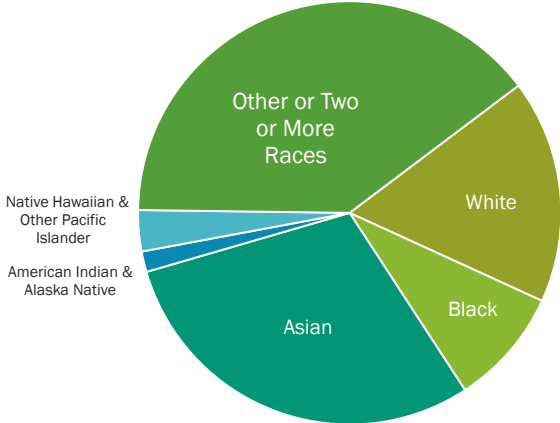




HAYWARD DIVERSITY



- 41% Hispanic of Any Race
- 63% Speak a language other than English at home

KRON 4

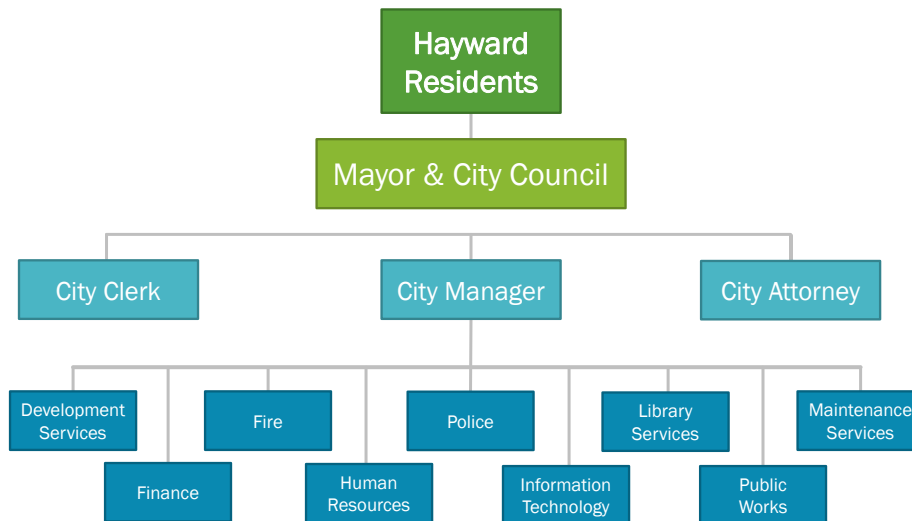
BAY AREA

Study: This Bay Area city is most diverse in US

by: Nexstar Media Wire, Jeremy Tanner
 Posted: Jun 16, 2022 / 05:50 AM PDT
 Updated: Jun 16, 2022 / 10:20 AM PDT

Sunset view of residential and industrial areas in East San Francisco Bay Area; green hills visible in the foreground; Hayward, California (File: Getty)

CITY'S ORGANIZATIONAL CHART: RESIDENTS FIRST



2017 COMMUNITY TASKFORCE & GARE MEMBERSHIP



The Commitment (CIECC)

**Commitment for an
Inclusive, Equitable, and
Compassionate Community**



Hayward City Hall
777 B Street, Hayward, CA 94541
510-583-4300 /
CityManager@hayward-ca.gov

2020 CHANGES TO THE CITY CHARTER



MEASURE
00 PASSED
BY 67%



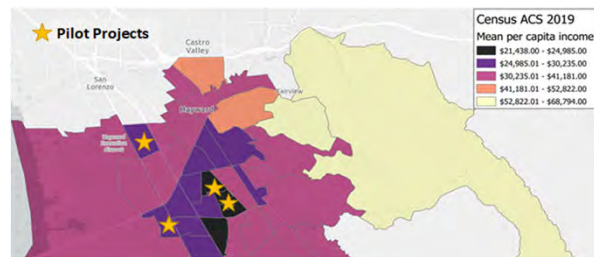
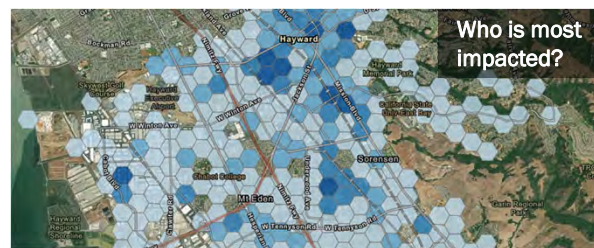
Opened service on City commissions to people who are not registered or not eligible to vote, including non-citizen immigrants



Eliminated gender-based designations and titles

INCORPORATION OF EQUITY INTO CITY ROADMAP

- Identified racial equity focus projects for each of Council's six priority areas
- Directors worked with a coach to implement pilot projects
- Trained staff to use census data and mapping to analyze disproportionate impact and target underserved census tracts



CIVIC ENGAGEMENT INITIATIVES



Chabot Community
College Partnership



Hayward People's
Budget



Stack Center Youth
Participatory Design



**NEW DAYS OF RECOGNITION:
Juneteenth and
Cesar Chavez Birthday**



RECOGNITION OF HISTORIC DISCRIMINATION



LGBTQ SUPPORT

CONCLUDING REMARKS



Infusing a JEDI
Lens to Chula
Vista



CITY OF
CHULA VISTA

Tribesy
Consulting™
Focusing on the *Human* in Humanity

Certified Welcoming City



- Chula Vista is the first City in the State of California to earn designation as a Certified Welcoming City
- Chula Vista now ranks No. 1 in the U.S. for its immigrant integration efforts
- Human Relations Commission

Adopted Digital Equity & Inclusion Plan



- This plan was to created a series of actions in order to ensure digital equity and inclusion in Chula Vista
- **Chula Vista is the first city in San Diego County to adopt such a plan.**
- The city to close the “digital divide” has expanded and improved the technology services it provides to residents

Chula Vista Community Shuttle



- The city effective June 14, 2022 the City offers free ride for those 55+ in northwest Chula Vista
 - Go to the grocery store, doctor's office, a friend's house and more.
- Senior Citizen are able to request a ride via the [Ride Circuit app](#) or by phone (646) 504-3733
- The Shuttle Services will be provided Monday through Friday, 7 am to 7 pm

Veterans Park



- **First-of-its-kind South Bay play place is fully accessible for wheelchair users**
- It's the industry's first inclusive net climber, allowing children who use a wheelchair to access the net.
 - It's done by a transfer platform and accessible path leading to a slide.
- **Chula Vista is the first city in the nation to install this structure.**

JEDI

Justice, Equity, Diversity and Justice

- The city of Chula Vista plans to focus on promoting and encouraging justice, equity, diversity, inclusion, and accountability by addressing structural and systemic disparities in the community and municipal services.
- In the City of Chula Vista is trying to foster a sense of belonging by centering, valuing, and amplifying the voices, perspectives, and styles of those who experience more barriers based on their identities.

Our Why

● **Internal: Operational**

- Foster an inclusive workforce to create an environment where all employees are welcomed and comfortable in who they uniquely are
- Leads to better collaboration, engagement, morale, diverse perspectives for improved outcomes, increased productivity resulting in better service to the community and all customers working with the City

● **External: Community-serving**

- Understand the diverse needs and perspectives of all members of our community so that we are better able to serve them, leading to better relationships/trust and improved quality of life
- Inequities are addressed and responded to in order to improve outcomes and quality of life for underrepresented populations



Making Equity Stick: City Charter Revisions and Other Systemic Changes

Harry Black, City Manager, City of Stockton, California



Stockton Background

- Incorporated in 1850
- Approved as Charter City in 1922
- Council-Manager form of government
- 6 Council Members / 1 Mayor
- Five-time winner of the All-America City Award
- Current population is over 320,000
- Most ethnically diverse city in the United States¹
- Over 62 distinct languages spoken by Stockton residents

¹ As ranked by *US New and World Report* in January 2020, with a Diversity Index Score (DIS) of 0.84. A Score of 1 indicates perfect diversity.

City of Stockton Initiatives

The City of Stockton has created departmental initiatives that aim to drive systemic and/or structural changes. This presentation will cover these programs:

1. Stockton City Council Resolution
2. Clean City Initiative
3. City Manager's Review Board
4. Digital Equity Project
5. Office of Violence Prevention
6. Transformative Climate Communities



City Council Resolution

Resolution No. 2022-07-12-1504 STOCKTON CITY COUNCIL

RESOLUTION DECLARING RACISM AND INEQUITY A HUMAN RIGHTS AND PUBLIC HEALTH CRISIS AND REAFFIRMING THE CITY COUNCIL'S COMMITMENT TO ADVANCING DIVERSITY, EQUITY, AND INCLUSION IN THE CITY OF STOCKTON

- Resolution adopted by City Council on July 12, 2022
- Preamble to resolution
 - Condemns systemic effects of racism and inequity
 - Recognizes and elevates the racially diverse character of Stockton
 - Defines inclusion and inclusive practices
 - Seeks to lead and join efforts to reverse effects of inequitable policies, processes and practices, and commits to engaging the community in decision-making



City Council Resolution

Resolution No. 2022-07-12-1504 STOCKTON CITY COUNCIL

RESOLUTION DECLARING RACISM AND INEQUITY A HUMAN RIGHTS AND PUBLIC HEALTH CRISIS AND REAFFIRMING THE CITY COUNCIL'S COMMITMENT TO ADVANCING DIVERSITY, EQUITY, AND INCLUSION IN THE CITY OF STOCKTON

- Body of resolution reflects City's commitment to twelve principles of Diversity, Equity and Inclusion
- **HIGHLIGHTS**
 - Commitment to the creation of a committee to conduct and implement an internal evaluation of the City's charter, policies, and procedures to prioritize equity
 - Commitment to seek funding to help reverse and repair damage to disadvantaged communities
 - Commitment to the promotion of diversity for race, age and gender within City commissions, committees and boards
 - Commitment to establishing and implementing principles of equity and elimination of racial bias in law enforcement procedures, policies, and behaviors



Goals:

Volunteer
Engagement

Clean and Safe
Neighborhoods

Positive
Community Impact

The Initiative

Problem Statement:

Litter and illegal dumping negatively impacts the City's appearance, civic pride and proper function of streets and roadways.

Strategy:

Advance new and existing programs to reduce trash accumulation and illegal dumping across the City.

Partners



Programs



Community Clean-ups

Planned and volunteered removal of illegally dumped materials and litter abatement activities.



Beautification Events

Planned beautification activities such as paint refreshment and planting of trees/flower at various city parks.



Recycling Events

Drive-thru recycling and compost giveaway events providing free recycling and disposal services.



Programs



"Adopt Our City" Program

Volunteer adoption of location(s) to perform clean-up & beautification activities over time.



Neighborhood Betterment

Planned beautification activities such as paint refreshment & planting of trees/flower at various city parks.



Encampment Cleanups

Public Works & Police planned events to remove waste associated with homeless encampments.





The Results

Volunteerism continues to grow as planned volunteer opportunities are presented to Stockton residents and businesses.

Volunteer-led events are increasing as individuals, civic groups, and businesses identify needs in their respective public spaces.

Events	89
Volunteers	736
Cars Serviced	4,204
Compost Bags	5,160
Trees Planted	38
Litter Bags	495



The Results

Stockton residents:

- Actively participate in free waste and recycling disposal events.
- Learn about the comprehensive curbside services available to each household.
- Acquire information on proper household hazardous waste management.

Trash Tons	1,693 tons
Appliances	1,067 units
Tires	932 units
Organics	11 tons
Mattresses/ Box Springs	1,605 units
Electronic Waste	51 tons
Confidential Paper Shredding	23 tons

City Manager's Review Board

The City Manager's Review Board (CMRB) is an innovative approach to implementing comprehensive public safety strategies and ensuring continuous improvement of community-police relations

CMRB Tenets

- Constant quest for mutual accountability
- Relentless pursuit of follow-up
- Commitment to data-driven problem solving and place-based strategies
- Mutual respect and empathy for one another
- Commitment and dedication to the pursuit of the greater good
- Social resiliency and sustainability





Goal #1

Police officers and community members will become proactive partners in community problem solving.





Goal #2

Strengthen relationships of respect, cooperation, and trust within and between police and communities.



City Manager's Review Board

Community Engagement



Books in the Barnyard at Cesar Chavez Library



Goal #3

Impact education, oversight, monitoring, hiring practices, and mutual accountability of SPD and the community.



City Manager's Review Board

Community Engagement



Egg Hunt with Oasis City Center



Goal #4

Ensure fair, equitable,
and courteous
treatment for all.

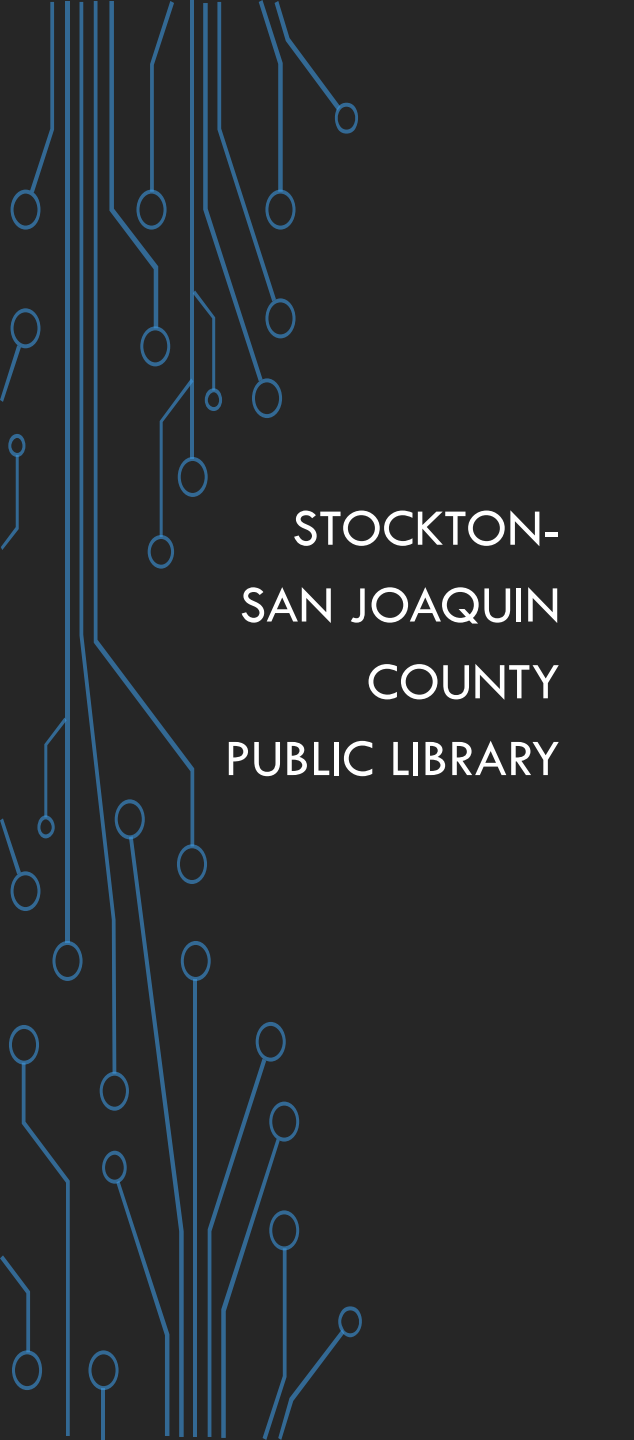


City Manager's Review Board

Community Engagement



Stocktonians Taking Action to Neutralize Drugs (STAND) Farmer's Market



STOCKTON-
SAN JOAQUIN
COUNTY
PUBLIC LIBRARY

DIGITAL EQUITY PROJECT

COMMUNITY SERVICES
DEPARTMENT



PROJECT BACKGROUND

The **Digital Equity Project** is designed to support qualifying households affected by systemic public health and economic challenges that have been exacerbated by the pandemic

- 35.7% of Stockton households are without Internet access
- 8% of Stockton households do not have a computer
- 30% of the Stockton population has an income below 150% of poverty level



STOCKTON-SAN JOAQUIN COUNTY
PUBLIC LIBRARY
COMMUNITY GROWS HERE

OFFICE OF VIOLENCE PREVENTION (OVP)

OVP believes that all people have something of value to contribute to any given situation; as such, OVP has taken purposeful steps to remove barriers for the underrepresented and give a voice to those who may otherwise be excluded.

OVP approaches equity and inclusion from two angles-

- Departmental Culture
- Client & Community Engagement



CITY OF STOCKTON

OFFICE OF VIOLENCE PREVENTION

Client & Community Engagement

OVP supports clients and communities by honoring their experiences while working together to build partnerships based on mutual respect and trust

- ❖ OVP honors clients and communities' lived experiences and cultures by seeking their input on solutions to mitigate violence within their lives and communities:
 - Community forums are held to share information and seek input regarding community needs
- ❖ OVP encourages & supports clients and communities to speak about their experiences and seek leadership roles to advocate for change and help find solutions to end violence within their communities:
 - OVP Scholars
 - Data Café quarterly meetings
 - Clients' mentoring other clients'
 - Leadership Counsel
- ❖ We affirm clients' experiences and create achievable goals based on collaboration:
 - Team meetings to develop goals

STOCKTON RISING: A TRANSFORMATIVE CLIMATE COMMUNITIES PROGRAM

- Administered by the California Strategic Growth Council (SGC)
- Program run by the City of Stockton and its Partners (Community-Based Organizations) that seek to achieve major environmental, health, and economic benefits through 7 projects and 4 transformative plans.

Addressing Equity & Inclusion:

- Focusing on city's most disadvantaged neighborhoods, namely those in Downtown and South Stockton
- Reversing harmful legacies of the past such as freeway building, redlining practices and other structural racism that have left many neighborhoods in downtown and south Stockton with few resources and areas of high health hazards
- The collective projects and plans of Stockton Rising deliver many benefits to South Stockton residents, all at no cost

Transformative Plan: Community Engagement Plan

- Host bimonthly Community Coalition Meetings open to Stockton Residents
- Recruit residents from the Project Area to serve as Resident Representatives on the Steering Committee Meetings, Transformative Plan Meetings and Community Coalition Meetings
- Train 10 residents as Climate Liaisons to serve as local climate action experts and share resources

ADDITIONAL IMPACTS OF STOCKTON RISING



17,139 metric tons (MT) of avoided GHG emissions (in CO₂e)



201,096 miles of averted travel in passenger vehicles annually



\$6,778,162 in energy, water, and travel cost savings



23,695 pounds of avoided local air pollutants



12,428,668 gallons in avoided stormwater runoff

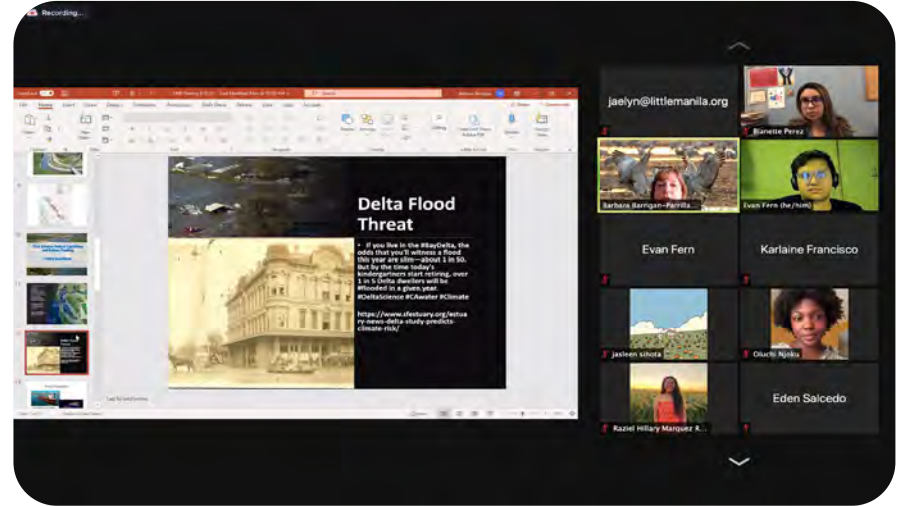


74 direct jobs
21 indirect jobs, and
48 induced jobs supported by TCC funds

EVENT PICTURES: STOCKTON RISING



CEP: Community Coalition Meeting #5 & Stockton Rising Resource Fair held at Van Buskirk Community Center on August 4, 2022.



Water quality training for youth enrolled in Stockton's climate resilience and leadership development program, one of the components of Stockton Rising's CEP. Photo credit: Little Manila



GRID Alternatives staff installing rooftop solar PV panels in the homes of two Stockton residents.



Harry Black, City Manager, City of Stockton, California

www.stocktonca.gov