



City of
Santa Rosa

Socorro Shiels (she,her,ella)
Diversity, Inclusion and Equal Employment Officer

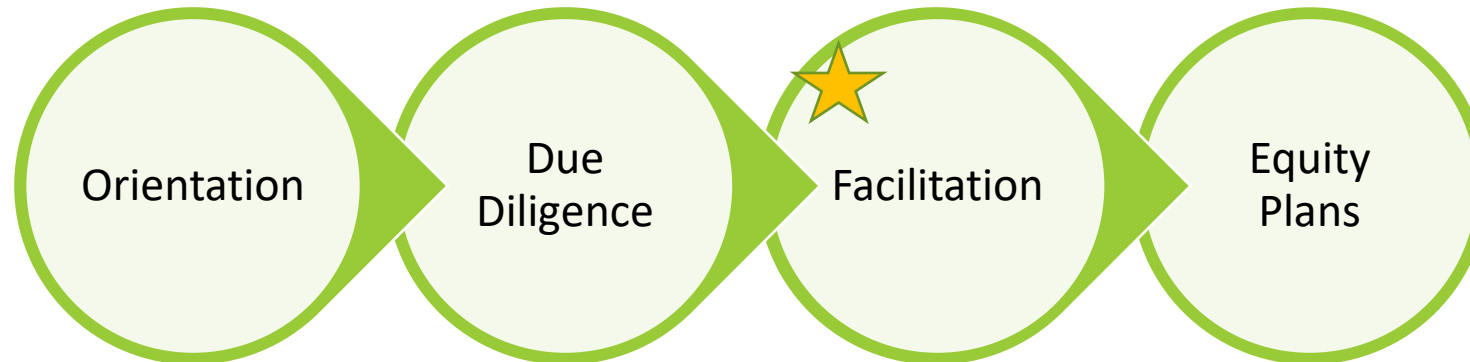
Outcomes

- Background on the City Equity journey
- Initial definitions
- Differences and relationship between Diversity, Inclusion, Equity and Belonging
- Equity in Action thus far
- Considerations for Charter Committee Equity Principles

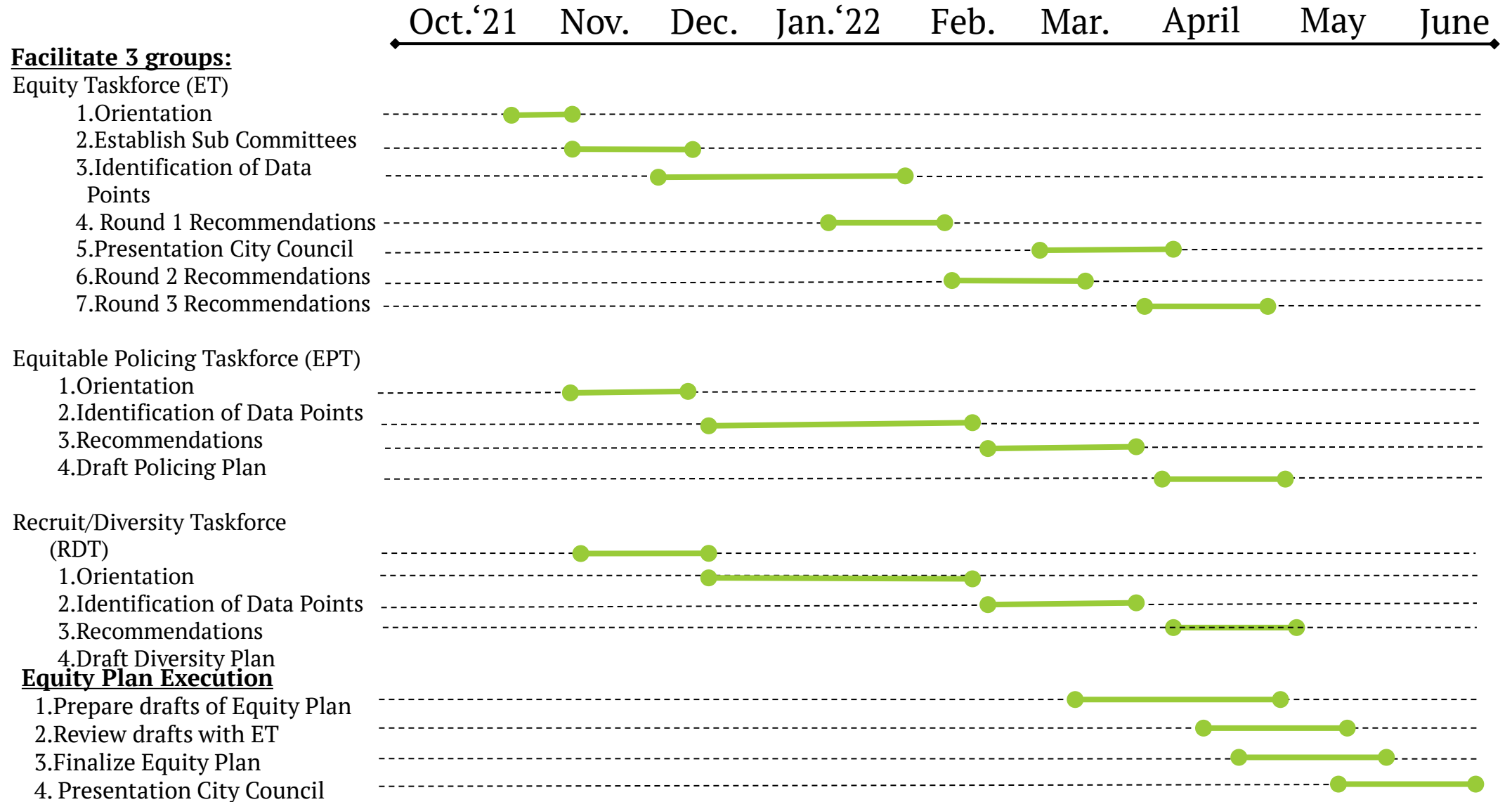
City of Santa Rosa DEI Journey: Background

- Select SEED collaborative to facilitate organizational journey – Dec 2020
 - Diversity Fire Department
 - Equitable Community Policing
 - City Equity Plan
- Inaugural position for Diversity, Inclusion, Equal Employment Officer
- City of SR Equity web page for more information – <https://srcity.org/3610/Equity-SR>

SEED Work Phases



DEI Journey with SEED collaborative



Important (initial) definitions

(will be refined by equity task force)

Diversity is a variety of human similarities and differences among people, such as age, belief system, class/caste, culture, disability, education, ethnicity, gender, gender identity, generation, geography, job role, and function, language, marital status, mental health, nationality, native or indigenous origins, parental status, personality type, race, religion, sexual orientation, thinking style, work experience, and work style.

Inclusion and Belonging is a dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization. A culture of belonging ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated and valued for who they are and for their contributions toward organizational goals. It also ensures that community voice- particularly those previously marginalized or harmed- are centered as valuable data in decision making at all phases. **Inclusion is an invitation** to the table and **belonging is inclusion PLUS** meaningful participation and co-owning and co-creating new structures.

Equity is synonymous with fairness and justice. Equity is found both in **outcomes and the process**. To be achieved and sustained, equity needs to be thought of as a **structural and systemic concept**. Equity is when all people have just treatment, access to opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential while identifying and eliminating barriers that have prevented the full participation of some groups.

*County equity definition for reference -Equity is an **outcome** whereby you can't tell the difference in critical markers of health, well-being, and wealth by race or ethnicity, and a **process** whereby we explicitly value the voices of people of color, low income, and other underrepresented and underserved communities who identify solutions to achieve that outcome.*

Targeted Universalism versus a Racial Equity Lens

Targeted Universalism

- Recognizes race as a critical factor but acknowledges and uplifts multiple lenses
- Creates outcomes for all and chooses appropriate strategies based on distance from desired outcome



Racial Equity

- Uses race as the single most critical factor in understanding inequity
- Traditionally focuses on disparity between groups

Both

- Acknowledge historical harm
- Use aggregate and disaggregate, qualitative and quantitative data and accountability to drive and ensure change

DEI- internal facing- **different** but **integrated**
Who we are as an organization and how we work

DIVERSITY – WHO AT EVERY LAYER OF OUR ORGANIZATION	EQUITY- HOW AND WHAT WE DO. BOTH A PROCESS AND A PRODUCT	INCLUSION – HOW EMPLOYEES AND COMMUNITY FEEL AND HAVE VOICE	BELONGING- THE SHARING OF POWER AT THE TABLE
Workforce hiring, promotion, retention Engagement	Decision making budgeting, prioritizations for efforts and initiatives	Welcoming, appreciative and collaborative culture both to each other <i>and our broader community</i> that gives voice to all	Co-creation of new norms, expectations, behaviors and desired outcomes for all
<i>Do we look like our community? Do we have the best practices to ensure that? Do we invest and target in local talent? Do we hear from everyone and different lived experiences?</i>	<i>Do we see all our community? Do we behave in a fair and just way to address differences and disparity? Are we ensuring everyone is reaching the desired goal? What will we do differently for those furthest from opportunity?</i>	<i>Does everyone feel like they belong here? Is this organization supportive of all of who we are and what we bring?</i>	<i>Does everyone's voice have weight and importance? Is everyone heard to consider changes and next steps?</i>

SAMPLE DEFINITIONS: EQUITY OVERLAY (ARPA)

Environmental Equity	Addresses the tendency to overburden poor areas with environmentally harmful uses (e.g. does a citywide program identify funding to direct investment specifically in vulnerable communities?)
Environmental Health	Projects/programs that aid or add to health benefits, or access to health benefits . (e.g. physical infrastructure e.g. healthy food sources, alternative transportation like walkability and bike paths, parks, etc., or programs - especially in a way that addresses a vulnerable part of our community)
Socio-Economic / Up-stream Investment	Addresses inequities in access to resources / addresses macro factors that comprise social-structural influences on health, gov. policies, and the social, physical, economic and environmental factors that determine health.
Econ determinants of health	Projects/programs that will affect/influence the socioeconomic position, neighborhood conditions, and/or societal and cultural factors that influence health and wellbeing
Advances Diversity <i>(of problem solving)</i>	Identifies and mitigates potential harm for vulnerable and underrepresented populations and/or areas of the city. Are the people affected part of the solution?
Advances Equity/Access	Uses place-based or quality of life disparity data to locate priority areas and efforts . Will it address a known disparity?
Advances Inclusion	Resources specified for community engagement focused on underserved and underrepresented communities . Are community members part of the solution and is outreach/engagement part of the plan?

Evolving Definitions – Work in Progress

Equity

External: City facing

Internal: Organization facing

Climate Justice

Economic Justice

Social Justice

Procedural Justice

Environmental Equity – Does a citywide program identify funding to direct investment specifically in vulnerable communities? Are historical burdens recognized in the prioritization of investments and policies?

Socio-Economic Upstream Investment - Addresses inequities in access to resources; Addresses factors that comprise social-structural influences on health, gov. policies, and the social, physical, economic and environmental factors that determine health. Promotes generational wealth, opportunity access, capital access and ownership (home and business)

Centered at the margins – Does the work center the most marginalized and historically harmed communities' processes from creation through implementation to evaluation? What is the evidence and accountability for community inclusion and voice in problem definition, solution generation, success indication and improvements in implementation?

Power and privilege: Who has access to the city decision making structure? Are appropriate steps embedded in the investments or initiatives to change the appropriate policies to move the organization forward? Do the investments of the City reflect equity priorities?

Environmental Health – Do the proposals and plans forward climate and environmental health and sustainability for entire communities?

Social Determinants of Health - Projects/programs that will affect/influence the socioeconomic position, neighborhood conditions, and/or societal and cultural factors that influence health and wellbeing

Targeted universalism: Do the goals set forth encompass the entire community? Are the strategies differentiated to address those furthest from opportunity and success?

Organizational transformation: is there a proactive process to increase the internal knowledge of the organization? How does the entire City benefit from the learning and implementation process?

All recognize priority investment for federally determined Qualified Census Tracts- QCT or equity priority areas– place-based equity strategies

Developing an equity lens for the charter review work

What are the shared values and agreements for decision making?

Equity is both a process and an outcome. What does that mean for this group and your work?

Who will be monitoring the discussions and the decisions to uplift areas to discuss, consider and center equity?

What type of support is needed to do your best work?

GARE Government Alliance on Racial Equity: Racial Toolkit basics and sample considerations

Proposal:

What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?

Data:

What's the data? What does the data tell us?

Community engagement:

How have communities been engaged? Are there opportunities to expand engagement?

Analysis and strategies:

Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?

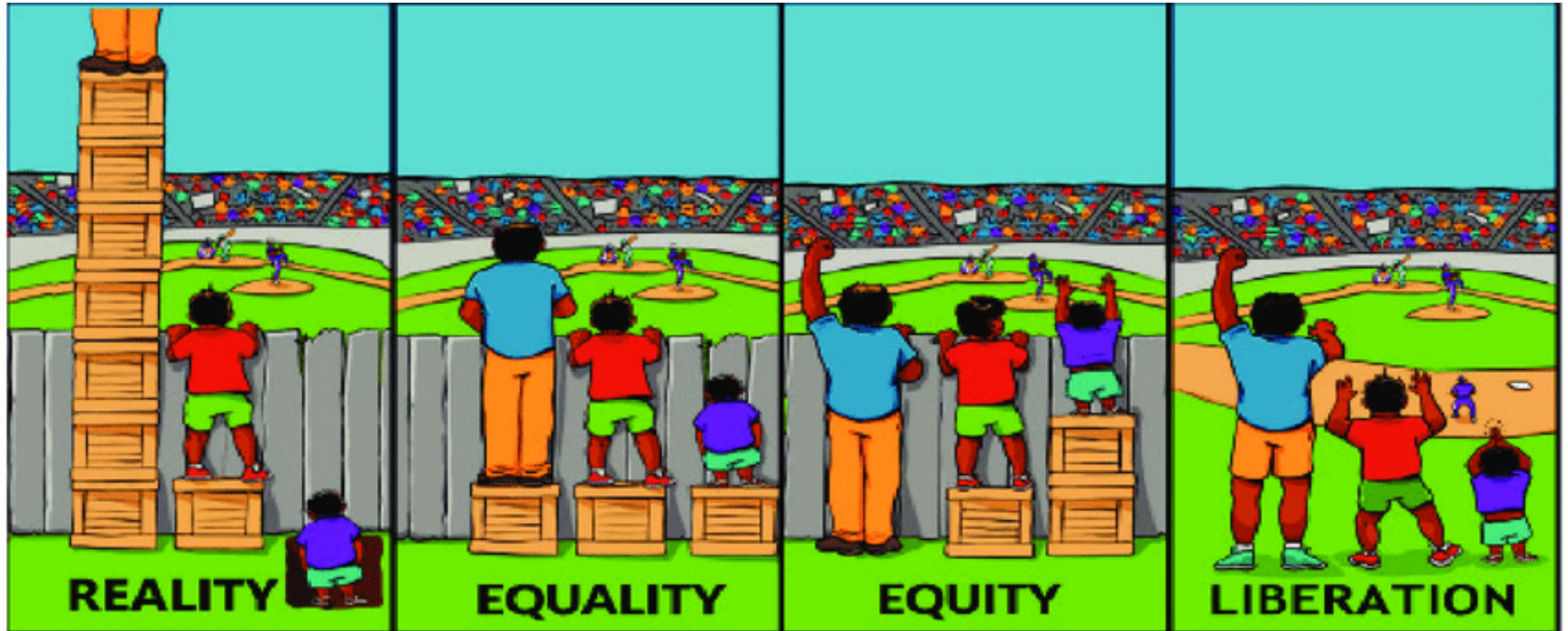
Implementation:

What is your plan for implementation?

Accountability and communication:

How will you ensure accountability, communicate, and evaluate results?

Questions?



Additional Resources: DEI conversations at the Council level

SEED Update

10/26 File # 21-0757 (on the City equity SR website)

06/08 File # 21-0491 (on the City equity SR website)

One-time monies – ARPA and equity decision making tools

10/26 File # 21-0939

11/30 File # 21-1056

Equity Priority Communities Work

11/16/2021 File # 21-0990

Declaring Racism as a public health crisis

11/16/2021 File # 21-0980

Also, the Economic Development Sub Committee

EEO Pillars (Equity)

11/09/2021 File #21-028 ED