



(d)3 Advancing Equity Through Culture and Practice Annual Report

Office of Racial and Social Equity

Zulma Maciel, Director, City Manager's Office of Racial and Social Equity

Lydia Bustamante, Assistant to the City Manager;

Mia X. Hernandez, Senior Executive Analyst;

Sheila Sanchez, Assistant to the City Manager



Office of Racial and Social Equity

Public Safety, Finance, and Strategic Support Committee

Purpose Share accomplishments in advancing equity, accessibility, inclusion, and belonging across City operations and community engagement.

Recommendation Accept the annual report.



Racial and Social Equity

Builds and sustains the City's equity infrastructure through training, coaching, community collaboration, and policy development.



Disability Accessibility

Advances disability inclusion by removing barriers, challenging ableism, and centering disabled community leadership.



Inclusion and Belonging

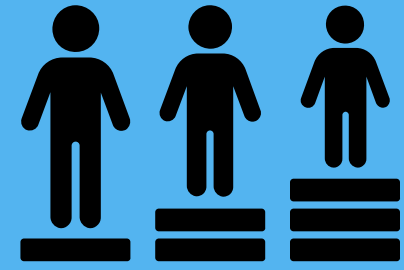
Builds belonging by strengthening trust, inclusion, and connection for all, especially immigrants and newcomers.

FY 2025-2026
By the Numbers

City Staff
Trained

707

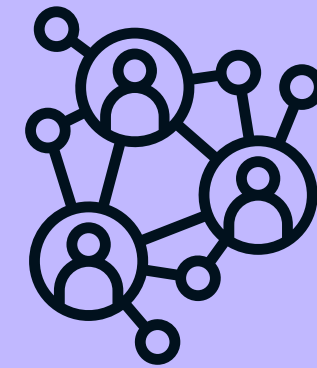
Normalize



Departments
with RSEAPS
*Racial and Social
Equity Action Plans*

24

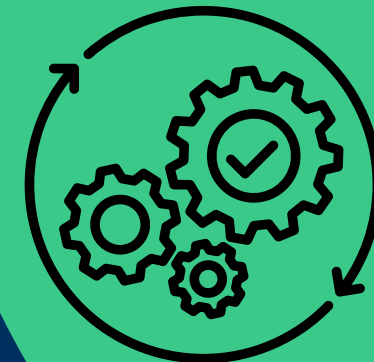
Organize



Equity Action
Items Completed

236

Operationalize



4
Stars

Community impact



Certified Welcoming Designation

How ORSE Advanced Equity Across the City in FY 2025

-2026

Operationalize
→
Normalize

Leadership and Organizational Culture

- Inclusive Leadership Training
- Departmental Accessibility Liasons
- RSEAP Coordinator Cohort
- ORSE led peer learning



Community Engagement and Implementation

- Community Engagement: The CSJ Way Framework and Trainings
- SJ4All Advisory Group
- PBCE General Plan Four Year-Review Support



Budgeting and Operational Decision -Making

- Budgeting for Equity
- Racial Equity Impact Analysis
- Data Storytelling
- ORSE Technical Assistance



Strengthening Systems, Skills, and Community Engagement



Welcoming San José

- Achieved 4-Star Certified Welcoming designation
- Advanced implementation of 5-year Welcoming San José Plan 3.0
- Coordinated across 37 stakeholders and fulfilled 80 Certified Welcoming criteria



Immigrant Inclusion & Community Safety

- Expanded immigrant legal services and outreach
- Supported the Rapid Response Network and emergency response infrastructure
- Strengthened Safe Site Protocol implementation across City facilities



Disability Inclusion & Accessibility

- Expanded digital accessibility tools and staff training
- Strengthened accessibility coordination across departments
- Began development of a Disability Affairs Strategic Framework



Strengthening Community Trust, Access, and Belonging

Building on a Strong Foundation

Looking ahead to FY 2026 -2027

Advance Equity Across City Operations

- Monitor implementation of Department RSEAPs
- Integrate equity analysis into planning, budgeting, and service delivery
- Expand tools and support for departments



Strengthen Community Trust and Belonging

- Implement Welcoming San José Plan
- Strengthen immigrant inclusion and emergency response infrastructure
- Expand community-informed engagement practices



Advance Disability Inclusion

- Develop the Disability Affairs Strategic Framework
- Strengthen digital accessibility capacity
- Improve accessibility across City programs, services, and communications





Questions?

SJRacialSocialEquity@sanjoseca.gov





(d)3 Advancing Equity Through Culture and Practice Annual Report

Office of Racial and Social Equity

Zulma Maciel, Director, City Manager's Office of Racial and Social Equity

Lydia Bustamante, Assistant to the City Manager;

Mia X. Hernandez, Senior Executive Analyst;

Sheila Sanchez, Assistant to the City Manager



Office of Racial and Social Equity

Public Safety, Finance, and Strategic Support Committee