



Equity and Human Relations Commission

June 7, 2023

Agenda Item 6

Agenda Item #6

Recommendation to receive and file a monthly report from the Office of Equity.

The Office of Equity is Growing!

**LEONIDAS
SLOAN**

Education
and College
Promise
Program
Specialist



The Long Beach College Promise (The Promise) extends the promise of a college education to every student in the Long Beach Unified School District to create a more vibrant community. This innovative and award-winning initiative is transforming the lives of students and the city's economic future by placing higher education within reach for all.

National Disability Employment Awareness Month Job Fair

2023 NDEAM Job Fair

This event is open to the public.

More information

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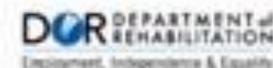
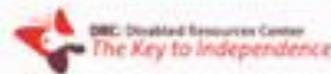
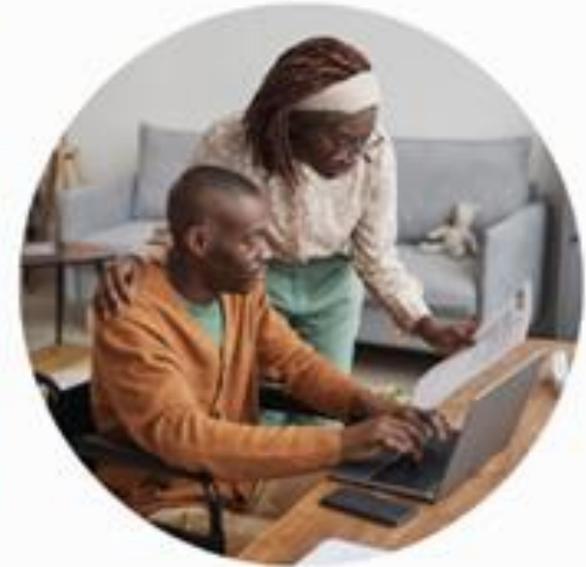
ARE YOU A PERSON WITH A DISABILITY SEEKING EMPLOYMENT?

Join the Citizens' Advisory Commission on Disability of Long Beach for a job fair in recognition of National Disability Employment Awareness Month.



October 3, 2023
2:00pm - 5:00pm
Long Beach Civic Center Plaza
411 W. Ocean Blvd. 90802

JOB SEEKER RSVP:
<https://tinyurl.com/NDEAM2023>
EMPLOYER RSVP:
<https://tinyurl.com/NDEAM2023>



Racial Equity and Reconciliation Spotlight

The Office of Equity recently launched the inaugural **Racial Equity Action Planning Cohort** to begin the Anti-Racist Results-Based Accountability (RBA) training series and create Department Racial Equity Action Plans that consist of internal and community-facing strategies.

Aligns with...

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

Strategy 2, Action D

Create **transparent measurement tools** to understand the scale and depth of racism within the City governmental structure (including internal and external impacts), to inform institutional change, along with appropriate metrics to evaluate effectiveness of such change.

Strategy 3, Action F

Develop and implement **Racial Equity Plans** for each department that include community engagement goals, racial equity training, workforce equity goals, and the responsibilities of staff and leadership related to racial equity.

Strategy 4, Action E

Designate **Equity Champions** in each Department to participate in the City's equity planning efforts and lead equity efforts within that Department.

What is Results-Based Accountability?

Results-Based Accountability (RBA) is a data-driven decision-making process to help communities and organizations get beyond talking about problems to taking action to solve problems.

- **Population** – Whole populations (i.e., Long Beach)
- **Performance** – Client populations (i.e., Programs, Organizations, Agencies)
- **Accountability Measures** – How much did we do? How well did we do it? Is anyone better off?

Racial Equity and Reconciliation Spotlight

Goals of the Cohort

1

Learn and internalize an anti-racist, racial equity-focused Results-Based Accountability process.

2

Build a framework to operationalize and track racially equitable impact.

3

Develop tactical steps to start work with an accountability structure in place that is tied to the developed REAPs.



Thank you

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