

R-23

February 1, 2022

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Receive and file a one-year update on the implementation of the Racial Equity and Reconciliation Initiative. (Citywide)

DISCUSSION

On August 11, 2020, the City Council adopted the Racial Equity and Reconciliation Initiative: Initial Report (Initial Report), resulting in four goals to advance racial equity:

1. End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation
2. Design and invest in community safety and violence prevention
3. Redesign police approach to community safety
4. Improve health and wellness in the City of Long Beach (City) by eliminating social and economic disparities in the communities most impacted by racism.

Additionally, the Initial Report has 21 Strategies, and just over 120 potential actions to support the vision that, "race does not determine social and economic outcomes for those who live and work in Long Beach."

As part of the Initial Report's adoption, City staff was given direction to provide an annual update to the City Council and the community regarding the City's implementation of these potential actions. Each potential action has a timeframe that projects the length of time needed for implementation, which includes immediate, short-, medium-, and long-term increments. The Year One Update (Attachment) focuses on implementing the immediate and short-term potential actions outlined in the Initial Report. These items were estimated to require less than six months and between six months and a year for implementation, respectively.

Over the last year, the Racial Equity Implementation Team and corresponding City departments began implementing 93 immediate and short-term potential actions and have completed 12 of the recommendations uplifted in the Initial Report by aligning existing resources, programs, and staff. The Year One Update provides status updates on the immediate and short-term potential actions. It also describes the City's first year of

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implementing the Racial Equity and Reconciliation Initiative, highlighting the successes, challenges, best practices, emerging priorities, and next steps for implementation.

This matter was reviewed by Deputy City Attorney Taylor M. Anderson on January 13, 2022 and by Budget Operations and Development Officer Rhutu Amin Gharib on January 14, 2022.

TIMING CONSIDERATIONS

City Council action on this matter is not time critical.

FISCAL IMPACT

This recommendation has no staffing impact beyond the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no fiscal or local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



THOMAS B. MODICA
CITY MANAGER

ATTACHMENT

Racial Equity and Reconciliation Initiative

One Year Update

CITY OF
LONGBEACH

The background of the cover features a series of overlapping silhouettes of people of various ethnicities and ages, including a person in a wheelchair, rendered in shades of teal and green. The entire design is framed by a white border.

Racial Equity and Reconciliation Initiative: One Year Update

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Background & Introduction

On May 25, 2020, George Floyd's murder was captured on video for the world to see. As an unarmed Black man killed by a law enforcement officer, Floyd's death was senseless and an appalling reminder that racial inequity continues in our communities and amongst the structures meant to serve them. Across the nation, including here in Long Beach, people took to the streets to condemn the violence and racial inequities that have systematically impacted people of color, Black people in particular.

On June 9, 2020, the Long Beach City Council engaged in an earnest conversation about racism as a public health crisis, the need to restore public trust in City government, and how to reconcile a gap in the experiences of impacted and vulnerable people with current City policies, especially the Black community. The City Council called upon City staff (Staff) to prepare a report that would put the City Council in a position to enact culture and system change. Followed by a formal resolution, on June 23, 2020, the Long Beach City Council unanimously adopted a Framework for Reconciliation (Reconciliation) which contains four key steps to ending systemic racism:

1. Acknowledging the existence and long-standing impacts of systemic racism in Long Beach and the country;
2. Listening to accounts and experiences of racial injustice, inequity, or harm to community members; and
3. Convening stakeholders to analyze feedback from the listening sessions and racial disparity data to recommend initiatives that shape policy, budgetary, charter, and programmatic reform;
4. Catalyzing action that includes immediate, short-term, medium-term, and long-term recommendations for the City Council's consideration.

While the Framework for Reconciliation was a landmark undertaking for the City, the seeds around racial equity were initially planted around 2016 when the City first participated in training by the Government Alliance for Race and Equity (GARE). Three cohorts of City staff from across departments participated in GARE's one-year training to build skills for advancing racial equity efforts in government. Participation in GARE resulted in the formation of the Office of Equity within the Department of Health and Human Services, the development of the [Equity Toolkit for City Leaders and Staff](#), training around equitable community engagement to increase community voice and civic engagement, and the GARE Implementation Team, which facilitated staff training on racial equity across departments.

Many members of past GARE cohorts were reassigned to the City's Emergency Operations Center (EOC) for COVID-19 response and, upon Council's direction to implement the Framework for Reconciliation, quickly jumped into action to support the listening sessions for community members and City staff, data collection and analysis, and used the data from the listening sessions to draft the goals, strategies, and potential actions to share with community stakeholders.

The Framework for Reconciliation provided an opportunity for the groundwork laid by GARE to mobilize into a rapid response to implement the listening sessions, stakeholder convening, and development of the [Racial Equity and Reconciliation: Initial Report](#). This initial report details the community engagement process and outlines goals, strategies, and potential actions that have served as the guiding document during the first year of implementation.

Racial Equity and Reconciliation Initiative Goals

Goal 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation

Goal 2: Design and invest in community safety and violence prevention.

Goal 3: Redesign police approach to community safety.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities

Racial Equity Implementation Structure

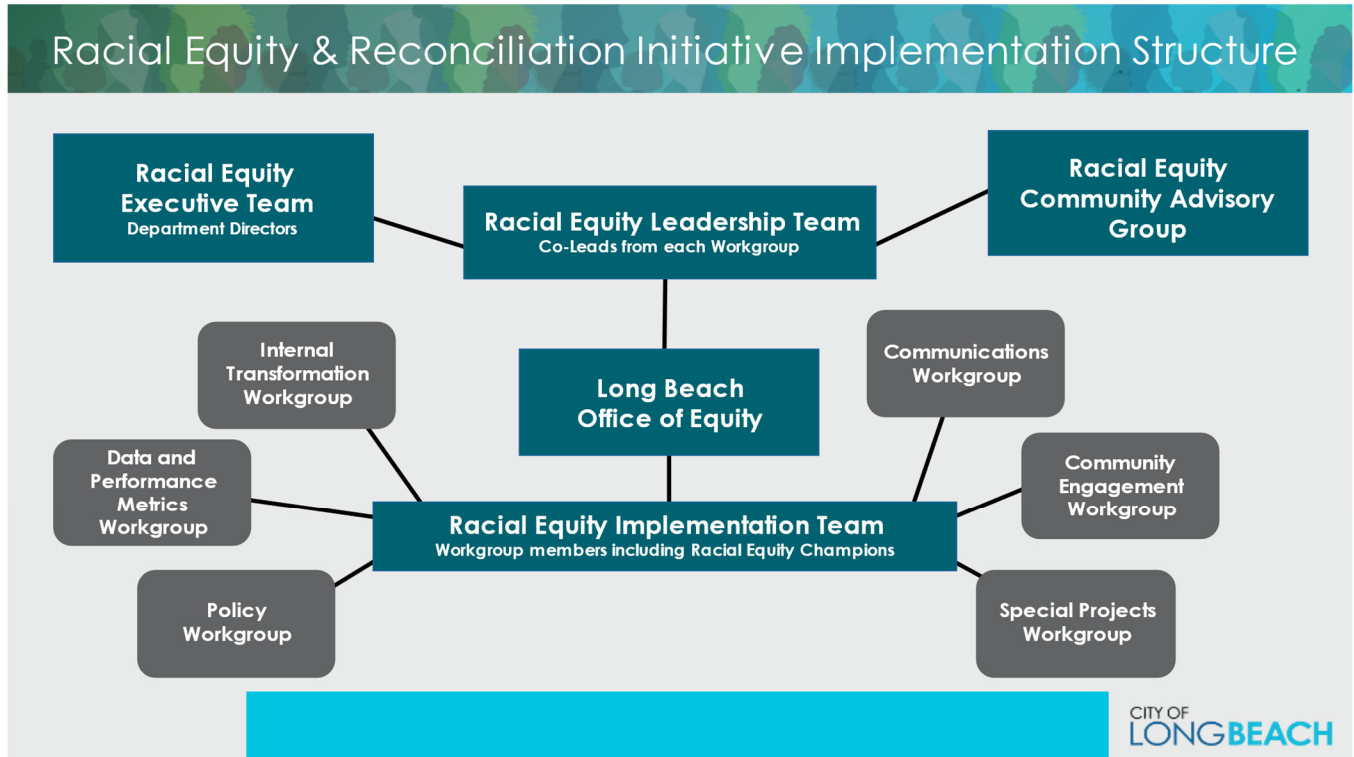
Following the adoption of the Racial Equity and Reconciliation Initiative – Initial Report (Initial Report), the Office of Equity developed an organizational structure to support implementation of the goals, strategies, and potential actions in the Initial Report. The dedication of City staff and community stakeholders, along with ongoing resources and support from City leadership, will drive the work forward to ensure that measurable, actionable, and accountable steps are taken towards a racially equitable Long Beach.

The Racial Equity Implementation Team consists of all Racial Equity Implementation workgroup members, co-leads, Office of Equity staff, and members of Departmental Equity Teams. The Office of Equity is the synergy point, within an Implementation Structure that interweaves work across all City Departments.

The Racial Equity Leadership Team includes the Co-leads from each workgroup to ensure that efforts across workgroups are coordinated, connected, and moving forward in alignment with the Office of Equity.

The Racial Equity Executive Team (formerly Racial Equity Advisory Group) is comprised of Department Directors who provide citywide support for advancing racial equity. Directors works with their Equity Champions to ensure alignment between department activities and racial equity implementation. The Executive Team also provides ongoing input on Reconciliation efforts and priorities.

The Office of Equity and Community Engagement Workgroup are working in partnership with the community to co-design the **Community Advisory group** to ensure that all voices are represented in this work.



The Communications Workgroup supports other workgroups, Racial Equity Champions, and the Office of Equity on all strategic communications needs. These needs include creating marketing materials and graphics, developing outreach strategies, and drafting communications guides to help City staff discuss their racial equity work with their peers. In Year One, the Communications Workgroup prioritized building the foundations for internal communications to ensure consistent messaging on all equity-related work and developing a language guide, including key definitions, guides for narratives and messaging, and inclusive language norms. Accomplishments include developing a language guide, synthesizing the champion survey results into a visual graphic, advancement of branding efforts, and introducing the Racial Equity Champions via the Office of Equity newsletter.

Next, the Communications Workgroup seeks to develop a robust external communications strategy to strengthen partnerships with our community members and employee groups and find innovative ways to communicate the stories of how racial equity transforms our City for the betterment of all.

The Community Engagement Workgroup is responsible for developing and implementing models for ongoing community engagement related to the Racial Equity and Reconciliation

Initiative among public and private groups, including City Commissions and Committees, Reconciliation Stakeholders, City Staff, community-based organizations, neighborhood groups, faith-based institutions, etc. In Year One, the Community Engagement Workgroup prioritized organizing community listening sessions with Latinx, Cambodian, Filipino, and Pacific Islander communities, similar to those conducted as part of the Framework for Reconciliation in Summer 2020. Workgroup members are co-creating these listening sessions in partnership with key community organizations; for example, the Latinx Community Listening Sessions aligned with the Mi Vida Cuenta Latinx Health Initiative in September 2021 and the culminating Report will be released soon. The Community Engagement Workgroup also supported the Office of Equity with organizing its first community update on the Racial Equity and Reconciliation Initiative, which took place on Wednesday, December 9, 2020, and workgroup members assisted with re-convening Reconciliation Stakeholders on August 25, 2021. Additionally, the Community Engagement Workgroup is organizing Bi-Annual Racial Equity and Reconciliation Community Convenings to update and engage the larger community on the Initiative.

Looking ahead, the Community Engagement Workgroup will formalize the Community Advisory Committee structure in partnership with the community and will begin to facilitate regular meetings. The Community Engagement Workgroup plans to develop an advanced Community Engagement Toolkit with a Technical Assistance Structure for the City of Long Beach and produce action plans informed by the Latinx, Cambodian, Filipino, and Pacific Islander community listening sessions, like the Initial Report. Finally, the Workgroup will establish Bi-Annual Racial Equity and Reconciliation Community Convenings to connect with the community.

The Data and Performance Metrics Workgroup began by creating an implementation strategy to address the proposed actions in the Racial Equity and Reconciliation Initial Report focused on data and metrics. Those actions include creating racial equity-centered Results-Based Accountability (RBA) benchmarks for the Office of Equity and Racial Equity and Reconciliation Initiative and publicly display on a dashboard. The Workgroup has engaged with a consulting firm, Equity & Results, as members coordinate with the Internal Transformation Workgroup to develop a structure for each Department to complete a Racial Equity Action Plan using a results-based accountability data-informed approach (Appendix C). Additionally, Workgroup members utilize a user-friendly dashboard tool, MySidewalk, to develop an equity profile snapshot that allows users to compare Citywide population-level indicators across Council Districts. The Data and Performance Metrics Workgroup is researching best practices around the governance of facial recognition technology in partnership with the Technology & Innovation Department and the Technology & Innovation Commission. Lastly, the Development Services' Planning Bureau has begun preliminary research into a housing dashboard using GIS; the dashboard will connect to metrics and data related to the recent Housing Element Update.

Next, the Data and Performance Metrics Workgroup will create an equity data literacy tool and training to advance Staff's access, use, and transparency of data sources and maps, as well as racial equity metrics. This tool will inform staff decisions and actions to improve outcomes in Black communities and communities of color. In Year Two, the Workgroup will begin developing well-being measures in partnership with the community. The Data & Performance Metrics Workgroup will also collaborate with the Police Department to publish Racial and Identity Profiling Act (RIPA) data disaggregated by race to show the impacts of policing of the Black community and communities of color.

The Internal Transformation Workgroup consists of Department Racial Equity Champions who conduct Racial Equity 101 trainings (Appendix B) and use the Results-Based Accountability framework to develop Departmental Racial Equity Action Plans (REAP). The Internal Transformation Workgroup also coordinates internal transformation across City Departments. Every City Department, excluding the Legislative Department, has a representative involved in the Workgroup, and the participants are known as Racial Equity Champions.

The Internal Transformation Workgroup's priorities for Year One were:

- Identifying the Racial Equity Champions,
- Training them on Racial Equity 101 and other equity tools, and
- Beginning the Results-Based Accountability process that will lead to the REAPs.

As of January 2022, the Internal Transformation Workgroup has 41 City employees serving as Racial Equity Champions for the 21 Citywide Departments. Over the last year, Champions and Office of Equity staff facilitated Racial Equity 101 Trainings for nearly 1,000 employees and fully trained staff in 6 City Departments. Looking ahead, the Internal Transformation Workgroup will focus on finalizing the Results-Based Accountability process, developing the Departmental REAPs, and supporting Racial Equity Champions through the implementation of the plans.

The Policy Workgroup meets monthly to incorporate equity in internal and external City policies. The Workgroup's priorities for Year One included recommending changes to the State and Federal Legislative Agendas, using an equity lens. The Workgroup is also exploring potential recommendations to the City's [Personnel Policies and Procedures](#). These projects focus on Goal 1 of the Racial Equity and Reconciliation – Initial Report, specifically Strategies 1 and 6. The Policy Workgroup has produced a spreadsheet with recommendations to the State and Federal Legislative Agendas to incorporate into staff's recommended draft 2022 [State](#) and [Federal](#) Legislative Agendas. The draft 2022 State and Federal Legislative Agendas will be presented to the State and Federal Legislative Committees by the end of the year. Recently, the Policy Workgroup leads began determining the feasibility of making recommendations to the City's Personnel Policies and Procedures with input from the Human Resources and Civil Service Departments and the City Attorney's Office.

The Special Projects Workgroup takes on council-related items and other projects as they come. Currently known as the **Alternate Crisis Response (ACR) Workgroup**, participants meet biweekly to explore alternative models for addressing non-violent calls for service, utilizing best practice research and staff expertise. The ACR Workgroup is in the process of developing recommendations for a model for a non-police, civilian crisis response team to respond to non-violent, non-medical, non-criminal calls for service related to mental health crises. This initiative is related to several recommendations from the Racial Equity and Reconciliation – Initial Report, primarily from Goal 3.

Over the past year, the ACR Workgroup has connected with subject matter experts and participated in LA County’s Alternate Crisis Response Subcommittee Meetings, sharing information with LA County DMH. The Workgroup has also established a shared vision and scope of work for alternate crisis response among City departments, including support for Homeless Services Bureau’s REACH Team implementation and partnership with Harvard Kennedy School’s Government Performance Lab (Harvard GPL) to participate in its Alternate Emergency Response Cohort with four other municipalities. The Cohort began in September 2021 and provides technical assistance in program development and implementation.

Looking ahead, the ACR Workgroup will continue its work into the coming year and is looking forward to developing partnerships with mental health service providers, local and regional agencies, subject matter experts, and community members. The Workgroup will participate in Harvard GPL Alternate Emergency Response Cohort. Additionally, members will propose a robust pilot program to implement alternate crisis response for non-violent mental health calls for service, including diversion of appropriate calls for service, creation of trauma-informed mobile crisis response teams, and effective linkages to relevant behavioral and physical health services. Finally, the Workgroup will support the implementation of this pilot program, including the hiring of necessary staff, procurement of providers, and evaluation of outcomes.

About the One Year Update

On August 11, 2020, the Long Beach City Council adopted the Racial Equity and Reconciliation Initiative: Initial Report, resulting in 4 Goals, 21 Strategies, and just over 120 potential actions to advance racial equity. As part of the Initial Report's adoption, staff was directed to provide an annual update to City Council and the community regarding the City's implementation of these potential actions. Additionally, each potential action has a timeframe projecting the length of time needed for implementation, which includes immediate, short-, medium-, and long-term. The One Year Update focuses on the implementation of the immediate and short-term potential actions outlined within the Initial Report, as these action items were estimated to require less than six months and between six months and a year for implementation respectively.

The Racial Equity Implementation Team and corresponding City Departments have begun implementation of 93 immediate and short-term potential actions and have completed 12 of the actions uplifted in the Initial Report.

In addition to providing status updates on the immediate and short-term potential actions, the One Year Update describes the City's first year of implementing the Racial Equity and Reconciliation Initiative, highlighting the successes, challenges, best practices, and emerging priorities.

City Departmental Promising Practices

The events of 2020 were monumental in shifting public discourse on race and equity. In many instances, staff engagement related to the Racial Equity and Reconciliation Initiative became many employees' first time talking about race with their colleagues and supervisors. Recognizing that we all approach equity at different levels of comfort and understanding, some Departments were early actors who incorporated equity into their services and programs before 2020, and some Departments invested in their staff's learning and capacity building. Listed below are a few Promising Practices that have been impactful to the City's efforts of advancing racial equity.

Financial Management Equity Advocates and Bureau Managers: Building Leadership Capacity for Equity

Last year, the Department of Financial Management (FM) recruited employees to join a core team known as the "FM Equity Advocates." The team's primary role is to develop and support the implementation of a departmental Racial Equity Action Plan (Reconciliation 1.3.F) and organize other racial equity activities within the Department.

Consisting of 11 members, FM Equity Advocates provide representation for all bureaus within the department. The team meets bi-weekly to engage in discussions and planning efforts regarding two core areas: Department Inclusion Programming to build an inclusive culture, and Inter-Departmental Communication and Coordination to integrate Reconciliation potential actions across FM bureaus.

FM Equity Advocates also facilitate equity discussions and educational sessions with Bureau Managers to establish and build leadership's foundational understanding of equity. Equity Advocates actively foster a safe environment for dialogues that advance equity and inclusion within Financial Management by using a "lead by example" model.

Financial Management's engagement of Equity Advocates and Bureau Managers is a promising practice other Departments can utilize as the City continues to build capacity and develop leadership for equity, as staff at all levels of the organization contribute to the Department's transformation.

City Auditor's Office Library Services Performance Audit: Applying an Equity Lens to the Work

In February 2021, City Auditor Laura Doud's office released a performance audit of the Library Department that incorporated a strong equity lens in its process and recommendations. The audit process used strategies to promote equitable community participation. The Office reached out to and was grateful to receive valuable feedback and participation from community members through focus groups and a variety of stakeholders from organizations such as the United Cambodian

Community, Latinos in Action, U.S. Vets, The LGBTQ Center, and Mental Health America. The audit recommended ways to improve equitable access to Library services and programs, including providing more resources in different languages, adjusting open hours based on community need, and expanding adaptive technology for people with disabilities. The audit also recommended eliminating overdue fines that have a disproportionate burden on low-income families and communities of color while maintaining the fees for lost books and materials and expanding partnerships and outreach so that more community members can benefit from the Library.

Harbor/Port of Long Beach Diversity, Equity, Inclusion, and Belonging Consultant: Allocating Resources Towards Equity

In March 2021, the Harbor Department (Port) hired a Diversity, Equity, Inclusion, and Belonging (DEIB) consultant to partner with Department leadership and key project leads to help shape and execute internal actions regarding the Racial Equity and Reconciliation Initiative - Initial Report. Project leads began by recruiting Harbor Equity & Inclusion Champions (Port EI Champions) to support these efforts by participating in a series of DEIB trainings. The Port is the first City Department to hire an external consultant to support their equity efforts.

As EI Champions work to deepen their understanding and apply an equity and inclusion lens to their work, the Port's consultant provided facilitation support, covering topics such as Identity Development, DEIB strategy Development, and Achieving Outcomes. The Port EI Champions consist of 23 cross-divisional teammates who meet bi-weekly to strengthen their facilitation skills for conversations on equity and inclusion.

With the support of their consultant, the Port EI Champions will create an Equity & Inclusion Framework and Departmental Action Plan with internal- and external-facing strategies to achieve measurable results towards racial equity. Bringing on a consultant to support equity work within the Harbor Department underscores the prioritization, as leadership has willingly allocated resources to deepening staff's understanding of DEIB.

Fiscal Year 2021 Racial Equity and Reconciliation Investments

During the Fiscal Year 2021 budget process in alignment with the Framework for Reconciliation, more than \$3 million in [one-time and structural funding](#) was allocated to support communities most impacted by inequities. The largest allocation was invested in the Department of Health and Human Services (Health Department) to increase the capacity to support racial and health equity actions outlined in the report. Throughout the year, community grants and contracts have supported Black mental and physical health providers, planning with Latinx community stakeholders through the Mi Vida Cuenta Initiative, vaccine outreach, support for re-entry, youth social capital programs, early childhood education through the libraries, summer community engagement in parks, and training and capacity building. Funding was also allocated to support a Health Equity Manager, a Black Health Equity Coordinator, a Manager and Coordinator for the Office of Youth Development, and a Re-entry Coordinator. Although hiring was delayed due to the pandemic, savings from this delay have been redirected for Fiscal Year 2022 to increase investment in the community grants and contracts described above, the administrative support to manage granting out the funds, and to provide staff training on racial equity. In FY 22, staff positions will be filled, and an estimated \$300,000 will be granted to community partners.

| FY 21 Programs | FY 21 Allocation |
|--|--------------------|
| Health Department Staff focused on planning, implementation, and administration of Racial Equity and Reconciliation efforts in Health Department, including establishment of Office of Youth Development, Black Health Equity, and the Long Beach Advancing Peace Initiative. | \$244,838 |
| Computers, Equipment, and Supplies for Office of Youth Development, Long Beach Advancing Peace, and Health Equity efforts | \$157,262 |
| Consultants, Training, Technical Assistance for Office of Youth Development, Trauma-Informed Initiative, Mi Vida Cuenta, Racial Healing Support for Staff, and planning for Racial Equity in Recovery programming | \$254,999 |
| Community Grants and Contracts for Black Health Equity, capacity building training for grassroots community organizations, youth social capital, LB Advancing Peace, and re-entry services. | \$842,901 |
| Total | \$1,500,000 |

Implementation Successes and Challenges

While efforts to advance racial equity have expanded significantly over the last year, the Office of Equity has facilitated dialogues with the Racial Equity Champions, staff, and community stakeholders, identifying many barriers to this work. Naming our successes and challenges throughout the first year of implementation for City leaders, staff, and community members is leaning into the Equity Team's core values of *humility* and *transparency* described in the [Initial Report](#). The successes and challenges below inform us of the aspects of our work that were effective. They also identify the appropriate next steps the Office of Equity must address to transform the organization and equip City staff to develop and deliver equitable programs and services to the community. This section intends to help us - both City staff and community stakeholders - stay engaged in the work in a way that centers diverse community voices, needs, and challenges.

Success: Increased Capacity for the Office of Equity

Before the City's adoption of the Racial Equity and Reconciliation Initiative, the Office of Equity was part of the Health Department and was staffed by 1.5 people: the Equity Officer and a part-time Language Access Program Coordinator. Following the adoption of the Initial Report, and the start of FY 21, the Office of Equity moved to the City Manager's Office to ensure that racial equity would have a citywide reach across all departments. Additionally, a Deputy City Manager is now focused on racial equity, and \$1.5 million of structural funding was allocated to the Department of Health and Human Services to increase capacity to support the racial and health equity items outlined within the Initial Report. The Office of Equity also hired two full-time employees to coordinate and support implementation of the Racial Equity and Reconciliation Initiative. The increased staffing within the Office of Equity, with support from the Racial Equity Leadership Team, and the 6 workgroups have added to the City's capacity to operationalize equity as more employees and City leadership are engaged in the work at all levels of the organization.

Challenge: Leadership Support and Prioritization of Racial Equity

While efforts to advance racial equity in the City of Long Beach began before 2020, it did not start as a Citywide priority. The City's first year of implementation of the Reconciliation Initiative has underscored the importance of having a mutual understanding and commitment to racial equity, as the engagement of City staff and resource allocation has varied across departments. A shared responsibility sets the tone for an organization, as leaders will then allocate staff, time, and funding to meet an objective. As the Office of Equity has engaged Racial Equity Champions and Directors across the City, each department has approached their racial equity work with unique organizational cultures, varying capacities, resources, and priorities, all of which can affect the pace of implementation. These factors impact how staff engages in equity-related work, as for some departments, this is the first time that employees engage in candid conversations about structural racism. Likewise, departments must navigate competing priorities which often shift staff attention and capacity towards other objectives. City and Department leadership's responses are critical in setting the tone for the organization. Throughout this first year of implementation, some department directors prioritize racial equity by remaining up to date with their Champions,

encouraging staff to participate in trainings and facilitating group discussions focused on equity. Looking ahead, the Office of Equity will strengthen its engagement and capacity-building at the leadership level to ensure staff are adequately supported with resources and guidance to prioritize racial equity within each department.

Success: Racial Equity Champions

The Racial Equity Champions are an integral part of the Implementation Team, as they liaise between their Departments and the Office of Equity. The Champions are a passionate, committed group that leads Racial Equity 101 trainings and the development of Racial Equity Action Plans for their Department. During the first year of implementation, Champions completed a total of 28 hours of training, participating in capacity-building sessions to deepen their understanding of racial equity. Champions also administer other engagement methods to provide multiple touchpoints to familiarize their colleagues with equity frameworks, inclusive language, and best practices. Some have created internal newsletters to share equity updates with their peers. Others have organized study groups for learning and committees that share the responsibility of integrating equity into their Department's work. Each Champion fulfills this role in addition to completing their assigned job duties and has been instrumental in leading the internal transformation of the City of Long Beach.

Challenge: Allocation of Resources and Staff Time

During the past year, Racial Equity Champions have invested hours of time participating in discussions and training led by the Office of Equity but have often struggled to have the time and capacity to implement racial equity activities within their own departments. Coupling their personal commitment to racial equity with minimal adjustments to reduce or balance their other workloads has resulted in Champions experiencing burnout and feeling unsupported. Additionally, some Racial Equity Champions have expressed doubt regarding leadership's commitment to enact the same level of transformative change needed to advance racial equity.

Jurisdictions that have been implementing racial equity plans and strategies for the past five to ten years have been able to elevate the work by dedicating at least one full time staff person to specifically focus on racial equity efforts within their respective field or department. In Long Beach, Health and Human Services, Economic Development, and Technology and Innovation Departments have all dedicated at least one full-time position to advancing equity in their department, and this has led to deeper transformation in areas of health equity, economic equity, and digital inclusion. Similarly, Departments, such as Development Services, Disaster Preparedness, Parks, Recreation & Marine, and Public Works have consulted the Office of Equity for technical assistance on specific projects to embed equity into their work. As other Departments like Harbor have hired Diversity, Equity, and Inclusion consultants to assist with internal capacity-building. Looking ahead, as departments continue to expand their racial equity efforts, the allocation of dedicated staff time and resources must follow.

Success: Foundation Setting Through Racial Equity 101 Training

The Long Beach Racial Equity 101 Training is adapted from the Government Alliance on Race and Equity (GARE), a national network of government agencies working to achieve racial equity and advance opportunities for all. The Training provides staff with a foundational understanding of racial equity, using data to contextualize systemic racism in Long Beach and historical policies and practices to explain the government's role in creating and maintaining inequities. The Training defines racial equity and establishes why we must lead with race. Lastly, the Training concludes with an application, as trainees practice using an equity lens.

Additionally, Racial Equity Champions modify certain portions of the Training (i.e., data, case studies, interactive activities) to ensure the Training connects to their Department's scope of work. Currently, six Departments are fully trained, meaning all employees have completed the Racial Equity 101 course. Looking ahead, the Office of Equity would like every City employee to complete the Racial Equity 101 training. It ensures trainees have a baseline understanding of institutional and systemic racism; moreover, the Training's application assures employees can apply a Racial Equity Framework to their role within the City.

Challenge: Balancing Internal & External Focus on Equity

The City's racial equity work was born out of an increasing awareness about how neighborhood and race can predict the quality of life, including life expectancy and other measures of wellbeing for Long Beach community members. As a result, many of the equity awareness activities that have taken place over the past year that align with the Initial Report are focused on improving outcomes for BIPOC and other under-resourced communities in Long Beach through equitable delivery of services, programs, and resources. While these community-facing efforts are important at improving the quality of life for all community members, there has not yet been a coordinated *internal* focus on the experience of City staff, leading some to feel as though the City's racial equity efforts are performative and inauthentic. In the staff listening sessions held during the summer of 2020, staff of color described experiencing microaggressions in the workplace, lack of opportunities for mentorship, barriers to promotion, parity in pay, and little to no professional development, which they felt was largely attributed to their race. It is important that as the City works to address the community-facing impacts of the racial equity work, there is also a concurrent effort to create infrastructure that acknowledges and resolves the inequities within the organization.

Success: Integrating Equity into Program Development

On March 16, 2021, the City Council approved the Long Beach Recovery Act, which outlined a series of programs for an equitable and just recovery from the impacts of COVID-19. These programs focus on an economic and public health recovery for all of Long Beach, particularly communities of color that were disproportionately impacted by the pandemic. City staff are also being intentional about the program design process, using the City's Equity Toolkit to prioritize community engagement, language access, evidence-based practices, equitable data collection, and prevent unintended consequences with these programs. These programs will be implemented with a collective impact

approach, prioritizing community perspectives and partnering with trusted Community-Based Organization (CBOs) that work with communities of color.

Challenge: Race Neutrality & the Need to Dig Deeper

From the inception of our country, government at the local, regional, state, and federal levels have played a role in creating and maintaining racial inequity, including everything from determining who is a citizen, who can vote, who can own property, who is property, and where one can live. Governmental laws, policies, and practices created a racial hierarchy and determined based on race who benefits and who is burdened. When Thomas Jefferson wrote, “all men are created equal,” he meant men (not women), white people (not people of color), and those who owned property.

Over time, the explicit racial bias baked into institutional policies and practices has transformed into implicit bias, resulting in racial inequities without intending to and maintaining the same racially inequitable outcomes that previously existed. Too often, racial equity efforts focus on the symptoms of inequities that act more as bandages that do not address the underlying root causes. Programs and resources that serve or prioritize low-income households or BIPOC communities can have the potential to improve quality of life and wellbeing, but inequities will persist, and negatively impact the quality of life for all people without an explicit focus on antiracist *policies* and *systems change*.

The Office of Equity met with City staff and Department leadership to gather updates on the Racial Equity and Reconciliation Initiative’s potential actions. In these meetings employees and directors identified many operational programs as racially equitable strategies because they believed they expanded the public’s access to City resources. Staff and leadership thought their suggested programs were racially equitable because of a more substantial online presence or the creation of income-based assistance services; however, external factors such as the digital divide and income can still bypass those most in need. Therefore, without tracking demographic data for who is utilizing City services, departments cannot validate whether a program is reaching its audience of focus. Ensuring City programs improve outcomes for Black people and people of color in Long Beach requires strategies and services to be designed to address the root causes of inequity, using a race explicit lens.

Looking Ahead

The Office of Equity is well into the second year of implementation and has identified key priorities to operationalize equity in Long Beach further. During the second year of implementation, City departments will continue to move the action items currently underway, as outlined in the Racial Equity and Reconciliation Initial Report. In addressing the successes and challenges described above, the Office of Equity will focus on City and Department leadership capacity building. On December 15, 2021, the Office of Equity hosted the Racial Equity Executive Team kick-off to update Department Directors on the Racial Equity and Reconciliation Initiative and to hold space to dive

deeper into race and equity. Looking ahead, Directors will review promising practices from other municipalities across the nation and will also engage in trainings and exercises to support and advance equity in their departments.

The strategies of Goal 1 of the Initial Report were a central focus during this first year of implementation. Goal 1 is informally referred to as "getting our house in order" - capacity building and internal transformation. However, because the community was central to developing the Racial Equity and Reconciliation Initiative, reporting the City's progress was a missed opportunity. Many of the City's advisory commissions have expressed an interest in the Racial Equity and Reconciliation Initiative and can advise how to center racial equity within their respective commission's duties. Looking ahead, the Office of Equity will strengthen its community engagement and the internal and external communications related to the Initiative. Engaging and updating stakeholders and partners at every level will be critical throughout implementation.

As the Office of Equity supports Racial Equity Champions in developing Racial Equity Action Plans, departments will narrow down from the numerous potential actions outlined within the Initial Report to implement critical internal and external-facing strategies. These strategies will be specific and measurable, as performance metrics are integrated into the departmental plans to evaluate whether the methods are advancing equity for Black people and people of color in Long Beach. Racial Equity Champions are currently participating in a training series on Anti-Racist Results-Based Accountability to create Racial Equity Action Plans for their Departments. As the Office of Equity brings Department leadership into the process, we anticipate completing the departmental plans in Year 2 of Implementation.

While the City's Racial Equity and Reconciliation Initiative was born out of the tragic murder of George Floyd, the systemic and institutional racism that it seeks to dismantle is as old as the country itself. The last year has been an opportunity for the City to better understand the ways the Black community and other communities of color have experienced the persistent effects of government, economic, and social systems designed to exclude them and take steps toward advancing racial equity. It will continue to require ongoing investment, leadership, and commitment to the hard but necessary work to work towards a better Long Beach for all.

Racial Equity and Reconciliation: One Year Updates

After presenting the Initial Report to City Council in August 2020, the Office of Equity met with each department to review the action items that most closely aligned with their core areas of work. Each Department appointed Racial Equity Champions to help keep track of progress and bridge communication with the Office of Equity. The following updates were gathered from Department leadership, Racial Equity Champions, and other staff between July and December 2021. This section provides focuses on the immediate and short-term potential actions from the Initial Report, as these objectives were estimated to take less than six months up to a year to fulfill. Each potential action identifies a City Department and/or Workgroup assigned to the item. The status will indicate whether the action item is **COMPLETED, IN PROGRESS,** or **NOT STARTED.** Some potential actions will have multiple updates because there are multiple departments, corresponding programs, or policies relevant to the recommendation. Many of them continue to be a work in progress and reflect foundational work towards the advancement of racial equity in the City of Long Beach.

| GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation. | | |
|--|---|--|
| Strategy | Potential Action | Department/Workgroup |
| 1. Acknowledge the history and current role of racism in Long Beach and commit to actionable long-term anti-racist action to make institutional systemic change within Long Beach. | A. Read past research, integrate it, and build on it by continuing to document the role of racism throughout the history of Long Beach and incorporate it into the Historic Context Statement and racial equity timeline. | DEVELOPMENT SERVICES COMMUNICATIONS WORKGROUP |
| Year One Update: IN PROGRESS: Development Services has been working on two historic preservation initiatives that involve a broader study and recognition of various underrepresented communities in City history to help fill historical gaps within City historic preservation documents, such as the Historic Context Statement, which currently provides very limited information about communities of color. The Historic Context Statement documents significant periods of development throughout the City’s history, with a focus on the physical development patterns of the City as a result of significant social and economic factors, including contributions by important local individuals. The context statement focuses on | | |

how these events and patterns are reflected in the City’s built environment and its architecture. Such documents are used by City staff and professionals as they determine which buildings and places must be protected through historic preservation in order to appropriately convey our complete and inclusive local history. Staff is continuing to work on the Citywide Historic Context Statement update. A draft of the Race and Suburbanization Context Statement has been completed and is being reviewed by the Community Advisory Committee. The next steps include release for public review in 2022, including presentations to the Cultural Heritage Commission and the Equity and Human Relations Commission anticipated for mid-2022.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|---|---|
| 1. Acknowledge the history and current role of racism in Long Beach and commit to actionable long-term anti-racist action to make institutional systemic change within Long Beach. | B. Create a process to review the names of public parks, schools (in partnership with LBUSD), buildings, and monuments with a racial equity lens. | CITY MANAGER, OFFICE OF EQUITY PARKS, REC. & MARINE COMMUNITY ENGAGEMENT WORKGROUP |

Year One Update:

IN PROGRESS: Parks, Recreation & Marine is updating the inventory of park facilities and names to determine whether they are reflective of the community.

On Jan. 18, 2022, City Council adopted the Parks, Recreation & Marine [Strategic Plan](#), which will guide PRM’s operational, staffing and budget decisions for a 10-year period from 2021 to 2031. The PRM Strategic Plan includes strategies that will elevate the histories and cultures of underrepresented communities within park programming, public art, and names to represent the diversity of Long Beach’s history.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|---|---|--|
| <p>2. Create transparent measurement tools to understand the scale and depth of racism within the City governmental structure (including internal and external impacts), to inform institutional change, along with appropriate metrics to evaluate effectiveness of such change.</p> | <p>A. Increase the quality, use, transparency, and public availability of data to inform institutional decisions and actions that improve outcomes in Black communities and communities of color.</p> | <p>TECHNOLOGY & INNOVATION</p> <p>DATA & PERFORMANCE METRICS WORKGROUP</p> |

Year One Update:

IN PROGRESS: The Data & Performance Metrics Workgroup has split this action into several tangible action items for City staff. These include:

- Create racial equity-centered Results-Based Accountability (RBA) benchmarks for Office of Equity and Racial Equity and Reconciliation Initiative and display them on a dashboard on the City's website. (In progress)
- Publish 2020 Racial and Identity Profiling Act (RIPA) data disaggregated by race to show the impacts of policing of the Black community and communities of color. (In progress)
- Develop Council District and Citywide equity profiles. (In progress)
- Create an equity data literacy tool and training to advance Staff's access, use, and transparency of data sources/maps as well as racial equity metrics. Literacy Tool will inform staff decisions and actions that improve outcomes in Black communities and communities of color. (Not started)
- Publicly provide data dashboard to show inequities in housing; including the need and availability, overcrowding, rent burden by age, race/ethnicity, owner/renter status, among other factors. Also develop housing distress indicators. (In progress)
- Publish EEO data on City open data portal (In progress)
- Publish Go Long Beach data by Council District on City open data portal (In progress)

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|---|--|--|
| <p>2. Create transparent measurement tools to understand the scale and depth of racism within the City governmental structure (including internal and external impacts), to inform institutional change, along with appropriate metrics to evaluate effectiveness of such change.</p> | <p>B. Create public access to data that are appropriately disaggregated by race and have personal information removed for confidentiality.</p> | <p>TECHNOLOGY & INNOVATION</p> <p>DATA & PERFORMANCE METRICS WORKGROUP</p> |

Year One Update:

IN PROGRESS: The Technology & Innovation Commission and Departmental staff have researched and developed an equitable data collection toolkit which will provide guidelines in resources for City staff to develop, promote, and analyze more equitable and inclusive surveys. The final draft is pending review by the Office of Equity and subsequent review with community-based organizations.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|---|---|
| 3. Center voices of communities/ community members most impacted by systemic racism in policies, practices and programs. | A. Increase inclusive civic engagement by expanding the pool of “trusted partners” and "community stakeholders" beyond those traditionally engaged, including alternate, dissenting voices. | CITY MANAGER, OFFICE OF EQUITY HEALTH COMMUNITY ENGAGEMENT WORKGROUP |

Year One Update:

COMPLETED: In March 2021, the City Prosecutor announced the formation of the inaugural Multicultural Advisory Commission, which is comprised of 8 community members, with strong ties to Long Beach and experience relevant to the criminal justice system. Members of the Commission include those who were formerly incarcerated or have family members who were incarcerated. The Commission advises the City Prosecutor on a variety of topics, including, but not limited to court diversion and alternative sentencing programs, implicit bias training, criminal justice data collection, diversity in employment, restorative justice, ways to reduce racial disparity within the criminal justice system.

IN PROGRESS: The Black Health Equity Collaborative and Mi Vida Cuenta COVID-19 Latino Health Initiatives are led by the Department of Health and Human Services to address health disparities in Black and Latinx communities. The Health Department collaborates with Black and Latinx community-based organizations to assess health and wellness needs and identify cross-sectional approaches to health education and outreach, equitable vaccination distribution, mental health care, food access, etc.

IN PROGRESS: The Office of Equity is assembling a Community Advisory Committee, to facilitate on-going engagement of the stakeholders that participated in the listening sessions and convenings to provide oversight on the Racial Equity and Reconciliation Initiative Initial Report.

IN PROGRESS: In 2019, Parks, Recreation & Marine (PRM) began updating its Department Strategic Plan (Plan) which was last adopted in 2003. As park spaces have been developed and the organization has evolved, it was important to engage the community to capture new ideas and realities concerning our City's open spaces. To update the Plan, a robust community outreach effort was implemented. Initially, community outreach involved multiple rounds of community surveys, public workshops and events, stakeholder interviews, newsletters, emails, and meetings. Surveys were available in four languages (English, Spanish, Khmer, and Tagalog) and advertised through the city website, at community centers, during summer concerts and movies at the park, social media and through City Council communication. A total of 1,632 surveys were completed, had 75 virtual stakeholder meetings participants, distributed 40 lawn signs promoting the plan, and contacted 392 community group leaders. Racial equity is a theme that is woven into the final document and was presented to the City Council for adoption on Jan. 18, 2022.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

Strategy

3. Center voices of communities/ community members most impacted by systemic racism in policies, practices and programs.

Potential Action

B. Overcome barriers to participation through language access, child watch, stipends, free or low-cost access to accessible meeting spaces, and transportation.

Department/Workgroup

**CITY MANAGER, OFFICE OF EQUITY
COMMUNITY ENGAGEMENT WORKGROUP**

Year One Update:

IN PROGRESS: The Office of Equity supports the citywide Language Access Program which provides interpretation at public meetings and translation of written materials, including [Spanish language interpretation](#) at all City Council meetings as of Oct. 2020. The Fiscal Year 2022 budget for the Language Access Program will increase the strength and utilization of language access services in all departments to ensure that members of any language background can meaningfully participate in civic life.

Additional support to overcome barriers to participation, including [child watch](#), stipends, meeting space, and transportation, are provided by some departments for specific community engagement opportunities, including Technology and Innovation Department’s [Digital Inclusion Stakeholder Committee](#) and the Health Department’s Advancing Peace Initiative. Due to the additional expense that these items require, departments must currently identify or allocate funding to provide these opportunities. The Office of Equity is also working more closely with the City’s Americans with Disabilities Act (ADA) Coordinator to align the racial equity efforts with a disability justice framework to ensure that people with disabilities are able to fully contribute to City engagements and benefit from City services that meet their individual needs.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|---|--|---|
| <p>3. Center voices of communities/ community members most impacted by systemic racism in policies, practices and programs.</p> | <p>C. Create and utilize engagement tools, practices, and skills that innovatively cross over economic barriers to authentically engage with communities that have historically been underrepresented in City efforts.</p> | <p>CITY MANAGER, OFFICE OF EQUITY OFFICE OF CIVIC INNOVATION ALL DEPARTMENTS COMMUNITY ENGAGEMENT WORKGROUP</p> |

Year One Update:

IN PROGRESS: The City has worked to strengthen equitable and community engagement efforts for years, and while progress has been made, there is still a need for stronger coordination, capacity building, and internal collaboration between departments. Examples of innovative community engagement practices include the incorporation of a multilingual streaming event platform for [Redistricting](#) Commission meetings, the use of community-based vaccine clinics to obtain input into the [City's Strategic Visioning process](#), engaging community members, most impacted by the digital divide in Long Beach, to inform the development of the [Digital Inclusion Roadmap](#), and funding trusted, multilingual community-based organizations to provide application assistance for the [Emergency Rental Assistance Program](#).

Through the Bloomberg Mayor's Challenge, the Office of Civic Innovation and Pacific Gateway Workforce Investment Network are deploying user testing with Black, Latinx, Cambodian/Cambodian American, justice involved, and people with disabilities to ensure the next iteration of WorkLB meets the needs of these populations.

Recently, Parks, Recreation and Marine used innovative practices to engage the community in the Department's Strategic Plan process. PRM had a series of virtual stakeholder meetings and engaged with 392 community group leaders via on-line or in-person.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|---|---|--|
| <p>3. Center voices of communities/ community members most impacted by systemic racism in policies, practices and programs.</p> | <p>D. Be accountable and responsive to the public by shifting engagement practices and guidelines for City or City-funded initiatives to intentionally seek to include marginalized perspectives and experiences.</p> | <p>CITY MANAGER, OFFICE OF EQUITY OFFICE OF CIVIC INNOVATION COMMUNITY ENGAGEMENT WORKGROUP</p> |

Year One Update:

IN PROGRESS: The Long Beach Recovery Act, Responsive Government Working Group is developing metrics and targets to strengthen the City’s responsiveness and accountability to achieve accurate representation of the city’s demographic makeup when evaluating the impact of the Recovery effort. This includes ensuring that each of the 81 programs outlined in the Recovery Act collect information on race and ethnicity. Training has been provided to Recovery program managers to ensure that data is collected with privacy in mind, that questions are asked sensitively, and that where possible, surveys are conducted via phone or other non-digital means. This data will be communicated to the public via a dashboard that highlights key outcomes, demonstrates how much funding is allocated to which program, and maps out which communities are receiving funding.

The [Smart City Initiative Strategy](#) includes Civic User Testing, community-based challenge statements: from the Plan, “residents have expressed a need to create new paths for civic participation, particularly among low-income communities and communities of color who stand to benefit most from gains in digital literacy and participation in the smart city economy. In addition, as the digital revolution challenges old ways of doing business, there is concern that Long Beach residents will be ill-prepared for the emerging economy. The Initiative aims to address both needs by creating

opportunities for residents to co-design City services. Moving beyond traditional public engagement, residents will build skills in technology design, testing, and evaluation, all while serving the public good.”

Through the Bloomberg Mayor’s Challenge, the Office of Civic Innovation and Pacific Gateway Workforce Innovation Network (PGWIN) are deploying user testing with Black, Latinx, Cambodian/Cambodian American, Justice Involved, and People with Disabilities to ensure the next iteration of WorkLB meets the needs of these populations.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|---|---|
| 3. Center voices of communities/ community members most impacted by systemic racism in policies, practices and programs. | E. Provide opportunities for authentic dialogues focused on racial healing with Black people and other people of color. | CITY MANAGER, OFFICE OF EQUITY HEALTH COMMUNITY ENGAGEMENT WORKGROUP |

Year One Update:

IN PROGRESS: The Black Health Equity Collaborative and Mi Vida Cuenta were established in 2020 to address the health disparities facing the Black and Latinx communities. Ongoing community engagement continues for both efforts. Internally, the Office of Equity has organized an Anti-Racist + Trauma Informed Training Program for City staff who participate in racial equity efforts, and the Health Department is convening affinity group sessions with a third-party facilitator to support staff in promoting racial healing.

IN PROGRESS: The Fire Department is planning quarterly Diversity, Equity, and Inclusion meetings for Command Staff to hear from employees.

IN PROGRESS: The Community Engagement Workgroup coordinated community listening sessions, similar to Summer 2020, to engage the Latinx community (Mi Vida Cuenta). The Workgroup also facilitated focus groups with Asian/Pacific Islander youth in partnership with community-based organizations and is planning to gather more community feedback from the API community in 2022.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|---|--|---|
| 3. Center voices of communities/ community members most impacted by systemic racism in policies, practices and programs | F. Develop and implement Racial Equity Plans for each department that include community engagement goals, racial equity training, workforce equity goals, and the responsibilities of staff and leadership related to racial equity. | CITY MANAGER, OFFICE OF EQUITY ALL DEPARTMENTS INTERNAL TRANSFORMATION WORKGROUP |

Year One Update:

IN PROGRESS: The Office of Equity is utilizing [Anti-Racist Results-Based Accountability \(RBA\)](#) to develop and operationalize racial equity action plans for 21 participating Citywide Departments, composed of internally focused and externally facing racial equity strategies. The Anti-Racist RBA methodology includes population-level indicator selection; root cause analyses; development of strategies that may be either new or build onto potential actions outlined in the Racial Equity and Reconciliation Initial Report and other Department strategic plans; and associated performance measures (Appendix B). Departmental racial equity action plans will consist of department specific strategies and metrics to advance racial equity.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|---|--|--|
| <p>4. Build robust organizational capacity to support anti-racist reform.</p> | <p>A. Develop the Office of Equity's staff and fiscal capacity to meet the rising demands for racial equity efforts, including funding for Language Access Policy implementation, implementation of the Equity Toolkit for City Staff and Leaders, participation in the Government Alliance on Race and Equity, and racial equity training for City staff.</p> | <p>CITY MANAGER, OFFICE OF EQUITY</p> <p>ALL DEPARTMENTS</p> <p>INTERNAL TRANSFORMATION WORKGROUP</p> |

Year One Update:

IN PROGRESS: The Fiscal Year 2021 Budget provided the Office of Equity with structural funding for one full-time position and one-time funding for an additional .5 FTE to support the Office of Equity's coordination of the Racial Equity and Reconciliation Initiative.

The FY 2021 Budget also provided \$100,000 in one-time training funds, which have been utilized to hire [Equity & Results](#), an Anti-Racist Results-Based Accountability consultant to guide Champions through the development of departmental Racial Equity Action Plans, and [And/Now](#), a collective to provide Anti-Racist & Trauma Informed Training (ARTI) to two cohorts of City staff (Appendix D).

Staff revised the Equity Toolkit Training for use in planning and implementation of the Long Beach Recovery Plan. Additionally, the Long Beach Recovery Plan allocates funding for language access across the spectrum of Business and Economic Recovery programs and Healthy and Safe City programs.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|--|---------------------------------------|
| 4. Build robust organizational capacity to support anti-racist reform. | B. Move the Office of Equity from the Health Department to the City Manager’s Office to emphasize the importance and provide additional citywide opportunities for Equity. | CITY MANAGER, OFFICE OF EQUITY |

Year One Update:

COMPLETED: In August 2020, the Racial Equity and Reconciliation Initiative: Initial Report was approved by City Council, and in October 2020, the Office of Equity, including the Language Access Program, moved from the Health Department to the City Manager’s Office, ensuring that racial equity would have a citywide reach across all departments.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

Strategy

4. Build robust organizational capacity to support anti-racist reform.

Potential Action

C. Reevaluate the role and function of the City’s Human Relations Commission as an institutional asset.

Department/Workgroup

CITY MANAGER, OFFICE OF EQUITY

Year One Update:

COMPLETED: In January 2021, the City Council directed the City Manager to work with the Human Relations Commission (HRC) to update and expand the mission and scope of the Commission to align with the recommendations from the Racial Equity and Reconciliation Initial Report. The Office of Equity held a Community Stakeholder Visioning Session in March 2021 to engage Long Beach community stakeholders in a brainstorming discussion about the potentially updated name, roles, and functions of the HRC. The HRC reviewed stakeholder input in April and voted on draft recommendations in May, as the revised name of “Equity and Human Relations Commission,” and [amendments to the purpose, functions, and membership](#) were approved by the Long Beach City Council on July 20, 2021 and the updated ordinance will be presented to City Council in Fall 2021.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|--|---|
| 4. Build robust organizational capacity to support anti-racist reform. | D. Implement racial equity, anti-racism, and implicit bias training for all City employees and commissioners including the implementation of a “Train the Trainer” model focused on building internal facilitation capacity. Require on a regular basis similar to the sexual harassment training. | CITY MANAGER, OFFICE OF EQUITY INTERNAL TRANSFORMATION WORKGROUP |

Year One Update:

COMPLETED: The Office of Equity adapted its Racial Equity 101 Training from the [Government Alliance on Race and Equity \(GARE\)](#), incorporating Long Beach-specific data and history into the training content. Office of Equity Staff and Racial Equity Champions facilitate these trainings for members of their Department, to provide a foundational understanding of systemic racism.

The Racial Equity 101 Training covers:

- A discussion of Long Beach racial equity efforts,
- The Historic Role of Government in Creating and Maintaining Inequities,
- Redlining and Homeownership in Long Beach,
- What is Race Equity and Why We Lead with Race,
- What is an Equity Lens and How to Use an Equity Lens.

Trainings occur on an on-going basis. As of the end of January 2022, a total of **40** Racial Equity 101 Trainings have been facilitated by the Office of Equity & Department Racial Equity Champions: **952** employees have completed the training,

and 6 Departments are fully trained. The Office of Equity is currently consulting with labor organizations to make the Racial Equity 101 trainings mandatory for all City employees.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|---|---|
| 4. Build robust organizational capacity to support anti-racist reform. | E. Designate Equity Champions in each Department to participate in the City’s equity planning efforts and lead equity efforts within that Department. | CITY MANAGER, OFFICE OF EQUITY ALL DEPARTMENTS INTERNAL TRANSFORMATION |

Year One Update:

COMPLETED: Following the approval of the Racial Equity and Reconciliation Initial Report, Department Directors appointed 1-2 Racial Equity Champions (Champions) to represent and coordinate racial equity efforts within their Department. Champions serve as part of the Internal Transformation workgroup, which began meeting in November 2020. Champions have completed a Racial Equity 101 train-the-trainer, an Applying an Equity Lens Training, an introduction to Racial Equity Action Plans and an introduction to Results-Based accountability trainings.

Champions are diverse and representative of the Long Beach community (Appendix B):

68% of Champions live in Long Beach,

57% of Champions are people of color,

33% of Champions consider themselves second-generation American, and

77% of Champions identified as women.

On average, Champions have worked for the City of Long Beach for 8.5 years.

Champions are currently going through the Anti-Racist Results-Based Accountability process (a series of trainings) to develop Departmental Racial Equity Action Plans, composed of internal and external facing racial equity strategies.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|--|--|
| 5. Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach. | A. Continue to eliminate institutional and systemic barriers impacting employee attraction, selection, participation, and retention by developing a workforce equity strategy that enables opportunity for employment success and career growth. | HUMAN RESOURCES CIVIL SERVICE |

Year One Update:

IN PROGRESS: Human Resources is in the process of developing Exit Interview questions and considering administering periodic surveys and focus groups to understand the barriers people of color encounter. Human Resources has incorporated a presentation by the Office of Equity into its monthly New Employee Orientations.

IN PROGRESS: Civil Service began utilizing online testing platforms due to COVID-19, which resulted in larger and more diverse applicant pools. While barriers continue to be a challenge for those impacted by the digital divide, applicants who needed access to technology were supplied with equipment for testing, guided through online testing processes, and received feedback from Civil Service Staff for future development.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|---|-----------------------------|
| 5. Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach. | B. Modify use of background checks in hiring processes to ensure that they are only used in situations where there is a potential conflict between the individual's background and the employment position. | HUMAN RESOURCES |

Year One Update:

COMPLETED: In April 2021, the City's [policy on conducting background investigations](#) of all potential employees was updated. Background checks now only occur once a candidate has received a conditional offer of employment. Determination of whether adverse results from a criminal background check may preclude employment will be made on an individual basis and include:

- The nature and gravity of the offense or conduct,
- The time that has passed since the offense or conduct and completion of the sentence,

The relevance of the offense to the nature of the job held or sought.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|---|---|
| 5. Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach. | C. Increase communication, education, and transparency to effectively inform staff of policy, practice, and programs that support employment success and career growth. | HUMAN RESOURCES COMMUNICATIONS WORKGROUP |

Year One Update:

IN PROGRESS: Staff are exploring targeted marketing strategies to inform staff of policy, practice, and programs to support professional development. In partnership with affinity groups such as the Black Employees Association (BEA), the Latino Employees Organization (LEO), and Asian Pacific Islander Employee Association (APIEA), Human Resources is utilizing a “grassroots,” culturally competent approach to conducting benefits outreach with employees. Hiring Guide draft is underway.

IN PROGRESS: The Fire Department administers an academy for officer positions (Engineer, Battalion Chief, Company Officer, etc.) to support the pass-rate for promotional exams and candidacy for upward movement within the Department.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|--|---|
| 5. Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach. | E. Strengthen institutional support for City Employee Affinity Groups to support the diversity of City staff while enhancing personal and professional growth for employees who have shared lived experiences. | CITY MANAGER, OFFICE OF EQUITY HUMAN RESOURCES |

Year One Update:

IN PROGRESS: Many City employees participate in affinity groups on their own personal time (lunch break or after work). In 2021, the Black Employees Association (BEA) and Latino Employees Organization (LEO) adapted virtual platforms to facilitate regular meetings and events throughout the pandemic. BEA and LEO featured guest speakers from within the City organization and other institutions, as discussions covered professional development, mental health, physical health, heritage, and community. The Asian Pacific Islander Employee Association (APIEA) hosted its inaugural meeting in April 2021. Members of APIEA meet regularly and are currently shaping the future of the organization.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|--|---|
| 5. Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach. | F. Proactively outreach to Black people and people of color who have experienced barriers to accessing city employment and provide information on pathways and processes to apply for City jobs. | CIVIL SERVICE HUMAN RESOURCES COMMUNITY ENGAGEMENT WORKGROUP |

Year One Update:

IN PROGRESS: Civil Service is creating a recruitment mailing list to facilitate focused outreach regarding job opportunities and will use data to focus outreach efforts on underrepresented populations, including Black people and people of color. Departments are considering partnering with community stakeholders to provide information on the City's hiring process via webinars, job fairs, etc. Human Resources Staff are considering the use of exit interviews, periodic surveys, and focus groups to assess barriers to city employment to improve outreach and communications.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

Strategy

5. Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach.

Potential Action

H. Continue to evaluate processes and tools utilized to assess prospective candidates to ensure implicit bias does not exist in hiring, including diversity of panelists, implicit bias training for raters and hiring managers, community outreach and engagement to the Black community and communities of color.

Department/Workgroup

**HUMAN RESOURCES
POLICY WORKGROUP**

Year One Update:

IN PROGRESS: Human Resources Staff are exploring potential resources and trainings for raters and managers, such as compiling a list of community and cultural affiliation groups to include in the Hiring Guide; panel diversity guidance, and implicit bias/anti-racist training.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|--|--|
| 5. Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach. | I. Resurrect Civil Service Citywide Performance Evaluation training to include racial equity and implicit bias education for supervisors, opportunities for special assignments, mentoring, transfer for training program. | CIVIL SERVICE HUMAN RESOURCES |

Year One Update:

NOT STARTED: Objective was identified as a priority for implementation in FY 22. Civil Service plans to shift supervisors' understanding and use of performance evaluations to be a tool for professional development. Civil Service and Human Resources will partner to revise the Evaluation training, to include course correction and setting standards, as well as professional development.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

Strategy

6. Utilize an equity lens to transparently evaluate City policies, processes, and regulations and take meaningful steps to eliminate systemic racism in Long Beach.

Potential Action

A. Utilize the City’s Equity Toolkit, data, and community input to evaluate past and current policies and practices and adjust based on disparate impacts to the Black community and communities of color.

Department/Workgroup

**CITY MANAGER, OFFICE OF EQUITY
INTERNAL TRANSFORMATION WORKGROUP**

Year One Update:

IN PROGRESS: The [Equity Toolkit for City Leaders and Staff](#) (Equity Toolkit) was utilized in CARES Act program development, implementation, and evaluation. The Office of Equity has facilitated Equity Toolkit Trainings for Departmental staff, and in May 2021, the Office of Equity presented the training to the City Council. The Toolkit has also been used by the Internal Transformation Workgroup, as Departmental Champions train their colleagues on how to apply an equity lens to their work. The Policy Workgroup also utilized the Equity Toolkit to draft recommendations for the City’s 2022 State and Federal Legislative Agendas to ensure alignment with the Racial Equity and Reconciliation Initial Report and other Department and citywide plans. The Long Beach Recovery Act (LBRA) has also incorporated questions from the Equity Toolkit into the program approval process to ensure all programs and services are equitably planned, implemented, and evaluated.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|--|--|
| <p>6. Utilize an equity lens to transparently evaluate City policies, processes, and regulations and take meaningful steps to eliminate systemic racism in Long Beach.</p> | <p>B. Include an equity impact assessment on all City staff reports that describe the racial and economic impacts on various groups; how representatives of groups most impacted by the contents of the staff report have been engaged; and disaggregated data or information from credible sources to inform staff on which groups may be most affected by a proposed policy, prior to making policy changes.</p> | <p>CITY MANAGER, OFFICE OF EQUITY POLICY WORKGROUP</p> |

Year One Update:

NOT STARTED: In 2020, Health Equity Statements were applied to every staff report regarding COVID-19. The Office of Equity has not formalized a process for adding equity impact assessments on all City staff reports, but other Departments and Council Offices have added equity statements to their correspondences, citing strategies from the Racial Equity and Reconciliation Initial Report and the Long Beach Equity Toolkit to show alignment with the City's equity objectives.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|---|---|
| <p>7. Ensure budget, contracting and procurement processes intentionally and equitably address past and present impacts of systemic racism and build positive futures for those most impacted.</p> | <p>C. Create and implement policies and associated programs that help ensure City contractors, vendors, and consultants embrace and reflect the City's diversity.</p> | <p>ECONOMIC DEVELOPMENT</p> <p>FINANCIAL MANAGEMENT</p> <p>HARBOR</p> <p>PARKS, REC. & MARINE</p> |

Year One Update:

IN PROGRESS: Economic Development (Business Services) and Financial Management (Purchasing) will work together to create City policies, technical assistance, and other support based on community feedback. City Council approved funding for an "Inclusive Procurement Study" as part of the Long Beach Recovery Plan in March 2021. Purchasing is working on an Extreme Procurement Makeover with Harvard Kennedy School's Government Performance Lab (GPL) to incorporate inclusive procurement principles.

COMPLETED: Harbor Department Executive Director has assembled a sub-workgroup of employees to work on auditing and updating procurement procedures/processes with an equity lens.

IN PROGRESS: The Harbor Department's sub-group is currently meeting to provide the Executive Director with recommendations regarding the procurement procedures/processes to ensure the Harbor Department increases business opportunities with MBE and WBE.

IN PROGRESS: Parks, Recreation and Marine currently manages a portfolio of over 200 contracts that include revenue generating and public benefit partners. PRM's goal is to enter into contracts with diverse partners who reflect the Long

Beach community. PRM currently works closely with Economic Development with ground leases, Financial Management on procurement, and the Long Beach non-profit community for public benefits agreements.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|---|--|
| <p>7. Ensure budget, contracting and procurement processes intentionally and equitably address past and present impacts of systemic racism and build positive futures for those most impacted.</p> | <p>C1. Outreach to minority, underrepresented vendors to encourage participation in the City's procurement process. Provide training and education resources to local businesses to assist with participation in City procurement processes Simplify the process for participating in city procurement, including adjusting insurance requirements and simplifying and reducing required forms.</p> | <p>FINANCIAL MANAGEMENT ECONOMIC DEVELOPMENT HARBOR</p> |

Year One Update:

IN PROGRESS: The Purchasing Division has completed a full “extreme makeover” of the Requests for Proposals template, which is one of the primary tools the City uses to select vendors for medium to larger dollar purchases. The template is now easier and more inviting for the business community, providing clearer descriptions of City needs, which lowers barriers to entry and better positions small, local, and disadvantaged businesses to submit proposals and ultimately to be awarded opportunities. The division has also been meeting with other Departments to enhance planning efforts. Procurement forecasting will allow City staff to do more and better local outreach for procurement opportunities, particularly important for disadvantaged vendors. It also allows us time to better partner with City stakeholders like the Department of Economic Development and the Business License Division, to better coordinate efforts to help the local

business community to have a greater impact on the Long Beach economy. The Purchasing Division will now focus on inclusive procurement trends and three key strategies: Increasing accessibility (lowering barriers) to government contracting; improving engagement with the business community; and building capacity for vendors to compete for City business. The Department of Economic Development will have a key role in this next phase in terms of business outreach, business training and education resources, etc. The Purchasing Division will begin implementation of a new procurement technology solution that includes the following components: Prospective vendor database; competitive solicitations (including Invitations To Bid and Requests for Proposals); small, local, and disadvantaged business data; contract management assistance; and information reporting. The system is approachable and easy to use, will include expanded language access options, and will help us track vendor diversity goals.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|--|--|
| <p>8. Engage and collaborate with local public and private sector partners to implement transformation across systems.</p> | <p>a. Collaborate with local anchor institutions and government partners (including CSULB, LBCC, LBUSD, LA County, LB Transit, etc.), on cross-cutting goals, research, development, and strategies to advance racial equity across education, workforce development, clean energy, disaster preparedness, public safety, transportation, healthcare, business ownership, home ownership, government innovation, and more.</p> | <p>CITY MANAGER, OFFICE OF EQUITY</p> |

Year One Update:

IN PROGRESS: As a result of the Racial Equity and Reconciliation Initiative, the City of Long Beach was invited to join the Community Input Advisory Board for the Los Angeles County Anti-Racism, Diversity, and Inclusion Initiative (ARDI). This executive-level workgroup will participate in the strategic planning process to ensure the County’s alignment with existing local racial equity efforts and consult on emerging priorities.

IN PROGRESS: Through the Office of Civic Innovation, the City provided input on the LBUSD Equity Policy adopted by the School Board on August 18, 2021. The City’s Chief Innovation Officer is a member of the LBUSD Equity Leadership Team which developed the policy. The Equity Leadership Team will develop and oversee a two-year action plan for policy implementation.

IN PROGRESS: The Chief Innovation Officer has been a member of the College Promise Executive Board since its inception and after the Racial Equity and Reconciliation Initiative was approved by council, the Deputy City Manager who

oversees the Office of Equity started participating as well. All partners connected to the College Promise participated in an equity show and tell in late spring 2021 and will be conducting an equity plan “cross walk” to highlight where the intersections lie across all organizations.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|---|--|--|
| 8. Engage and collaborate with local public and private sector partners to implement transformation across systems. | C. Collaborate with local educational institutions to identify opportunities to connect students of color with access and pathways to City employment. | CITY MANAGER, OFFICE OF CIVIC INNOVATION ECONOMIC DEVELOPMENT FIRE COMMUNITY ENGAGEMENT WORKGROUP |

Year One Update:

IN PROGRESS: Economic Development is engaged in the development of the College Promise Fellowship, which connects College Promise recipients to employment opportunities in the City.

IN PROGRESS: As a part of the Long Beach College Promise, Office of Civic Innovation spearheaded the development of the Long Beach Public Safety Promise with Police, Fire, Port, Human Resources, Civil Service, Disaster Preparedness & Emergency Communications, LBUSD, LBCC, and CSULB. The objective is to develop a mission, vision, objectives, and tactics to align public safety curriculum, recruitment, and retention.

IN PROGRESS: In alignment with the objectives for Fire Diversity Recruitment, the Fire Pathways Program is a partnership between the Long Beach Fire Department, Long Beach Unified School District, and Long Beach City College which introduces Long Beach students to the fire safety industry.

IN PROGRESS: CARES Act and LBRA funding were allocated to fund Youth Worker programs, provide training, and place youth into positions of employment in high need communities. The HERO Program for Youth Workforce Development will seek to place youth workers into meaningful positions in support of the Recovery Strategy and into positions with local small businesses impacted by COVID-19.

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy | Potential Action | Department/Workgroup |
|--|---|------------------------------------|
| <p>8. Engage and collaborate with local public and private sector partners to implement transformation across systems.</p> | <p>D. Collaborate with private sector partners to participate in projects and investments based on community needs and priorities, including things like financial institutions implementing Community Reinvestment Act requirements, increased access to capital for housing and business ownership, local internships or hiring opportunities, and developments with community benefits agreements.</p> | <p>ECONOMIC DEVELOPMENT</p> |

Year One Update:

IN PROGRESS: The LBRA allocates funding to develop the Empowerment Fund, which provides seed funding to local community-based non-profit community and economic development corporations to conduct a feasibility study and develop an implementation plan for creating a non-profit community development bank to provide down payment assistance, guaranteed income, HUD certified counseling, financial services, lending, purchase order secured line of credit services for small business procurement, and Land Trust investments; for non-profit organizations, under-represented business owners, and disadvantaged home buyer programs.

Empowerment Fund to be aggregated in 2022.

IN PROGRESS: The Parks, Recreation & Marine Strategic Plan focuses on collaborating with trusted partners to expand the Department’s ability to serve Long Beach residents in more flexible and equitable ways and supports more programming and capacity overall. Strategies include fostering partnerships to expand programming, increase investments, connect with educational institutions, and provide access to professional development.

IN PROGRESS: The [Smart City Challenge](#) enables City Departments to collaborate with technology companies to address various civic problems. This program is an opportunity for City Departments to identify technology needs and work with private sector partners to build and implement a pilot solution for 6 months.

Goal 2: Design and invest in community safety and violence prevention.

| Strategy | Potential Action | Department/Workgroup |
|--|--|---|
| <p>1. Explore and increase investments in the broader continuum of public safety, such as community-based violence prevention and interventions, and civilianization of services that can be performed by civilian staff rather than the Police.</p> | <p>A. Redirect General Fund and other funding sources to invest in community resources and alternative non-law enforcement programs for violence prevention, (e.g., public health, HEART, behavioral health specialists, psychologists, counselors, therapists, recreational therapists, substance abuse rehabilitation, and domestic violence).</p> | <p>INTERDEPARTMENTAL TEAM: HEALTH FIRE POLICE LIBRARY PARKS, REC. & MARINE</p> |

Year One Update:

IN PROGRESS: In July 2021, the Department of Health and Human Services announced two newly formed outreach teams focused on providing services to people experiencing homelessness. The Fiscal Year 2021 reallocation of the HEART Team funds from the Fire Department to the Health Department REACH Team (newly named) provided the opportunity for two outreach teams to respond to mental and/or physical health situations.

These teams, called [REACH \(Restorative Engagement to Achieve Collective Health\)](#) are based on best practice models for integrated health and mental health outreach. Each REACH team is comprised of a public health nurse, a mental health clinician, and two outreach workers to appropriately address the needs of people experiencing homelessness. REACH teams serve as an alternative response model focused on mental and physical health with the goal of increasing access to services for people experiencing homelessness while working to reduce the number of calls requiring Police and Fire

Department response. While the REACH Team is currently focused on serving people experiencing homelessness, the City is exploring the development of an alternate response model for non-violent mental health calls for service that are not exclusively related to individuals experiencing homelessness. More information about the mental health response model is described under Goal 3.

Goal 2: Design and invest in community safety and violence prevention.

| Strategy | Potential Action | Department/Workgroup |
|---|---|--------------------------------|
| 1. Explore and increase investments in the broader continuum of public safety, such as community-based violence prevention and interventions, and civilianization of services that can be performed by civilian staff rather than the Police. | C. Identify new ongoing revenue streams to augment City investment. | HEALTH POLICE |

Year One Update:

IN PROGRESS: Funding from the LBRA will support community violence prevention efforts; particularly in North, West and Central Long Beach, as funds have been allocated to expand the violence interrupter model. In July 2021, City Council approved the Long Beach Safety Recovery Plan which proposes a one-time investment of \$425,000 into violence prevention programs.

The Health Department will also continue to seek public and private grants to enhance violence prevention efforts.

Goal 2: Design and invest in community safety and violence prevention.

Strategy

1. Explore and increase investments in the broader continuum of public safety, such as community-based violence prevention and interventions, and civilianization of services that can be performed by civilian staff rather than the Police.

Potential Action

D. Invest in civilianization of services that can be performed by civilian staff rather than Police Officers.

Department/Workgroup

POLICE

Year One Update:

IN PROGRESS: The FY 21 Budget provided for 16 sworn Police Officers positions to be converted to 16 Community Services Assistants (CSAs) that could respond to Priority 3 Report calls. Priority 3 calls are non-violent 911 calls that are primarily requests for a crime report to be filled after a property crime has occurred. Uniformed, unarmed civilians will be trained to investigate and officially document specific property-based crimes, respond to radio calls for nonviolent crimes, and assist community members with police reports. The Police Department is working with Human Resources, Civil Services, and labor organizations to further develop the roles and responsibilities of the CSAs.

IN PROGRESS: PRM will be proposing the second iteration of the Park Ambassador Program. The goal of the Program is to reduce calls for service by having Park Ambassadors present to help navigate the park system and services.

Goal 2: Design and invest in community safety and violence prevention.

| Strategy | Potential Action | Department/Workgroup |
|---|--|-----------------------------|
| 2. Strengthen community-based violence prevention and intervention systems. | B. Conduct an inventory of violence prevention and youth development programs already operating in Long Beach to further develop a network of providers, catalyze collaboration, and publicize available services. | HEALTH |

Year One Update:

IN PROGRESS: The Health Department’s Community Impact Division is conducting a Violence Prevention Landscape Analysis to gather the information necessary to inform its community safety efforts. The City’s violence prevention efforts will include grouping the services into the following categories:

- Primary prevention (universal): including any upstream approach focused on promoting general safety and wellbeing
- Secondary prevention (targeted): a midstream approach focused on working with individuals that demonstrate higher risk factors for engaging in violence based on predetermined behavioral markers, which could include school suspension, nonviolent criminal justice involvement, etc.
- Intervention (before incarceration): a downstream approach focused on working with individuals after their involvement in violent act(s) which seeks to prevent or decrease their involvement in future involvement in violent acts

Aftercare (after incarceration): a downstream approach focused on working with individuals after being incarcerated for engaging in violent act(s) which seeks to prevent or decrease their involvement in future violent acts.

Goal 2: Design and invest in community safety and violence prevention.

Strategy

2. Strengthen community-based violence prevention and intervention systems.

Potential Action

C. Strengthen funding, capacity, resources, and visibility of local community-based violence prevention/intervention models and gang outreach programs, including intervention workers, youth employment programs, summer programming, safe passages, and other best practices.

Department/Workgroup

HEALTH

ECONOMIC DEVELOPMENT

PARKS, REC. & MARINE

Year One Update:

IN PROGRESS: The City received a Board of State and Community Corrections (BSCC) grant to implement a violence interrupter program called Long Beach Activating Safe Communities. The Health Department contracted with Toberman House to provide case management and community outreach workers to divert youth and families experiencing gun violence to services and contracted with the Urban Peace Institute to co-develop a gun violence response system in partnership with Police, PRM, PGWIN, St. Mary's Medical Center, Memorial Medical Trauma Center, LBUSD (Washington Middle School), and local community-based organizations and residents.

IN PROGRESS: Health has identified and interviewed 9 candidates for the Violence Prevention Coordinator; 4 of which, will advance to a second-round interview. The Violence Prevention Coordinator should begin in February 2022.

IN PROGRESS: Staff currently working to release a youth development request for proposal to support reengagement in youth into school settings and provide social connectedness/ mental health services. Total amount of the next round of funding will be \$125K.

COMPLETED: Health also issued nearly \$80,000 in youth social capital awards to 8 community-based organizations to provide project-based or work-based summer programming. All 8-organizations provide services within our highest impact communities of color.

IN PROGRESS: Pacific Gateway has developed strategic partnerships with sister city departments and community-based organizations to invest resources in violence prevention strategies across the city. This work includes connecting at least 75 disconnected youth from the Washington Neighborhood to worksite coaches with similar industry interests to forge pathways to family-sustaining occupations. This is accomplished through paid work experience/internship opportunities, industry-recognized and/or industry-led training, and other work-based learning activities. As a partner organization in Long Beach's Violence Response Collective Impact Group (Long Beach Unite), Pacific Gateway collaborates with key stakeholder organizations such as A New of Way of Life, Success in Challenges, Goodseed, Pools of Hope, and more to create and strengthen existing prevention and intervention in neighborhoods such as North Long Beach, Washington, and the West Side, and to specifically-design and implement strategies that meet the unique needs of residents that may be experiencing additional barriers to employment.

IN PROGRESS: Parks, Recreation & Marine employs hundreds of youth every year for summer programming and staffs the Youth Commission. PRM's goal is to expand youth employment through the second iteration of the Parks Ambassador Program.

IN PROGRESS: [The Long Beach Safety Recovery Plan](#) allocates \$425,000 towards Violence Prevention, in addition to LBRA investments for Youth Academic Programming, Youth Life Coaching and Mentoring, Youth Health and Safety Programming, Re-Entry, and Mental Health Crisis Response.

The Safety Recovery Plan includes Be S.A.F.E. Expansion, Safe Passage Violence Interruption, Summer Neighborhood Engagement through the Office of Youth Development, Youth Social Capital, Teen Center Programming, and Career Exploration.

Goal 2: Design and invest in community safety and violence prevention.

| Strategy | Potential Action | Department/Workgroup |
|---|---|---|
| 2. Strengthen community-based violence prevention and intervention systems. | D. Invest in upstream violence prevention strategies such as living wage jobs, affordable housing, healthy communities, and other social services that will ensure sustainable violence prevention. | HEALTH DEVELOPMENT SERVICES ECONOMIC DEVELOPMENT |

Year One Update:

IN PROGRESS: Pacific Gateway’s Business Engagement Team has led strategic and coordinated employer engagement efforts that have resulted in job creation, development of paid work experience opportunities across various industries including healthcare, logistics, transportation, and hospitality.

Development Services, Housing & Neighborhood Services Bureau (HNSB) has and continues to develop and preserve affordable housing. In the past year, the following affordable housing projects have been completed: Spark at Midtown (94 units), Las Ventanas (101 units), Vistas del Puerto (47 units), with a fourth (Bloom at Magnolia- 39 units) expected to be completed in October 2021. Likewise, substantial rehabilitation of Woodbridge Apartments (47 units) was completed this year.

IN PROGRESS: As of January 18, 2022, 4,050 payments have been made on behalf of eligible households, totaling over \$29.6 million in rental assistance, with an additional \$20.2 million currently in the approval pipeline. Additionally, 2,992 utility payments totaling over \$1.4 million have been made.

Goal 2: Design and invest in community safety and violence prevention.

| Strategy | Potential Action | Department/Workgroup |
|--|---|---|
| <p>2. Strengthen community-based violence prevention and intervention systems.</p> | <p>E. Host meetings, dialogues, and events that continue to engage and connect residents to efforts that increase community safety.</p> | <p>DEVELOPMENT SERVICES (Neighborhood Services)</p> <p>ECONOMIC DEVELOPMENT</p> <p>HEALTH</p> <p>LIBRARY SERVICES</p> <p>PARKS, REC. & MARINE</p> <p>POLICE</p> <p>PUBLIC WORKS</p> <p>COMMUNITY ENGAGEMENT WORKGROUP</p> |

Year One Update:

IN PROGRESS: Development Services hosts a variety of meetings, dialogues, and events with residents for entitlement processes and related hearings, as well as long-range projects, such as the Uptown Planning Land Use and Neighborhood Strategy (UPLAN). The UPLAN is a collaborative effort between the City and the North Long Beach community to come up with laws and policies to guide future development and create a new vision in North Long Beach. The UPLAN was designed to build upon past planning and visioning efforts for Uptown. Through a multi-year, community-centered process, community needs such as access to quality housing, jobs, and transportation options have

been prioritized in zoning and transportation recommendations for the North Long Beach area. New zoning recommendations for the Atlantic and Artesia corridors were adopted in November 2020.

Likewise, the Place-Based Neighborhood Improvement Strategy (Place-Based NIS) works collaboratively with residents within five strategy areas to identify placemaking and infrastructure projects that activate physical spaces and enhance livability and safety. Place-Based NIS is currently implementing projects in its South and North strategy areas.

The **Anaheim Corridor Zoning Implementation Plan**, also known as [ACZIP](#), is a collaborative effort between the City and community to update zoning regulations to support development of new housing and a greater mix of uses particularly along commercial corridors in the area, including Anaheim Street and Pacific Coast Highway. The plan will create a more complete community where residents, businesses, jobs and shopping are located near each other with a more pedestrian-friendly design.

The plan's equity-based framework is focused on both changes to zoning and land use regulations, as well as changes to the planning process itself. ACZIP will be grounded in a community power and capacity-building process in which the people most impacted by planning decisions, including young people, renters and people of color, are prioritized in the process and have their voices heard.

On February 7, 2017, the City Council adopted the **Communities of Excellence in Nutrition, [Physical Activity and Obesity Prevention \(CX3\) Pedestrian Plan](#)** as a technical appendix to the Long Beach Mobility Element. The CX3 Pedestrian Plan provides a framework for increasing access to healthy food options and encouraging physical activity by active transportation in 10 neighborhoods throughout Long Beach. These neighborhoods are geographically oriented around school campuses, including Cabrillo High School, Poly High Schools, Washington Middle School, Franklin Middle School; and Lafayette, Burnett, Mary Butler, Whittier, and Edison Elementary Schools, as well as St. Mary's Hospital. The CX3 Pedestrian Plan will guide the improvement of the walking environment of Central and West Long Beach by connecting adopted City policies and plans, best practices, and the community's voice for a safe, healthy, and beautiful City.

IN PROGRESS: Health allocated \$50,000 of Reconciliation funding for the Long Beach Advancing Peace Steering Committee summer activation events and communication campaign. Five community engagement events in the highest impact communities are taking place throughout the city to provide residents with resource information and to build

trust. AOC7 and Partners of Parks are the lead agencies working with local community-based organizations on the neighborhood activation efforts. \$7,500 were set aside to provide Long Beach Advancing Peace Steering Committee members with incentives for continuously engaging in agenda and activity planning on gun violence response system and violence reduction. Steering Committee is composed of representatives from each of the four-place-based areas and will help support resident engagement in the co-design and implementation for efforts that advance peace in Long Beach.

Health allocated \$100,000 to contract with The Nonprofit Partnership (TNP) to provide technical support to start-up and small community-based organizations that work with our priority population and are led by a person of color. The TNP will provide grant development, board development, social media communication workshops, and up to 3-4 hours of individualized organizational technical assistance. The TNP will also create user-friendly videos for community-based organizations to learn how to best use PlanetBids, the City's platform for procurement and contracting. Technical support services will be multilingual.

IN PROGRESS: As libraries transition back to hosting in-person programs, Library Services has committed to being a safe, neutral, and open venue for facilitating community dialogue on race equity and community safety. During the height of the pandemic, Library Services piloted an effort at increasing awareness of racial inequality by implementing a race equity book discussion group amongst employees, with the intent of developing a framework that could then be implemented at a community level once in-person public programs begin. Pending resumption of in-person programs, Library Services plans on coordinating 3-4 community discussion groups utilizing this framework beginning late 2021 through 2022.

The inaugural Long Beach Youth Festival event, hosted by the Commission on Youth and Families and the new Office of Youth Development will bring together youth, families, and other stakeholders together on Saturday, September 25, to experience local talent, engage in network opportunities, and discover a wealth of resources that uplift and inspire. The festival will consist of youth-centric seminars and panels for people between the ages of 12-24. The Festival will take place at the Doris Topsy-Elvord Community Center at Houghton Park.

IN PROGRESS: Public Works employees participate in meetings hosted by neighborhood associations, council offices, and community-based organizations, as requested to hear and follow-up on concerns and ideas regarding Public Works services. Staff then coordinate interdepartmentally to meet residents' needs from these meetings. Public Works is

actively meeting with community members to administer the Safe Streets Yard Sign Program, to place yard signs in neighborhoods to promote the reduction of vehicle speed.

IN PROGRESS: The Police Department facilitates monthly commander meetings and is partnering with The RAND Center to develop a toolkit for police- community tabletop discussions.

Goal 2: Design and invest in community safety and violence prevention.

| Strategy | Potential Action | Department/Workgroup |
|---|--|-----------------------------|
| 3. Increase coordinated re-entry networks to support formerly justice-involved individuals and reduce recidivism. | A. Create and strengthen connections with community and government partners such as Los Angeles County Office of Diversion and Re-entry and Department of Probation to better coordinate case management services. | HEALTH |

Year One Update:

IN PROGRESS: The Health Department meets with Supervisor Hahn’s Office to integrate County opportunities to increase mental health, youth development, re-entry, and violence prevention efforts. The Health Department is coordinating neighborhood engagement with LA County’s Department of Children and Family Services (DCFS) and Long Beach Advancing Peace Initiative.

Staff meet with the County’s Office of Violence Prevention to exchange learning opportunities and resources on trauma-informed County efforts and explore leveraging BSCC (Board of State and Community Corrections) grant funding for a hospital-based violence interrupter model.

Health is currently working to expand the relationship with Probation as part of the youth development and violence interrupter model. Outcome will be to obtain quarterly probation data and referrals for the Hilton Foundation Future's First program to reengage disconnected youth into services, education, and employment.

Goal 2: Design and invest in community safety and violence prevention.

| Strategy | Potential Action | Department/Workgroup |
|---|--|--|
| 3. Increase coordinated re-entry networks to support formerly justice-involved individuals and reduce recidivism. | C. Explore strategies to increase affordable and supportive housing opportunities for the re-entry population. | DEVELOPMENT SERVICES HEALTH |

Year One Update:

IN PROGRESS: The City of Long Beach has been awarded nearly \$16.7 million funding for Project Homekey, California's \$600 million program to purchase and rehabilitate housing - including hotels, motels, vacant apartment buildings and other properties - and convert them into permanent, long-term housing for people experiencing or at risk of experiencing homelessness, including the re-entry population.

Health Department contracted temporary staff to conduct a landscape analysis of the re-entry service network in Long Beach. Staff conducted nearly 15 one-on-one sessions with providers and hosted a listening session with recognized local re-entry providers to engage people with lived experience. A staff report with recommendations to pilot a re-entry integrated model was completed in September 2021. These recommendations include creating a re-entry advisory board (or commission), access to low-barrier, affordable housing options, a comprehensive and centrally located re-entry service center, and affordable, culturally competent mental health services. All of which will inform the LBRA funds allocated for a re-entry pilot program in Long Beach.

In Progress: \$100,000 of Racial Equity and Reconciliation funding will be issued in the form of a request for proposal to support re-entry service network providers.

In Progress: Nine candidates for the re-entry coordinator role were interviewed by a panel, which included Health, the City Prosecutor's office, and a re-entry community partner. At the conclusion of the interviews, the panel recommended reposting the position as interviewees did not meet the requirements sought for the position.

IN PROGRESS: In April 2021, the City of Long Beach launched the [Long Beach Emergency Rental Assistance Program \(LB-ERAP\)](#) to assist low-income renters who have experienced economic impacts due to the COVID-19 pandemic. Through LB-ERAP, and with funding from the U.S. Department of the Treasury as well as the State Department of Housing and Community Development, the City is in the process of distributing \$56.7 million in rental assistance payments (\$30 million paid out to date, with the remainder approved for payment or in progress) to Long Beach households. Of the payments already made, 70% of the assistance has been made on behalf of households earning less than 30% of the Area Median Income (AMI).

There is not a re-entry component to the program per se, though being justice-involved does not preclude someone from being eligible for assistance under this program.

Goal 2: Design and invest in community safety and violence prevention.

| Strategy | Potential Action | Department/Workgroup |
|---|--|---|
| 3. Increase coordinated re-entry networks to support formerly justice-involved individuals and reduce recidivism. | G. Utilize Pacific Gateway Programs to employ formerly justice-involved individuals. | ECONOMIC DEVELOPMENT (PACIFIC GATEWAY) |

Year One Update:

IN PROGRESS: Pacific Gateway’s wide range of services including one-on-one counseling, skill development activities, vocational training, supportive services, and referral processes are designed to best uplift and support individuals that have been released from incarcerated settings. Staff have been trained on re-entry best practices, including skill transferability, harm reduction and trauma-informed care to ensure jobseekers have an experience that is supportive and conducive to employment success. In addition to our traditional services, jobseekers that are returning to the community from incarcerated settings also benefit from the supplemental supportive services and activities made possible by grant-funded programs such as the State’s Prison-to-Employment project.

Pacific Gateway remains informed of the evolving needs of individuals re-entering Long Beach by regularly participating in the City’s re-entry collaborative led by the Long Beach Health and Human Services Department, as well as by routinely meeting with partner agencies such as Toberman, Ascent/Goodseed, and Southern California Crossroads – all of which are local experts in re-entry and lead local re-entry and intervention efforts. Most recently, Pacific Gateway has committed to co-locating two staff members at least twice a week at the Health Department’s Ronald R. Arias Health Equity Center in North Long Beach – this strategically places employment services staff in a neighborhood with a high number of residents that have been previously incarcerated.

Goal 3: Redesign police approach to community safety.

| Strategy | Potential Action | Department/Workgroup |
|---|---|--|
| 1. Explore non-police alternatives to law enforcement emergency response. | A. Create non-police, civilian emergency response teams to respond to non-violent calls for service 24 hours a day, 7 days a week. Explore existing best practice models of civilian emergency response teams. | HEALTH POLICE FIRE SPECIAL PROJECTS WORKGROUP (ALT. RESPONSE) |

Year One Update:

In Progress: In addition to the REACH Teams described above, the City is also seeking to establish an alternate response model for non-violent calls for services related to mental health needs. In July 2021, the City was one of five cities selected to participate in a technical assistance cohort with [Harvard Kennedy Government Performance Lab](#) to address resident service needs that reduce reliance on traditional law enforcement and medical 911 responses and create more equitable outcomes for communities of color and others disproportionately impacted by the criminal justice system. The City has also allocated \$540,000 (which is enough to pilot a program) to develop a response team for mental health calls for service that do not require police. More funding will need to be identified for this program to be made permanent. These civilian responders will be dispatched to non-violent, non-medical mental health calls for service and may collaborate with current homeless response teams. Stakeholder engagement regarding the Alternative Crisis Response Program is set to begin in early 2022.

Goal 3: Redesign police approach to community safety.

| Strategy | Potential Action | Department/Workgroup |
|---|---|-----------------------------|
| 1. Explore non-police alternatives to law enforcement emergency response. | C. Address homelessness with the primary focus on coordinated service delivery of homeless support services led by non-law enforcement providers, such as outreach workers, medical personnel, mental health workers, and others. | HEALTH |

Year One Update:

IN PROGRESS: As described under Goal 2, in July 2021, the Department of Health and Human Services announced two newly formed outreach teams focused on providing services to people experiencing homelessness. The Fiscal Year 2021 reallocation of the HEART Team funds from the Fire Department to the Health Department provided the opportunity for two outreach teams to respond to mental and/or physical health situations.

These teams, called [REACH \(Restorative Engagement to Achieve Collective Health\)](#) are based on best practice models for integrated health and mental health outreach. Each REACH team is comprised of a public health nurse, a mental health clinician, and two outreach workers to appropriately address the needs of people experiencing homelessness.

Goal 3: Redesign police approach to community safety.

Strategy

2. Redesign police oversight and accountability through improved complaint and discipline practices.

Potential Action

A1. Implement short-term reforms to the Citizen's Police Complaint Commission (CPCC) such as: 1. Direct the CPCC to issue quarterly reports.

Department/Workgroup

CITY MANAGER, CPCC

Year One Update:

IN PROGRESS: Staff are developing a framework for quarterly CPCC reports.

Goal 3: Redesign police approach to community safety.

Strategy

2. Redesign police oversight and accountability through improved complaint and discipline practices.

Potential Action

A2. Institute commissioner training led by the City Attorney's Office.

Department/Workgroup

CITY MANAGER, CPCC

Year One Update:

IN PROGRESS: CPCC commissioners and staff attend several trainings annually. This includes an annual retreat, annual training by LBPD and several other trainings that take place during open session of Commission meetings. Commission trainings provide members with current information on laws and LBPD policies and practices to help during the deliberation process. The Commission has received training on topics such as:

- Officer Involved Shootings
- Bias-Based Policing

- Implicit Bias
- Use of Handcuffs and Flexcuffs

Goal 3: Redesign police approach to community safety.

| Strategy | Potential Action | Department/Workgroup |
|--|--|-----------------------------|
| 2. Redesign police oversight and accountability through improved complaint and discipline practices. | A3. Provide officer compelled statements to the CPCC | CITY MANAGER, CPCC |

Year One Update:

COMPLETED: As of January 1, 2021, the Citizens Police Complaint Commission can receive and include [compelled statements](#) in an investigation regarding a police complaint.

Goal 3: Redesign police approach to community safety.

| Strategy | Potential Action | Department/Workgroup |
|--|--|-----------------------------|
| 2. Redesign police oversight and accountability through improved complaint and discipline practices. | B. Engage in a formal outside expert study of the Citizen’s Police Complaint Commission (CPCC), to identify necessary changes to its structure and explore creation of a new civilian police oversight body based on models from other California municipalities. Conduct further community outreach to ensure reforms and/or a new oversight body meet community needs. | CITY MANAGER, CPCC |

Year One Update:

IN PROGRESS: Funding to conduct an outside expert to evaluate the operations of the Citizen’s Police Complaint Commission (CPCC) was allocated as part of the FY 21 Budget, and a request for proposals (RFP) process took place in January 2021. The City contracted with Polis Solutions, Inc. (Polis) of Seattle, WA. Under this contract, Polis is working with subcontractor Change Integration of Seattle, WA, forming the Polis-Change Integration evaluation team. Throughout the months of July and August 2021, Polis-Change Integration conducted interviews with internal and external stakeholders and held in-person and virtual public listening in September. Additionally, the evaluation team conducted a benchmark study of other oversight models with effective structures and practices in comparison to the CPCC.

In December, Polis-Change Integration conducted a presentation on the CPCC evaluation preliminary findings and recommendations to the community, Public Safety Committee, and CPCC. The Polis-Change Integration team plans to finalize the report and present its recommendations to City Council in early 2022.

Goal 3: Redesign police approach to community safety.

| Strategy | Potential Action | Department/Workgroup |
|---|--|-----------------------------|
| 3. Redesign police tactics, training, retention and accountability. | A. Implement early intervention programs for problematic police employees to interrupt adverse patterns of behavior. | POLICE |

Year One Update:

COMPLETED: In October 2020, the Police Department released a Special Order on the [Early Intervention Program \(EIP\)](#), which was then incorporated in to the [LBPD Policy Manual](#) in July 2021. The EIP is designed to help supervisors recognize officers who have been involved in a higher-than-average number of performance indicators compared to others in their peer group. This allows the Department to review and address trends in performance that need to be modified and improved.

Performance Indicators include use of force, firearm discharges, in custody deaths, vehicle pursuits, citizen complaints, administrative complaints, vehicle accidents, forced entries, civil litigation, and EEO complaints.

Goal 3: Redesign police approach to community safety.

Strategy

3. Redesign police tactics, training, retention and accountability.

Potential Action

B. Provide ongoing training on implicit bias, de-escalation techniques, procedural justice, systemic racism, trauma-informed response, racial sensitivity, mental health, and disabilities.

Department/Workgroup

**POLICE
CITY MANAGER, OFFICE
OF EQUITY
INTERNAL
TRANSFORMATION
WORKGROUP**

Year One Update:

IN PROGRESS: The Police Department has modified the Academy training around the history of policing in a way that takes a reflective look at the role of policing in past and present injustice and how it is a hurdle to the promotion of community trust. LBPD is also developing a course catalog of existing trainings that are implemented in the Academy and as ongoing professional development for officers, which will allow the department to identify which topics related to procedural justice and racial equity should be included or enhanced.

Goal 3: Redesign police approach to community safety.

Strategy

3. Redesign police tactics, training, retention and accountability.

Potential Action

C. Review Civil Service hiring processes of police officers to better reflect community demographics and lived experiences.

Department/Workgroup

**CIVIL SERVICE
POLICE**

Year One Update:

IN PROGRESS: Following research and recommendations on hiring and recruitment developed by the Office of Civic Innovation in 2019, the Police Department is exploring innovative tools that could streamline and automate the hiring process to attract, engage, and retain highly qualified and diverse candidates.

Goal 3: Redesign police approach to community safety.

Strategy

3. Redesign police tactics, training, retention and accountability.

Potential Action

C1. Explore higher standards of education and/or experience for police officers at time of hire and methods to ensure there are not barriers to recruitment of diverse applicants.

Department/Workgroup

**POLICE
CIVIL SERVICE**

Year One Update:

IN PROGRESS: LBPD is exploring a number of opportunities to better reflect community demographics and lived experiences, including enhancements to the Explorer and Cadet programs, which serve as opportunities for young people to explore a career in law enforcement. LBPD is also exploring opportunities for current and future officers to

pursue higher education, including partnerships with local education institutions to offer evidence-based police training programs.

Goal 3: Redesign police approach to community safety.

| Strategy | Potential Action | Department/Workgroup |
|---|--|-----------------------------|
| 3. Redesign police tactics, training, retention and accountability. | C2. Reexamine background checks, psychological assessments, and other screening mechanisms that disproportionately exclude Black people and people of color. | POLICE |

Year One Update:

IN PROGRESS: Hiring standards of law enforcement officers in California abide by the Commission on Peace Officer Standards and Training (POST). The City is tracking pending state legislation ([Assembly Bill 89](#)) that could modify criteria for police officer eligibility and strengthen training requirements to include expanded curriculum specifically designed to prepare officers to meet the expectations of a modern police force, including classes on mental health, social services, psychology, communication, and other related fields.

Goal 3: Redesign police approach to community safety.

Strategy

3. Redesign police tactics, training, retention and accountability.

Potential Action

E. Explore the practice of facial recognition technology and other predictive policing models and their disproportionate impacts on Black people and people of color by reviewing evidence-based practices.

Department/Workgroup

**POLICE
TECHNOLOGY &
INNOVATION
DATA & PERFORMANCE
METRICS WORKGROUP**

Year One Update:

IN PROGRESS: In July 2020, an ad hoc committee of the Technology and Innovation Commission presented a [SWOT Analysis \(Strengths, Weaknesses, Opportunities, and Threats\)](#) on the City's use of facial recognition technology. The Commission will continue to discuss regulatory approaches regarding the City's use of facial recognition technology.

Goal 3: Redesign police approach to community safety.

Strategy

3. Redesign police tactics, training, retention and accountability.

Potential Action

F. Reexamine metrics currently used for Officer success and promotion.

Department/Workgroup

**POLICE
CIVIL SERVICE**

Year One Update:

IN PROGRESS: In 2021, LBPD created the Recruitment and Advancement Committee, which will focus on reviewing recommendations from the Police recruitment study, the Field Training program, promotions and advancing careers, and overarching efforts related to officer diversity and inclusion.

Goal 3: Redesign police approach to community safety.

Strategy

3. Redesign police tactics, training, retention and accountability.

Potential Action

G. Explore the disproportionate policing of the Black community and communities of color.

Department/Workgroup

POLICE
DATA & PERFORMANCE
METRICS WORKGROUP

Year One Update:

IN PROGRESS: LBPD is exploring a partnership with the [Center for Policing Equity's National Justice Database](#) to integrate crime data, demographic data, and police behavioral data to produce a deeper understanding of what may produce racial inequality in policing. This data analysis allows the department to proactively manage risk factors and strengthen community relationships to build trust and safety for all.

Goal 3: Redesign police approach to community safety.

Strategy

3. Redesign police tactics, training, retention and accountability.

Potential Action

G1. Include a review of best practices of Internal Affairs structure and staffing.

Department/Workgroup

CITY MANAGER
POLICE

Year One Update:

NOT STARTED

Goal 3: Redesign police approach to community safety.

Strategy

3. Redesign police tactics, training, retention and accountability.

Potential Action

G2. Hold a public study session with the City Council to review police reporting metrics, how data is used, data transparency efforts, call for service data, and methods to improve transparency and accountability.

Department/Workgroup

POLICE

Year One Update:

COMPLETED: On January 19, 2021, the Long Beach Police Department [presented at a special meeting](#) of City Council to share progress made to officer policy and oversight, including recent revisions and changes made to the Use of Force Policy, Carotid Restraint Policy suspension, integrated medical response to de-escalate and preserve life, additional oversight and approval for "No Knock" Entry Warrants, and critical analysis of measures taken before, during, and after an incident.

Goal 3: Redesign police approach to community safety.

| Strategy | Potential Action | Department/Workgroup |
|--|--|--|
| 4. Pursue advocacy with other agencies to enhance police oversight and accountability. | A1. Participate in policy reform efforts at the State and Federal levels to: 1. Establish a federal or statewide database of complaints against police officers to inform hiring decisions. 2. Strengthen whistleblower protections for officers or staff reporting police misconduct. 3. Improve transparency around acts of misconduct to improve public trust. 4. Remove provisions that prohibit people reentering society from accessing services, employment, and housing. | POLICE POLICY WORKGROUP |

Year One Update:

IN PROGRESS: The City's [State](#) and [Federal](#) Legislative Agendas were updated in 2021 to include stronger language on police reform and accountability, including support for workforce education and diversity, national standards for alternatives to deadly force, resources to support implicit and racial bias training, de-escalation and/or other training. Additionally, LBPD is supporting the University of Southern California's [Law Enforcement Work Inquiry System \(LEWIS\) Registry](#), a unified national database that documents all police officers who were terminated or resigned due to misconduct, including excessive use of force, corruption, violent extremism, domestic violence, sexual assault, physical assault and harassment, perjury, falsifying a police report, and planting or destroying evidence. The LEWIS Registry is currently in beta-testing with an anticipated full rollout in 2021.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---------------------------|---|--|
| 1. Advance health equity. | A. Increase investment in the Health Department, focusing on reducing health disparities across the City. | HEALTH CITY MANAGER, OFFICE OF EQUITY |

Year One Update:

IN PROGRESS: \$1.5M in structural funding was added to the Health Department budget to support Racial Equity and Reconciliation.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---------------------------|---|--|
| 1. Advance health equity. | B. Identify strategies to increase access to fresh foods and vegetables for communities in food deserts, including healthy market partnerships, farmers markets, community gardens, and pop-up farm stands. | HEALTH DEVELOPMENT SERVICES CITY MANAGER, OFFICE OF SUSTAINABILITY PARKS, REC. & MARINE |

Year One Update:

COMPLETED: The Health Department received \$2,900,000 in CARES Act funding to provide immediate food assistance to older adults and others impacted by COVID-19. Healthy food programs included food pantries, healthy market conversions, large-scale food distributions, grocery and prepared meal deliveries.

IN PROGRESS: LBRA funding was allocated to food security to continue the immediate food assistance programs launched through CARES Act funding. Food security programming includes large-scale food distribution in partnership with local food banks and pantries, meal and grocery delivery for older adults and homebound individuals, community-based emergency healthy food pantries, healthy market conversion. In addition to urban agriculture, mobile farmers' market program, and development of comprehensive citywide food security plan.

Staff are exploring a potential site for a healthy food market in a high-need area.

IN PROGRESS: Public Benefit Partnership between Food Finders and PRM. The COVID-19 pandemic has highlighted the level of food insecurity in Long Beach. Food Finders will enhance the City's ongoing efforts by operating and maintaining a refrigerated container food hub at Admiral Kidd Park located in the westside of Long Beach. This food hub will be one of a series of refrigerated containers located throughout the region. The hub will have a converted shipping container capable of safely storing produce, dairy, and other perishables along with other food. The container is in an

area that is easily accessible. Weekly food distribution will take place and Food Finders will work closely with existing and new partners such as the Job Corps, Awaken Ministries/New Generations, and Long Beach Center for Economic Inclusion, to name a few, to offer enrichment and educational based classes on nutrition.

Currently, PRM has eight community gardens. Community gardens help increase healthy food production and access to fruits and vegetables. Since 2003, PRM has partnered with Long Beach Organic, Inc. For the management and operation of Grace Park Community Garden, Mary Molina Community Garden, Orizaba Park Community Garden, and Zaferia Junction Community Garden. Other community gardens include, Hudson Community Garden at Hudson Park, Long Beach Community Garden near El Dorado Park, North Long Beach Community Garden, and Peace Community Garden located at King Park.

IN PROGRESS: The Office of Sustainability will use Measure US Funding to administer a micro-grant program to support new and existing urban farms and community gardens in FY 22.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---------------------------|--|--|
| 1. Advance health equity. | D. Increase access to library services in underserved communities and explore adding public health social workers and intervention workers within libraries to assist patrons in need of outreach and professional services. | LIBRARY SERVICES HEALTH |

Year One Update:

IN PROGRESS: In February 2021, the City Auditor released the [Library Services Performance Audit](#), which provides key recommendations on how the library can improve its services to equitably meet diverse community needs. In June 2021, Library Services provided a [report](#) to City Council with additional information about the resources and efforts needed to put the recommendations into practice, including:

- Making library materials and programs readily available in languages other than English
- Adjusting library hours to align with community needs for access
- Limiting fines and other sanctions to increase access
- Having adaptive technology available at all 12 libraries
- Creating a data collection system to track program use and feedback
- Utilizing, increasing and improving promotional tools (multilingual) to increase community awareness of the various library services and programs.

Additionally, LBRA allocated \$300,000 to waive library fines for one year to support the Healthy and Safe Community initiative. Library Services is currently in the hiring process for the social workers that will be co-located in the libraries.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

1. Advance health equity.

Potential Action

E. Increase access to park space and recreation programming to foster physical activity, community connections, and safe places for children and families to play.

Department/Workgroup

**PARKS, REC. & MARINE
HEALTH
CITY MANAGER, OFFICE
OF SUSTAINABILITY**

Year One Update:

IN PROGRESS: Parks and open spaces have never been so necessary, or as heavily used as they are because of the COVID-19 pandemic. Early in the pandemic, when most other activities were closed, parks and open spaces were deemed ‘essential’ and remained open. Health experts and epidemiologists even indicated that outdoor public spaces were safe, even beneficial for exercise and mental health as long as people keep a safe distance.

Through CARES Act funding, Parks, Recreation & Marine offered innovative youth programming and resources, including community learning hubs to facilitate on-line instruction and after-school recreational activities by setting up mobile recess sites.

Parks, Recreation & Marine recently finalized its [Strategic Plan](#), which will guide PRM’s operational, staffing and budget decisions for a 10-year period from 2021 to 2031, and serve as a tool to adapt park services as the community’s needs evolve. Recognizing that gaps in park equity are directly linked to disparate health outcomes, educational attainment, economic inclusion, and environmental health, the PRM Strategic Plan uses a “bottom-up” approach to planning by deliberately engaging the perspectives of disadvantaged communities who have not historically been part of the planning and decision-making process, to ensure that the final Plan reflects the priorities of marginalized voices.

IN PROGRESS: The Office of Sustainability provides urban nature stewardship programming at Willow Springs Park including direct employment opportunities for young adults and plans to expand these programs in partnership with Pacific Gateway in FY 22.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---------------------------|--|-----------------------------|
| 1. Advance health equity. | H1. Explore the development of a Youth Development Office to implement and coordinate city-wide youth development activities and resourcing. | HEALTH |

Year One Update:

IN PROGRESS: Establishing an Office of Youth Development is the first objective in the [Strategic Plan for Youth and Emerging Adults](#) (Youth Strategic Plan). The FY 21 City budget included two full-time employee positions, a program manager and coordinator, to lead the Office of Youth Development and to lead a timely, thoughtful, and responsive implementation of the Plan. These roles will facilitate youth decision-making, strengthen youth and family engagement, and work to secure funding to sustain the youth development goals outlined in this Plan.

The Health Department is in the process of hiring a Manager for the Office of Youth Development.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

1. Advance health equity.

Potential Action

H2. Strengthen mentorship programs, including the possibility to match volunteer City staff with community youth

Department/Workgroup

HEALTH

Year One Update:

IN PROGRESS: \$300,000 in Recovery Act funding was allocated to strengthen and grow the City’s mentorship program. This effort builds from the youth social capital funding provided to CBOs for summer youth work and project-based programming.

Additionally, the City will issue via a new Request for Proposals in the amount of \$125,000 to provide youth with social-connectedness and mental health services as they transition back into the school environment. The social connectedness platform will be interlinked with the Long Beach Recovery Plan, Parks, Rec. & Marine teen centers and Library Services to maximize reach and impact.

IN PROGRESS: In Nov. 2021, City Council approved a proposal to develop a Long Beach Youth Climate Corps Program. The City of Long Beach will receive \$6.3 million from the State’s \$150 million allocation to youth workforce job development in California’s 13 largest cities. The Youth Climate Corps aligns with the State’s goal of increasing youth employment and will strengthen the City’s capacity to address key areas of education, climate, and food insecurity.

IN PROGRESS: The Office of Sustainability provides volunteer internships through multiple programs and offers educational and mentorship opportunities to all participants.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---------------------------|---|-----------------------------|
| 1. Advance health equity. | H3. Identify and formalize sustainable funding to support coordination and implementation of the Early Childhood Education and Youth Strategic Plan, including funding for community-based youth programming. | HEALTH |

Year One Update:

IN PROGRESS: \$30,000 of Racial Equity and Reconciliation funding was allocated to develop and procure learning and play toolkits for distribution to parents. The learning tool will support learning by 3rd grade efforts of the early childhood strategic plan and an early intervention of violence prevention. Measure US funding will partially support a grant developer’s position, and the other half is paid from a CDC grant to the Health Department.

This position will be filled in FY 22.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---------------------------|--|-----------------------------|
| 1. Advance health equity. | H4. Report on uses of funding for youth programming in the City and the community. | HEALTH |

Year One Update:

IN PROGRESS: \$200,000 of Racial Equity and Reconciliation funding was allocated to support direct community grants focus on supporting social connectedness, mental health, and planning for the objectives outlined in the Youth and Emerging Adult Strategic Plan.

IN PROGRESS: In FY22, City Council allocated \$1,037,636 of Measure US funding to the Youth Fund, with the majority of funding focused on community-based grants for youth development programs.

COMPLETED: The Health Department received \$200,000 in CARES Act funding to support youth development and COVID linkage to services. Over 2,400 youth were served through this funding stream.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

1. Advance health equity.

Potential Action

H5. Engage the City's Youth Commission in review of youth development activities and City budgetary decisions related to youth development.

Department/Workgroup

**HEALTH
PARKS, REC. & MARINE**

Year One Update:

IN PROGRESS: The Health Department collaborated with the Youth and Families Commission to organize the Annual Youth Festival was held on September 25 of this year. \$20,000 of Racial Equity and Reconciliation funding was allocated to cover event planning, website development, marketing, and festival costs. Community engagement materials were designed for the Office of Youth Development's use as well as to share with festival participants to leverage funding.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

1. Advance health equity.

Potential Action

H6. Focus child and youth development efforts in communities most impacted by racism, poverty, crime, and trauma to provide opportunity for a positive future.

Department/Workgroup

HEALTH
PARKS, REC. & MARINE

Year One Update:

IN PROGRESS: In April 2021, Health started to convene Early Childhood Education and Youth Strategic Plan teams to work on better alignment of work across the ages. Health is also engaging Parks, Recreation & Marine, Library Services, and Aging Services teams.

IN PROGRESS: The City allocated \$2.1 million of LBRA funding to provide increased access to early childhood education. Funding will go towards renovating and creating 28 additional slots at the Health Department's West Facility, supplies to support social and emotional development of young children, emergency supplies such as diapers, and childcare subsidies to families in need of childcare. Funding will also expand library services for literacy development in young children.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

1. Advance health equity.

Potential Action

H7. Invest in new and existing networks of organizations to provide mentorship and jobs for youth.

Department/Workgroup

ECONOMIC DEVELOPMENT, CITY MANAGER, OFFICE OF SUSTAINABILITY, AIRPORT, PARKS, REC. & MARINE

Year One Update:

IN PROGRESS: Funding for "Hero Ambassador Youth Employment Program" included in the Long Beach Recovery Plan approved by City Council in March 2021.

IN PROGRESS: Parks, Rec. & Marine will be proposing the second iteration of the Park Ambassador Program. The goal is to replace calls of service by having Park Ambassadors presence at parks and serve as navigators to help navigate the park system and possible services.

IN PROGRESS: The Office of Sustainability will expand its green job training program through anticipated funding coming to Pacific Gateway Workforce Investment Network.

IN PROGRESS: In Nov. 2021, City Council approved a proposal to develop a Long Beach Youth Climate Corps Program. The City of Long Beach will receive \$6.3 million from the State's \$150 million allocation to youth workforce job development in California's 13 largest cities. The Youth Climate Corps aligns with the State's goal of increasing youth employment and will strengthen the City's capacity to address key areas of education, climate, and food insecurity.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

2. Advance economic equity.

Potential Action

C. Increase funding and other resources for the City's Digital Inclusion efforts for residents, workers and business owners.

Department/Workgroup

**ECONOMIC
DEVELOPMENT
TECHNOLOGY &
INNOVATION**

Year One Update:

IN PROGRESS: In June 2021, the Long Beach City Council approved [the Digital Inclusion Roadmap](#) (Roadmap). The Roadmap is a blueprint for ensuring that everyone in Long Beach has equitable access and use of computer literacy training, the Internet, technology devices and other digital inclusion resources and services.

The City allocated \$1.8 million in Long Beach Recovery Act (LBRA) funding to advance digital inclusion efforts. City staff are in the process of strategizing implementation efforts for the Roadmap and LBRA funding.

COMPLETED: Last year, the City allocated \$1 million in CARES Act funding to administer digital inclusion resources and services during COVID-19.

- Administering close to 1,100 hotspots and 1,600 computing devices on a first-come, first-served basis to qualified low-income community members.
- Establishing a multilingual Digital Inclusion Resources Hotline that more than 2,400 inquiries and connected community members to digital inclusion resources and services.
- Contracting with nine community-based organizations who implemented robust community outreach activities that connected digital inclusion resources and services to more than 21,000 community members most in need during COVID-19.
- Co-creating multilingual digital inclusion resource guides.

Implementing a virtual free computer literacy training course that had more than 750 sign-ups.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|-----------------------------|--|--|
| 2. Advance economic equity. | F. Ensure CARES Act emergency funding is being invested in small businesses and nonprofit organizations through focused outreach and partnerships with community-based service delivery organizations that have established, trusting relationships with Black community members and communities of color. | ECONOMIC DEVELOPMENT HEALTH |

Year One Update:

IN PROGRESS: The Long Beach Recovery Plan allocates funding for "Direct Grants to Business & Nonprofits." Funding for Inclusive Business Centers is included in the Community Development Block Grant (CDBG) Plan for FY21, FY22, FY23. The Recovery Plan also allocates funding to plan, establish and coordinate special economic zones in areas of the City and sectors most impacted by COVID-19. Funding would be dedicated to the community outreach, business planning, land trust development, small business coordination, arts and culture, housing development, private sector investment attraction, and other services to address economic impacts that have been exacerbated by COVID-19.

IN PROGRESS: The Health Department is contracting with The Nonprofit Partnership to provide capacity building workshops to enhance the ability of small non-profits to apply for City funds. The Health Department is contracting with non-profits in the Black, Latinx and AAPI communities to reach out to their communities with culturally affirming, language appropriate approaches to register small non-profits led by communities of color in these trainings.

COMPLETED: A total of \$6,200,000 in CARES Act Funding was allocated for business support. Programs included business call center, outdoor dining, and BizCare pop-ups equipped with PPE, laptops, wireless internet devices, printers, and scanners to assist business owners in applying for grants.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

2. Advance economic equity.

Potential Action

G. Enhance the role of the independent jobs coordinator in the City's Project Labor Agreement to improve access to local jobs for Black people and people of color.

Department/Workgroup

ECONOMIC DEVELOPMENT

Year One Update:

IN PROGRESS: Funding for "Project Labor Agreement (PLA) Community Outreach" included in Recovery Plan. In February 2021, City Council [approved the new PLA](#), which includes additional funding of 1% to pay for an Independent Jobs Coordinator and outreach to communities of color.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|-----------------------------|---|-----------------------------|
| 2. Advance economic equity. | H. Create and promote classes for financial literacy to help Black people and people of color improve economic circumstances with specific strategies on wealth building. | ECONOMIC DEVELOPMENT |

Year One Update:

IN PROGRESS: Learning about personal finances and the complex American financial system is critical for the long-term success of jobseekers. In response to this need, Pacific Gateway regularly offers training on financial literacy to both adult and youth jobseekers. The training for adults is a standalone refresher on financial concepts and covers topics such as budgeting, investments, credit building, and cryptocurrency. Meanwhile, the youth training is part of a training curriculum that was development in partnership several workforce development, education, and financial planning experts that interweaves financial literacy concepts into other work readiness competencies. Additionally, Pacific Gateway leverages its partnerships with financial institutions such as Orange County Federal Credit Union, Wells Fargo, and Farmers & Merchants, to connect residents to other financial learning resources that are tailored to their unique goals and needs.

Funding for the establishment of the Long Beach Center for Economic Inclusion (LBCEI), a recommendation from the Blueprint for Economic Development, was initially funded by the City Council with a \$125,000 grant in 2019. The mission of the LBCEI includes uplifting financial literacy for people of color and the Economic Development Department will continue working with LBCEI as part of the LBRA.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|-----------------------------|--|--|
| 2. Advance economic equity. | I. Review the Long Beach College Promise for opportunities to include an equity lens, provide more support services, and explore community access to education services in Black communities and communities of color. | CITY MANAGER, OFFICE OF EQUITY, OFFICE OF CIVIC INNOVATION COMMUNITY ENGAGEMENT WORKGROUP |

Year One Update:

IN PROGRESS: The Office of Equity and Office of Civic Innovation participated in the Long Beach College Promise Equity Show & Tell, a five-week series where partner institutions shared their strengths-based perspective of initiatives they are undertaking to address equity. During this series, the Office of Equity introduced the City’s Racial Equity and Reconciliation Initiative. The City will continue to play an active role in the Long Beach College Promise’s focus on racial equity.

Additionally, CSULB has hired an external evaluator, [Dr. Dawn Person](#), CSU Fullerton, to evaluate the Long Beach College Promise with an equity lens toward the Black student experience. Based on the final evaluation, the Long Beach College Promise Steering Committee will update the vision, mission, and objectives of the College Promise with the equity lens.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|--|---|-----------------------------|
| 3. Advance safe, healthy and affordable housing. | A. Address issues of over-representation of Black people among those experiencing homelessness in Long Beach. | HEALTH |

Year One Update:

IN PROGRESS: In early 2021, Health created a crosswalk between the Racial Equity and Reconciliation strategies and the Los Angeles Homeless Services Authority (LAHSA) Ad Hoc Committee on Black Persons Experiencing Homelessness Report. This crosswalk identifies areas of synergy and causes for the overrepresentation of Black persons experiencing homelessness. It was presented to the Long Beach Continuum of Care Board and is a document that informs how to bring equity into the areas identified as factors for increased homelessness. The Health Department is also exploring how to incorporate equity goals within its programs to address homelessness, increase permanent housing for both programs, and focus on the equity of permanent housing around equity around how to support successful movement into permanent housing.

In August 2021, the Health Department sought technical assistance from Housing and Urban Development (HUD) through their "Racial Equity Demo," a cohort of Continuums of Care (CoCs) that will work together to design more equitable assessment and prioritization processes to improve conditions and outcomes for Black, Brown, Indigenous, and people of color.

If invited to join this cohort, the City will partner with Black, Indigenous and people of color, as well as people with lived expertise, to identify system disparities through local data, agree upon focus area(s) and test racially equitable processes in service of significantly transforming the experience and housing stability of those disproportionately represented in homeless response systems.

IN PROGRESS: The City allocated LBRA funding to homeless assistance, the creation of temporary, non-congregate shelter, the operation of mobile outreach stations to provide case management and service referrals. Funding for homelessness also includes programming costs for the Homeless Education and Response Team (HEART), employment and training opportunities, site acquisition and development of non-congregate shelter.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|--|--|--|
| 3. Advance safe, healthy and affordable housing. | B. Publicly provide data to show inequities in housing, including the need and availability, overcrowding, rent burden by age, race/ethnicity, owner/renter status, among other factors. | DEVELOPMENT SERVICES DATA & PERFORMANCE METRICS WORKGROUP |

Year One Update:

IN PROGRESS: Technology & Innovation and Development Services, Planning Bureau, are working together to create a housing data dashboard. Dashboard will provide indicators of housing distress that would be disaggregated by race/ethnicity. Anticipate completion Spring 2022.

The [Assessment of Fair Housing \(AFH\)](#) provides an analysis of local housing issues and barriers, along with goals and metrics to improve fair housing outcomes in the city. Development Services also participated in the Startup in Residence (STiR) Challenge and worked with tech company STAE to build an internal data platform to track AFH outcomes and other housing-related data points in the city.

The 6th Cycle Housing Element, adopted in 2021, provides the City with a roadmap for accommodating the projected number of housing units needed to house existing and future City residents and guides future decisions that impact

housing. As such, the Housing Element includes data on the [Housing Crisis in Long Beach](#) to contextualize current housing and economic challenges.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|--|--|-----------------------------|
| 3. Advance safe, healthy and affordable housing. | D. Monitor, evaluate, and ensure implementation of a strong inclusionary housing policy and tenant protections to promote the development of affordable housing and housing integration. | DEVELOPMENT SERVICES |

Year One Update:

COMPLETED: The Inclusionary Housing policy was adopted on 7/15/20. New residential construction beginning after Jan 2021 is required to set aside units for lower-income tenants with a 55-year covenant, with a final set aside percentage of 10-11% by 2023. Smaller developments (less than 10 units) are exempt.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

3. Advance safe, healthy and affordable housing.

Potential Action

E. Expand the Proactive Rental Housing Inspection Program to improve the quality of housing stock.

Department/Workgroup

DEVELOPMENT SERVICES

Year One Update:

NOT STARTED: This program is currently suspended due to COVID but will resume once safe. Budget appropriation to support expansion of the Proactive Rental Housing Inspection Program is needed.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|--|---|--|
| 3. Advance safe, healthy and affordable housing. | I. Invest in local programs that assist with utilities, upkeep, and retrofitting for homeowners in previously redlined communities. | DEVELOPMENT SERVICES ENERGY RESOURCES HEALTH PUBLIC WORKS WATER |

Year One Update:

IN PROGRESS: Development Services, Housing and Neighborhood Services Bureau (HNSB) is administering the Long Beach Emergency Rental Assistance Program (LB-ERAP). Under this program, low-income households can receive assistance for unpaid utility bills accumulated from April 1, 2020 to present. LB-ERAP will pay the full unpaid amount, limited to a total of 12 months. As of August 23, 2021, 987 utility payments have been made on behalf of program applicants, totaling over \$446,000. Note: this program will sunset upon exhaustion of available emergency funding.

HNSB also administers the Home Improvement Rebate Program (HIRP) which can reimburse up to \$2,000 to eligible households for exterior repairs and improvements, such as paint, stucco, doors, driveway, porch, and window repairs. Eligible properties must be located within Community Development Block Grant (CDBG) areas.

IN PROGRESS: Health allocated \$12,000 of Reconciliation funding for Family Preservation reunification supportive services. These funds pay for essential services for family at risk-of housing insecurity. Essentials include gas, electrical, water, food, and emergency one-time items needed to maintain families in safe households.

IN PROGRESS: The Water Department has launched two pilot programs: The Direct Install Gardens (DIG) program to provide lawn to water-wise landscapes conversion at no cost to the homeowners and the Direct Installation for Multi-family Efficiency (DIME) program to provide direct installation of water efficient appliances at no cost to the tenant or

landlord. Eligibility for these pilot projects is based on specific census tracts designated by the CalEPA which, in Long Beach, mostly align with previously redlined communities in North, West, and Central Long Beach.

GOAL 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---|--|--|
| 3. Advance safe, healthy and affordable housing | K. Participate in policy reform efforts at the State and Federal levels to increase funding for affordable housing and maximize opportunities for racial equity through other housing policies that address segregation and access to opportunity. | CITY MANAGER, GOVERNMENT AFFAIRS POLICY WORKGROUP |

Year One Update:

IN PROGRESS: Members of the Policy Workgroup conducted a gap analysis of the City’s State and Federal Legislative Agendas using the Equity Toolkit. The analysis examined how closely the legislative agendas aligned with the objectives of the Racial Equity and Reconciliation Initiative, as well as other Department and Citywide plans.

The Policy Workgroup prepared a series of recommendations, including housing and land use policies, for the 2022 Draft State and Federal Legislative Agendas, which were released on Nov. 5, 2021.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---|--|--|
| 4. Advance environmental and climate justice. | A. Equitably increase access to safe green space and urban nature. | CITY MANAGER, OFFICE OF SUSTAINABILITY DEVELOPMENT SERVICES PARKS, REC. & MARINE PUBLIC WORKS |

Year One Update:

IN PROGRESS: Development Services is currently implementing an urban forestry program, which will plant 10,000 trees in CDBG-eligible areas by 2022.

To address issues of park equity, the City prepared a ‘Green Vision’ map in 2010 that outlined 573.2 acres of potential park development. The map created the framework for exploration and drove momentum for park acquisition funding from the City’s Community Development Block Grant (CDBG), the former Redevelopment Agency, investment of Park Impact Fees, and securing millions of dollars in federal, state and county grant funding.

IN PROGRESS: The Parks, Recreation, and Marine Strategic Plan outlines specific goals and actions to ensure equitable access to open space, green space, and canopy cover.

IN PROGRESS: Public works is currently working on a Tree Maintenance Policy.

IN PROGRESS: The Office of Sustainability continues to expand opportunities to experience urban nature at Willow Springs Park, a 12.5-acre native plant restoration area in a park-poor area of the City. Sustainability staff maintain a presence at the park, improving cleanliness, maintenance, and safety at the park.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

4. Advance environmental and climate justice.

Potential Action

C. Decrease sources of air pollution from industrial uses, particularly in Black communities and communities of color.

Department/Workgroup

**CITY MANAGER, OFFICE OF SUSTAINABILITY
PUBLIC WORKS**

Year One Update:

IN PROGRESS: While the City has limited regulatory power over sources of industrial pollution (in comparison to California Air Resources Board and the Southern California Air Quality Management District,) the City has supported funding and resources for climate programs through its state legislative advocacy efforts. The Port of Long Beach (Harbor Department) also has committed to the [Clean Air Action Plan](#), enacted by the ports of Los Angeles and Long Beach to significantly reduce the health risks posed by air pollution from port-related ships, trains, trucks, terminal equipment, and harbor craft. Additional actions taken through the City's [Climate Action and Adaptation Plan](#) will also reduce the impacts of air pollution in Black communities and communities of color.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---|---|--|
| 4. Advance environmental and climate justice. | D. Increase efforts to grow, preserve, and protect Long Beach’s urban forest in areas of high pollution and extreme heat. | CITY MANAGER, OFFICE OF SUSTAINABILITY, DEVELOPMENT SERVICES, PARKS, REC. & MARINE, PUBLIC WORKS, WATER |

Year One Update:

IN PROGRESS: Development Services is currently implementing an urban forestry program, which will plant 10,000 trees in CDBG-eligible areas by 2022. The Water Department is administering a tree planting program in the areas with the greatest amount of carbon sequestration.

IN PROGRESS: Street trees and parks sequester carbon and reduce air pollution. Goal 6, Outcome 3 of the Parks, Recreation & Marine Strategic Plan, focuses on the care and expansion of park and natural open spaces to address climate change. Increasing reforestation and enhancing green spaces are among the strategies to address high pollution and extreme heat.

IN PROGRESS: The Water Department is administering a direct installation lawn conversion pilot program, which includes tree planting, in the areas that are disproportionately burdened by and vulnerable to multiple sources of pollution.

IN PROGRESS: Over the last year, the Office of Sustainability has planted 206 parkway and 36 fruit trees through ongoing tree planting programs. All fruit trees and 40 street trees were planted in disadvantaged neighborhoods in West, Central,

and North Long Beach. The Office of Sustainability has also been working with the Conservation Corps of Long Beach to direct new parkway tree plantings in disadvantaged community census tracts. The Office of Sustainability completed the Washington Neighborhood Urban Heat Island Toolkit in July 2021 through a technical assistance grant from Southern California Alliance of Governments (SCAG). The Toolkit was developed in partnership with community organizations and the Office is looking for implementation funding to pilot mitigation measures for urban heat in the Washington Neighborhood.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---|---|---|
| 4. Advance environmental and climate justice. | F. Identify sustainable funding to implement the City’s Climate Action and Adaptation Plan and prioritize actions that address the negative impacts of climate change for Black communities and communities of color. | CITY MANAGER, OFFICE OF SUSTAINABILITY, DEVELOPMENT SERVICES, PARKS, REC. & MARINE, PUBLIC WORKS |

Year One Update:

IN PROGRESS: Development Services anticipates CAAP adoption in early 2022. Early implementation actions underway, including supporting the Office of Sustainability in the SCAG-funded Washington Neighborhood Urban Heat Island Toolkit project (high heat zone & high social vulnerability), beginning to align the CIP with CAAP objectives, and applying for select grant opportunities informed by CAAP equity strategies to help drive investments to low-income and communities of color.

IN PROGRESS: An online data dashboard is being currently being developed to provide a public platform that Long Beach residents can use to broadly educate themselves on the status of progress indicators, including equity indicators, related to CAAP mitigation and adaptation actions. This will provide some transparency on the status of actions that address the negative impacts of climate change for Black communities and communities of color.

IN PROGRESS: Funded by Measure US, the Office of Sustainability is bringing on a new Field Work Supervisor to facilitate expanded neighborhood tree planting, urban agriculture support and urban nature stewardship training with a priority of expanding access to Black communities and communities of color that face high heat stress or pollution burden. Additionally, the Office will be offering micro-grants to Community Based Organizations to support farms, community, and teaching gardens in these same areas.

IN PROGRESS: Goal 3, Outcome 3 of the Parks, Recreation & Marine Strategic Plan identifies actions that will utilize parks and open spaces to address climate change, environmental justice, and food insecurity in North, Central, and West Long Beach neighborhoods.

IN PROGRESS: AB32 funding was allocated to [FY 22 capital improvement projects](#) to minimize structural deficiencies and improve energy efficiencies on beaches and public facilities, which helps achieve CAAP goals.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|--|--|---|
| 4. Advance environmental and climate justice | G. Explore investment in renewable energy sources. | CITY MANAGER, OFFICE OF SUSTAINABILITY ENERGY RESOURCES POLICY WORKGROUP |

Year One Update:

IN PROGRESS: The City of Long Beach Office of Sustainability invited GRID Alternatives Greater Los Angeles to participate in the Renewables Accelerator Residential Solar Cohort. This initiative was a peer-learning cohort as organized by the Urban Sustainability Directors Network, the World Resources Institute (WRI) and Rocky Mountain Institute (RMI). The purpose of the cohort was to walk cities through the process of developing a campaign to increase participation in low-to-middle (LMI) income communities, with a specific emphasis on LMI communities of color.

IN PROGRESS: The Office of Sustainability is developing a solar-ready roof replacement program, that will use cool roofing materials, for single-family homes located in the most pollution burdened areas of the City, also known as Disadvantaged Communities (DACs). These roofs will both lower the energy costs and heat stress of these homes, as well as prepare them for solar rooftop installations.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

6. Cannabis Equity.

Potential Action

A. Identify sustainable funding sources to implement changes to the City's equity program for cannabis investment, inclusive entrepreneurship support, and workforce training.

Department/Workgroup

**CITY MANAGER, OFFICE OF CANNABIS OVERSIGHT
OFFICE OF EQUITY**

Year One Update:

IN PROGRESS: Currently, the Cannabis Social Equity Program is largely funded through grants provided by the State of California. These grants are used for [direct allocations to equity applicants and businesses](#), staff support, and direct technical assistance. In addition, the Equity Hire Program is supported through a fee charged to adult-use cannabis businesses to assist them in meeting the 40% equity work hour requirement. Staff are identifying sustainable, ongoing funding support options for the Cannabis Social Equity Program as the program continues to expand and will be providing these options to the City Council for their consideration.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

6. Cannabis Equity.

Potential Action

B. Explore regulatory changes to expand opportunities for Cannabis entrepreneurship, with the goal of improving outcomes for investment in the burgeoning cannabis industry for Black people and people of color with opportunities for recruitment, business ownership, wealth building, and economic advancement.

Department/Workgroup

**CITY MANAGER, OFFICE OF CANNABIS OVERSIGHT
OFFICE OF EQUITY**

Year One Update:

IN PROGRESS: In an effort to expand equity business ownership opportunities in the City, the City Council [passed an ordinance on July 13, 2021](#) allowing for shared-use manufacturing in Long Beach, which includes a priority licensing process for equity applicants. Applications for shared-use manufacturing will be accepted *only* from equity applicants for a period of 1 year, or until 15 licenses are issued. This will allow smaller manufacturers the ability to use a manufacturing facility without all the costs associated with the building and maintenance of the facility.

In addition to shared-use manufacturing, the City Council requested staff to conduct an analysis to determine the feasibility of allowing delivery businesses and additional retail storefronts (dispensaries) in the City to be made exclusive to equity applicants. On August 17, 2021, the [delivery feasibility study](#) was released to the City Council. On October 1, 2021, staff released the [equity dispensary study](#) in October 2021. On October 12, 2021, the City Council directed staff to prepare an ordinance to allow delivery businesses and up to 8 additional dispensaries to be owned exclusively by equity applicants. Staff anticipates presenting a draft ordinance to the City Council in March 2022.

In addition to these new license types, staff have applied for and received additional grant funding from the State which has been used for [direct technical assistance](#), including the City's first cannabis entrepreneurship academy which was completed in July 2021. Staff have also started to provide one-on-one advisory services to the cannabis entrepreneurs through professional consultants in the areas of business plan development, financial planning, regulatory compliance, and property acquisition.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---------------------|---|--|
| 6. Cannabis Equity. | C. Work with community members most impacted by the War on Drugs to re-evaluate the City's Cannabis Social Equity Policy. | CITY MANAGER, OFFICE OF CANNABIS OVERSIGHT OFFICE OF EQUITY |

Year One Update:

IN PROGRESS: As part of the recent feasibility studies conducted to increase equity business ownership in the City, staff has continually engaged with the equity community to solicit feedback on the different policy options and proposals. In addition to the three surveys, three public community meetings, and six roundtable discussions with community organizations to prepare the feasibility studies for delivery and equity dispensaries, staff have also held workshops with equity applicants to solicit input and feedback on the equity dispensary criteria and application process.

As new Cannabis Social Equity Program policies are developed and regulations change, staff will continue to solicit feedback from community members most impacted by the War on Drugs through various methods, including virtual and in person community meetings and events.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy | Potential Action | Department/Workgroup |
|---------------------|---|--|
| 6. Cannabis Equity. | D. Utilize existing and increased Measure MA Cannabis Revenue to support investments in youth development, re-entry programming, public health, violence prevention, neighborhood services, and other safety programs to support communities most impacted by the War on Drugs. | CITY MANAGER, OFFICE OF CANNABIS OVERSIGHT OFFICE OF EQUITY |

Year One Update:

IN PROGRESS: Measure MA cannabis revenue are General Fund revenues that can be allocated to different services by the City Council each year through the budget process. In FY 2021, approximately [\\$6.5 million Measure MA revenues](#) were dedicated to providing structural support for the Racial Equity and Reconciliation Initiative as well as support for public health and safety.

Support for the Racial Equity and Reconciliation Initiative included \$1.5 million for Plan implementation; a Deputy City Manager position; Community Program Specialist position for the Office of Equity; funding to study and implement reforms for the CPCC; redesign of the HEART team to have a greater public health focus using nurses; and Senior programming at the Expo Center.

Funds for public health and safety support include two Quality of Life (QOL) Police Officers responsible for referring individuals to services and assisting in mental health evaluations; a Clean Team to coordinate and complete all homeless cleanups in the City; Health Department programming to maintain support for homeless services; Violence prevention unit; Lifelong learning programs at Obama and Twain libraries; Neighborhood Resource Center and Improvement program; Be SAFE structural funding for 8 sites; Senior Center Administration; and other programming.

Goal 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

Strategy

6. Cannabis Equity.

Potential Action

E. Review the Resolution of Intent for Measure MA Cannabis revenues to consider use of funds for economic equity programs, in addition to the currently stated uses.

Department/Workgroup

**CITY MANAGER, OFFICE
OF CANNABIS
OVERSIGHT
OFFICE OF EQUITY**

Year One Update:

NOT STARTED

Additional Direction from City Council (August 11, 2020)

Strategy

Council Motion 1

Potential Action

Improve language translation services at the City Council meeting.

Department/Workgroup

CITY MANAGER, OFFICE OF EQUITY, CITY CLERK

Year One Update:

IN PROGRESS: The City Clerk, City Manager and Language Access Program have implemented Spanish translation services at every City Council Meeting, and other languages upon request. The City is testing a software (KUDO) for meetings of the Independent Redistricting Commission that may improve the delivery of translation services at virtual and in-person City meetings.

Using LBRA funding, the Office of Equity is hiring four Language Access Specialists to provide in-house translation and interpretation services for the City. This includes 1 Spanish Full-Time, 1 Khmer Full-Time, 1 Spanish Part-Time, and 1 Tagalog Part-Time.

Additional Direction from City Council (August 11, 2020)

Strategy

Council Motion 2

Potential Action

Engage the Latino and Cambodian community in discussions on equity and racial equality.

Department/Workgroup

CITY MANAGER, OFFICE OF EQUITY
OFFICE OF CIVIC INNOVATION
COMMUNITY ENGAGEMENT WORKGROUP

Year One Update:

COMPLETED: Mi Vida Cuenta – Latinx Health Initiative utilized an interdepartmental response to engage community-based organizations and community partners to leverage an intersectional approach to health education and access, food access, mental healthcare, employment and housing needs, and robust community engagement of the Latinx community. Throughout the month of August, community and organizational stakeholder listening sessions took place to inform the Mi Vida Cuenta Latinx Health Initiative Work Plan.

IN PROGRESS: The Health Department, Office of Equity and Community Engagement Workgroup also coordinated Asian Pacific Islander youth focus groups, in partnership with community-based organizations, to inform health equity investments. Additional engagement with the API community at-large will take place in 2022. Topics during these sessions will be similar to the community engagement in 2020: health equity, community safety, economic inclusion, government, and infrastructure, etc.

The City developed the [Latino Cultural Center](#) Business Plan with Lord Cultural Resources and in October 2021, presented the [Community Engagement Report](#) led by Centro CHA with oversight of over fifty Latino community leaders and elders.

On Sept. 9, 2021, the Long Beach City Council approved a motion to create a vision and feasibility plan for the creation of the Cambodian American Cultural Center that serves as a hub for art, culture, and history. Community engagement for the visioning of the Cambodian American Cultural Center has not yet begun.

Cambodia Town Thrives is a grassroots collective that aims to uplift the community perspectives and voices to share the future vision and development of Cambodia Town. This effort is led by many community members, nonprofits, and businesses along the corridor. The City supports these community-led efforts and looks forward to partnering with Cambodia Town Thrives on implementation.

Additional Direction from City Council (August 11, 2020)

| Strategy | Potential Action | Department/Workgroup |
|------------------|---|--|
| Council Motion 3 | Create benchmarks and reports to come back in 6 months. | CITY MANAGER, OFFICE OF EQUITY DATA & PERFORMANCE METRICS WORKGROUP |

Year One Update:

IN PROGRESS: Council Motion is consistent with potential actions 1.2A and 1.3F.

Goal 1, Strategy 2, Potential Action A: "Increase the quality, use, transparency, and public availability of data to inform institutional decisions and actions that improve outcomes in Black communities and communities of color."

Goal 1, Strategy 3, Potential Action F: "Develop and implement Racial Equity Plans for each department that include community engagement goals, racial equity training, workforce equity goals, and the responsibilities of staff and leadership related to racial equity."

Additional Direction from City Council (August 11, 2020)

| Strategy | Potential Action | Department/Workgroup |
|------------------|--|--|
| Council Motion 4 | Provide publicly available data based on ethnicity and race. | CITY MANAGER, OFFICE OF EQUITY DATA & PERFORMANCE METRICS WORKGROUP |

Year One Update:

IN PROGRESS: Council Motion is consistent with potential actions 1.2A and 1.3F.

Goal 1, Strategy 2, Potential Action A: "Increase the quality, use, transparency, and public availability of data to inform institutional decisions and actions that improve outcomes in Black communities and communities of color."

Goal 1, Strategy 3, Potential Action F: "Develop and implement Racial Equity Plans for each department that include community engagement goals, racial equity training, workforce equity goals, and the responsibilities of staff and leadership related to racial equity."

Additional Direction from City Council (August 11, 2020)

Strategy

Council Motion 5

Potential Action

Create an Equity Commission by shifting the current Human Relations Commission to focus on equity and oversight of the Reconciliation Process.

Department/Workgroup

CITY MANAGER, OFFICE OF EQUITY

Year One Update:

COMPLETED: As described in Goal 1, in January 2021, City Council directed the City Manager to work with the Human Relations Commission (HRC) to update and expand the mission and scope of the Commission to align with the recommendations from the Racial Equity and Reconciliation Initial Report. The Office of Equity held a Community Stakeholder Visioning Session in March 2021 to engage Long Beach community stakeholders in a brainstorming discussion about the potentially updated name, roles, and functions of the HRC. The HRC reviewed stakeholder input in April and voted on draft recommendations in May, as the revised name of "Equity and Human Relations Commission," and [amendments to the purpose, functions, and membership](#) were approved by the Long Beach City Council on July 20, 2021.

Additional Direction from City Council (August 11, 2020)

Strategy

Council Motion 6

Potential Action

Staff to provide a memo on process for the study of the CPCC with additional details and the topics to be reviewed and discussed.

Department/Workgroup

CITY MANAGER, CPCC

Year One Update:

COMPLETED: Memos detailing the process of CPCC independent evaluation and its progress were circulated in to the Mayor, Council, and Community on [Jul. 23](#), [Sept. 28](#), and [Dec. 2](#). The Evaluation Workplan, updates and subsequent meeting information are also posted on the [CPCC Evaluation page](#) for public access.

Additional Direction from City Council (August 11, 2020)

Strategy

Council Motion 7

Potential Action

Request a report on the Office of Constitutional Policing and mechanisms to ensure public trust and transparency in the new office.

Department/Workgroup

POLICE

Year One Update:

COMPLETED: On January 19, 2021, the Long Beach Police Department presented at a special meeting of City Council to share information on the [Office of Constitutional Policing](#). This Office was launched in July 2020 to rethink traditional policing in a manner that helps to implement equity, justice, constitutional public safety and support the Department's goals of policing within the parameters set by the U.S. Constitution and the California State Constitution while protecting the rights of all people. To meet these goals, this office is responsible for ensuring LBPD is up to date with best practices

in policing, legal mandates, and community expectations; guiding the expansion of data analytics for accountability and transparency; engaging with key stakeholders and other city departments for inclusivity and equity; and liaising with the City's Office of Equity.

Additional Direction from City Council (August 11, 2020)

| Strategy | Potential Action | Department/Workgroup |
|------------------|---|---|
| Council Motion 8 | Create a transparency process regarding demilitarization, looking at other models in other cities, including requiring advanced notice to the City Council of purchase of equipment that can be considered military-type equipment and report back to the City Council. | CITY ATTORNEY SPECIAL PROJECTS WORKGROUP (ALT. RESPONSE) |

Year One Update:

NOT STARTED

Additional Direction from City Council (August 11, 2020)

| Strategy | Potential Action | Department/Workgroup |
|------------------|---|-----------------------------|
| Council Motion 9 | Define the Project Labor Agreement contract and local hiring goals clearly when City staff report back on the economic portion of the report. | ECONOMIC DEVELOPMENT |

Year One Update:

COMPLETED: Economic Development Department currently provides annual reports regarding (a) disadvantaged work hours by city or tier to identify if (b) local workers are benefiting from the program. The definition of disadvantaged workers has been updated in the new PLA to include at least two barriers to employment (e.g. veteran, chronic employment, homeless, single parent, criminal record, lacking GED or high school, receiving public assistance, foster care, etc.).

Staff from Public Works and Economic Development will include as part of the report, the work covered by the Proposed PLA including: any and all demolition, construction, and rehabilitation work pursuant to prime multi-trade and specialty contracts and all subcontracts, of whatever tier, that flow from these contracts entered into by the City (excluding City Charter-commissioned departments, except for the Public Works Department, which must be covered) for all covered projects over \$750,000, and all street-related right-of-way projects over \$1,000,000 for a period of ten years.

City Council approved the new Project Labor Agreement in Feb. 2021, establishing a 10-year agreement that prioritizes Long Beach residents and requires Independent Job Coordinators for all projects. The new PLA adds more eligible projects including streets and gas lines, expands the definition of disadvantaged workers and accountability, and increases thresholds to increase projects, resolve bidding issues, and provide quality projects for local workers.

Additional Direction from City Council (August 11, 2020)

Strategy

Council Motion 10

Potential Action

Create an analysis if ACA 5 passes in November to better understand the measure and how it will affect the City.

Department/Workgroup

CITY ATTORNEY

POLICY WORKGROUP

Year One Update:

COMPLETED: ACA 5 turned into Proposition 16 on the November 2020 California ballot, which was a constitutional amendment that would have repealed Proposition 209, passed in 1996, from the California Constitution. Proposition 209 stated that discrimination and preferential treatment were prohibited in public employment, public education, and public contracting on account of a person's or group's race, sex, color, ethnicity, or national origin. Therefore, Proposition 209 banned the use of affirmative action involving race-based or sex-based preferences in California. 57% of California voters voted "No" on Prop 16, subsequently upholding Prop 209's ban on affirmative action.

Additional Direction from City Council (August 11, 2020)

Strategy

Council Motion 11

Potential Action

Request the City Manager to align housing programs to create a seamless “front door” for housing questions and requests for assistance.

Department/Workgroup

**DEVELOPMENT SERVICES
HEALTH**

Year One Update:

IN PROGRESS: In April 2021, Development Services and the Health and Human Services Department hosted a collaborative “No Wrong Door” cross-training for staff in both departments working on various housing programs. The training provided information regarding various available housing programs and resources, to better equip staff in both Health and Development Services in assisting members of the public.

Additional Direction from City Council (August 11, 2020)

| Strategy | Potential Action | Department/Workgroup |
|-------------------|--|---|
| Council Motion 12 | Acknowledge that development of infrastructure is included in the report, specifically through the review and potential creation of Empowerment Zones. | CITY MANAGER, OFFICE OF CIVIC INNOVATION ECONOMIC DEVELOPMENT PUBLIC WORKS |

Year One Update:

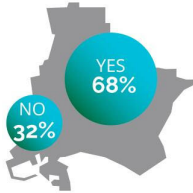
IN PROGRESS: Funding for "Economic Empowerment Zones" and the development of an "Empowerment Fund" to be managed by a non-profit economic development corporate partner are both included in the Long Beach Recovery Plan approved by City Council in March 2021.

IN PROGRESS: The City of Long Beach developed the [African American Cultural Center](#) Business Plan and community engagement report in 2019 with over forty African American community leaders and elders. The plan and report are now being used as the guiding document for the African American Cultural Corridor. The City is developing the [Latino Cultural Center](#) Business Plan with Lord Cultural Resources and recently presented the [Community Engagement Report](#) led by Centro CHA with oversight of over fifty Latino community leaders and elders. As part of the City's Economic Recovery Plan, the City is using the momentum for both cultural centers to develop the African American and Latino Cultural Corridors and Cambodia Town Thrives to celebrate history, art, music, and food while serving as educational, business incubation and economic empowerment zones. Cambodia Town Thrives is a grassroots collective that aims to uplift the community perspectives and voices to share the future vision and development of Cambodia Town. This effort is led by many community members, nonprofits, and businesses along the corridor.

Appendix A: Racial Equity Champion Demographics*

City Equity Team Makeup

Our racial equity team is invested in the betterment of our city. We are your neighbors and fellow residents ourselves, working alongside with you to make internal changes to advance racial equity to spread outwards into our community.

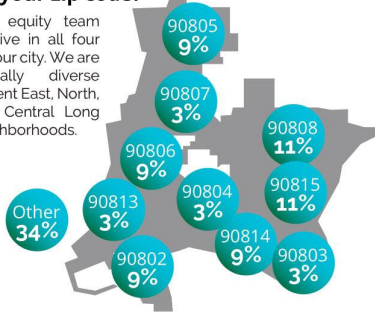


20 Average
19 Median

If you do live in Long Beach, how long have you lived in Long Beach?

What is your zip code?

Our racial equity team members live in all four corners of our city. We are geographically diverse and represent East, North, West and Central Long Beach neighborhoods.



How long have you worked for the City of Long Beach?

Together, the City staff on our team have a wealth of knowledge about how to change systems and processes to dismantle the status quo.

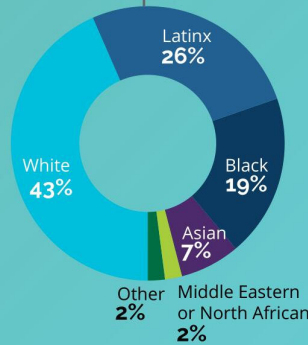


What is your racial/ethnic background?

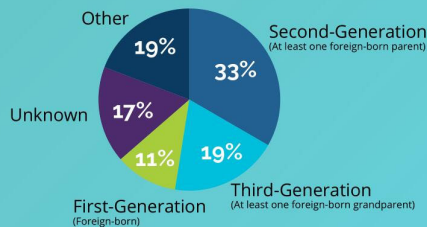
The City of Long Beach follows the Government Alliance on Race and Equity (GARE) framework to ensure our racial equity team is diverse and representative of our Long Beach community.

Our team is made up of **57** percent people of color and **43** percent white people.

Note: Two respondents included Filipina/o when self-describing their race. One respondent indicated Chicana/o



33% of champions consider themselves 2nd generation American



A race-focused framework that recognizes intersectionality* will help to achieve greater unity across communities.



YES 10% NO 90%



Women 77%

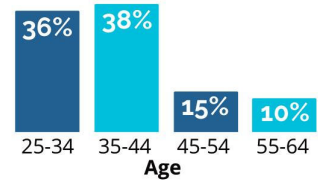
Men 23%



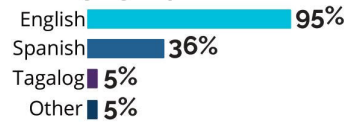
Non Binary 0%

Other 0%

Note: Six respondents included either "Male" or "Female" when self-describing gender.



Languages spoken at home



Note: Other languages included Farsi and Indonesian

*credit: Kimberlé Crenshaw, critical race scholar who developed the theory of intersectionality.

*Demographic Data collected in February 2021

Appendix B: Racial Equity 101 Training Template



Racial Equity 101 Training Train-the-Trainer Template

CITY OF
LONG BEACH

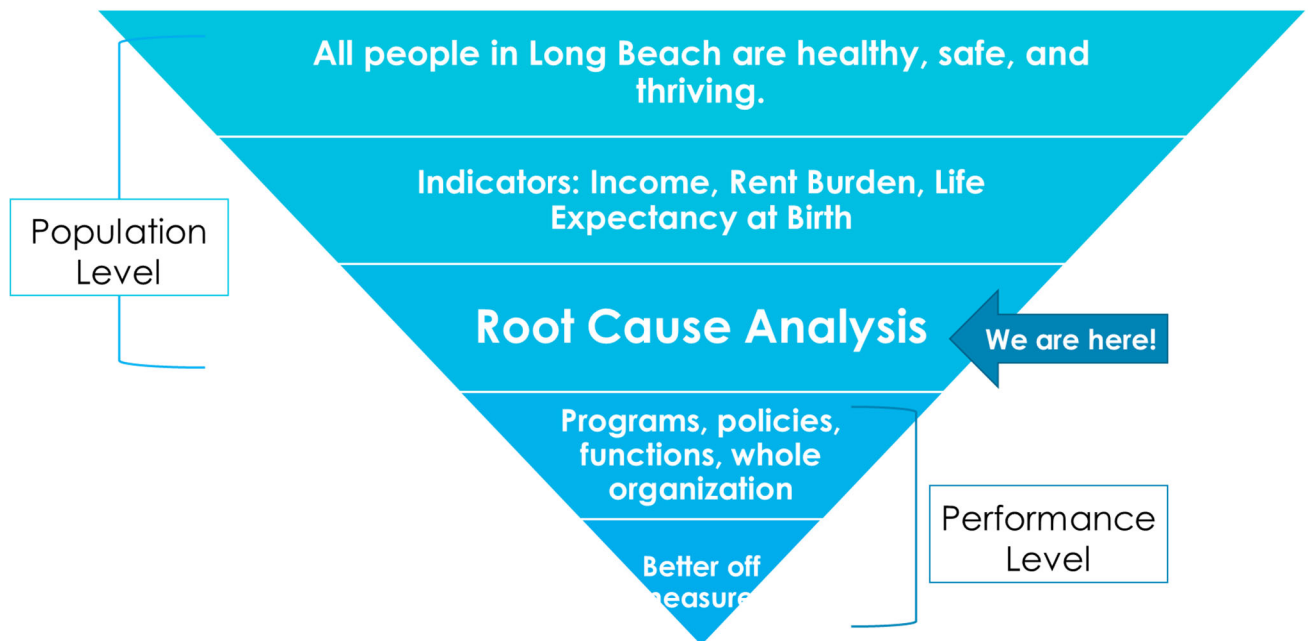
Appendix C: Results-Based Accountability Overview

About Results-Based Accountability (RBA)

- Results-Based Accountability is a data-driven decision-making process to help communities and organizations get beyond talking about problems to taking action to solve problems.
- RBA begins by identifying a result, using data to measure the extent to which that result is being achieved, and works backwards to determine the best means (strategies/programs) to achieve the result.
- RBA framework is centered on racial equity and community voice to reframe impact and design strategies
- The Long Beach Team will accomplish anti-racist RBA by referencing the community engagement done during the 2020 listening sessions for the Framework for Reconciliation and continuing to engage community throughout.

Expectations

- All Departments will produce Racial Equity Action Plans (REAPs) informed by the Results-Based Accountability Framework, the Racial Equity and Reconciliation Initial Report, and other Council priorities. REAPs will consist of Departmental indicators, a root cause analysis, and an accountability framework.
- REAPs will be completed by December 2021, which means we will need the Equity Champions to remain engaged through the end of the calendar year.



Appendix D: RBA: Population Indicators

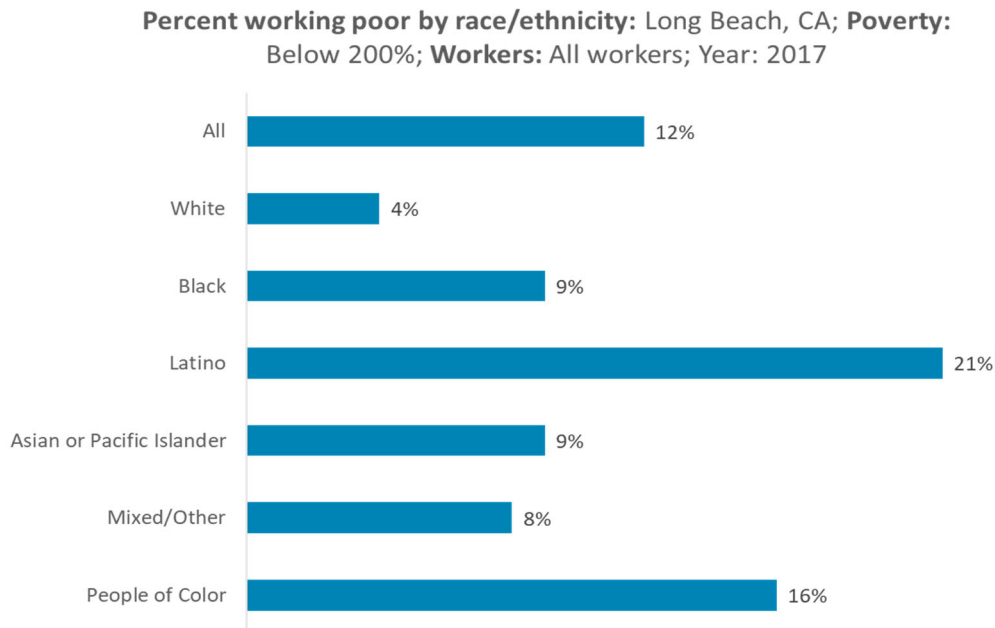
Results Statement: All people in Long Beach are healthy, safe, and thriving.

Population Indicator #1: Income

Experts in the field of racial equity believe that looking at the population below 200 percent of poverty, also known as “working poor,” provides a more accurate picture of economic insecurity in the United States. Some argue that the poverty level is too low, particularly in more expensive metro areas like Long Beach. Many families living above the poverty line struggle also to make ends meet and are also eligible for some government assistance (CalFresh food assistance, earned income tax credits, and Medi-Cal, for example). For example, 200 percent of poverty in 2021 means a family of four has an income of less than \$53,000 a year. **172,009** people in Long Beach live with an income that puts them at 200% of poverty or below (Source: 2015-2019 ACS).

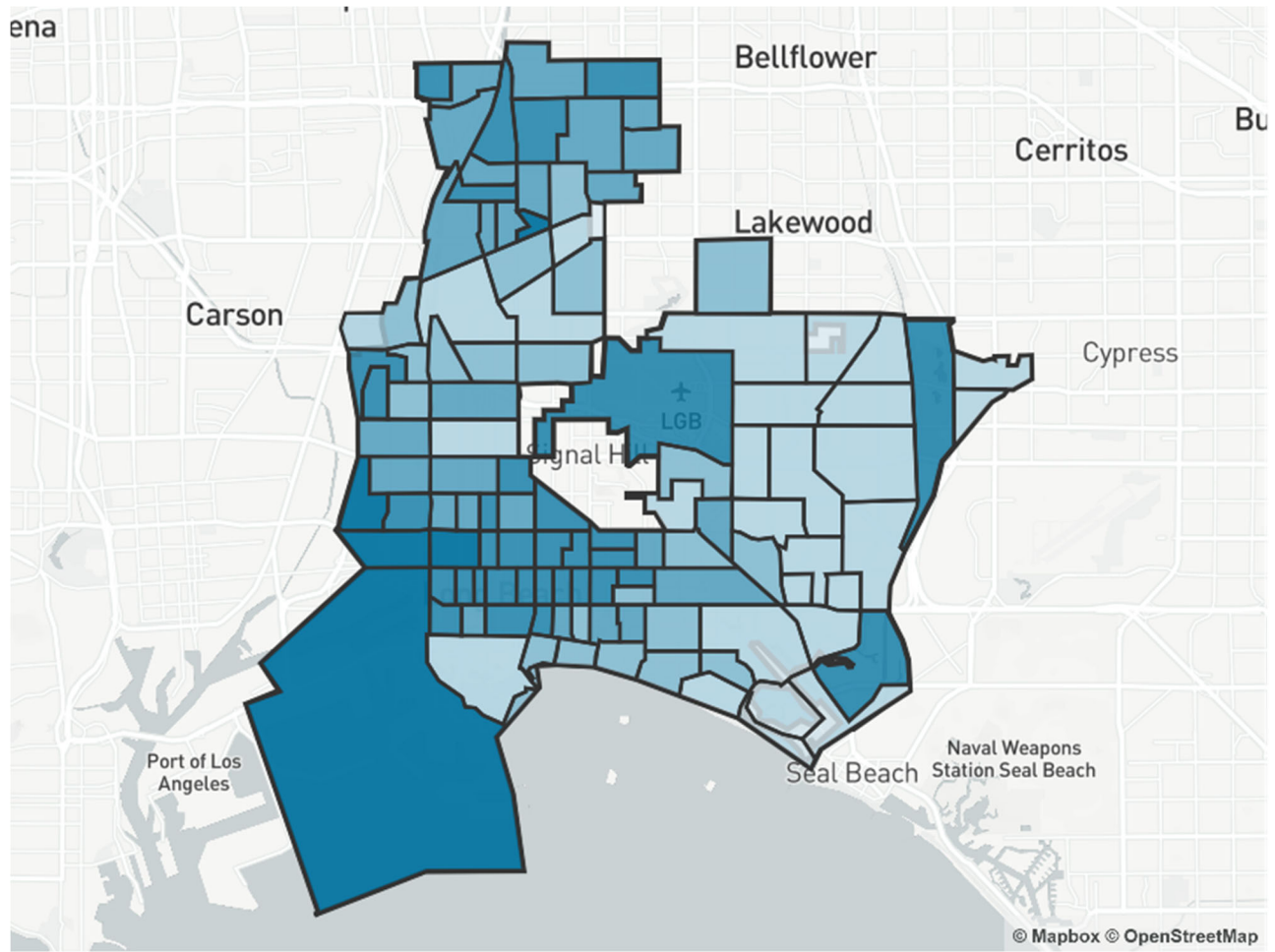
Sources: [An Overview of America’s Working Poor](#), [It’s Time for a Better Poverty Measure](#)

Low Income people/households in Long Beach below 200% poverty by race



Source: IPUMS-USA | National Equity Atlas

Low Income people/households in Long Beach below 200% poverty by census tract



Long Beach, CA

Ratio of Income to Poverty Level: 200% and Under - Low Income Population per capita

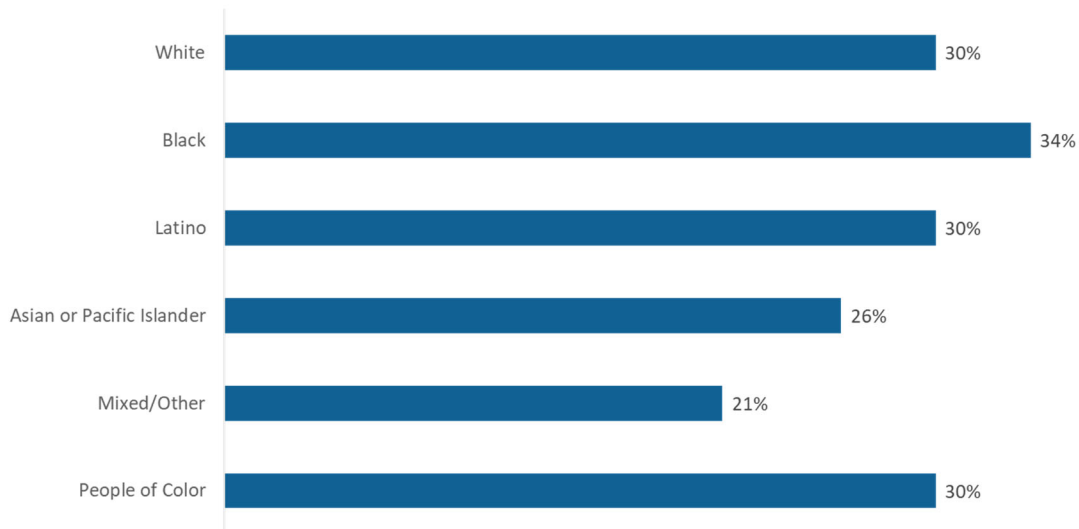
- 0% - 18.8%
- 18.8% - 33.9%
- 33.9% - 50.3%
- 50.3% - 71.8%
- 71.8% - 100%

Population Indicator #2: Housing Burden

Housing is the single largest expense for households, and far too many pay too much for housing, particularly low-income renters. Severe housing burden occurs when a renter pays 50% or more of their income on rent. High housing costs squeeze family budgets, leaving few resources to pay for other expenses, save for emergencies, or make long-term investments in things like homeownership and higher education.

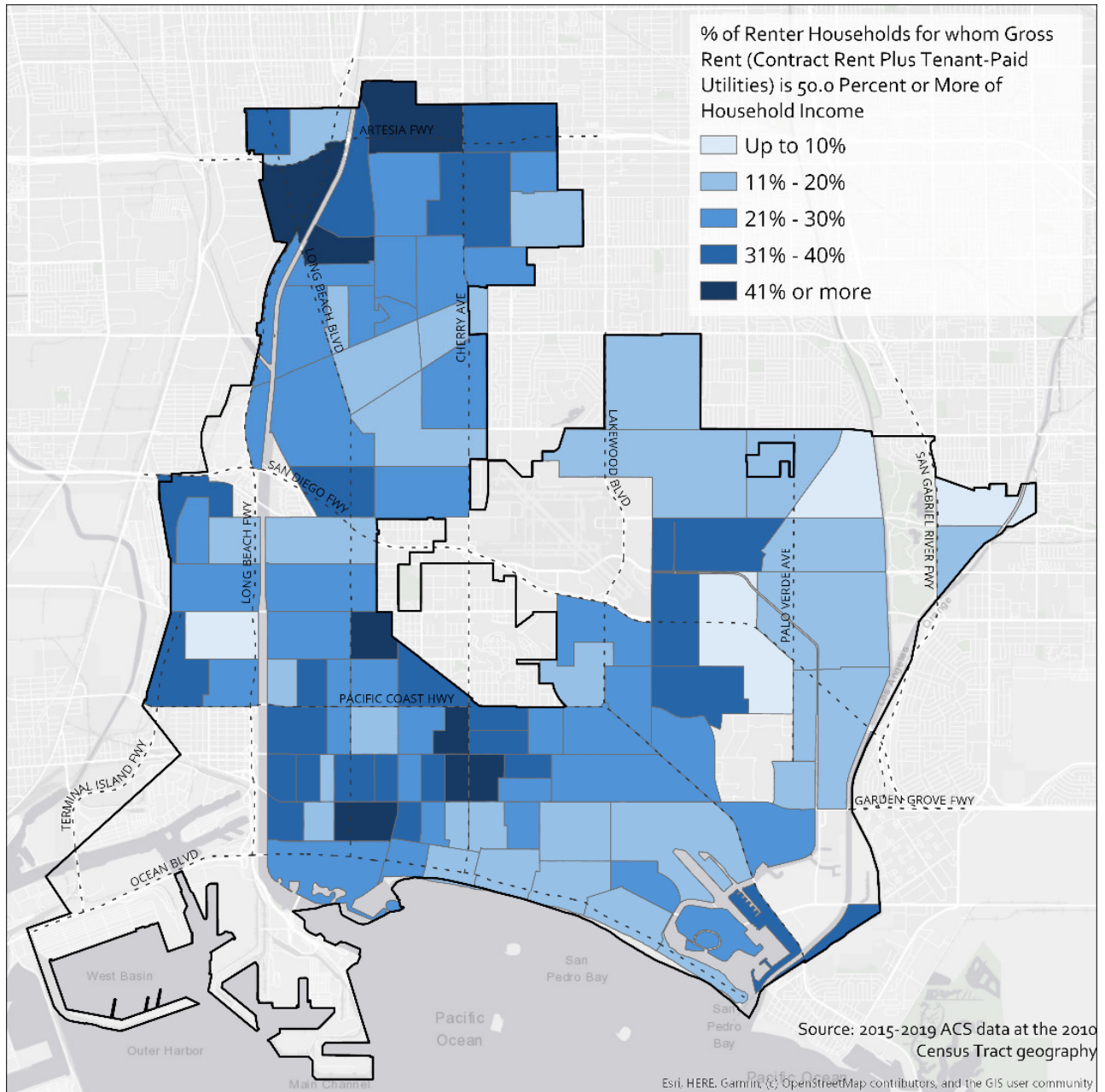
Percent of renters paying 50% or more of their income in rent

Housing burden by tenure, severity, and race/ethnicity: Long Beach, CA; **Tenure:** Renters; **Severity:** Severely Burdened; **Poverty:** All Income Levels; **Year:** 2017



Source: IPUMS-USA | National Equity Atlas

Percent of renters paying 50% or more of their income in rent

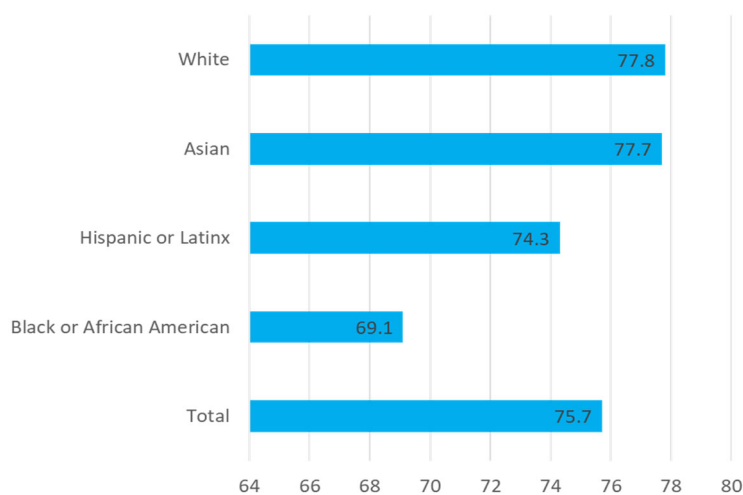


Population Indicator #3: Life Expectancy at Birth

Life expectancy is an intuitive and meaningful measure of good health that combines the length and quality of life and has become a standard in the world for measuring population health. Life expectancy at birth is the number of years a newborn is expected to live in a particular area or population if they experience the current age-specific mortality rates of that area or population. An abridged life table was completed using methods described by Chiang, a widely used methodology in the U.S. and internationally. 2010 Census was used for population estimates. This data will be updated with new 2020 Census when available. It is important to note, that life expectancy in 2020 was greatly impacted by the COVID-19 pandemic, both locally in Long Beach and in the U.S. American Indian/Alaskan Native and Native Hawaiian/Pacific Islander are not displayed in race/ethnicity breakdowns due to small numbers but are included into the overall life expectancy calculations. Population age specific data is not currently available at the census tract level. (Source: LBDHHS)

| Life Expectancy at birth by race/ethnicity in Long Beach, 2017-2020 | | | | |
|---|------|------|------|------|
| Race/Ethnicity | 2017 | 2018 | 2019 | 2020 |
| White | 78.9 | 79.7 | 79.6 | 77.8 |
| Asian | 79.8 | 80.6 | 80.5 | 77.7 |
| Hispanic or Latinx | 79 | 78.3 | 77.8 | 74.3 |
| Black or African American | 71.5 | 71.9 | 72.2 | 69.1 |
| Total | 77.8 | 78.3 | 78.2 | 75.7 |

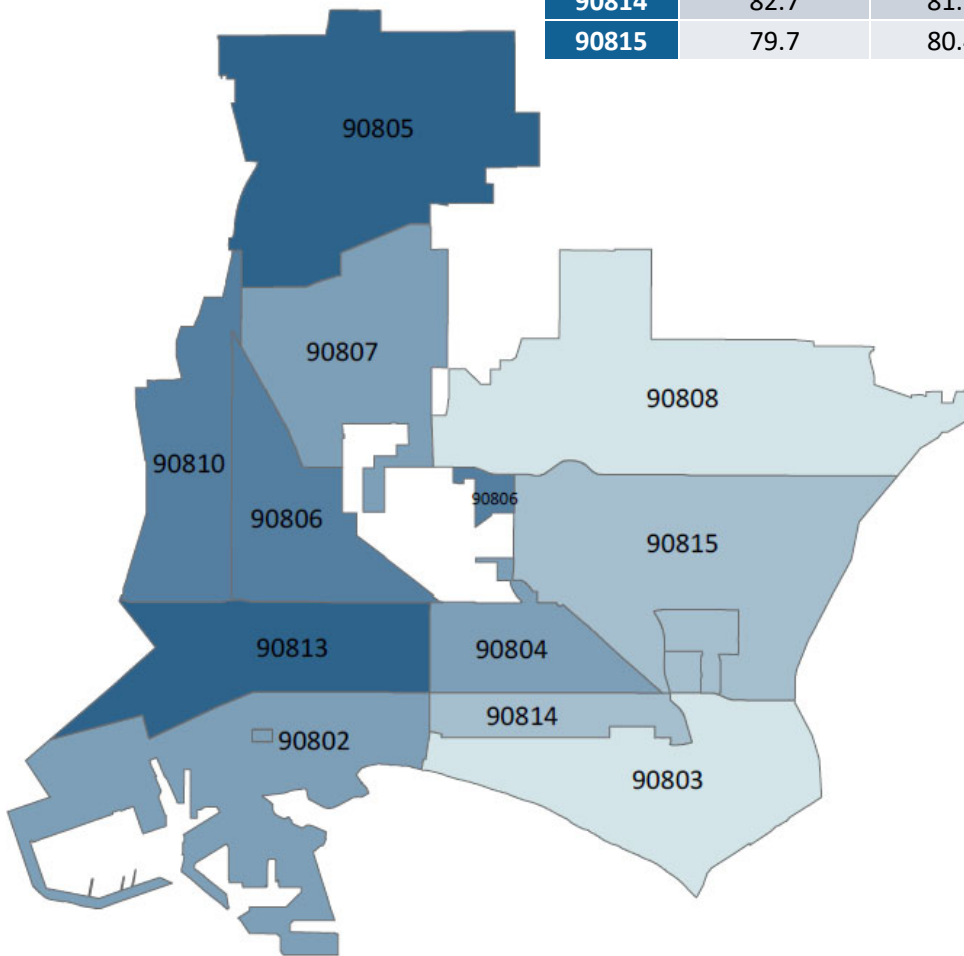
Life Expectancy at Birth by Race/Ethnicity in Long Beach, 2020



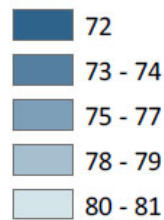
Source: Long Beach Department of Health and Human Services

Life Expectancy at birth by zip code in Long Beach, 2017-2020

| Zip Code | 2017 | 2018 | 2019 | 2020 |
|----------|------|------|------|------|
| 90802 | 76.4 | 79.9 | 77.8 | 76.9 |
| 90803 | 82 | 82.4 | 83.2 | 80.2 |
| 90804 | 77.4 | 77.3 | 78.6 | 75.6 |
| 90805 | 75.9 | 76.8 | 76.3 | 72.4 |
| 90806 | 76.4 | 74.5 | 76.7 | 73.8 |
| 90807 | 79.5 | 79.9 | 76.7 | 76.6 |
| 90808 | 81.7 | 81.1 | 81.1 | 81.1 |
| 90810 | 77.9 | 78.8 | 79.5 | 74.4 |
| 90813 | 74.2 | 75.9 | 75.3 | 72.4 |
| 90814 | 82.7 | 81.3 | 82.2 | 78.6 |
| 90815 | 79.7 | 80.4 | 81.5 | 79.2 |

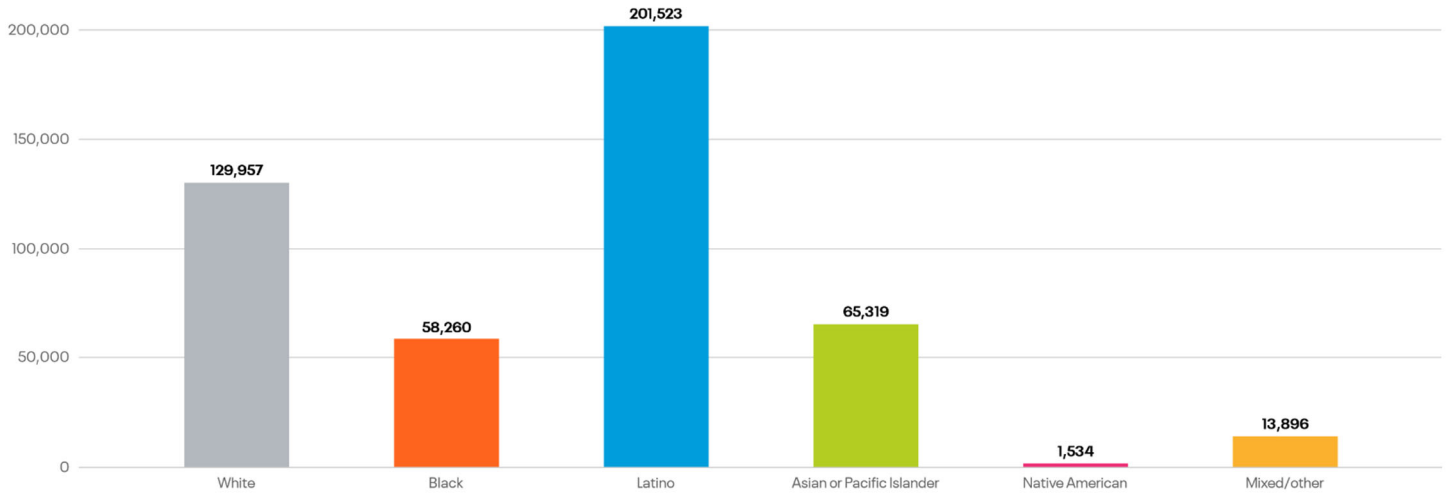


Life Expectancy (years)



Overall Demographic Data of Long Beach

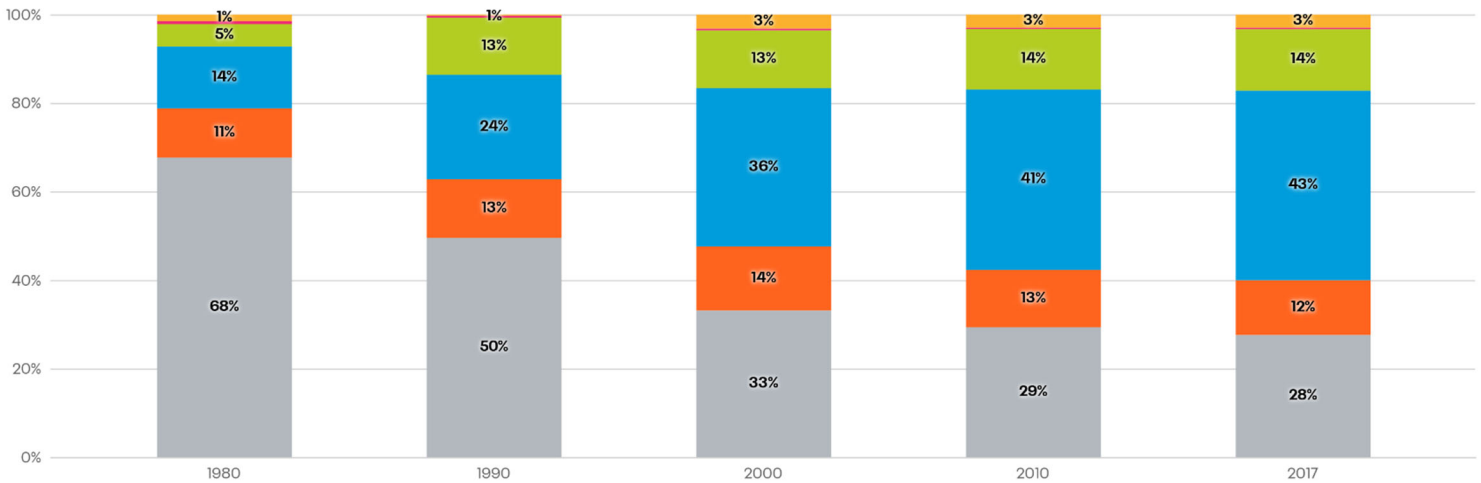
Population by race/ethnicity: Long Beach, CA; Year: 2017



Data source: U.S. Census Bureau; Woods & Poole Economics, Inc. | National Equity Atlas

Race/ethnicity: Long Beach, CA; 1980-2050

White Black Latino Asian or Pacific Islander Native American Mixed/other



Data source: U.S. Census Bureau; Woods & Poole Economics, Inc. | National Equity Atlas

Appendix E: Anti-Racist x Trauma-Informed (ARTI) Training

The Anti-Racist x Trauma-Informed (ARTI) Training is meant to build upon the City's current racial equity work, while diving deeper into previously introduced concepts in the Racial Equity 101 Trainings.

What is ARTI?

The ARTI training is a blend of self-paced modules and scheduled training sessions facilitated by the [and/now collective](#). The ARTI journey bridges anti-racist and trauma-informed practices as interconnected frameworks, tools, and mindsets that deepen racial healing and equity in the individual/inner and systemic/outer domains. Through the ARTI journey, staff will be guided by facilitators in connecting the practice of diversity, equity, and inclusion with mental health, as well as the visions for racial justice & healing through deep learning within a community context.

Participants gain the following from this training series:

- Increased understanding of the relationship between trauma-informed care and anti-racism (healing x justice)
- Deepened historical and sociopolitical analysis of how racial trauma impacts self, others, and communities
- Expanded capacity to recognize and disrupt oppressive tendencies and white supremacy culture that impact sense of self and spirit
- Practice in abundant mindsets and behaviors that facilitate racial self and community care, leading to agency, self-determination, and solidarity
- Sustained healing, community, and care as an intersectional and interdependent community