

**MINUTES OF THE CITY COUNCIL
FOUNDATIONAL RACIAL EQUITY STUDY SESSION**

SAN JOSE, CALIFORNIA

THURSDAY, SEPTEMBER 29, 2022

COVID-19 NOTICE

Consistent with AB 361 and City of San Jose Resolution Nos. 80628, 80659, and 80685, the Hybrid City Council meeting will be physically open to the public. Council Members may be teleconferencing from remote locations.

The Hybrid Council meeting was teleconferenced from remote locations and in Council Chambers at 1:36 p.m.

Present: Council Members - Liccardo, Jones (left at 3:15), Jimenez, Peralez, Cohen, Carrasco, Arenas (arrived at 2:21), Foley, Mahan.

Absent: Council Members - Esparza, Davis.

Staff: City Manager, Jennifer Maguire; Office of the City Manager, Chief of Staff, Lee Wilcox; City Attorney, Nora Frimann; City Clerk, Toni Taber; Deputy City Manager, Rob Lloyd; Assistant to the City Manager, Peter Hamilton; and City Clerk's Office, Yasmin Johnson.

1.) WELCOME AND INTRODUCTIONS

Mayor Sam Liccardo opened the floor for presentations.

Director, Office of Racial Equity, Zulma Maciel introduced members from The Justice Collective. Head of Strategy and Culture, Ellie Tumbuan and Head of Organizational Health and Innovation, Lena Carew offered the presentation and responded to questions.

The Justice Collective (TJC) is a cross-sector, social impact consultancy with interdisciplinary expertise. Founded in 2015 in Oakland, CA, by Lena Carew, Ellie Tumbuan, and Danielle DeRuiter-Williams. TJC is 100% owned by women of color.

Mission: Transform organizations by unlocking and uplifting the abundance within.

Values: Abundance, Collaboration, Radical & Empathetic Leadership, and Transformation.

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1. Welcome and Introductions (Cont'd.)

Today's Learning Outcomes: (1) Understand and analyze the government's role in key historical and present racial justice contexts. (2) Identify and describe examples of racial equity, diversity, and inclusion concepts. (3) Define and assess common myths related to dominant culture, and their relationship to an equitable and inclusive workplace and city. (4) Recognize and describe the interrelationship between emotional intelligence, bias, and racial equity. (5) Identify and assess best practices in the field for equitable leadership to drive equitable outcomes at CSJ. (6) Awareness of City's efforts, accomplishments, and path forward.

The presentation discussed a guide to deeper learning, Anti-Racism, Racial Equity, Diversity & Inclusion. The presentation discussed community agreements to; (1) Try it on (2) Practice self-focus (3) Understand the difference between intent and impact (4) Practice "both/and" (5) Refrain from blaming or shaming self and others (6) Move up/ move back (7) Practice mindful listening (8) Confidentiality (9) Right to pass; The r(EDI) Key Terms Glossary; Resources on: History and contexts, Inequity, and housing; also, mindfulness and housing.

2.) FOUNDATIONAL REVIEW OF RACIAL EQUITY CONCEPTS

The presentation discussed the following: Racial Equity, Diversity, and Inclusion R(EDI), the Somatic Activity, Historic Structural Inequity, Understanding Your Role in R(EDI) , Demystifying Dominant Culture, Best Practices for Leaders, and ORE Team Progress Updates.

3.) EQUITABLE CITY LEADERSHIP AND SOCIAL CHANGE

The presentation spoke to the best practices for Leaders such as: (1) r(EDI) being one effort to resolve a major social issues at work. (2) r(EDI) and racial justice thrive or stall on multiple levels. That creates a lot of opportunities to move the needle. (3) Clear racial disparities exist because historical and current system of inequity. (4) There are important implications for the City as a local leader, steward, and local citizen. (5) Anyone can use their power to perpetuate racial inequity, or to dismantle it.

4.) UPDATE ON CITY-WIDE 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 the role of the Office of Racial Equity, Awareness of the talent, wisdom, and progress already made by the City of San José.

Vision: A City in which all people in our community and organization thrive and where no racial disparities exist.

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

CONCLUSION

Extensive discussion followed and City Staff and The Justice Collective (TJC) responded to questions from Council.

Anthony Mata, SJPd Chief of Police responded to a question from Councilmember Raul Perez.

Mayor Sam Liccardo discussed the legal landscape of the 2nd Amendment and its local jurisdiction.

Mayor Sam Liccardo opened the floor for public comment.

PUBLIC COMMENT

- 1.) Paul Soto offered his appreciation for today's study session, addressed his legal matters, and stated what topics he feels need to be addressed.
- 2.) Blair Beekman spoke to equity and ideas of ethnicity and race.

ADJOURNMENT

Mayor Sam Liccardo adjourned the Study Session at 4:31 p.m.

Minutes Recorded, Prepared and Respectfully Submitted by,

A handwritten signature in blue ink, appearing to read 'Toni J. Taber', with a stylized flourish at the end.

Toni J. Taber, CMC
City Clerk

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