Diversity, Equity & Inclusion and Planning Education
What is the Connection?
What is an equitable city?

Cities are equitable when all residents – regardless of race/ethnicity, nativity, neighborhood, age, gender, sexual orientation, or other characteristics – can fully participate in the city’s economic vitality, contribute to its readiness for the future, and connect to its assets and resources.

Strong equitable cities:

- Possess **economic vitality**, providing high-quality jobs to their residents and producing new ideas, products, businesses, and economic activity so the city remains sustainable and competitive.

- Are **ready for the future**, with a skilled, ready workforce, and a healthy population.

- Are **places of connection**, where residents can access the essential ingredients to live healthy and productive lives in their own neighborhoods, reach opportunities located throughout the city (and beyond) via transportation or technology, participate in political processes, and interact with other diverse residents.
Racial Equity and Reconciliation

Reconciliation Framework

• Acknowledge: City’s history of racism
• Listen: Community feedback / experiences
• Deliberate/Report: Stakeholder Strategies
• Take Action: Reconciliation Plan

Sowing the Seeds

- Office of Equity in DHHS
- Government Alliance on Race & Equity Team
- Equity Toolkit for City Leaders & Staff
- Economic & Digital Inclusion
- Diversity in Recruitment & Hiring
Acknowledging

Black residents are hospitalized for asthma 9.4x more often than White residents.

Asian/Pacific Islanders are hospitalized for asthma 3x more often than White residents.

25% of very low birth weight babies are born to African American mothers, although they only make up 13% of the total population.

Among all full-time workers, White men earn nearly 2x as much as Latina women.

24.5% Black, 29.7% Latino, 40.7% Asian/Pacific Islander, 55.4% White

White families are 2x more likely to own their homes compared to Black families.

ACSP 2021 - Diversity Equity & Inclusion
Acknowledging the existence and longstanding impacts of systemic racism.

- Historical timeline of racial inequities in Long Beach
- Resolution declaring racism as a public health crisis
- Historic Context Statement incorporating topics on race and suburbanization

Photo by Library of Congress on Unsplash
Listening to community members' accounts and experiences of inequity and harm caused by racial injustice.

• **4 Town Hall Sessions:** Public Safety & Open Forum

• **15 Listening Sessions:** Racial Equity Across Systems, Education & Youth Services, Housing & Homelessness, Community Safety, Health Equity, Economic Equity, Cannabis Equity, Reentry, City Staff

• **Survey & E-Mail Input**
Listening

Total
412
Took Community Survey

Total
560
Listening Sessions & Town Halls

Total
503
Staff engaged
Listening

- CSULB qualitative data analysis of Zoom transcripts, notes, chat
- Top themes
  - Divest from police, invest in community
  - Police & government accountability and transparency
  - Youth support and educational opportunities
  - Affordable housing/housing protections
  - Economic opportunity
  - Health equity
  - Environmental justice
Listening

Lessons Learned

• 3rd party facilitation
• People love polls
• Chat box facilitation
• Repeat participation over-inflated numbers
• Fewer sessions, more outreach
• Better data collection from the start
• Leadership participation
Convening stakeholders to evaluate the feedback from the listening process and shape policy, budgetary, charter, and programmatic reform ideas.

- Stakeholder selection process
- 2 stakeholder meetings
- Ad hoc meeting with smaller workgroup
Lesson Learned

• Can’t please everybody
• 3rd party facilitation would have helped
• Effectively navigating simultaneous and conflicting feedback from dept. heads & community was impossible
• Better balance of voices participating
• More time!
Catalyzing

Initial Report:

• Introduction & Framework Overview
• Community Listening & Engagement
• Goals, Strategies & Potential Actions
• Community Stakeholder Response
Catalyzing

The Initial Report

• 4 Goals
• 21 Strategies
• 107 Potential Actions
Our Vision, Mission & Values

Vision: Race and ethnicity do not determine social and economic outcomes for those who live and work in Long Beach.

Mission: The City of Long Beach actively engages in ongoing racial reconciliation initiatives to dismantle and eliminate systemic racism, recognizing the necessary starting point in this country is dismantling anti-Black practices and institutions and replacing them with those that ensure racial equity for all.

Values:
- History, wisdom & experience of Black people and people of color
- Compassion, empathy, humility, trust, transparency, accountability
- Uncomfortable history & data
- Solutions to address anti-Black racism can address systemic racism for Latinx, Cambodian communities, and others.
- Centers race explicitly, not exclusively
Goal 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation

- Acknowledge the history and current role of racism in LB
- Equity measurement tools to drive decision-making
- Center voices most impacted by systemic racism in all that we do
- Build organizational capacity to support anti-racist reform
- Ensure leadership and staff fully reflect the City's diversity
- Use equity lens to evaluate policies & processes to eliminate racism
- Ensure equity in budget, contracting, procurement
- Collaborate with local & private sector partners to implement transformation across systems
Goal 2: Design and invest in community safety and violence prevention.

- Invest in broader continuum of public safety, including community-based violence prevention and civilianization of services.
- Strengthen community-based violence prevention and intervention systems.
- Increase coordinated re-entry networks.
Goal 3: Redesign police approach to community safety.

- Explore non-police alternatives to law enforcement emergency response
- Redesign police oversight and accountability through improved complaint and discipline practices
- Redesign police tactics, training, retention and accountability
- Pursue advocacy with agencies to enhance police oversight and accountability
Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

- Advance health equity
- Advance economic equity
- Advance safe, healthy and affordable housing
- Advance environmental and climate justice
- New investment in Health, Environment, Youth and Economic Equity
- Cannabis Equity
### Racial Equity and Reconciliation Actions

#### Health, Youth, and Violence prevention
- $1.5 million for Racial Equity implementation for youth, violence prevention and trauma-informed responses to community needs
- Redesign HEART team model from firefighters to nurses/social workers
- 3 positions at libraries for social work services
- 3 flagship libraries 7 days
- Senior program at Expo Center
- Be SAFE at 11 sites, one-times of $192K

#### Public Safety
- Office of Constitutional Policing in Police Department
- $150K to support reforms and innovations of CPCC
- Fire Diversity Recruitment Program with one-times of $187,400
- Re-envisioning police operations – civilianization: convert 34 sworn positions to 28.7 civilian positions

#### Institutionalizing Equity
- Deputy City Manager added
- Enhanced staffing for Office of Equity: 1 position and staffing support
- Move Office of Equity to the City Manager’s Office
- Training - $100K for implicit bias and equity
- Language access - $160K
City Advisory Group
Department Directors

Community Advisory Group

Equity Leadership Team
Co-Leads from each workgroup

Office of Equity

Equity Implementation Team
All Workgroup Members, including Department Equity Champions

Special Projects Workgroups

Internal Transformation Workgroup

Data & Performance Metrics Workgroup

Policy Workgroup

Community Engagement Workgroup

Communications Workgroup
Next Steps

Implementation and Community Engagement

• Develop detailed action plans
  • Timeframe
  • Department Lead
  • Resources Needed

• Build implementation team

• Ongoing engagement and communication with stakeholders
Thank you

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