

# Advancing Equity



## EQUITY ROADMAP

In support of city leaders taking action to root out systemic inequities in their communities, the League of California Cities is dedicated to supporting its members by connecting them to resources and educational opportunities that strengthen their knowledge and capacity to eliminate racial disparities, heal racial divisions, and build more equitable communities.

Our goal is to meet our members where they are – ensuring that all cities, regardless of their size, resources, experience, and community engagement, can approach topics of equity using accessible language and concepts. Cal Cities aims to help cities normalize equity concepts so they become part of everyday conversation that results in actionable change.

The Cal Cities Equity Roadmap lays out the organization's planned actions and strategies to support city leaders in advancing equity in their communities in three areas of focus.

### Cal Cities Equity Roadmap Areas of Focus

**EDUCATION,  
TRAINING, AND  
PEER LEARNING**

**TOOLS AND  
TECHNICAL  
ASSISTANCE**

**ORGANIZATIONAL  
CAPACITY**

## Provide Education, Training, and Peer Learning

*Create and expand equity discussions and learning opportunities for Cal Cities members.*

### Early Actions:

- Provide a foundation to normalize equity conversations in communities through a webinar that is available on demand to Cal Cities members.
- Incorporate equity programming into the League of California Cities Annual Conference and Expo general sessions.
- Coordinate with Department conference planning committees to ensure relevant equity programming is incorporated into their conferences.
- Host a Roundtable discussion for city management staff statewide to share city equity practices and learn from each other.

### Additional Strategies:

- Expand the use of Roundtable discussions to include regional-level programming and focus on member-driven diversity, equity, and inclusion (DEI) areas of concern and opportunity.
- Launch a Cal Cities Diversity Officer network to serve as advisors to Cal Cities efforts and as a peer learning forum.
- Incorporate DEI concepts into the curriculum for newly elected officials, including styles of discourse and public engagement.
- Review equity-related discussions, trainings, and sessions offered at Cal Cities events and evaluate needs for on-going trainings during the League of California Cities Annual Conference and Expo and Department conferences.
- Develop and implement strategies to ensure a more diverse and inclusive pool of speakers and planning committee members for Cal Cities events.
- Survey Cal Cities members to develop a baseline understanding of their DEI training needs.
- Include strategic discussions and educational opportunities on DEI issues in Cal Cities leadership meetings, including board meetings.

## Provide Tools and Technical Assistance

*Help Cal Cities members take action to address equity through concrete tools and guidance that can be individualized to each city.*

### Early Actions:

- Compile and share DEI resources in an easily accessible, centralized location for members on the Cal Cities Advancing Equity website page.
- Develop an early action toolkit of equity resources for cities to reference, including links to partner websites, a glossary of terms, reading lists, and training materials.
- Provide a curated list of organizations and consultants that can provide technical assistance to cities.

### Additional Strategies:

- Engage Cal Cities partners — e.g. the Government Alliance on Race and Equity, NLC, International City/County Managers Association (ICMA), the Institute for Local Government (ILG) — and others, to support the development of a local equity assessment tool based on existing models and make training available to cities to conduct self-assessments and identify areas and strategies for improvement.

## Increase Organizational Capacity

*Expand Cal Cities' organizational capacity to fulfill its goal to create an equitable and just future within the organization and for all Californians.*

### Early Actions:

- Create an Advancing Equity Advisory Committee of Cal Cities members to guide the organization's evolution of equity programs.
- Develop a training program for Cal Cities staff that provides them with an understanding of their perspectives and gives them the tools needed to build on areas of success and address equity-related challenges.
- Continue to include sessions on equity during Cal Cities all-staff meetings.
- Develop appropriate equity goals and metrics at the team and individual levels as part of Cal Cities' performance management system.
- Offer equity training for Cal Cities leaders during orientation and as part of the annual League Leaders workshop.

### Additional Strategies:

- Conduct an equity audit of Cal Cities to assess how well the organizational culture and operations align with the organizational commitment to DEI and identify areas for improvement.
- Include progress on Cal Cities Advancing Equity Roadmap in the organization's Annual Report and during the State of the Organization session of the Annual Conference and Expo.