



Legislation Text

File #: 21-0388, Version: 1

Recommendation to receive and file a presentation by the Office of Equity on the Long Beach Equity Toolkit, including an overview of case studies and examples on how to apply it citywide. (Citywide)

In October 2019, the Department of Health and Human Services' Office of Equity launched the Long Beach Equity Toolkit (Equity Toolkit). The Equity Toolkit supports City of Long Beach (City) staff and leaders to evaluate burdens, benefits, and outcomes for historically underserved or underrepresented communities while improving conditions for all citywide. The Equity Toolkit includes an overview of what equity means and provides specific strategies City staff can apply to their work to make changes toward greater equity through policies, programs, and services. Each of the nine tools contains questions to answer when applying an equity lens along with case studies that demonstrate the work the City is doing to make Long Beach a healthy, safe, and thriving community for all.

The Equity Toolkit has been utilized by City staff throughout the COVID-19 pandemic and applied to programs and services funded by the CARES Act. The Equity Toolkit was also referenced in the Racial Equity and Reconciliation Initiative, directing City staff and leaders to *"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."* The Office of Equity, now under the City Manager Department, is currently updating the Equity Toolkit staff training curriculum to include case studies and exercises related to COVID-19 impacts and recovery, with the ultimate goal of all departments using an equity lens for all planning, policy, and program implementation moving forward.

This matter was reviewed by Deputy City Attorney Sarah E. Green on April 15, 2021 and by Budget Management Officer Rhutu Amin Gharib on April 20, 2021.

City Council action on this matter is not time critical.

Trainings and education on how to utilize the Equity Toolkit for City staff will be led by the Office of Equity using a portion of the \$100,000 in one-time funds for Racial Equity and Reconciliation approved as part of the Adopted FY 21 Budget. Additional funding to sustain staff training will need to be identified for future fiscal years. This recommendation has no staffing impact beyond the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

Approve recommendation.

THOMAS B. MODICA
CITY MANAGER