



City of Arts & Innovation

Inclusiveness, Community Engagement, and Governmental Processes Committee

TO: INCLUSIVENESS, COMMUNITY ENGAGEMENT, AND GOVERNMENTAL PROCESSES COMMITTEE

DATE: DECEMBER 2, 2020

WARDS: ALL

FROM: CITY MANAGER'S OFFICE

SUBJECT: UPDATE ON DIVERSITY, EQUITY, AND INCLUSIVITY EFFORTS - DIRECT SUBMITTAL

ISSUE:

Provide an update on Diversity, Equity and Inclusivity efforts.

RECOMMENDATIONS:

That the Inclusiveness, Community Engagement, and Governmental Processes Committee receive a report on diversity, equity, and inclusivity and provide input.

BACKGROUND:

On March 10, 2020, the City Council supported the creation of an Office of Sustainability. The term sustainability was defined in terms of the “triple bottom line”. One of the three elements of the triple bottom line was described as Social Responsibility, which includes diversity, equity and inclusivity.

Between April and September 2020, the Human Resources Department Learning and Development Division prepared a strategic plan directed at the responses to the citywide employee engagement survey in the realm of training and development.

On June 30, 2020, the City Council approved a Resolution declaring racism a public health crisis. The Resolution commits to identifying specific activities to further enhance diversity, enhance educational efforts aimed at understanding, addressing and dismantling racism, instituting mandatory racial equity training and implicit bias training and other measures, including periodic reports to the City Council.

On August 1, 2020, the Office of Sustainability was launched within the City Manager's Office to act as a catalyst for sustainability and resiliency policies and programs, as well as, to cultivate an



organizational sustainability framework. The application of sustainability across the City organization intends to provoke deeper thinking about the systems in the City; and expects to be transformative and build long-term competitive advantage for the City and community. Using a **triple bottom line** perspective of sustainability encompassing Economic Prosperity, Social Responsibility, and Environmental Stewardship provides a framework to evaluate municipal decisions along all three aspects of sustainability.

On October 20, 2020, the City Council approved the 2025 Strategic Plan, which includes, indicators, goals, actions and performance metrics. Cross-cutting threads of Community Trust, Sustainability and Resiliency and Equity were also incorporated throughout all areas of the 2025 Strategic Plan.

On October 20, 2020, the City Council adopted an Anti-Racist Vision crafted by the Mayor's Multicultural Forum. The Vision provides that anti-racism invites individuals to rethink racism and inequity. City government is encouraged to continuously improve its policies and practices in order to eliminate inequities and encourages courageous conversations. Further, the vision invites people to learn continuously about racism and anti-racism. In conclusion, the vision commits that the City of Riverside will contribute to greater racial equity by using an anti-racism transformative lens to modify city policies, programs and practices.

On December 1, 2020, a presentation to the City Council will cover a comprehensive citywide training program to cover compliance with laws, learning programs and diversity, equity and inclusion training, including but not limited to racial equity training and implicit bias training. The Council will also be asked to act on the creation of a Diversity Officer position.

In December 2020, the City Council will hear a recommendation from the Human Relations Commission regarding a specific type of cultural sensitivity training based on the Commission's recommendation at their July 23, 2020 meeting.

DISCUSSION:

There are several established and on-going efforts, programs and initiatives relating to diversity, equity and inclusivity (DEI). The Office of the Mayor manages several bodies that address DEI including the Human Relations Commission, the Mayor's Multicultural Forum, Model Deaf Community Committee, Riverside Youth Council, and Dementia Friendly Cities. The Mayor's Multicultural Forum was also responsible for development of an Inclusive Community Statement.

Various City Departments lead a variety of related programs:

- a) Community & Economic Development Department City Sponsorship Program has funded a variety of programs and events that promote cultural experiences for residents and visitors to the city. These efforts serve as a foundation to build on and align citywide efforts to advance social equity in a variety of program and policy efforts.
- b) Community & Economic Development Department - Community Development Block Grants Program has funded several organizations who work to advance equity in the community. One example of several recipients of grants is Fair Housing Council of Riverside County, Inc. which takes part in activities that advance anti-discrimination in housing.

The City is evaluated by the Human Rights Campaign in their annual Municipal Equality Index (MEI), which is a nationwide evaluation of 506 cities on how inclusive cities' laws, policies, and services are of lesbian, gay, bisexual, transgender, and queer (LGBTQ) people. The MEI is published and released in December. The City received an MEI score of "64" in 2018 and "91"

in 2019. The City's 2020 score is expected to improve again based on a collaborative and interdepartmental team effort.

Recent Actions of the City Council

The City Council has demonstrated its commitment to DEI efforts via the adoption of a resolution declaring racism a public health crisis at the June 30, 2020 council meeting. This resolution also commits to enhancing diversity; promoting equity through all policies; supporting local, state, regional, and federal initiatives that advance efforts to dismantle systemic racism; solidifying alliances and partnerships with other organizations; and supporting the efforts of equity and justice-oriented organizations. Furthering the resolution on racism, the City Council approved an anti-racism vision on October 20, 2020 to encourage courageous conversations into actions that promote an inclusive community with businesses, non-profit organizations, educational institutions and additional stakeholders.

The City Council approved the 2025 Strategic Plan on October 20, 2020 complete with strategic priorities, indicators, goals, actions and performance metrics. The importance of Equity, within the Plan, is demonstrated in its inclusion as a cross-cutting thread. The Equity cross-cutting thread provides that "Riverside is supportive of the City's racial, ethnic, religious, sexual orientation, identity and other attributes of diversity and is committed to advancing the fairness of treatment, recognition of rights, and equitable distribution of services to ensure every member of the community has equal access to share in the benefits of community progress." It is also noteworthy that Sustainability and Resiliency are included as cross-cutting themes as well.

Recent Actions of the Office of Sustainability

The City Manager has committed to elevating DEI within the city organization and throughout the community by guiding efforts that cultivate services, resources, and opportunities that are more equitable. One example is the launch of the Office of Sustainability and the Social Responsibility Team in August 2020. An interdepartmental team meets regularly and has developed a work plan. This plan includes addressing the policy direction identified in the resolution declaring racism as a public health crisis. For example, a funding request to stand up a citywide cultural sensitivity and implicit bias training for all employees is scheduled for the November 17, 2020 City Council meeting. In addition, the team will be issuing a Request for Proposals (RFP) soliciting a consultant to provide services related to DEI including a review of existing City policies/programs and identification of opportunity areas.

This team has also evaluated the recently approved Strategic Priorities and begun summarizing efforts and opportunities that correspond to strategic goals:

Strategic Plan Goals	Social Responsibility Efforts & Opportunities
Art, Culture and Recreation	<ul style="list-style-type: none"> ▪ Strengthen relationships with community arts and cultural organizations, and local artists that reflect the city's cultural makeup, and affirm and elevate the values of diversity, equity, and inclusion ▪ Advance programs of the Library that promote diversity, equity, and inclusion: Choosing Civility Initiative ▪ Support equitable access to arts, culture and recreational service offerings and facilities
Community Well-Being	<ul style="list-style-type: none"> ▪ Advocate at local, state and federal level for policies that improve health in communities of color and; support local, regional, state, and federal initiatives that advance efforts to dismantle systemic racism ▪ Support collaboration with partner agencies to improve household resiliency and reduce the incidence and duration of homelessness ▪ Collect data and perform analysis of how communities of color are

	<p>disproportionately impacted by poverty</p> <ul style="list-style-type: none"> ▪ Apply innovative and creative tools that create an open, respectful, and intentional dialogue regarding inclusion, diversity, and equity ▪ Create a network of resources through community partnerships to support the community with social services that promote health and well-being
Economic Opportunity	<ul style="list-style-type: none"> ▪ Support the enhancement of policies and programs that promote local business investment and ensure equitable opportunities for all ▪ Identification of local workforce strengths and barriers, with a special focus on people of color and historically marginalized communities, and create a City workforce development roadmap to track and meet regional goals
Environmental Stewardship	<ul style="list-style-type: none"> ▪ Support departmental efforts to address social and environmental justice in their policies, programs, and action plans ▪ Specifically, support efforts to prepare the Environmental Justice Element of the General Plan ▪ Lead public-private partnerships to build resources within the community, including growing the capacity of the local food system
High Performing Government	<ul style="list-style-type: none"> ▪ Preparation of Request for Proposals (RFP) for consulting services to conduct third-party review administrative policies for supporting equity and inclusion. ▪ Membership in Government Alliance for Race & Equity (GARE) ▪ Recruitment of Diversity Officer
Infrastructure, Mobility, and Connectivity	<ul style="list-style-type: none"> ▪ Support the equitable expansion of sustainable modes of transportation that connect people to opportunities and community amenities ▪ Support the equitable expansion of infrastructure that facilitates connectivity in the community ▪ Support the efforts of departments to continue to provide access for all residents to high quality clean water, reliable and clean electricity, sewage treatment, and waste management at prices that are affordable to all ▪ Support the continuous improvement of programs to provide meaningful assistance to low-income utility customers

It is important to note that each team member spends a majority of their time concurrently carrying out existing duties in home departments.

Best Practice and Lessons Learned

The Office of Sustainability Social Responsibility team met with municipal sustainability leaders like the City of Fort Collins, Colorado and Dubuque, Iowa to learn about their respective journeys, successes and lessons learned. The team has also participated in several webinars on the subject and some of the key takeaways include:

- Fort Collins was able to quickly respond to pandemic due to work already done via their Sustainability Department;
- Fort Collins efforts were ongoing for a long period of time before reaching current stage with success;
- Access to data may be limited and data collection may not illustrate the real needs as data collection may be inconsistent or not be appropriate to address specific issues;
- It is important not to lose the meaning of the terms diversity, equity, and inclusion and raise awareness of issues;
- Developing partnerships within the organization and community is important to advance efforts; and
- DEI is everyone's responsibility.

Team members attended an informational meeting hosted by and about the Government Alliance on Race & Equity (GARE), which is a national network of government entities working to achieve

racial equity and advance opportunities for all. One of the keys to GARE is access to a network of members taking on similar goals of advancing DEI.

The involvement of the community is imperative to the advancement of DEI efforts. The team is identifying nonprofits, faith-based organizations, regional organizations, and other groups that work towards the advancement of DEI efforts to include in ongoing efforts.

Translation Services

The City translates some work products into Spanish. The Office of Communications currently translates communication related to life safety, topics of citywide interest, calendar, crime prevention, and legal requirement. It is also worth noting that a total of 253 City employees are approved to assist customers in Spanish. In addition to Spanish there are employees who are can provide services in Sign Language, Arabic, Cambodian, Chinese-Cantonese, Chinese-Mandarin, Korean, and Vietnamese.

Next Steps

- 1) Receive ideas from the Inclusiveness, Engagement and Governmental Affairs Committee today and bring back a follow-up report in March or April 2021.
- 2) Advance the policy measures contained in the Resolution on Racism is a Public Health Crisis.
- 3) Identify and implement a comprehensive citywide training program.
- 4) Issue a Request for Proposals to solicit a consultant to provide services related to DEI including a review of existing City policies/programs and identification of opportunity areas.
- 5) Become a member of the Government Alliance on Race & Equity or like organization.
- 6) Develop a framework that will include initial strategies and a framework to address diversity, equity and inclusivity, along with a corresponding proposed budget.
- 7) Identify and engage a variety of stakeholders on diversity, equity and inclusivity.
- 8) Assist with the creation of performance metrics relating to diversity, equity and inclusivity.
- 9) Promote existing and new programs related to diversity, equity and inclusivity.
- 10) Support efforts to prepare the Environmental Justice Element of the General Plan.
- 11) Evaluate opportunities to translate additional City work products into Spanish.
- 12) Have courageous conversations.

FISCAL IMPACT:

There is no fiscal impact with this report.

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Attachment: Presentation