



Memorandum

TO: RULES AND OPEN
GOVERNMENT COMMITTEE

FROM: Angel Rios, Jr.
Lee Wilcox

SUBJECT: EQUITY STUDY SESSION, PART 2

DATE: January 15, 2020

Approved

[Signature]

Date

1/17/2020

RECOMMENDATION

Set a City Council Study Session entitled *Equity Framework: An approach to Achieving Better Outcomes for All* on Monday, February 10, 2020 from 1:30 – 4:30 p.m. in Council Chamber and approve a draft Study Session agenda.

PURPOSE

The purpose of this two-part study session is to build a shared understanding of what equity means in the context of local government, why it is important, and how to embed a framework that reduces inequities. A shared understanding will allow us to lay the groundwork for a thoughtful, intentional, multi-year process of systems change that will improve outcomes for all.

OUTCOME

The City Council and Senior Staff have a shared understanding of, a) why equity is important, b) terminology and definitions, and c) the approach needed to move the City of San José toward being a more equitable city.

BACKGROUND

On December 13, 2019, the Administration organized a study session that focused on “why” equity work is important and “what” it entails. Stephen Pitti from Yale University, Leon Andrews from the National League of Cities, Julie Nelson from Race Forward, and shared the following elements:

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January 15, 2020

Subject: Equity Study Session, Part 2

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- Grounding in San Jose's History
- Concept of Equity and Why It Matters
- Importance of Equity to Improve outcomes for all San José residents
- Shared Language: Terminology and Definitions
- Government's Role and Responsibility

The second study session will shift from "why" to "how" local governments can apply an equity analysis framework, including examples already underway in the organization.

This memorandum includes recommended agenda for the second study session.

/s/

ANGEL RIOS, JR.
Deputy City Manager

/s/

LEE WILCOX
Chief of Staff

For questions, please contact Zulma Maciel, Assistant to the City Manager, at (408) 535-8146.

Attachment: Recommended Equity Study Session 2 Agenda

CITY COUNCIL STUDY SESSION AGENDA

**Equity Framework:
An Approach to Achieving Better Outcomes for All**

Study Session 2

Date: February 10, 2020

Time: 1:30 p.m. – 4:30 p.m.

City Council Chamber

- **Purpose:** To build a shared understanding of what equity work means in the context of local government, why it is important, and how to embed a framework that reduces inequities.
- **Outcome:** A shared understanding will allow us to lay the groundwork for a thoughtful, intentional, multi-year process of systems change that will improve outcomes for all.

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Welcome to the San José City Council meeting!

The San José City Council meets every Tuesday at 1:30 p.m. and Tuesday at 6 p.m. as needed, unless otherwise noted. If you have any questions, please direct them to the City Clerk's staff seated at the tables just below the dais. Thank you for taking the time to attend today's meeting. We look forward to seeing you at future meetings.

Agendas, Staff Reports and some associated documents for City Council items may be viewed on the Internet at <http://www.sanjoseca.gov/index.aspx?NID=5322>. Council Meetings are televised live and rebroadcast on Channel 26.

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- Call to Order and Roll Call

CITY COUNCIL STUDY SESSION

1:30 p.m. to 4:30 p.m., City Hall Council Chambers

1. Review of Agenda, Introduce Speakers
2. Brief Overview of Session 1
3. Equity Framework: An Approach to Achieving Better Outcomes for All
4. Experiences and Lessons Learned from other Jurisdictions
5. Introduction to the Racial Equity Tool

6. San Jose Examples of Integrating an Equity Perspective in the Work

7. City Approach to Equity: Key Next Steps

- **Public Comment**
- **Adjourn**