



LONG BEACH ASSOCIATION OF ENGINEERING EMPLOYEES

Honorable Mayor and Members of the City Council,

The City of Long Beach is a great city due, in part, to the people, especially the nearly 6,000 dedicated civil servants who work, volunteer, and serve in unpaid positions for the city. We owe them for our streets, parks, schools, after-school programming, our entire way of life. The amazing talents and selfless people who make up our municipality are our greatest assets.

In the last several years, Long Beach has taken bold steps to partner with nonprofits and organizations providing mental health services to our community. Last year, Councilwoman Pearce worked with our Fire, Police, Health Department, and the Multi-Service Center to host a community forum and mental health training. This highlighted the need to discuss a trauma informed frame with all residents, not just those who are part of the continuum of care.

We understand that caring for all residents and workers in the City of Long Beach is a priority for council as noted by the creation of the Office of Equity, Office of Aging, passing a Living Wage ordinance, promotion of panic buttons for the tourism industry, and the realignment of our prosecutor's goals for diversion instead of incarceration. Most recently, the city received grants to conduct Trauma Informed training with organizations in the city.

Additionally, the last year has been an historic year for women. They broke their silence not only about abuse or harassment, but rather the systemic challenges they face in coming forward to report inappropriate actions. The inadequate response to speaking up is often more shame, discussions or actions that re-traumatize. It is critical for ANY employer, more so one that with upwards of 6,000 employees, to come to terms with the dialogue and address the concerns in an open, transparent, and supportive way that allows for honest conversations and protects privacy when the situation requires it. Cities like Los Angeles have initiated online websites to educate employees on rights, and to facilitate a process that recognizes and reduces trauma for those that might be filing a complaint or are the subject of a complaint.

I encourage you to prioritize the health and wellbeing of city staff, volunteers, elected leaders, and commissioners by conducting a Human Resources Audit and implement a trauma informed lense for staff who oversee staff, or who are in contact with the greater public, like the legislative department.

We have no doubt the city prioritizes the health of its employees as a means to support a thriving, healthy city. Just as the health of an individual begins from within, so too should that of

September 17, 2018

To: Honorable Mayor and Members of the City Council
City of Long Beach

I am writing this letter in support of the efforts of Councilwoman Jeannine Pearce, Councilwoman Suzie Price and Councilmember Al Austin to increase the use of trauma-informed practices in Human Resources processes within the City of Long Beach. I believe that the City of Long Beach is a model city in its provision of and practices in the area of Social Services. Long Beach is a rare and progressive community that demonstrates both concern and action for those in this community who have experienced and are experiencing trauma.

There is strong evidence to support the claim that widespread trauma training and awareness within an organization or a community benefits all members of the community.

In fact, I am initiating a process myself within my own organization, Mental Health America of Los Angeles, to take the steps necessary to develop our entire staff (both direct service and non-direct service) to be fully trauma-informed.

Thank you for the opportunity to communicate these concerns.

Sincerely,

Christina Miller, Ph.D.
President and CEO

September 18th, 2018

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We have no doubt the city prioritizes the health of its employees as a means to support a thriving, healthy city. Just as the health of an individual begins from within, so too should that of the city's. To this extent, Long Beach has an obligation to ensure employees feel safe so they can, in turn, deliver safe services to the public and constituents they serve, in other words, us.

I urge you in the strongest terms to support this item when it comes to council this upcoming Tuesday, September 18th, 2018.

Sincerely,

Gretchen Swanson *Gretchen Swanson*

President, Rose Park Neighborhood Association