



**Racial Equity and Reconciliation Initiative - One Year Update**  
**City Council Meeting – February 1, 2022**

# Overview

- Implementation of the Racial Equity and Reconciliation Initiative
  - Implementation Structure
  - One Year Updates
- Reconciliation Investments
- Implementation Promising Practices and Challenges
- Next Steps: Year 2 Priorities

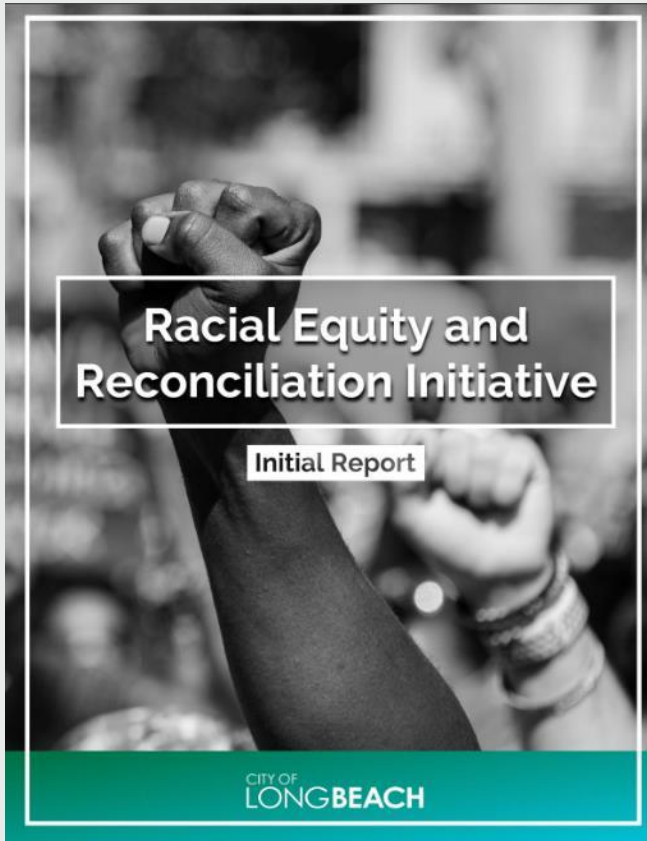


## Framework for Reconciliation

1. Acknowledging
2. Listening
3. Convening
4. Catalyzing



## Goals of Initial Report



**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

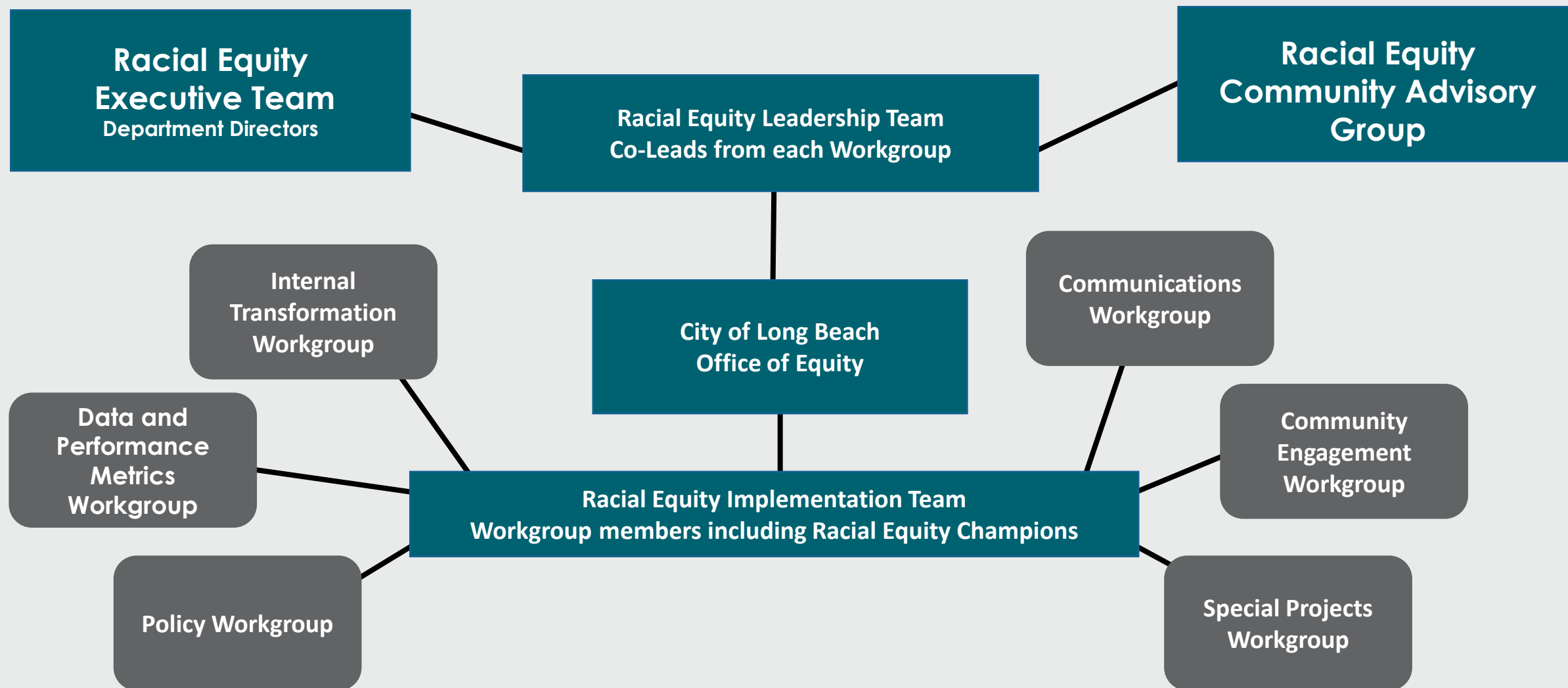
**Goal 4:** Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism





# Implementation of the Racial Equity & Reconciliation Initiative

# Racial Equity & Reconciliation Initiative Implementation Structure



## Data and Performance Metrics

- Created racial equity-centered Results-Based Accountability (RBA) benchmarks for the Office of Equity and Racial Equity and Reconciliation Initiative
- Developing Equity Profile Snapshots that compare citywide population-level indicators across Council Districts
- Researching best practices around the governance of facial recognition technology in partnership with the Technology & Innovation Department and the Technology & Innovation Commission
- Supported development of the Equitable Data Collection Toolkit

## Internal Transformation

- Consists of Department Champions who conduct Racial Equity 101 trainings and use the Results-Based Accountability framework to develop Departmental Racial Equity (RE) Action Plans
  - **41** City employees serving as Racial Equity Champions
  - Completed **32** hours of RE Champion Capacity Building
  - Trained nearly **1,000** employees in Racial Equity 101
  - Fully trained **6** City Departments





## Special Projects: Alternative Crisis Response

- **Workgroup Members:** City Manager, City Prosecutor, Disaster Preparedness and Emergency Communications (Dispatch), Fire, Health & Human Services, Library Services, Police, Harvard Kennedy School Government Performance Lab, and Los Angeles County Commission on Human Relations
- **Developing recommendations:** 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
- **Pilot program:** will include diversion of appropriate calls for service, creation of trauma-informed mobile crisis response teams, and effective linkages to relevant behavioral and physical health services
- **Workgroup** will conduct service provider and community engagement in late Feb.-March



# Racial Equity and Reconciliation Initiative One Year Updates

# About the One Year Update

## Focuses on the implementation of the immediate and short-term potential actions outlined within the Initial Report

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

Strategy	Potential Action	Department/Workgroup
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.	B. Create public access to data that are appropriately disaggregated by race and have personal information removed for confidentiality.	<b>TECHNOLOGY &amp; INNOVATION</b> <b>DATA &amp; PERFORMANCE METRICS WORKGROUP</b>

#### 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**

# Goal 1 Updates

## Accomplishments

- ✓ Equity Champions appointed in all departments
- ✓ Racial Equity 101 Train-the-Trainer for City staff
- ✓ Equitable Data Collection Toolkit
- ✓ Equity and Human Relations Commission

## In Progress and Ongoing Activities

- Workforce Equity
- Procurement Process
- Data Tools & Performance Measures
- Racial Equity Action Plan Development





## Racial Equity 101 Trainings

- 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.

## Results-Based Accountability (RBA)

- A **data-driven decision-making process** to help communities and organizations get beyond talking about problems to taking action to solve problems.
- RBA **starts with the ends and works backward toward the means.**



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

# Goal 2 Updates

## Accomplishments

- ✓ Growing capacity to focus on community safety and youth development
- ✓ Strategic Plan for Youth & Emerging Adults
- ✓ Investments in upstream violence prevention strategies

## In Progress and Ongoing Activities

- Long Beach Activating Safe Communities
- Long Beach Re-Entry Network
- Civilianization Efforts





## Goal 3: Redesign police approach to community safety



# Goal 3 Updates

## Accomplishments

- ✓ REACH Team
- ✓ LBRA funding to support Alternative Crisis Response Pilot Program
- ✓ Office of Constitutional Policing

## In Progress and Ongoing Activities

- Alternative Crisis Response
- CPCC Evaluation
- Modifications to Police Academy Training
- Evaluation of the City's use of Facial Recognition Technology







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

# Goal 4

## Accomplishments and In Progress

- ✓ Structural funding for Reconciliation
- ✓ Parks, Recreation and Marine Strategic Plan
- ✓ Youth and Emerging Adults Strategic Plan

## In Progress and Ongoing Activities

- LBRA Funding for Economic Equity, Digital Inclusion, Food Security, Youth Programming, expanded early childhood education
- Health Equity
- Cannabis Equity
- Youth Climate Corps



# Reconciliation Investments

During the Fiscal Year 2021 budget process, \$1.5 million in structural funding was allocated to support implementation of the Racial Equity and Reconciliation Initiative.

<b>FY 21 Programs</b>	<b>FY 21 Allocation</b>
<b>Health Department Staff</b> , including Office of Youth Development, Black Health Equity, and the Long Beach Advancing Peace Initiative	\$244,838
<b>Computers, Equipment, and Supplies</b> for Office of Youth Development, Long Beach Advancing Peace, and Health Equity efforts	\$157,262
<b>Consultants, Training, Technical Assistance</b> 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
<b>Community Grants and Contracts</b> for Black Health Equity, capacity building training for grassroots community organizations, youth social capital, Long Beach Advancing Peace, and re-entry services	\$842,901
<b>Total</b>	<b>\$1,500,000</b>

## Integrating Equity into Recovery Programs

**The Long Beach Recovery Act outlined a series of programs for an equitable and just recovery from the impacts of COVID-19**

- Programs focus on an economic and public health recovery for all, particularly communities of color that were disproportionately impacted by the pandemic.
  - Food security, youth programming, digital inclusion, early childhood education, business support, housing, etc.
- City staff are 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.



# Implementation Promising Practices, Challenges, and Next Steps



## Financial Management Equity Advocates

- Consisting of 11 members, FM Equity Advocates provide representation for all bureaus within the department.
- The team's primary role is to develop and support the implementation of a departmental Racial Equity Action Plan and organize other racial equity activities within the Department.
- Engage in discussions and planning efforts regarding programming to build an inclusive departmental culture and Inter-Departmental Communication and Coordination.

## City Auditor's Library Services Performance Audit

- Performance audit of Library Services incorporated a strong equity lens in its process and recommendations.
- The audit process used strategies to promote equitable community participation as the Office engaged community members and organizations representative of the city's diversity.
- Audit recommendations included improving access to Library services and programs, through increased multilingual resources, 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 so that more community members can benefit from Library services and programming.

## Harbor Department - Diversity, Equity, Inclusion and Belonging

- 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 Reconciliation
- Consultant provided facilitation support, covering topics like Identity Development, DEIB strategy Development, and Achieving Outcomes

# Implementation Challenge

## Leadership Support and the Prioritization of Racial Equity

Each department approaches racial equity with unique organizational cultures, varying capacities, resources, and priorities; all of which can affect the pace of implementation and further impact staff's engagement in equity-related work.

**Looking Ahead:** To address the challenges of leadership engagement, the Office of Equity is convening ongoing racial equity sessions with the City Executive Leadership Team, ensuring they are fully connected to the process.



## Allocation of Resources and Staff Time



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.

**Looking Ahead:** Champions will recruit members from their Department to serve as part of an internal equity committee to provide additional capacity for racial equity implementation and evaluation.



# Implementation Challenge

## Balancing Internal and External Focus on Equity

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.

**Looking Ahead:** The Office of Equity is in the process of hiring a program specialist to lead community engagement and is working closely with the Public Affairs Team to strengthen internal and external communications.

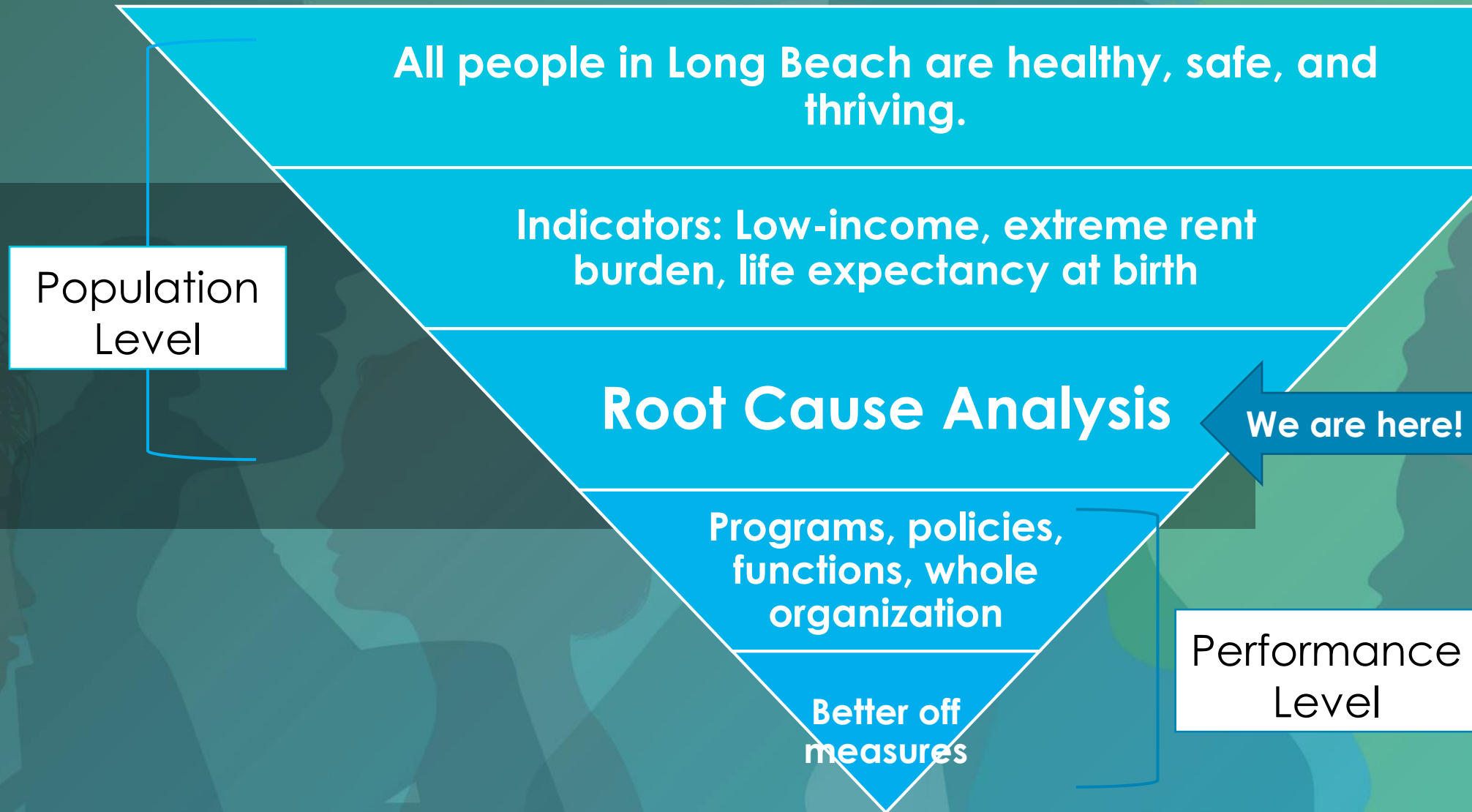


## Race Neutrality and the Need to Dig Deeper

Racial equity efforts often focus on the symptoms of inequities that act more as bandages and 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.

**Looking Ahead:** Utilizing the RBA methodology will ensure that Department strategies and Racial Equity Action Plans are connected to root causes.

# Looking Ahead: Results-Based Accountability



## Year 2 Implementation Priorities

- Facilitate deeper engagement and capacity building with City Leadership and the City Council.
- Strengthen community engagement, and internal and external communications.
- Finalize Departmental Racial Equity Action Plans using the Results-Based Accountability process.
- Continue to seek out resources to support the capacity building and equity related work across the City.



Thank you

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