



Equity and Human Relations Commission

February 1, 2023

Agenda Item 2

Agenda Item 2

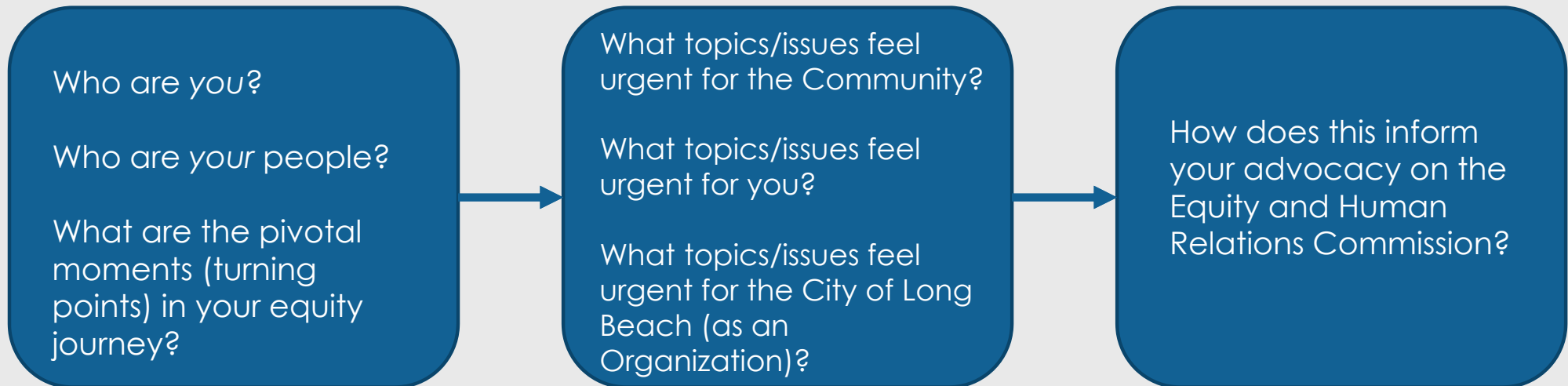
Continuation from Equity and Human Relations Commission November Retreat

Recommendation to continue discussion on the Equity and Human Relations Commission 2023 Roadmap: including potential sub-committees, opportunities for community engagement, and presentation topics.



Retreat Recap: Exploring Our Why

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



Retreat Recap: Themes from Exploring Our Why

- Community Division
- Homelessness
- Mental Health
- Immigration
- Youth and Education
- Climate Justice
- Public Health
- LGBTQ Rights
- Police Violence
- Public Safety
- Public Safety with a community lens
(designed for community, by community)
- Sensitivity Training for Police
- Gender equity and intersectionality
- Parks
- Health Equity



Key Takeaways

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

- Community Division
- Community Engagement
- Data collection
- Preservation of history for BIPOC, Queer communities
- Naming and prioritizing Black and Indigenous Communities
- Community Access to City Services

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

- Reentry Population
- Domestic Violence and violence
- Against women and bodies that are othered
- Parks
- Youth programming

Key Takeaways

Goal 3: Redesign police approach to community safety.

- Police Violence
- Public Safety
- Public safety with a community lens (designed for community, by community)
- Sensitivity Training for Police

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

- Homelessness
- Mental Health
- Youth and Education
- Pipeline to higher education
- Pipeline to jobs
- School resources (extracurricular programming)
- Climate Justice
- Public Health
- Healthcare, Health Equity
- Health Outcomes for historically marginalized communities

Retreat Recap: 2023 Roadmap

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

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?





Equity & Human Relations Commission: A Year From Now

Where are we? What have we done?

- Charter Commission
- Map out EHRC Strategic Plan
- Prioritizing the Commission's "Why's" at the meso and macro levels
- Equity Trainings for Organizations that receive City Funding
- July Disability Awareness Month (Joint Meeting with CACoD)
- Commission's Biannual Equity Report completed in 2023
- Research Analysis on who receives City funding (contracts, grants, etc.)
- Create a checklist of considerations when funding an organization
- Creation of an Equity Index
- Creation of a Rubric for Equitable Commission Appointments
- Commission's support for/alignment with the Racial Equity and Reconciliation Initiative
- Ask City to devise a plan for a Black/Indigenous Taskforce
- Host Listening Sessions with Community
- Maybe by topic or by neighborhood
- Integration of metrics to measure success
- Equity Impact Statement on all council items
- In-person meetings are centrally-located and within community
- Creation of an Equity Decision Framework and training
- Given new elected leadership, prioritize and assess equity for the City Manager
- Branding of EHRC and participation in community events (i.e., parades, etc.)

EHRC 2023 Roadmap

MONTH	JAN.	FEB.	MAR.
City Events, Commemorative Months, etc.	Community Budget Meetings	Community Budget Meetings Black History Month	Transgender Visibility Month Women's History Month
Commission Activities	Engage Mayor's Office in Equitable Appointment Process Equity Decision-Making Framework Set Location for meetings Add equity role and responsibility to City Manager Position/Department City Attorney Presentation on Chartering Commission (with Timeline) Establish a subcommittee for Chartering EHRC	Listening Sessions Equity Trainings for non-profits Ask City Council to devise plan for Black Taskforce and Indigenous Taskforce	Strategize chartering EHRC Transgender Visibility Month Panel Discussion Budget Meeting Centered on Equity

EHRC 2023 Roadmap

MONTH	APR.	MAY	JUN.
City Events, Commemorative Months, etc.	Arab American Heritage Month	Asian American & Pacific Islander Heritage Month	LGBTQ+ Pride Month Immigrant Heritage Month
Commission Activities	Equity Decision Framework	<p>Identify needs of undocumented communities, maybe create a subcommittee</p> <p>Inclusion as it relates to play spaces. Create a policy requiring percentage of ADA access to those spaces. Work with Disability Community and PLAY LB.</p> <p>Work with Harvey Milk Park Committee on Annual Celebration</p>	<p>LGBTQ Presentation</p> <p>Educational Outcomes Presentation (LBUSD, LBCC, CSULB)</p> <p>LGBTQ+ Subcommittee Exploration</p> <p>Biannual Equity Report</p>

EHRC 2023 Roadmap

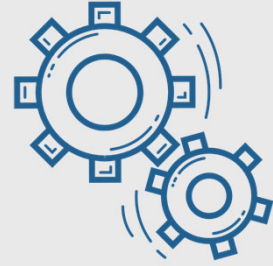
MONTH	JUL.	AUG.	SEPT.
City Events, Commemorative Months, etc.	Disability Pride Month	Community Budget Meetings Budget Hearings	Budget Hearings Hispanic Heritage Month
Commission Activities	Joint Meeting with CACoD	Presentation on the needs of our Muslim/Arab communities	

EHRC 2023 Roadmap

MONTH	OCT.	NOV.	DEC.
City Events, Commemorative Months, etc.	Start of new Fiscal Year National Disabilities Employment Awareness Month Hispanic Heritage Month (Cont.) Filipino American Heritage Month	Native American Heritage Month	
Commission Activities	Presentation/Research on Re- Entry Work/Presentation on Re-Entry	Presentation on Housing Priorities with a housing lens	Meeting with Economic Development Commission on Engagement, Equitable Process, and engaging marginalized communities

Next Steps

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?

The background of the slide is a composite image. The top half features a night sky filled with various colorful fireworks (yellow, green, red, and white) exploding. The bottom half shows a large, brightly lit ship, likely a cruise ship, at night, with its lights reflecting on the water. The ship has three prominent funnels and is surrounded by other lights and structures.

Thank you

Alanah T. Grant

Equity Officer

City Manager's Office, Office of Equity

Alanah.Grant@longbeach.gov

CITY OF
LONG BEACH