



City of Arts & Innovation

City Council Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: TBD

FROM: HUMAN RELATIONS COMMISSION (HRC) WARD: ALL

**SUBJECT: DIVERSITY TRAINING FOR CITY COUNCIL, EXECUTIVE CITY STAFF AND
SELECTED BOARDS AND COMMISSIONS**

ISSUE:

Consider a recommendation from the HRC to mandate diversity training for City Council members, executive level city staff, and selected boards and commissions.

RECOMMENDATIONS:

That the City Council:

1. Receive a report on the Mayor's Multicultural Forum small group work in developing diversity training.
2. Direct staff to implement mandatory diversity training, in partnership with members of the Multicultural Forum small group and other local interested stakeholders, for City Council members, executive level city staff and selected boards and commissions.
3. Direct staff to develop a long-range plan, in partnership with the Multicultural Forum small group and other local interested stakeholders, to provide diversity training to all city personnel.

COMMITTEE RECOMMENDATION:

On February 27, 2020, the HRC met to consider a recommendation from the Office of the Mayor to implement mandatory Diversity Training. Following discussion, a motion was made by Commissioner Mabon and seconded by Commissioner Scoggins recommending that staff prepare a recommendation from the HRC City Council implement mandatory Diversity Training for City Council members, executive level city staff and selected boards and commissions. The motion carried unanimously.

BACKGROUND:

Riverside's founder, John W. North, was an abolitionist who came to this area to create a colony of like-minded people committed to justice and equality. This commitment to inclusiveness and celebrating diversity remains a priority for our city, and when you come to City Hall, you will see our Inclusive Community Statement posted in prominent places.

Twenty years ago, Riverside's Mayor's Multicultural Forum was created at the behest of community members, to serve as a safe public space where candid conversations can take place between city leadership and members of the community. The discussions cover everything from candid advice to discussions of community members' personal experiences with discrimination and how city officials can work with community leaders to address inequity and create a more inclusive environment in public spaces, at city events, and in staffing City Hall.

In August 2019, many members of the forum expressed the desire for the conversations that were taking place to be translated into action. A small working group was formed and met several times to discuss how to best carry out initiatives that promote inclusion in Riverside.

Various ideas were explored, many event based, and it was decided that Riverside's community organizations are doing an excellent job of creating events that bring people together. The Multicultural Forum as a whole had often discussed topics related to racial equity, trauma stemming from discrimination, and a disconnect between decisions made at the leadership level in our community and their impact on traditionally underserved and disconnected communities. The group decided that building cross cultural understanding while acknowledging trauma and its effects on our community would be an appropriate first step in bringing the forum's discussions to those that make decisions but weren't at the table to hear the diverse perspectives offered.

DISCUSSION:

There is currently no in-depth, diversity focused training required for elected and appointed officials or personnel in the City of Riverside.

The HRC recommends that City Council direct staff to work with the Multicultural Forum's small group and other local interested stakeholders to develop and implement diversity training, beginning with the recommended groups identified at the February 27 meeting and with a long range goal of training for every member of staff in the City of Riverside.

FISCAL IMPACT:

The fiscal impact of this item if approved is undetermined.

Submitted by: Edward Coronado, Policy and Program Coordinator, Office of the Mayor