



Racial Equity and Reconciliation Initiative
Initial Report
August 11, 2020

Systemic Racism & Government



Photo by [munshots](#) on [Unsplash](#), Mural by Xena Goldman, Cadex Herrera, Greta McLain, Niko Alexander, and Pablo Hernandez

Framework for Reconciliation

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



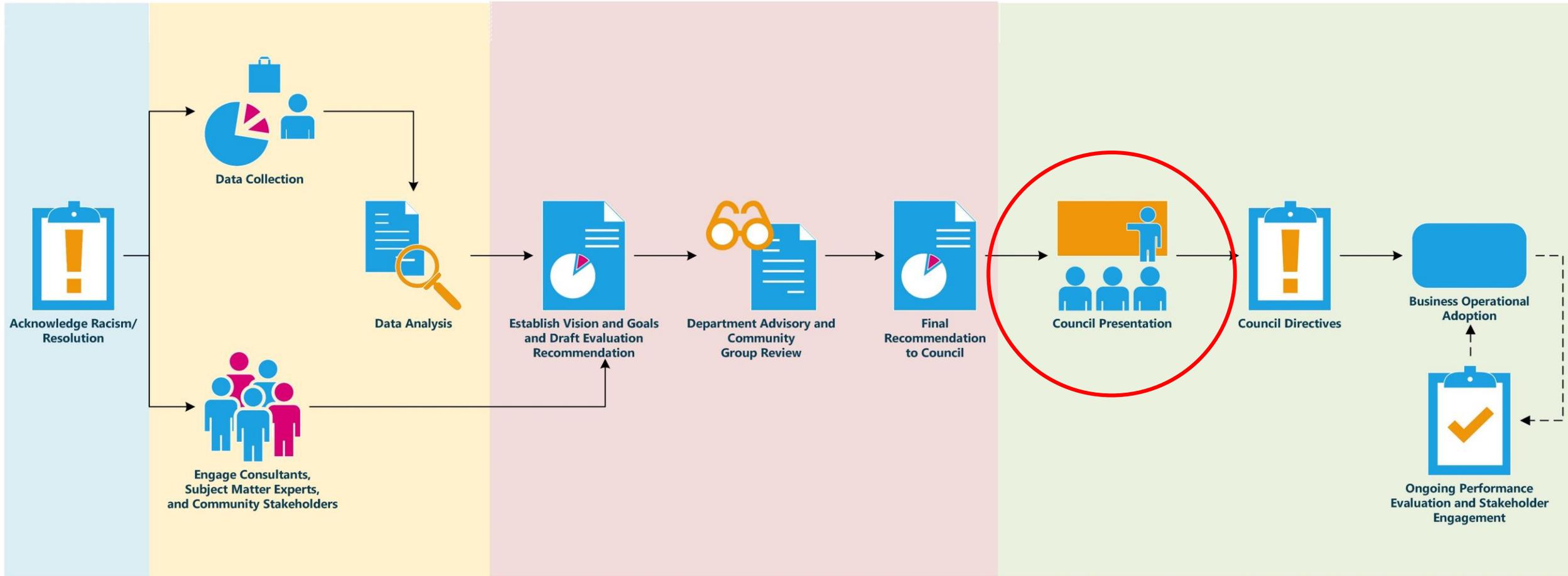
Pathway for Reconciliation

ACKNOWLEDGE

LISTEN

CONVENE

CATALYZE



Our Vision, Mission & Values

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

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

Values:

- History, wisdom & experience of Black people and people of color
- Compassion, empathy, humility, trust, transparency, accountability
- Uncomfortable history & data
- Solutions to address anti-Black racism can address systemic racism for Latinx, Cambodian communities, and others.
- Centers race explicitly, not exclusively

Acknowledging

“I challenge anyone to explain to me how Black people could possibly obtain optimal public health when someone is telling them where they can and can’t live, what jobs they can and can’t have and what schools they can go to.”

- Long Beach Health Officer Dr. Anissa Davis



Photo by [Ying Ge](#) on [Unsplash](#)

Acknowledging

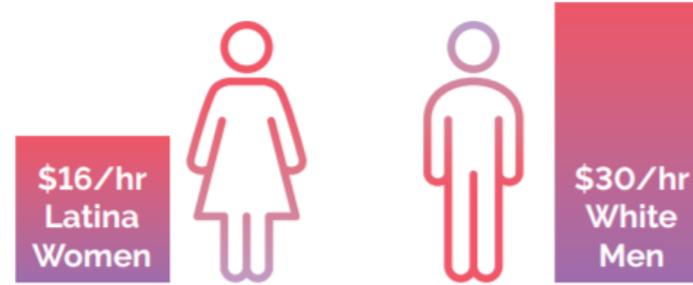


9.4x

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

3x

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



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



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

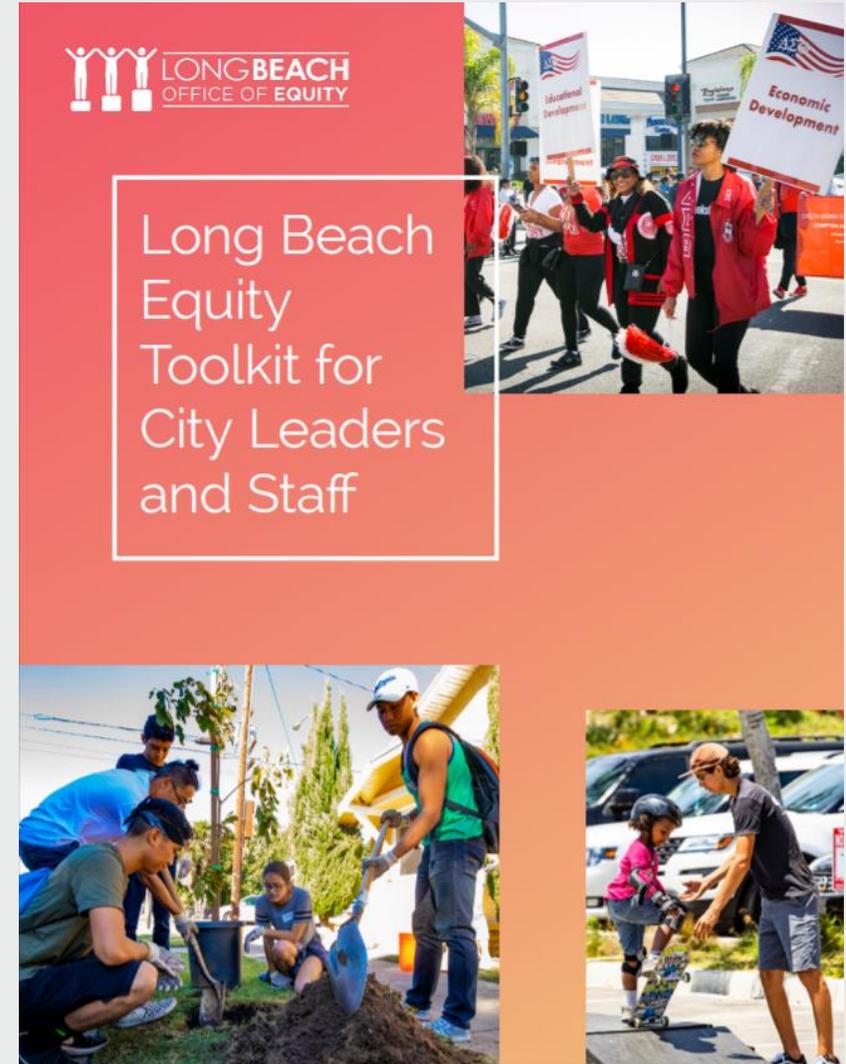


White families are **2x** more likely to own their homes compared to **Black families**.

Acknowledging

Sowing the Seeds

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



Acknowledging

Acknowledging the existence and longstanding impacts of systemic racism in America and in Long Beach.

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



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Listening

Listening to community members' accounts and experiences of inequity and harm caused by racial injustice.

- **4 Town Hall Sessions:** Public Safety & Open Forum
- **15 Listening Sessions:** Racial Equity Across Systems, Education & Youth Services, Housing & Homelessness, Community Safety, Health Equity, Economic Equity, Cannabis Equity, Reentry, City Staff
- **Survey & E-Mail Input**



CITY OF
LONG BEACH

**Framework
for
Reconciliation**

SPEAK UP!

We're here to listen to your experiences with racial injustice and ideas for how we move forward toward a better Long Beach.



Community Town Hall:
Join by phone: 213-338-8477
or by web: zoom.us/join

Thursday, July 9th 5:30 p.m., Meeting ID: 954 5649 8729
Sunday, July 12th 4:00 p.m., Meeting ID: 936 5132 2404

REGISTER:
<https://bit.ly/ReconcileLB>

SURVEY:
<https://bit.ly/ReconcileLBSurvey>

Listening

412

Total



Took Community Survey

560

Total



Listening Sessions & Town Halls

503

Total



Staff engaged

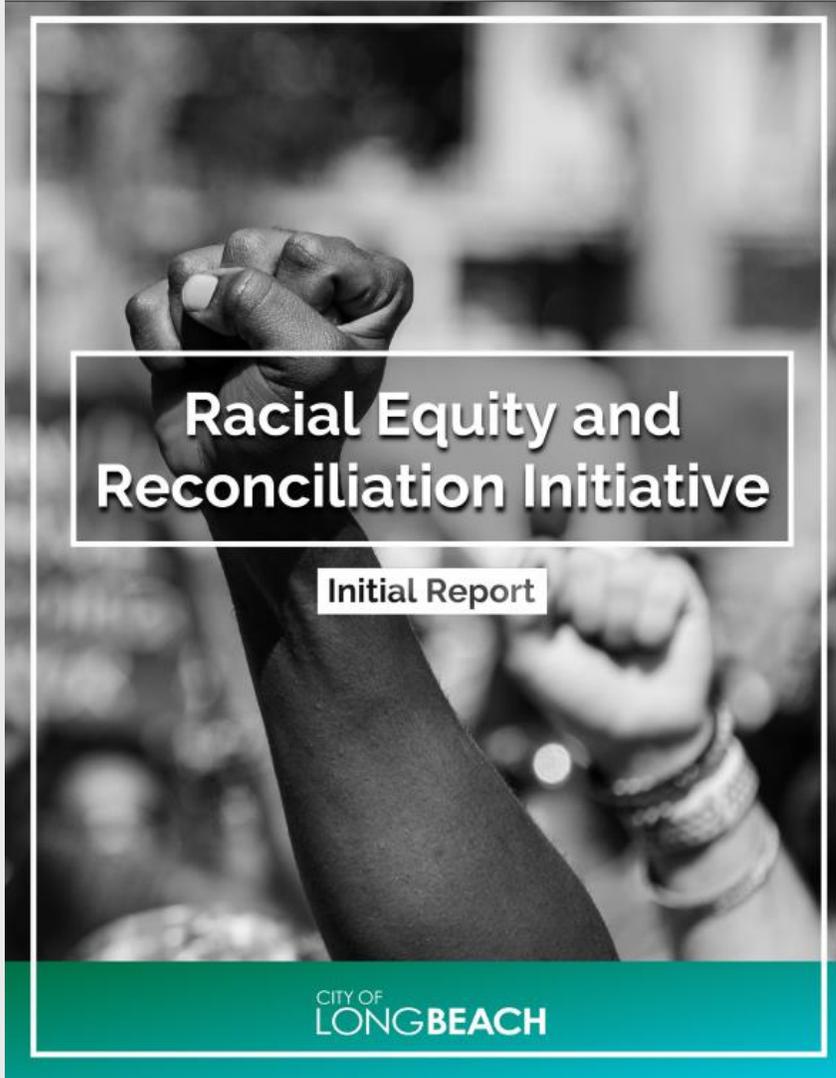
Top themes

- Divest from police, invest in community
- Police & government accountability and transparency
- Youth support and educational opportunities
- Affordable housing/housing protections
- Economic opportunity
- Health equity
- Environmental justice

Convening stakeholders to evaluate the feedback from the listening process and shape policy, budgetary, charter, and programmatic reform ideas.

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

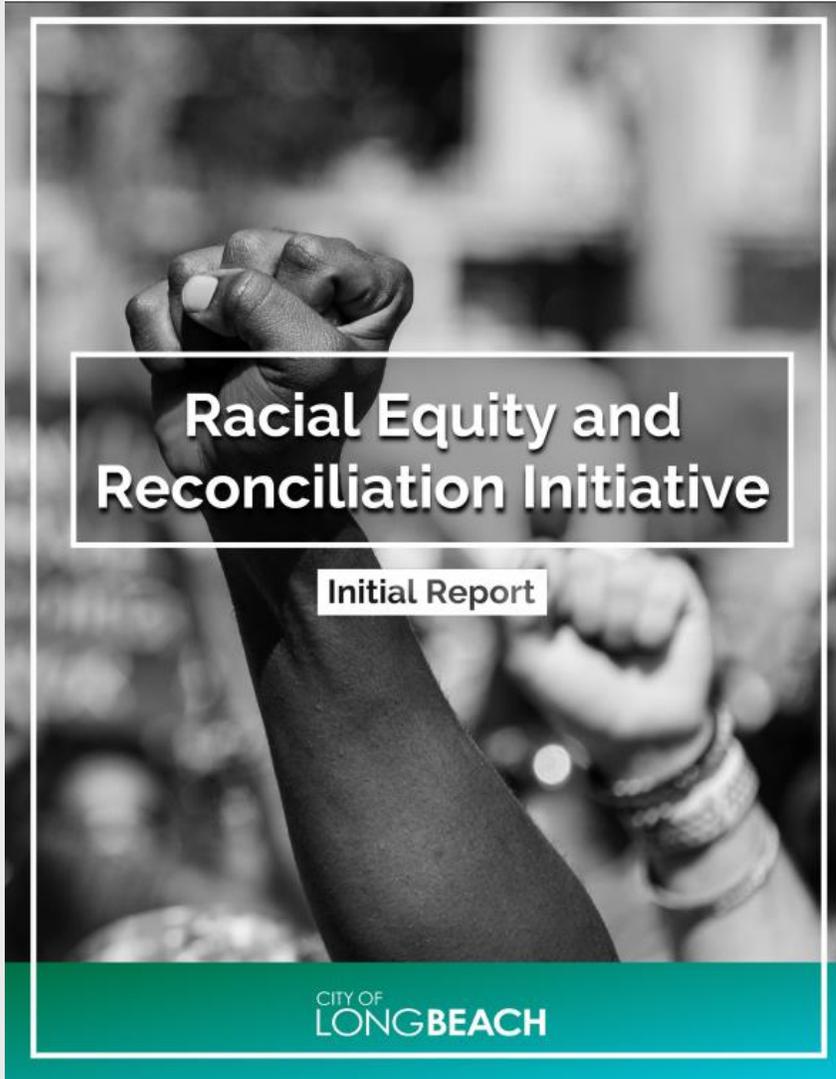




Catalyzing

Initial Report:

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



The Initial Report

- 4 Goals
- 21 Strategies
- 107 Potential Actions

Goal 1

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

- Acknowledge the history and current role of racism in LB
- Create measurement tools to understand depth & scale of racism to inform and evaluate change
- Center voices most impacted by systemic racism in policies, practices, and programs
- Build organizational capacity to support anti-racist reform

Continued...



Goal 1

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

- Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach
- Use equity lens to evaluate policies, processes, regulations to eliminate racism
- Ensure equity in budget, contracting, procurement
- Engage & collaborate with local & private sector partners to implement transformation across systems



Goal 2

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

- Invest in broader continuum of public safety, including community-based violence prevention and civilianization of services.
- Strengthen community-based violence prevention and intervention systems.
- Increase coordinated re-entry networks.



Goal 3

Goal 3: Redesign police approach to community safety.

- Explore non-police alternatives to law enforcement emergency response
- Redesign police oversight and accountability through improved complaint and discipline practices
- Redesign police tactics, training, retention and accountability
- Pursue advocacy with agencies to enhance police oversight and accountability

Goal 4

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

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



Racial Equity and Reconciliation Actions

Health, Youth, and Violence prevention

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

Public Safety

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

Institutionalizing Equity

- Deputy City Manager added
- Enhanced staffing for Office of Equity: 1 position and one-times of \$63K for staffing support
- Move Office of Equity to the City Manager's Office
- Training one-times of \$100K for implicit bias and equity
- Language access one-times of \$160K

Expanding the Equity Infrastructure: Short Term Actions

- Expand use of Equity Toolkit in decision-making
- Incorporate Equity Impact Assessments into staff reports
- Increase quality of use, transparency and public availability of data to inform equitable decision-making
- Implement City staff trainings to build capacity on racial equity, implicit bias, use of the Equity Toolkit, and equitable community engagement practices and tools.
- Expand and formalize citywide Equity team across departments



- **Institutionalize Equity**

- Fund a Deputy City Manager to coordinate citywide homelessness and equity efforts (\$256,920)
- Move the Office of Equity from Health Department to City Manager's Office
- Expand the Office of Equity staff capacity by 1.5 FTE (\$176,270)
- Fund Language Access (\$160,000)
- Invest in racial equity training for staff (\$100,000)



Health Equity & Violence Prevention Workplan

- Office of Youth Development \$700,000
 - Program Manager, Program Coordinator, Peer Navigators, initial focus on mentoring, linkage to services, skill development, and mental health.
- Safe Long Beach Violence Prevention Plan \$400,000
 - Violence Prevention Program coordinator, Re-entry Coordinator, initial focus on community-level trauma training, resources for community-based violence prevention and intervention organizations.
- Center for Health Equity \$400,000
 - Health Equity Program Manager and Health Equity Coordinator to address policies, programs and resources focusing on areas of greatest health disparities
- Homelessness & Housing Equity
 - Focus Everyone Home Plan Coordinator on heomeless and housing equity

Health Equity & Violence Prevention: Short Term Actions

- Redesign HEART team model from firefighters to nurses/social workers (\$414,000)
- Build social work program at libraries with 3 positions
- Open 3 flagship libraries 7 days per week
- Enhance senior programming at Expo Center
- Fund Be SAFE at 11 park sites, with one-times (\$192K)

Redesigning Public Safety

- Office of Constitutional Policing in Police Department
- Support reforms and innovations of CPCC (\$150,000)
- Fire Diversity Recruitment Program with one-times (\$187,400)
- Re-envisioning police operations – civilianization: convert 34 sworn positions to 28.7 civilian positions

Economic Equity Workplan: Year One

- Office of Economic & Digital Inclusion (\$250,000 ongoing)
 - Coordinate implementation of Everyone In, Digital Inclusion Roadmap, and Reconciliation Report goals
 - Provide ongoing oversight for Economic Equity Study (CARES Act)
- Center for Economic Inclusion(\$150,000 ongoing)
 - Homeownership assistance, Economic Empowerment Zones, and North Long Beach Higher Learning Center
- Inclusive Business Center Program (\$200,000 ongoing)
 - Coordinate Diverse Small Business Diversity Council, small business navigation, Inclusive Small Business Procurement program
- Teen Center Workforce Training Program (\$100,000 ongoing)
 - Partner with PRM and Pacific Gateway to deliver job training in high-need neighborhood Teen Centers

Implementation and Community Engagement

- Incorporate Council input
- Legal review & feasibility of implementation
- Develop detailed action plans
 - Timeframe
 - Department Lead
 - Resources Needed
- Ongoing engagement and communication with stakeholders



Thank you

Teresa Chandler
Deputy City Manager

Kelly Colopy
Director, Department of Health & Human Services