

Foundational Racial Equity Training Council Study Session

September 29, 2022

Office of Racial Equity

Presenter:

Zulma Maciel, Director



Update on Citywide Efforts

Purpose:

To summarize the City's approach to advancing racial equity, highlight accomplishments, and provide a snapshot of what's on the horizon.

Key Takeaways:

- Understanding of the role of the Office of Racial Equity
- Awareness of the talent, wisdom, and progress already made by the City of San José

Meet the Team



Why We Exist



**HISTORICAL
CONTEXT**



**GOOD PUBLIC
ADMINISTRATION**



**SHIFT CULTURE AND
PRACTICE**



Our Vision is a City of San José in which all people in our community and organization thrive and where no racial disparities exist.

Our Mission is to support the City to embed a racial equity practice and embody a culture that sustains it.



2022-2023 City Initiatives Roadmap

Strategic Fiscal Positioning and Resource Deployment

Advancing Racial Equity through Culture + Practice

CULTURE

Equity mindset is necessary to shift culture.
Culture change requires leadership to help
alter practices and current conditions.



PRACTICE

Seek improved outcomes
for communities of color



Center community voice and
choice to drive decisions



Engage in ongoing practice
to increase self-awareness



Anchor in disaggregated
data, both qualitative &
quantitative



Commit to integrity
and accountability



What We Do



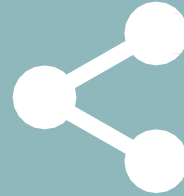
Training



Technical Assistance



Develop tools,
processes,
procedures



Information Sharing



Policy & Practice
Review



Ensure Community
Engagement &
Feedback

Ecosystem



Normalize

- Shared definitions and terminology
- Awareness and understanding of terms and concepts

Organize

- Building organizational capacity
- Increasing partnerships internal and external

Operationalize

- Using racial equity tools
- Using disaggregated data to inform decisions

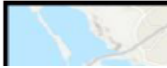
Government Alliance on Race and Equity Framework

Equity in action...

EQUITY ATLAS ANALYSIS: CAPITAL IMPROVEMENT PROJECTS

INTRODUCTION

The Equity Atlas is an interactive City of San Jose. Maps containing Bureau: American Community Survey quintiles derived from demographic data. 5. More points are assigned to a census



API MENTAL HEALTH FORUM

Join us on Facebook live and Zoom

May 25, 5:00-6:00PM PST

In honor of Asian and Pacific Islander (API) Heritage Month, the City of San José's Office of Racial Equity is proud to host a forum centered on API Mental Health.



REIA:
Racial equity impact analysis
A process for change



**IMMIGRATION SPOTLIGHT
SERIES**

TEMPORARY PROTECTED STATUS - UKRAINE



AIDA TAYE - LEYOU ETHIOPIAN

"Black History Month is a time for us to reflect on the trials Black Americans went through [and] to think about where all those Black people have their origin. African countries are portrayed as poor and lesser, and Blacks here need to learn that where they came from isn't a bad place. [It's a] time for us all to reflect on Black Americans past because their struggles back then now benefit us."

**BLACK IMMIGRANT
RESTAURANT
ENTREPRENEURS**

BLACK HISTORY MONTH SERIES

The background is a deep space image filled with a vast number of stars of various colors (blue, white, yellow, orange) and sizes. The stars are distributed across the entire frame, creating a sense of depth and cosmic scale. A solid light blue rectangular box is centered horizontally and vertically, containing the text "Bright Lights!".

Bright Lights!



ORE Accomplishments!

Foundational Racial Equity Trainings

- 99% of staff have completed Part 1
- 88% of staff have completed Part 2
- Included in NEW Employee Orientation
- Leading the pack among region and peers

San Jose for All (Equity Roundtable)

Advisory body that will work collaboratively with ORE and City Departments on key projects related to the City roadmap.

Welcoming Week

- Welcome America's first Welcoming Week Kickoff with a member city.
- Hosted/participated in 5 events throughout the week
- Press event covered by 2 news stations
- Engaged with 8 foundations for future welcoming events
- Celebrated conclusion at Viva Calle!

Racial Equity Action Plans

- 18 active department plans
- 260 action items in total
- 73 items completed
- 104 items in progress

Normalize:

Fire Department

Chief Sapien

*Employee
Conversations*

Organize:

Planning, Building, and
Code Enforcement

Alexander Powell

Racial Equity Action Plan

Operationalize:

Department of
Transportation

Rick Scott

Repave SJ



San Jose Fire Department



Racial Equity Employee Conversations

- Reinforce Foundational Racial Equity Training
- Providing clarity around City's effort in advancing racial equity
- Engage all Fire Department personnel in Racial Equity dialogue



Planning Building and Code Enforcement

DEPARTMENT OF PLANNING, BUILDING AND CODE ENFORCEMENT

Racial Equity Action Plan

June 2022



Racial Equity Action Plan



Four Goals:

1. Racial Equity is Woven into PBCE Culture
2. Cultivate Diversity and Inclusion
3. Use Data to Inform Decision-Making
4. Equitable Access to Information, Service



30 Proposed Actions (✓ 13 Actions Complete/In-Progress)



Organizational and Cultural Shift that Requires Champions Throughout the Department



Department of Transportation

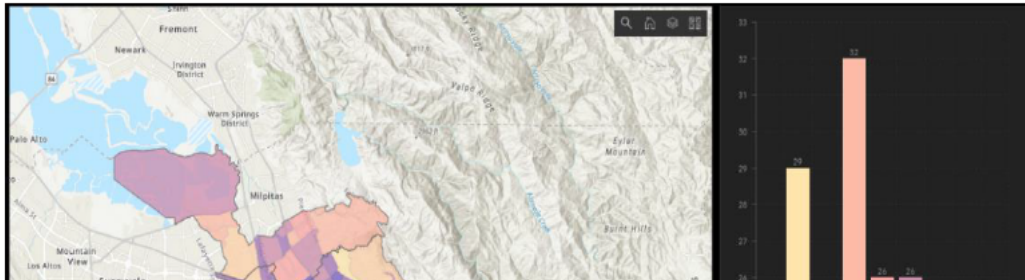
EQUITY ATLAS ANALYSIS: PAVEMENT MAINTENANCE PROGRAM 3 YEAR PLAN



INTRODUCTION

The Equity Atlas is an interactive tool that highlights the distribution of demographic vulnerability throughout the City of San José. Maps containing demographic indicators of race and income are sourced from the US Census

Bureau: American
Community Survey 5-
year average 2019
and published into
dashboards which
utilize population
quintiles derived



Pavement Maintenance Program

- 9-year plan - 1,552 miles
- Used disaggregated race and Income data in decision-making
- Used project cost-savings to deliver standalone Equity Priority Community focused projects
- Normal distribution in miles maintained and minimal disparities in condition

ON THE HORIZON



Thank you!



The Justice Collective

City Departments

REDI Citywide Group

Community Partners

Mayor & City Council