



CITY COUNCIL STAFF REPORT

ITEM NO. 6.5

DATE: January 11, 2021
TO: Honorable Mayor and City Council
FROM: Marc Roberts, City Manager
SUBJECT: Update on the Equity and Inclusion Subcommittee.

RECOMMENDED ACTION

Staff recommends the City Council accept an update and provide direction on the work of the Equity and Inclusion Subcommittee.

SUMMARY

On June 22, 2020, the City Council adopted Resolution No. 2020-105 committing to review the Livermore Police Department's use of force policies and practices for incidences of structural discrimination and implicit bias, and Mayor Marchand formed the ad hoc Equity and Inclusion Subcommittee consisting of Mayor Woerner and Vice Mayor Munro.

On July 27, 2020, the City Council adopted Resolution No. 2020-132 ratifying and confirming the Equity and Inclusion Subcommittee, its framework and instructed staff to seek input from a diverse group of people in the community to provide information to help the Subcommittee refine its scope, and to define objectives and measures of success.

On September 14, 2020, the City Council adopted Resolution No. 2020-168 amending a portion of Resolution No. 2020-132 to revise the working group membership to not limit participation to any specific number of members.

This report provides a summary of the Subcommittee and working group's activities to provide information to the Subcommittee to date and seeks direction on next steps.

DISCUSSION

Subcommittee Work Summary

Following the tragic and senseless killing of George Floyd in Minneapolis, the City Council and community members expressed desire to examine the Livermore Police Department's use of force policies and all City policies and practices for incidences of structural discrimination and racism. Based on a number of initial conversations with community members, Council directed that the scope be broadened to include items that were repeatedly raised such as housing, transportation, youth and community culture. In response, the City Council authorized the formation of an ad hoc Equity and Inclusion Subcommittee, including direction for a diverse working group comprised of members of the Livermore community to provide information to help the Subcommittee.

The City received 48 applications for what was originally going to be an 18 member working group. Due to the overwhelming community interest, the City Council eliminated the maximum number and all applicants were accepted into the working group.

The Subcommittee, with assistance from the Public Dialogue Consortium, has been receiving information from the working group to accomplish the Subcommittee's objective to develop a recommendation to the City Council to *foster equity and inclusion in Livermore through diverse community engagement that will result in a welcoming city, exemplified by equity of opportunity and just treatment for all*. To promote transparency and facilitate the community conversation, the City created a webpage on its website for the Subcommittee. Much of the Subcommittee's work, summarized below, can be found on the webpage: www.cityoflivermore.net/equity_and_inclusion.

On September 15, 2020, the Subcommittee held an orientation meeting for the working group to review the Subcommittee's role and goals, and the information the group wanted to share. The three elements of the Subcommittee's framework were introduced:

- Develop our vision for the future that will ensure equitable public safety and next steps for quickly and efficiently closing the gaps compared to our current state.
- Develop and implement short-, mid-, and long-range plans, focusing on completing high priority action items in a timely manner by leveraging the current momentum to act.
- Measure and report on progress regularly and transparently (publicly available and easily accessible) and validate through internal and external auditing.

At the orientation the working group members self-selected into one or more of the following four subgroups:

- Subgroup A- Community Culture and Representations
- Subgroup B- Policing and Human Services
- Subgroup C- Reaching and Inspiring Younger Generations
- Subgroup D- Housing, Workplace, Economics, and Transportation Environments

Since September 15, each of the four subgroups have met three times. At their meetings the persons in the groups worked collaboratively to develop their own mission, values and goals and they brainstormed on ideas for a project that would help them accomplish the subgroups' goals to gather information for the Subcommittee's consideration. Below is a summary of each subgroups' mission and potential project idea(s):

- Subgroup A-

- Mission: How visual and physical contexts shape how we treat each other
- Project: Canvass the range of symbols of Livermore that not only reflect systemic racism but also symbols that signify equity and inclusion, and symbols of Livermore's culture and heritage to better understand how different cultures are represented in the community
- Subgroup B-
 - Mission: Reimagine and better coordinate public safety and human services for better outcomes
 - Project: This subgroup has formed two sub-subgroups to review Livermore Police Department use of force policies and to review Livermore Police Department stop data. The policy group has met four times. The data group will meet early in January, assisted by a consultant that specializes in benchmarking and analyzing police stop data.
- Subgroup C-
 - Mission: Provide resources and engagement opportunities for youth in inter-generational contexts
 - Project: Explore the use of affinity groups
- Subgroup D-
 - Mission: Understand policies and practices that shape housing, transportation, workplace, and economic environments
 - Project: Prepare a workshop series on various affordable housing related topics to gain a baseline understanding before engaging with the community

On December 9, 2020, the entire working was invited to culminate the first phase of work with an interactive workshop, "Sharing our stories so we can have the difficult conversations". The workshop provided tools and techniques using connection and sharing of stories to have difficult conversations and dialogue with others.

Subcommittee Next Steps

There is continued interest from community members in joining the working group. As phase one comes to an end, and the Subcommittee embarks on phase two, it is a natural time to seek additional people to join the working group to provide additional information to the Subcommittee. While the City has been accepting applications from people interested in providing information to the Subcommittee the entire time, the Subcommittee is seeking Council direction for staff to reopen the application period for additional people to join the working group to provide information to the Subcommittee. Staff recommends an application period from January 12 through January 22, 2021.

Should the Subcommittee choose to accept new applicants, staff will prepare a work plan for the next phase that would include (at a minimum) an orientation meeting for the new applicants and a workshop for the entire working group to introduce new members and set the schedule moving forward.

The Subcommittee has a sunset date of June 21, 2021. The City Council will receive a report on the Subcommittee's work at their June 21, 2021 meeting.

FISCAL AND ADMINISTRATIVE IMPACTS

The first phase of the project included staff time and consultant expenditures in the amount of \$54,800. The next phase will include additional staff time and a new consultant contract.

ATTACHMENTS

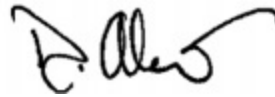
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