



Advancing Racial Equity Through Culture & Practice

Office of Racial Equity
Neighborhood Services and Education Committee

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June 8, 2023

Status Report

1. Background, Vision, Mission
2. Office of Racial Equity's Role and Function
3. Work Plan Highlights
4. Looking Forward



ADVANCING RACIAL EQUITY THROUGH CULTURE & 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.



OUTCOMES

Race can no longer be used to predict life outcomes and everyone can prosper and thrive.

People from all racial groups and identities feel that they matter and belong.

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



Anchor in disaggregated data, both qualitative & quantitative



Commit to integrity and accountability

Engage in ongoing practice to increase self-awareness



STRATEGIES

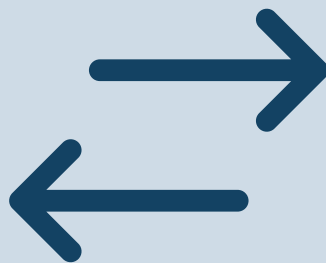
Normalize: Adopt shared framework and terminology.
Organize: Create and sustain internal infrastructure.
Operationalize: Apply racial equity impact analysis.



QUALITIES WE ASPIRE TO

courageous - collaborative - compassionate
 - accountable - inclusive

Equity, Inclusion & Belonging



Welcoming San José

Plan 2.0: Moving toward Civic, Economic, Linguistic, and Social Inclusion 2021–2024



Why We Exist



HISTORICAL CONTEXT



**GOOD PUBLIC
ADMINISTRATION**



**SHIFT CULTURE AND
PRACTICE**

*"Racial equity is achieved when race can no longer be used to predict life outcomes,
and everyone can prosper and thrive"*

Vision & Mission

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 in embedding a racial equity practice and embody a culture that sustains it.





ORE Work Plan Objectives

1

- ❖ Normalize and culturalize racial equity, inclusion and belonging principles in the City Organization.

NORMALIZE

2

- ❖ Establish and maintain infrastructure and organizational capacity to support City's commitment to eliminate inequities.

ORGANIZE

3

- ❖ Establish equity practices that create a welcoming and inclusive environment that allows immigrants, residents of color, and all people in SJ to thrive.

OPERATIONALIZE

4

- ❖ Improve immigrant access to City information and services, and augment immigrant participation in civic life.

OPERATIONALIZE



Highlights of Accomplishments

1

- ❖ “I understand my existing biases and working on unlearning them to better support the communities of color I engage with.” - Foundational Racial Equity Training participant
- ❖ ORE co-hosted the Welcoming Interactive conference with 650+ attendees

2

- ❖ Delivered 15 how-to trainings to over 400 City staff
- ❖ 18 Departments have created a Racial Equity Action Plan; 126 action items completed

3

- ❖ Collaborated on an art-based solidarity campaign to support "Stop AAPI Hate"
- ❖ Developed *Candidly Speaking* dialogue series for City staff and community residents

4

- ❖ ***San José for All Advisory Group*** received 130 applications. Will launch June 2023
- ❖ Developed a curriculum that encourages civic engagement tailored to immigrant communities

Welcoming Interactive



Xank Solidarity Exhibit & Panel



Foundational Racial Equity Training



Portuguese Delegation



United Against Hate Film



Community Tours





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