposed Equity Roundtable Status Report

Presenters: Zulma Maciel, Director
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Office of Racial Equity

CITY OF SAN JOSE
CAPITAL OF SILICON VALLEY
Office of Racial Equity

Purpose

To provide an update on the Equity Roundtable; scope of work and membership, and request that the Neighborhood Services and Education Committee (NSE) accept the status report.

Background

January 2021	June 2021	Oct 2021 – March 2022	January 2022
Chair Arenas directed staff to align work of the Office of Racial Equity with Human Services Commission	Staff presented alternative options for an advisory group to support racial equity work in the City of San Jose	Co-creators and staff researched other jurisdictions	Office of Racial Equity and representatives from co-creator group presented proposed equity roundtable scope to NSE

Central Themes from Co-Creator Sessions

1. Acknowledge harm and trauma from government's role in systemic racism
2. Emphasize values that are meaningful, long-lasting, accountability, and visible
3. Support a clear, defined process that defines roles and responsibilities with City departments
4. Focus on policy areas with defined desired outcomes
5. Leverage the City's spirit and dedication in addressing transformational change

Scope

- Ensure there is connection and accountability of centering equity in all City commissions.
- Clear and defined process and expectation guidelines that support accountability of City departments to provide services and foster environments that align with advancing racial equity.
- Provide input, feedback, and guidance on 3-5, specific projects within the City's Initiatives Roadmap priority areas per fiscal year.
- Ensure City department leaders acknowledge past practices and policies that have burdened many marginalized residents and communities.
- Advise City department leaders on impact of policies and services, and to use any quantitative metrics to inform decisions by aligning with community voice and experiences.

Member Composition and Criteria

10-12 community representatives comprised of:

- Lived experience in navigating structural marginalization within diverse racial, ethnic, and immigrant communities in San José
- Representation of diverse experiences in various socioeconomic backgrounds
- Understand systemic racism and deep commitment to racial equity
- Age diversity
- Member inclusion across ability
- Member inclusion across gender, gender identity, and sexual preference

Selection Process

SELECT DIVERSE GROUP OF EVALUATORS: COMMUNITY MEMBERS, CITY ADMINISTRATION AND DEPARTMENT LEADERSHIP

PARTNER WITH THE CHOSEN EVALUATORS AND CITY STAKEHOLDERS

RELEASE APPLICATION AND OUTREACH TO COMMUNITY ABOUT ADVISORY GROUP

Terms

2 years, with no more than 2 consecutive terms

May consider staggering and increasing term length after evaluating effectiveness of the initial two-year terms

Unappointed vacancies will be for the full remainder of the predecessor's term, to begin the date of appointment

Meeting Cadence

Regular meetings every two months

Additional meetings with departments as needed

Shall comply with State and City law in accordance with procedures established by the City Clerk and City Attorney's Office

Stipend

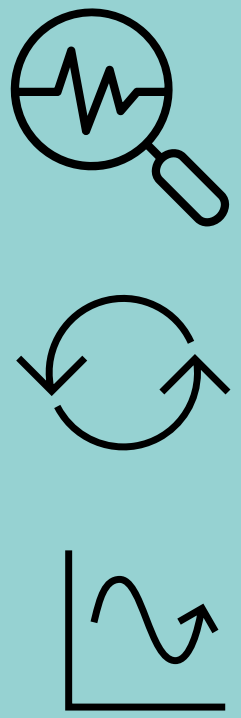
Each member receives $100 stipend every two months totaling $600 per year with an option to opt-out receiving a stipend.

The stipend will be paid regardless of attendance at meetings. Many times, advisory groups will need to review reports and/or other materials that are beyond meeting attendance.

Timeline and Next Steps

Aug 2022	Sept 2022	Fall 2022
Staff present status report to NSE	Item is cross referenced to City Council	Develop and implement application process and select advisory group members

Iterative Implementation and Approach



This advisory group will iterate to improve.

- Testing and iterating is an important equity value and practice. The field is growing and evolving.

- Staff will monitor the following:
  - Member experiences
  - Community indicators that align with recommendations
  - # of recommendations
  - # of advisory group and department meetings

- After 1st year of implementation, staff will return w/ status report on advisory group.

- After 2nd year of implementation, staff will return w/ status report and recommendations for a permanent advisory group.

Thank you!
Equity Roundtable Co-Creators

- 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)
- African American Community Service Agency
- Black Leadership Kitchen Cabinet
- Billy DeFrank
- Bill Wilson Center
- Catholic Charities
- Chairwoman of Tamien Nation
- CSJ Senior Commission
- National Compadres Network
- Our City Forest
- Peninsula Open Space