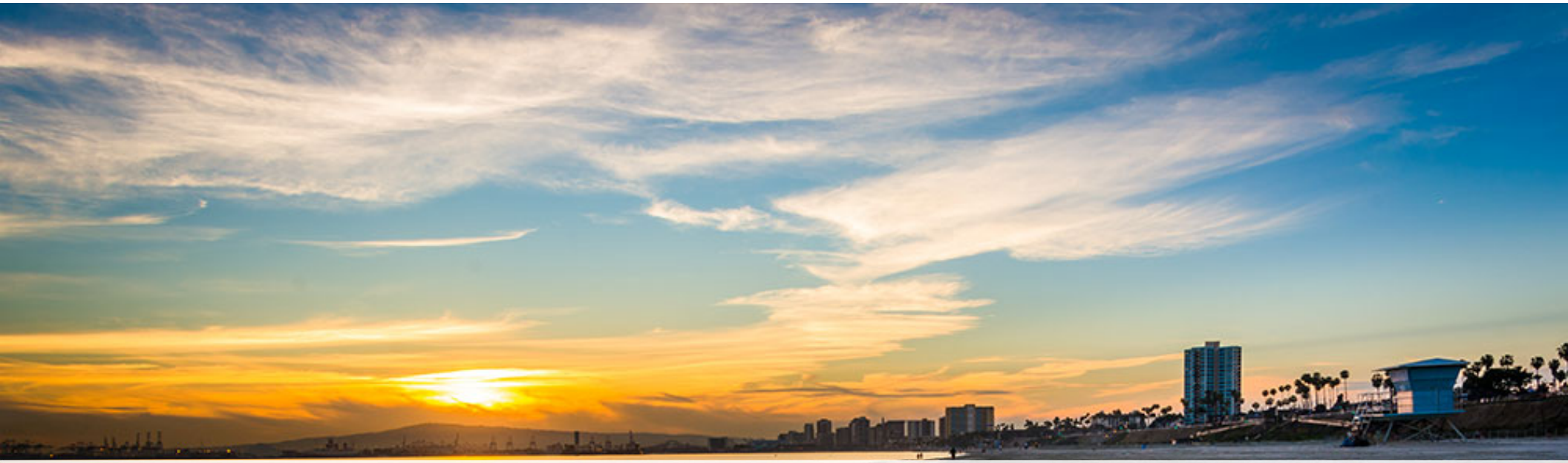


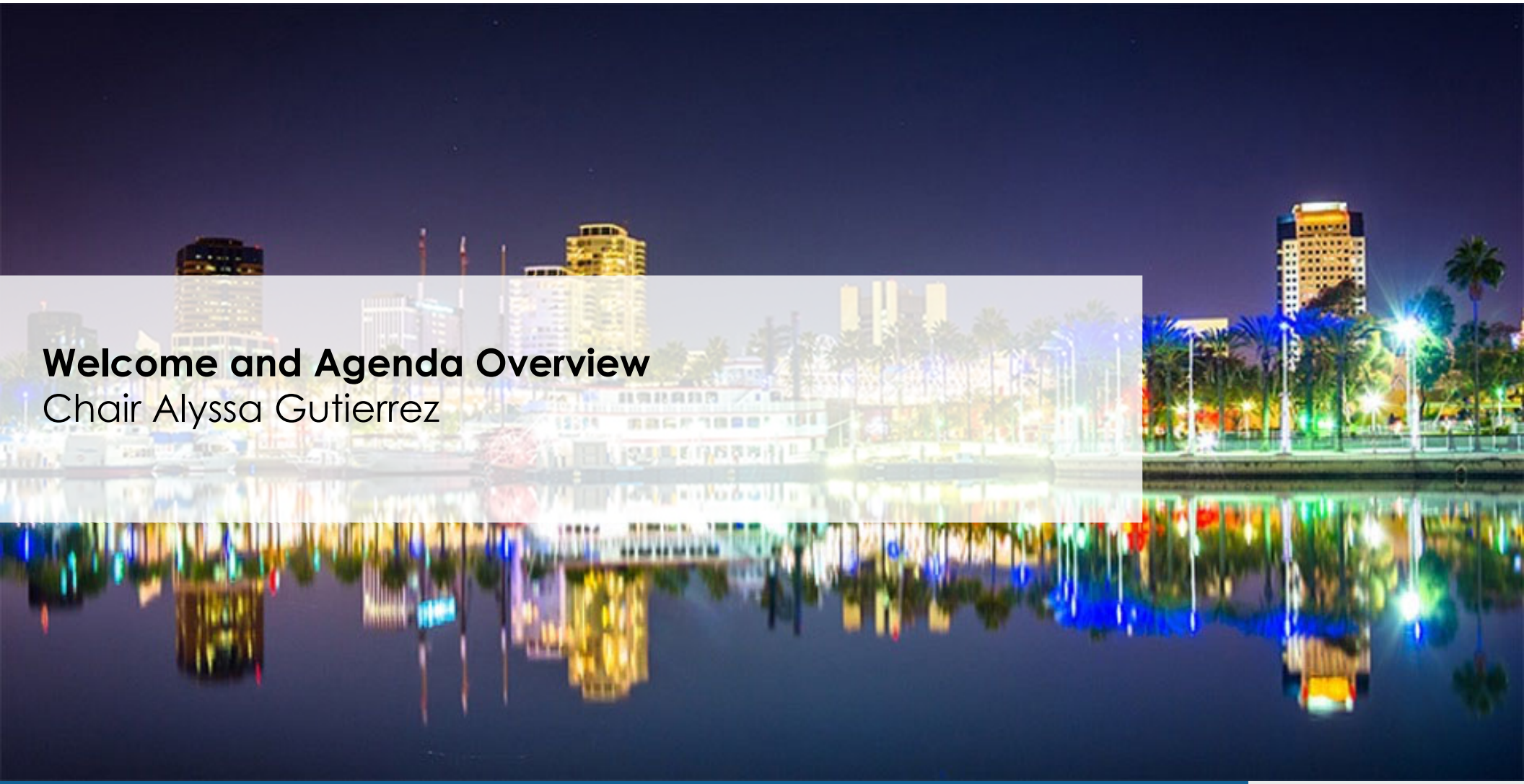
Equity and Human Relations Commission Planning/Visioning Retreat Part 2

Saturday, November 12, 2022

CITY OF LONG BEACH

Agenda

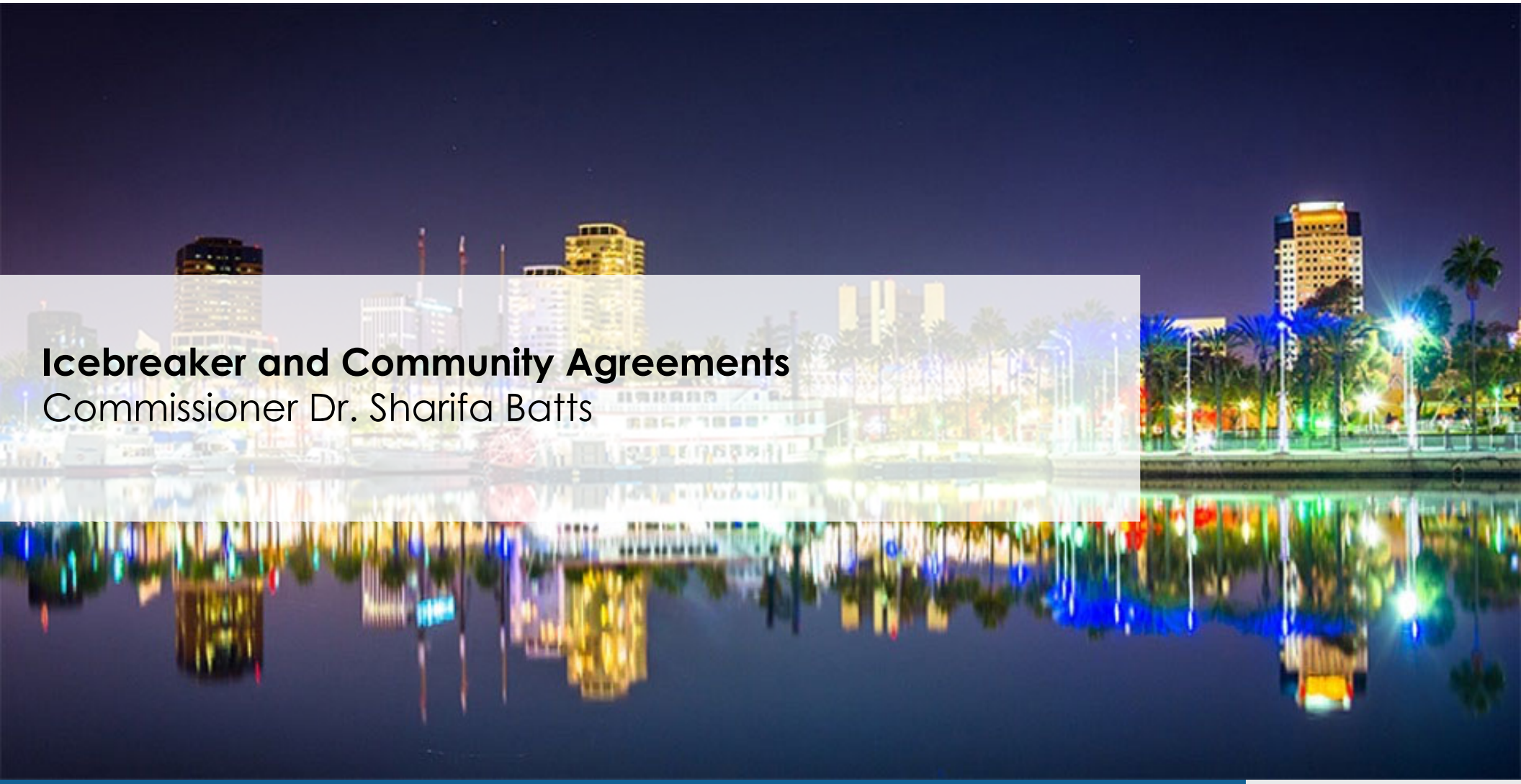
Time	Objective	Facilitator
10:00-10:10 am	Arrival	
10:10-10:15 am	Welcome and Agenda Overview	Chair Alyssa Gutierrez
10:15-10:45 am	Icebreaker and Community Agreements	Commissioner Dr. Sharifa Batts
10:45-11:00 am	Getting Aligned: Definitions	Tony Viramontes, Office of Equity
11:00 am-12:00 pm	Getting Grounded: Exploring our *Why*	Alanah Grant, Office of Equity
12:00-12:30 pm	Lunch	
12:30-1:30 pm	Planning: EHRC 2023 Roadmap	Teresa Chandler, Deputy City Manager
1:30-1:50 pm	Getting Structured	Tony Viramontes and Alanah Grant, Office of Equity
1:50-2:00 pm	Meeting Recap & Next steps	Chair Alyssa Gutierrez
2:00 pm	Adjourn	



Welcome and Agenda Overview

Chair Alyssa Gutierrez

CITY OF LONG BEACH



Icebreaker and Community Agreements

Commissioner Dr. Sharifa Batts

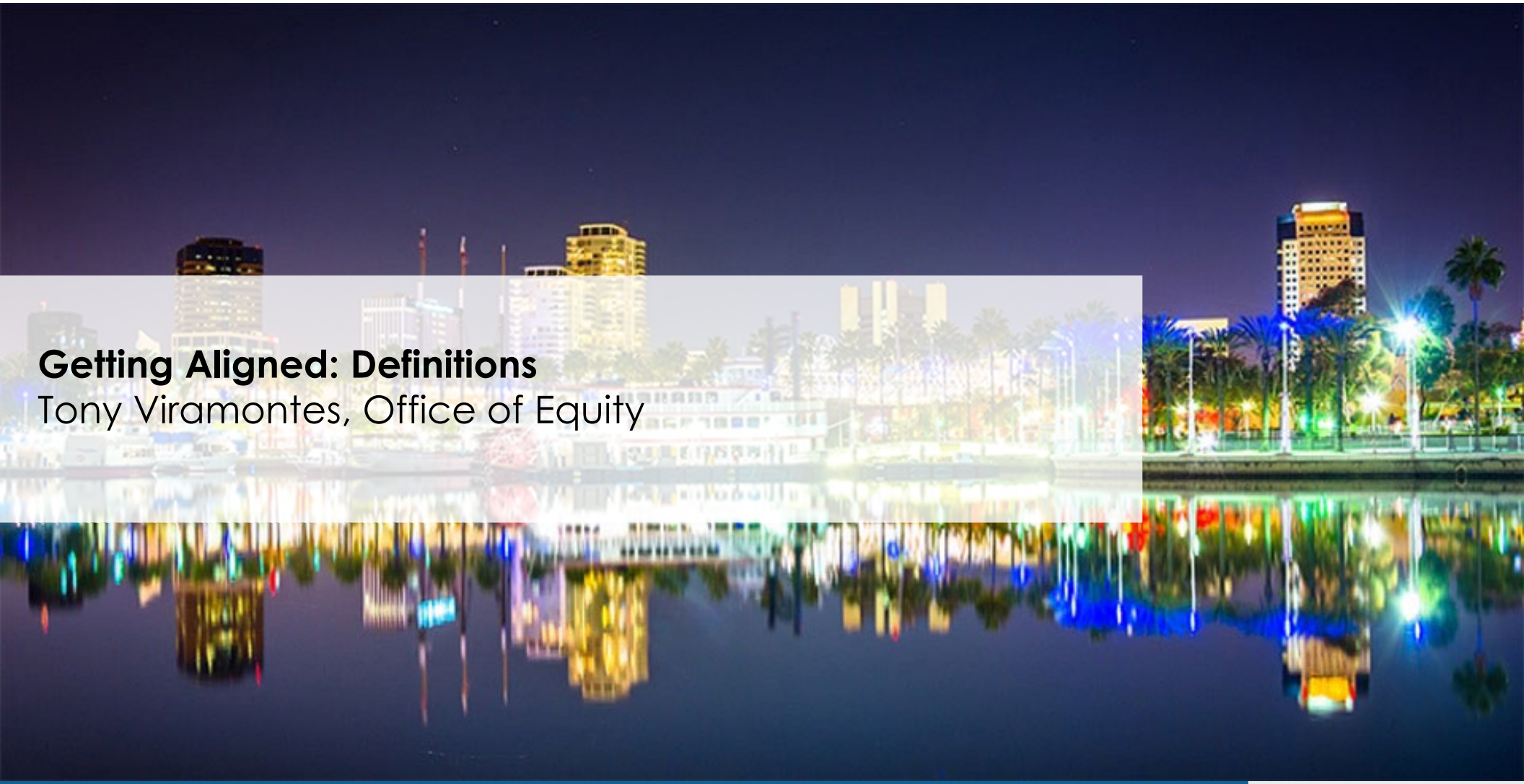
CITY OF LONG BEACH

Defining Moments

- Think about the two most defining moments in your life
- On a separate piece of paper, write a few words about each defining moment

Community Agreements

- Take space, make space.
- Share your thoughts and feelings with the group.
- Respect the opinions of others.
- Create a safe space & brave space.
- Talk from your own experience. Use “I” statements.
- We all live at intersections.
- Invite laughter and joy into the conversation.
- Confronting social justice is painful and joyful.



Getting Aligned: Definitions

Tony Viramontes, Office of Equity

CITY OF LONG BEACH

Defining Race

What is Race?

- Race is a social construct. The classification of human beings was invented to define perceived physical differences between people without any biological basis. Despite changing over time, race is a tool that assigns worth and social status to certain groups and oppresses others.

Defining Racism

Racism is …

- **A learned behavior or ideology that distinguishes different races as inferior or superior** to one another based on the belief that different races possess distinct characteristics, abilities, or qualities.
- **A Euro-colonial power system of advantage and oppression based on race** that carries out systematic discrimination through institutional policies and practices, while shaping the cultural beliefs and values that support those racist policies and practices.
- **Racism occurs on multiple levels** and can be implicit or explicit.

Levels of Racism

Individual Racism

Pre-judgment, bias or discrimination by an individual based on race.

Institutional Racism

Institutions and organizations adopt and maintain policies, practices and programs that routinely produce inequitable outcomes for communities of color and advantages for White people.

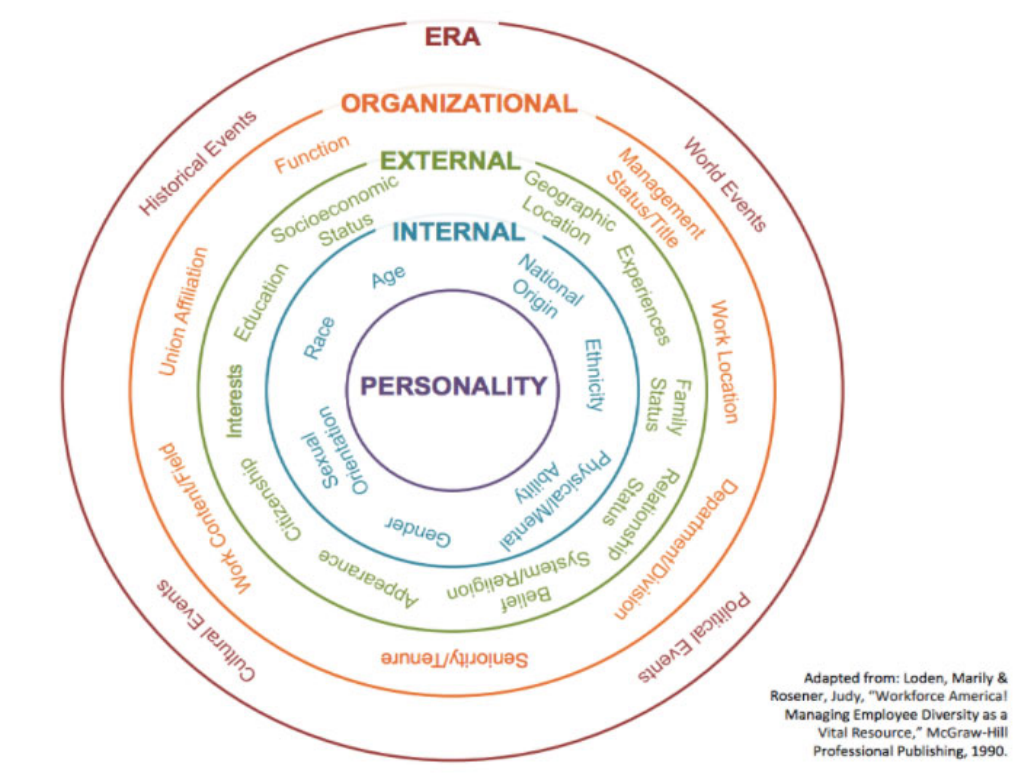
Structural (Systemic) Racism

Encompasses a history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

Shared Language & Key Definitions

What is Identity?

The way people see themselves. Based on the relationship between people and history, people and community, people and institutions.



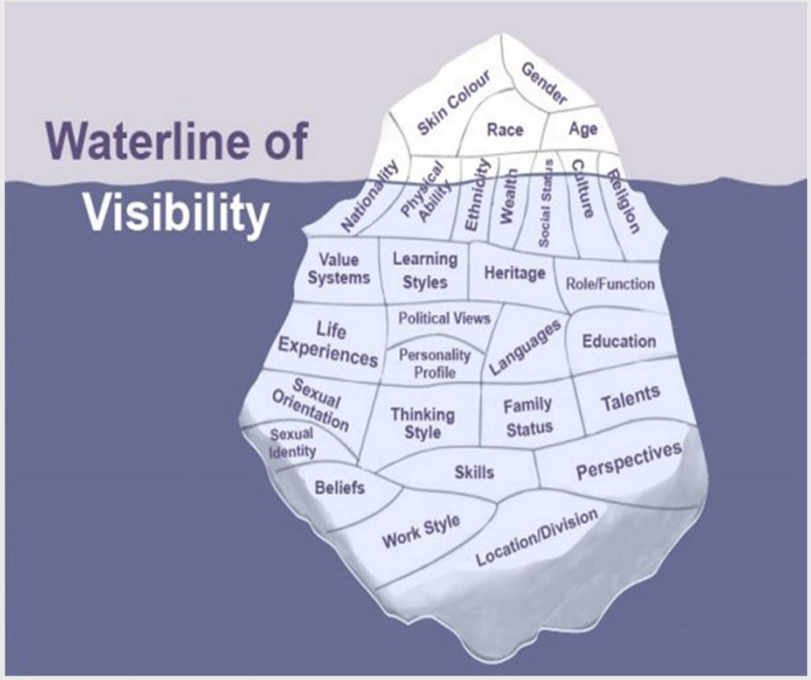
Adapted from: Loden, Marily & Rosener, Judy, "Workforce America! Managing Employee Diversity as a Vital Resource," McGraw-Hill Professional Publishing, 1990.

CITY OF LONG BEACH

Shared Language & Key Definitions

Our identities are nuanced, relational, and intersectional.

- **Intersectionality** describes the way our social identities overlap, such as gender, race, ethnicity, sexual orientation, disability, class, etc., to create unique experiences of discrimination and oppression.
- Other forms of discrimination "intersect" to create mutually reinforcing forms of inequality.
- Some parts of our identity are invisible.



CITY OF LONG BEACH

Shared Language & Key Definitions

- **Equity:** When everyone can reach their highest level of health and potential for a successful life, regardless of their background and identity.
- **Racial Equity:** When race can no longer be used to predict life outcomes and outcomes for all groups are improved.

Source: Long Beach Office of Equity Toolkit
Source: GARE Advancing Racial Equity and Transforming Government

CITY OF LONG BEACH

What is Racial Equity and Why We Lead with Race?

Racial equity means that race can't be used to predict success, and we have successful systems and structure that work for all.

The City of Long Beach leads explicitly with race but not exclusively.

We understand and acknowledge that other groups of people are still marginalized and oppressed based on their age, gender, socioeconomic status, sexual orientation, ability, etc…

Focusing on racial equity provides the opportunity to use a framework, tools and resources that can also be applied to other areas of marginalization and oppression.

Getting Grounded: Exploring our Why

Alanah Grant, Office of Equity

CITY OF LONG BEACH

Exploring Our Why

Purpose: To connect our personal stories, community narratives, and lived experiences to our advocacy on the Commission

- Who are *you*?
- Who are *your* people?
- What are the pivotal moments (turning points) in your equity journey?

Exploring Our Why

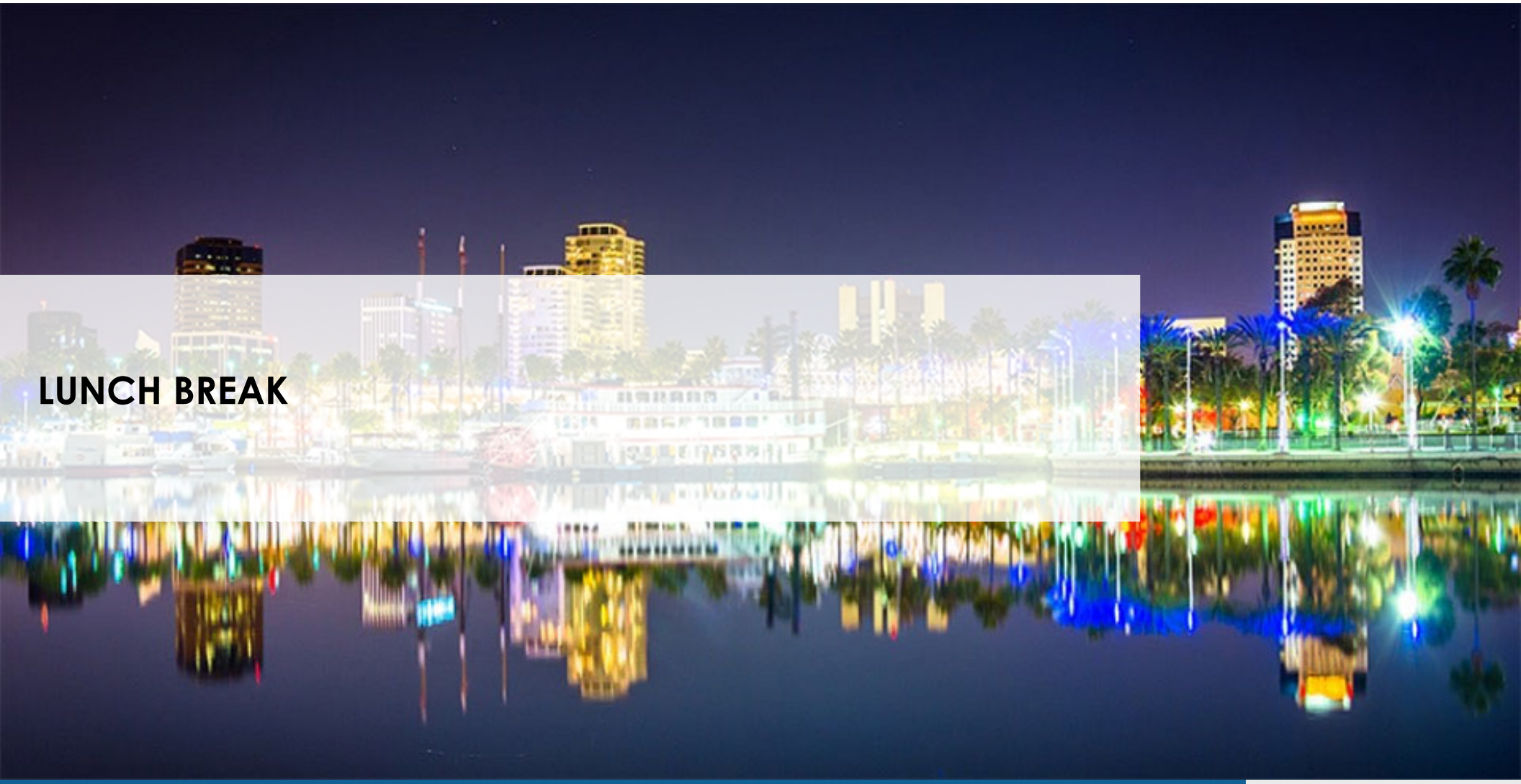
Purpose: To connect our personal stories, community narratives, and lived experiences to our advocacy on the Commission

- What topics/issues feel urgent for the Community?
- What topics/issues feel urgent for you?
- What topics/issues feel urgent for the City of Long Beach (as an Organization)?

Exploring Our Why

Purpose: To connect our personal stories, community narratives, and lived experiences to our advocacy on the Commission

- How does this inform your advocacy on the Equity and Human Relations Commission?



LUNCH BREAK

CITY OF LONG BEACH

Planning: EHRC 2023 Roadmap

Teresa Chandler, Deputy City Manager

CITY OF LONG BEACH

EHRC 2023 Roadmap

Activity Purpose: To identify potential topics (presentations, research ideas, etc.) the Equity and Human Relations Commission will prioritize for the 2023 year.

EHRC 2023 Roadmap

EHRC Mission

To inspire and support social justice and equity in the City of Long Beach and foster mutual understanding and respect for all.

AG102

EHRC Vision

Long Beach is a just and equitable community, free of discrimination and violence, where all people are valued and have the resources to reach their full potential.

Slide 22

AG102 [@Teresa Chandler] on this slide, you're going to help us create a vision for 2023. We want the Commissioners to think about where we will be a year from now; what work/conversations have we led to get closer to a just and equitable Long Beach, free of discrimination and violence...

Alanah Grant, 11/11/2022

HRC Advocacy Efforts (2016-2022)

Support of Council motion to form Office of Equity (2016)

Recognition of Filipino Farmworker Activist Larry Itliong (2016)

Opposition to Transgender Bathroom Bills (2016)

No-Cause Eviction (Tenant Protections) (2017)

Long Beach Values Act & Justice Fund to Protect Immigrants (2017)

Support for Claudia's Law (2017)

Recommendation to Observe Indigenous People's Day (2017)

Women's Suffrage Centennial (2019)

Access to City Council Meeting Comment during COVID-19 Pandemic (2020)

Increased Police Accountability & Transparency (2020)

Equitable City Budget (2020)

Framework for Reconciliation (2020)

Amend Municipal Code to Modernize the HRC & became the Equity & Human Relations Commission (2021)

Statement Condemning AAPI Hate (2021)

Recommendations on Cannabis Equity (2021)

Recommendations on Pride Lifeguard Tower (2021)

Support for Lincoln Park Name Change (2022)

Establishment of a Women's Commission (2021)

Annual Hate Crime Reports in LA County & Long Beach (Annual)

Recommendations on Police Surveillance Technology (2022)

Institutional Facing Efforts

External Community Facing

CITY OF LONG BEACH

Racial Equity and Reconciliation Initiative Objectives

Goal 1

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

- Community engagement
- Language Access
- Trainings for City Staff and Leaders
- Workforce (Hiring, Promotion, Retention)
- Applying an Equity Lens to City Budgets, Policies, Programs, etc.

Goal 2

Design and invest in community safety and violence prevention.

- Community-Based Violence Prevention and Intervention
- Redefining Public Safety
- Youth Development
- Gang Outreach
- Reentry Services
- Upstream Measures: Living Wage Jobs, Affordable/Supportive Housing, Social Services

Goal 3

Redesign police approach to community safety.

- Non-police alternatives to law enforcement
- Police Oversight and Accountability
- Tactics, Training and Retention

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 Stability
- Safe, Healthy and Affordable Housing

AG103

EHRC 2023 Roadmap

Reflecting on the Commission's past advocacy, the Racial Equity and Reconciliation Initiative objectives, and your personal "why" ...

- What topics should the Commission prioritize/engage in for the 2023 year?
- When should we begin that discussion?
- Who should we consult or partner with?

Slide 25

AG103 [@Teresa Chandler] This slide will be the calendaring ... figuring out steps necessary to reach our 2023 vision.
Alanah Grant, 11/11/2022

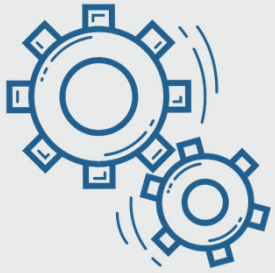
Getting Structured

Tony Viramontes and Alanah Grant, Office of Equity

CITY OF LONG BEACH

Commissioner Discussion

Getting Structured …



COMMISSION CAPACITY

- What structures should we put in place to facilitate more Commissioner engagement (i.e., ad hoc committees, communications tools, etc.)?
- As a Commissioner what do you need to increase your capacity to address the interest and topics you identified in the last session?

PARTNERSHIPS & COLLABORATION

- What other groups, coalitions, organizations can we align with to streamline our priorities?

RESPONSIVENESS

- How will the Commission respond to current issues that require immediate attention?

Meeting Recap and Next Steps

Chair Alyssa Gutierrez

CITY OF LONG BEACH

Thank you

Contact info:

Tony Viramontes
Antonio.viramontes@longbeach.gov

LONG BEACH
HEALTH & HUMAN SERVICES

CITY OF
LONG BEACH