City of Santa Monica
Race and Equity Operational Plan
August 2020
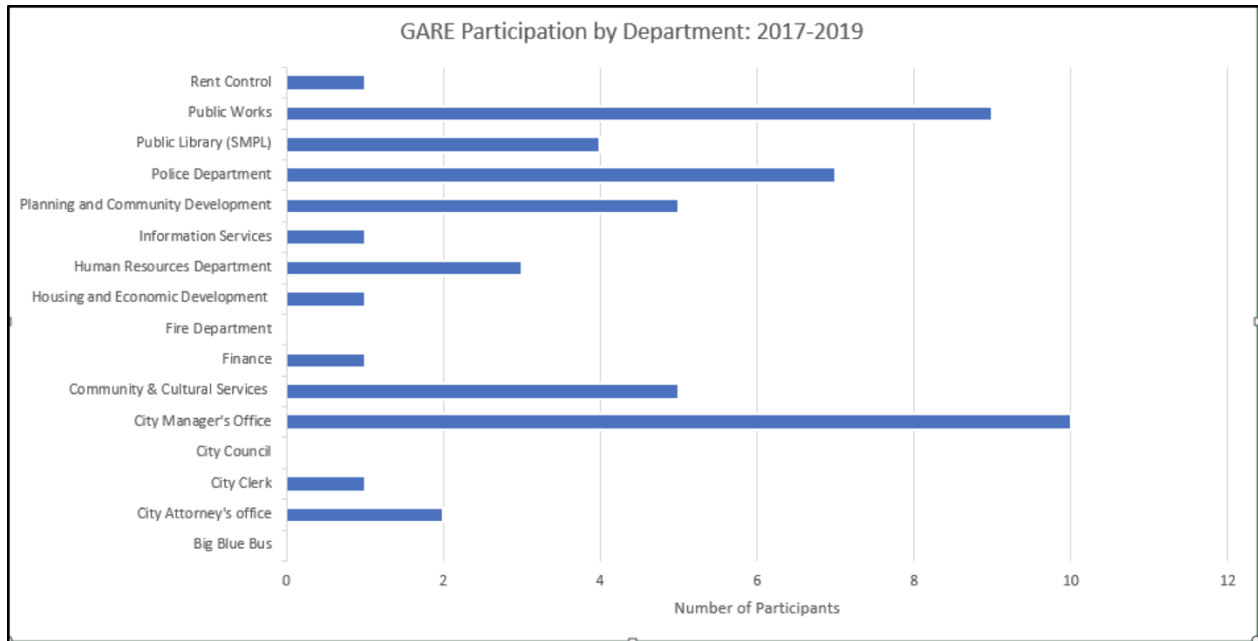
Document Outline

Background

2019-2021 Operational Goals

Prepared by Ana Jara, Hakhamanesh Mortezaie, Lisa Parson, Angel Villasenor, and Julie Wedig

GARE Participation by Department: 2017-2019

Department	Number of Participants
Rent Control	1
Public Works	9
Public Library (SMPL)	4
Police Department	7
Planning and Community Development	5
Information Services	1
Human Resources Department	3
Housing and Economic Development	1
Fire Department	0
Finance	1
Community & Cultural Services	5
City Manager's Office	10
City Council	0
City Clerk	1
City Attorney's office	2
Big Blue Bus	0

Background:

Across the country we are witnessing a national movement of government committed to the systematic change necessary to dismantle structures responsible for racial disparities. To deepen our understanding of race and equity in Santa Monica, staff from multiple departments were invited to join a national network of government working to achieve racial equity known as the Government Alliance on Race and Equity (GARE).

GARE provides intensive trainings for public sector staff to learn how to talk with teammates about race, bias, and equity and serves as a forum for jurisdictions to share best practices and tools across local, regional and state levels. The City became an official GARE learning cohort in 2017 and has since sent representatives from *nearly* all departments interested in learning and building capacity around race and equity.

Historically, through our current work, and in learning from other jurisdictions, it is evident that local governments tend to carefully avoid race and equity issues. This tendency, however, is counterintuitive to our mission to help people thrive - including our most vulnerable and disenfranchised community members. To truly serve all those who reside in Santa Monica, we must seek to understand and continually improve upon the areas in which our policies, practices, and systems have fallen short of our goal of having an equitable, diverse, and inclusive community.

Santa Monica is a world-renowned global leader in many areas. We have pioneered strategies in homelessness; are leading the way on the issue of climate change; and have uniquely developed an index that measures the overall wellbeing of our residents. We know what it means to be innovative and take the necessary risks to be at the forefront of movements that will make our city thrive. Unfortunately, as much we've

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done in these and other areas, we are nowhere near where we need to be on the issue of racial equity and inclusion.

Regardless of the many different iterations of priorities our Council focuses on, what we know to be true is that we want to preserve our diversity, keep Santa Monica affordable for all, and be inclusive on all fronts so that resources and opportunities are available to all that need them. We partner with residents to ensure policies and programs have been vetted and align with the community's interests and needs and are methodical in making data driven decisions. Through this we know that our community cares about equity and we have data from multiple departments that tell us that African American, Latinos and other racial and ethnic groups have been and continue to be the most vulnerable in our City.

No jurisdiction is without fault when it comes to racial disparities. As is the case across the country, the same holds true here at home. The historical legacy of racial oppression is evident in contemporary society and manifests itself in countless ways through data. We see it in the Pico Neighborhood, where we have the highest concentration of people of color. Data tells us this neighborhood faces the largest rates of unemployment, highest level of housing and food insecurity, and lowest educational attainment rates. It is home to an ongoing political rift – its residents continue to express concerns with government leaders over the lack of historical support. Although our current Council and City leadership have made strides in listening to and advocating for equitable approaches to support and benefit the historically disenfranchised, outcomes for people of color in Santa Monica have gone almost unchanged.

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To change the social conditions that produce negative outcomes for people of color in Santa Monica, we must first understand how disparities across race are created at the structural level. That has been one of the focal points of our work in GARE. We conducted an historical analysis of Santa Monica from the perspective of race and equity and uncovered rich information that can help guide and inform action steps the Santa Monica GARE team can take to rectify the injustices identified as creating racial and ethnic disparities in life outcomes. We participate in GARE and learn alongside our partners in Culver City, Long Beach, Los Angeles County and the City of LA who each approach this work in different ways- some have formed their own equity offices, some have activated county wide networks, many are developing implicit bias trainings and evaluating countless other ways to advance equity and inclusion.

Equity cuts across a myriad of social identities from race, to gender, sexuality, class, and ability. It is important that the City acknowledge and work to advance equity on all fronts. No one issue is of more importance than the other. We recognize that the topic of identity is multifaceted and interconnected. In fact, understanding how identities and the disadvantages associated with some of them interact is necessary in any effort to advance equity. Why? Because it is fact that the disadvantages of discriminated social groups, are further exacerbated when compounded with race. Intersecting social identities can mean compounded inequities for groups. The concept of intersectionality is necessary when addressing disparities between groups because disparities across social identities are always disproportional when further disaggregated by race. Because racial minorities experience worse outcomes across social identities, we must explicitly acknowledge that issues of race and racism must be front and center in our effort to create a more equitable Santa Monica.

So, what is racial equity? The Center for Assessment and Policy Development defines racial equity as "the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them." This analysis is important because to effect change, we must comprehensively examine root causes.

The City's Framework for a Sustainable City of Wellbeing and our stated values give us an opportunity to do just that. At their January 2019 retreat, the Council identified equity and inclusion as core values of the City. This empowers staff to measure across the Framework dimensions to uncover equity issues and intentionally close gaps. As Mayor Gleam Davis said, "our framework creates a clear and tangible process that uses hard data and measurable outcomes so our sustainable city of wellbeing continues to thrive".

2019-2020 Operational Goals

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The culmination of GARE training is not simply to have more city staff that are aware of systemic racial inequities in government- it is to give participants the training and tools needed to effect real change in their organizations. Given that racial equity is an expansive issue that touches every aspect of city government, the three cohorts of GARE graduates have worked to develop first priorities for change in Santa Monica, based on need, feasibility, resources needed, and appetite within the lead department/entity involved to consider change. The four issues that were identified as priorities in 2019 are; City adoption of a racial equity statement and implicit bias training for our City Council, development of a language access program, workforce development, and a focus on displacement policy. Each priority area has a working group comprised of GARE participants dedicated to leveraging their departmental efforts and related skills to advance their stated goal.

I.   Adoption of a City of Santa Monica Race & Equity Statement

A foundational step towards normalizing equity as a municipality is to formally adopt a racial equity statement through an elected body. All three cohorts of Santa Monica's GARE team, representing 13 departments, crafted racial equity statements as part of their education in GARE. The sentiments from each were combined and edited to create the final draft race and equity statement presented below:

"The City of Santa Monica acknowledges the effects of generational and institutional racism, and its consequences that continue to impact our residents. These lessons of our history cannot be ignored. The City is committed to advancing racial equity and social diversity to improve the wellbeing of people who live, work, play, and do business in our City, by:

- identifying and rectifying the policies, practices, and behaviors that perpetuate racism, discrimination, and other negative racial-based outcomes.

- cultivating an inclusive and fair environment where all people in Santa Monica, in particular disenfranchised communities of color, thrive in the areas of health, economic vitality, and connectedness."

Another foundational step to embedding equity in Santa Monica's governing is to ensure that it's leadership, with its diverse backgrounds, is starting with the same foundation when it comes to understanding bias and uncovering and addressing institutional racism. To that end, the GARE team recommends that Council complete the Race, Equity, and Leadership (REAL) training offered by the National League of Cities (NLC). This training is specific to elected officials and aims to "strengthen local government leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions, and build more equitable communities." The training has been completed by dozens of cities, and the GARE team has gotten insight from cities that have completed in including Torrance, Palo Alto, and Long Beach.

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At the September 8th City Council meeting, GARE staff will recommend adoption of the racial equity statement and will ask Council to commit to completing the Racial Equity for Leadership training offered through the National League of Cities.

II. Development of a Language Access Program

Equitable access to city documents, processes, and the ability to participate in civic meetings is a key facet of equity in the municipal government sphere. An assessment of City practices revealed a gap in accessibility for residents who are not fluent English speakers. The GARE team first raised this issue in 2017, with the result of a google translate button being added to the primary city website. This was a meaningful first step towards advancing inclusion in Santa Monica, but there is more to be done, particularly given the frequency of faulty translations using this tool as a means of delivering a final draft without including a human with familiarity of the nuances of language that go unnoticed by the algorithm. The goals of a citywide language access program are:

- To ensure key documents (public notices, staff reports, presentations, etc) are available in the languages most frequently spoken in Santa Monica
- To ensure that English fluency is not a requirement for participating (both speaking and listening) in City Council meetings, public hearings, and meetings.
- To develop a Citywide policy for when and how translation and interpretation services should be provided, along with best practices and a resource guide to facilitate use by all departments with public facing content.
- To invest in training for self-identified bi-lingual staff to ensure a consistent level of fluency among department identified translators, as well as a revised certification process to ensure that those who are capable of assisting residents in need of translation services are compensated appropriately.

$150,000 was requested to build a Santa Monica Language Access Program in the 2019-2021 budget, of which $60,000 was approved. These funds along with staff time will be used to advance the aforementioned goals on a scaled down approach. The next steps include:

June 2019: Funds were encumbered with translation and interpretation professionals for use over the 19/20 fiscal year.

July 2019- August 2019: The GARE Language Access working group convened to develop mutually agreed upon practices for accessing the funds and appropriate uses. This will include thresholds for when internal staff should be used for translation, when to use professional services, and the development of bi-lingual templates for public notices.

September 2019- June 2020: The fund became accessible to all staff, and allocated as needed to remove barriers to accessing public information. Additionally, the working group will identify training programs and a funding proposal for internal staff who are

interested in being trained to provide interpretation services, and will develop and Administrative Instruction on Language Access for inclusion in formal city policy.

Team:

Diana Burger, Delana G. Gbenekama, Catalina Langen, Julie Wedig, Donald Zelaya,

III. Workforce Development

GARE emphasizes change from within government, and there are a number of efforts underway to advance this effort.

Santa Monica Institute:

GARE members Patty Wong and Anuj Gupta have embedded an equity, diversity and inclusion lens into all existing training courses provided through SMI through their roles on the SMI Advisory Board. This includes evaluating existing courses and identifying opportunities to include matters of equity in the development of new courses. Assessment would also include identifying potential topics with an equity focus that are missing from our current instruction. GARE staff remain invested in this effort and have committed to assisting with the creation of content, metrics, along with other means of making equity a tangible factor in the development of training curriculum.

The GARE Workforce Training group has developed a 4 hour training course for City Staff that provides information about Santa Monica's history around issues of equity, educates staff about the unintended consequences of unrecognized institutional racism and implicit bias and their impact on city policies and processes, and provides tools for staff to implement to evaluate their approaches to community engagement and policy development to ensure that equity becomes a standard consideration in day to day city business. The training course has been piloted with three constituencies: the Santa Monica Cradle to Career collective, Santa Monica Public Library Staff, and the City Manager's Office. Each pilot round resulted in calibration of the content to suit the City context and gave the training team an understanding of the desired balance between information sharing and information exchange amongst participants, and the curriculum was adjusted to reflect this feedback. GARE members from the Human Resources department have been integral in developing the next steps for the course to meet the ultimate goal of adding it to the SMI course catalog as a mandatory training for all new and existing city staff. These steps are:

July 2020: Provide the training to an audience of SMI trainers for feedback that will lead to final adjustments to the curriculum after adapting it for virtual.

August 2020: Add the "Race and Equity in Local Government" course to SMI to be provided quarterly to all City staff, with Department Head and Executive level training provided bi-annually.

September 2020: Launch the training for all staff in Human Resources.

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Staff is also planning to develop Lunch and Learns focused on equity issues, and introductory courses of a shorter length specific to implicit bias in the near term.

Team:

Carla Alba, Lindsay B. Call, Erin Carr, Amanda Elek-Truman, Delana G. Gbenekama, Anuj Gupta, Ana Jara, Kori Jones, Hakhamanesh Mortezaie, Lisa Parson, Sarah Rebensdorf, Cecilia Tovar, Angel Villasenor, Patty Wong

Human Resources

Human Resources data provided a profile of City Staff by race, ethnicity, gender and age. Santa Monica's staff, as a whole, is more diverse than the resident population, and leadership positions are held in rates that are proportional to the racial and ethnic makeup of our City. Analysis is being performed to assess the racial and ethnic representation of staff on both sides of the median salary for the City, as preliminary research has shown a concentration of Black and Latinx staff in positions on the lower end of the pay scale.

Race/Ethnicity	Santa Monica Population	City Staff	City Leadership (EPP + MTA)
Asian	10%	8%	14%
White	78%	32%	64%
Black or African American	5%	20%	10%
Hispanic or Latino	14%	36%	12%
Two or More Races	3.5%	4%	N/A
American Indian or Alaska Native	0.1%	0.32%	0.1%
Native Hawaiian or Other Pacific Islander	0.1%	0.57%	N/A

To continue our commitment to being a diverse and inclusive city, GARE members from Human Resources consulted with the wider cohort to develop an Inclusion and Diversity statement that will be included in all job bulletins. Going forward, a presentation about GARE and the city's commitment to equity will be incorporated into the mandatory orientation for all new hires.

Social Justice Forums and Affinity Groups

In June 2020, the City of Santa Monica began holding a series of social justice forums for City staff to engage in dialogue about the systemic and institutional racism that permeates society, including the City of Santa Monica's work environment. The goal of the forums is for staff to speak freely about the effects of racism, hear from leadership

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about where the City stands on recent events including the COVID-19 pandemic and worldwide protests in response to the killings of Black people in the U.S., and brainstorm changes the City can make to help eradicate inequities and support Communities of Color, in keeping with the thought that "complex identities require employees to constantly negotiate what identity aspects to reveal or conceal" (Gulati & Carbado, 2000). The forums, led by a team that includes GARE members, furthers the work being done by the GARE team.

To assist City staff on their journey of eradicating inequities and realizing a culture that is more intentionally anti-racist and representative of its diversity, GARE staff created two new affinity groups in June 2020:

1. CommUNITY is a group for staff who are Black, Indigenous and People of Color to build social connections, pursue professional development opportunities, and work towards a more equitable city. This group is intended to create a safe space for people of color to process, support, empower and unify around this and other shared experiences.
2. Santa Monica Alliance of White Anti-Racists is a brave space for white anti-racists who want to explore their relationship with whiteness and strengthen their anti-racism practice both in the workplace and in their personal lives.

These groups follow the creation of Out in Santa Monica, which was formed in September 2018, for LGBTQ+ employees and allies to network with fellow employees, address issues facing the queer community and celebrate pride. The collective efforts of all current and future affinity groups will assist in creating a workplace climate that is welcoming to communities of all racial backgrounds.

Team

GARE: Stephanie Archer, Lindsay B. Call, Amanda Elek-Truman, Carla Fantozzi, Nan Friedman, David Gardiner, Delana G. Gbenekama, Nicole Gougis, Anuj Gupta, Hakhamanesh Mortezaie, Peter James, Ava Lee, Debbie Lee, Lisa Parson, Sarah Rebensdorf, Elizabeth Scharetg, Patty Wong, Jing Yeo, Donald Zelaya

Non-GARE: Lizzy Acosta, Eric Bailey, Susan Cline, Shannon Daut, Miles Friesen, Lori Gentles, Sharon Guidry, Michael Jackson, Rufiena Jones, Cori Newlander, Sasha Sargent, Steven Torrence, Melissa Spagnuolo, Cathy Taylor

IV.   Developing a Displacement Policy and Commemorating Displaced Communities

The GARE team identified displacement as an equity issue for Santa Monica in early 2018, after performing an analysis of historical events in the City that had

disproportionate impact on residents of color. A goal was set to develop and implement a policy to right this wrong by 2023. The "Right to Return" working group that formed to research this issue includes staff from Rent Control, CMO, and CCS, who assisted in the creation of a budget proposal for the 2019-2021 budget, that would allocate $75,000 to fund a consultant to "solicit community feedback on the issue, research how other jurisdictions address the issue, determine what factors may be unique to Santa Monica, and develop a draft policy for the City's consideration." Funds for this proposal were not approved.

In the absence of funding, the team remained committed to moving this issue forward, and worked with staff from Housing and Economic Development to create a policy that would prioritize the placement on the City's affordable housing waitlist for of individuals who can provide proof that they were displaced from Santa Monica due to a policy decision made by City government.

The policy was developed by conducting research around the historical displacement that has occurred in Santa Monica, to quantify the impact and develop an estimate of the pool of individuals who would have a claim to displacement, the completion of an environmental scan of best practices regarding displacement amelioration in other US cities, and consultation with the Housing and Economic Development Department to determine the next steps for implementation.

The full policy is attached to this document in Appendix A.

Team:

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Additional Projects:

V.   Commemorating Displaced Communities

Belmar History + Art Project

In 2019, the California Coastal Commission approved the permit for construction of the Civic Center Multipurpose Sports Field at the corner of 4th Street and Pico Boulevard. One of the conditions adopted as part of the permit approval was that the City pay tribute to the history of the site and surrounding neighborhood, formerly the Belmar Neighborhood, through interpretive signage, education and cultural arts programs. The Belmar Neighborhood is a historic community that was home to some of the earliest African American residents and businesses who contributed to making Santa Monica a vibrant and unique place from 1900 to the 1950s. The community was displaced when the City declared eminent domain and razed the properties to make way for construction of the Civic Auditorium.

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As a result of the permit condition, the Cultural Affairs Division began embarking on the Belmar History + Arts Project to commemorate the history of the neighborhood by collaborating with a team that includes African American community members, Social Practice Artist April Banks, Historian Dr. Alison Rose Jefferson and GARE representative Delana G. Gbenekama to conduct a community engagement process that would culminate in the development of art and interpretive elements and an educational program centered at the new Civic Center Multipurpose Field to educate the public about the legacy of African American residents and business owners who were displaced.

Team:
GARE: Delana G. Gbenekama
Non-GARE: Shannon Daut, Naomi Okuyama, Joyce Lock

VI. Celebrating Cultural Diversity and History

Black History Month Events

In late 2019, GARE representative Delana G. Gbenekama formed a Black History Month committee of City staff to help plan two milestone Black History Month events in 2020 and hold an educational lunch and learn event:

- Divine Nine: Commitment to Community Service – On February 4, 2020 (Rosa Parks Day), more than 100 staff and community members gathered outside of City Hall for the inaugural Black History Month kickoff event to learn about the history of our nation's nine historical Black fraternities and sororities, and those organizations' commitment to community service. The event also featured step show performances by Africa in America™ and Step Masters Step by Step, and a panel discussion with City leaders who are Divine Nine members.

- Celebrating Black Excellence Community Mixer – On February 25, 2020, more than 100 staff and community members gathered at the Third Street Promenade for the City's first awards ceremony honoring Black professionals in Santa Monica.

- Belmar History + Art Project Lunch and Learn – On February 21, 2020, the City held a talk on the project led by Historian Dr. Alison Rose Jefferson and social practice artist April Banks. Sponsored by the Human Resources Department, Cultural Affairs Division and Library, the event was attended by approximately 50 City of Santa Monica staff.

Team:

GARE: Erin Carr, Delana G. Gbenekama, Peter James, Kori Jones, Catalina Langen, Alisa Orduna, Lisa Parson, and Donald Zelaya

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VII. Proposals for FY20-21

    I.   Formalization of equity officer role(s)

After several years of doing this work in spare moments of free time on our calendars, or on our lunch breaks, it is clear that this work requires and deserves a greater focus. The creation of two new roles for our team members Lisa Parson and Delana G. Gbenekama is a much needed first step towards giving equity a place of prominence in Santa Monica, but to truly embed equity as an institutional value each and every department must lay claim to it as a part of their work. The GARE team has reviewed approaches from cities across the country and has determined that the appropriate path forward in Santa Monica is to formalize the roles of GARE participants as equity officers for the City. In collaboration with the Human Resources Department, we propose the appointment of Equity and Inclusion Officers (EIOs) in each department to serve on a newly formed Racial Equity Committee. Following their appointment, EIOs would serve one-year terms during which they would commit at least 15 percent of their time within their existing classification to advancing the City's social justice and racial equity goals.

Together, EIOs would play a key role in designing, operationalizing and institutionalizing the City's commitment to equity by developing and implementing actionable policy, training, and programming changes, measuring progress, and continuously identifying areas that need improvement. Through the EIO program, the City will ensure that social justice and racial equity is everyone's responsibility.

    II.   Department level racial equity plans

One of the early tools GARE trains participants on is the racial equity plan. Racial equity plans are the means by which our city can reflect on systems, policies, and past actions that have contributed to the negative disparities faced by people of color in our communities and within our organization. Because our city is organized around individual departments, action plans for institutional and structural change are best developed by our departments themselves. They are best equipped in engaging in the kind of honest self-assessment necessary to removing blind spots that maintain and enhance racial inequity.

With the assistance of the city's GARE team through each department's racial equity officer(s), each department will be tasked with developing a racial equity plan of action based on the three focus areas identified by GARE. Because each department is best familiar with its own staffing needs and services, it will be responsible for identifying actions that promote language access, enhance and celebrate workplace

diversity, and redress historical inequities to which the department has contributed through its past actions. In so doing, the city through its departments can hold itself accountable for the results to which it has committed itself, and achieve the meaningful changes needed to push forward our collective vision for racial equity.

III. Racial impact assessment for all staff reports

Many cities have adopted racial impact tools to ensure that they are not furthering or creating racial disparities when approving policies, funding programs, or determining penalties. The GARE team proposes that Santa Monica embed a racial impact analysis in the template of every staff report, to give departments a required check on equity issues in their work and to provide Council with the information about impact before they make their decisions, rather than continuing a cycle of inadvertently disadvantaging certain groups and then working to rectify that damage. Appendix B provides an overview of the different ways impact assessment tools are currently being used, and provides fundamental considerations for development.

The activities described here represent the work ahead for the GARE team in the short term. Medium term goals for the work include the development of community input and listening sessions to inform priorities, greater financial investment in the priority issues identified by the team, and equity metrics incorporated into program evaluation, and the assessment of the bi-annual budget, with the final goal being dedicated staff to carry forward and build on the work of the GARE cohort to provide a consistent presence and approach for City Staff in need of institutional knowledge of equity issues and initiatives in Santa Monica, and to provide technical support as the City becomes more data driven in its work. As we move forward into 21st century government, we must make equity an integral aspect of everything we do in the City.

GARE Cohort Members List

2017 Cohort

Darrell Lowe	SMPD
Wendell Shirley	SMPD
Ana Jara	SMPD
Robert Silverstein	SMPD
Angel Villasenor	CCS-Human Services
Carla Fantozzi	CCS-Human Services
Setareh Yavari	CCS-Human Services
Lisa Parson	CMO-OCW
Naomi Urabe	CMO-OCW
Julie Rusk	CMO-OCW

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Libby Carlson   CMO-OCW
Patty Wong   SMPL
Cary Fukui   PCD-Planning
Amy Miller   PCD-Planning
Jing Yeo   PCD-Planning
Peter James   PCD-Planning
Lindsay Barker   CMO-OEM

2018 Cohort

Erin Hamant   PW/Architecture Services
Doris Mejia   Public Works
Delana G. Gbenekama   Public Works
Cecilia Tovar   SMPL -Library
Stephanie Archer   SMPL -LIbrary
Anuj Gupta   CMO
Alisa Orduña   CMO
Hakhamanesh Mortezaie   Rent Control
Elizabeth Scharetg   CCS
Carla Alba   Human Resources
Donald Zeleya   ISD
Erin Carr   Public Works
Chanel Kincaid   Pubic Works
Araceli Esparza   Finance
Catalina Langen   CMO-OCW
Ava Lee   HED

2019 Cohort

Jeff   Kaplan   SMPL
Vernice   Hankins   RES City Clerk
Mat   Polin   CAO-Criminal Division
Diana   Burger   CAO
Kori   Jones   Public Works
Phillip   Ticun   Public Works
Julie   Wedig   Public Works
Linda   Cogswell   PCD- Mobility
Myesha   Morrison   SMPD

Sergeant Roberto	Villegas	SMPD
Sergeant Tina	Greer	SMPD
Nan	Friedman	CCS-Beach House
Debbie	Lee	CMO-Communications
Madeleine	Gallagher	CMO-City TV
Amanda	Elek-Truman	Human Resources
Sarah	Rebendsdorf	Human Resources
Garrett	Wong	PWD-OSE

Steering Committee Members List

Julie Rusk (Emeritus)	OCW
Lisa Parson	OCW
Naomi Urabe (Emeritus)	OCW
Catalina Langen (Emeritus)	OCW
Patty Wong	SMPL
Angel Villasenor	CSD
Carla Fantozzi	CSD
David Gardinier	CMO
Ana Jara	SMPD
Carla Alba (Emeritus)	HR
Donald Zelaya	ISD
Delana G. Gbenekama	PWD
Hakhamanesh Mortezaie	Rent Control
Elizabeth Scharetg	CSD

For more information about coordination and technical support for GARE in Santa Monica, contact Lisa Parson at lisa.parson@smgov.net and (310)458-8393

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Frequently Asked Questions about Race and Equity in Santa Monica

Why lead with race?

Santa Monica's Race and Equity Operational Plan leads with race because of the urgent need to address and rectify the effects of generational and institutional racism locally in Santa Monica. In Santa Monica, local, state and federal policies historically have impacted the racial makeup of the city, through redlining, displacement, and disenfranchisement of communities of color. By leading with race, the city commits itself to advancing racial equity and social diversity, and addressing policies, practices and behaviors that perpetuate racism, discrimination, and other negative racial-based outcomes.

 The Government Alliance on Race and Equity (GARE) "leads with race, with the recognition that the **creation and perpetuation of racial inequities has been baked into government**, and that racial inequities across all indicators for success are deep and pervasive. We also know that other groups of people are still marginalized, including based on gender, sexual orientation, ability and age, to name but a few. Focusing on racial equity provides the opportunity to introduce a framework, tools and resources that can also be applied to other areas of marginalization. This is important because:

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- To have maximum impact, focus and specificity are necessary. Strategies to achieve racial equity differ from those to achieve equity in other areas. "One-size-fits all" strategies are rarely successful.
- A racial equity framework that is clear about the differences between individual, institutional and structural racism, as well as the history and current reality of inequities, has applications for other marginalized groups.
- Race can be an issue that keeps other marginalized communities from effectively coming together. An approach that recognizes the inter-connected ways in which marginalization takes place will help to achieve greater unity across communities.

It is critical to address all areas of marginalization, and an institutional approach is necessary across the board. **As local and regional government deepens its ability to eliminate racial inequity, it will be better equipped to transform systems and institutions impacting other marginalized groups."**

What about "intersectionality?"

It is important to root this term in its definition: Intersectionality is the theory that explains how interlocking systems of power impact those who are most marginalized in society. It is a theory developed by law professor and social theorist Kimberlé Crenshaw.

Equity cuts across a myriad of social identities from race, to gender, to sexuality, and class. It is important that the City acknowledge and work to advance equity on all fronts. No one issue is of more importance than the other.

We recognize that the topic of identity is multifaceted and interconnected. In fact, understanding how identities and the disadvantages associated with some of them interact is necessary in any effort to advance equity.

Why? Because it is fact that the disadvantages of discriminated social groups, are further exacerbated when compounded with race. Intersecting social identities can mean compounded inequities by group.

The concept of intersectionality is necessary when addressing disparities between groups because **disparities across social identities are always disproportional when further disaggregated by race**. Because racial minorities have worse outcomes across social identities, we must explicitly acknowledge that issues of race and racism must be front and center in our effort to create a more equitable Santa Monica.

I am a City employee. How do I become a GARE member?

Contact the Office of Civic Wellbeing at wellbeing@smgov.net for information about how to join the GARE cohort.

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What benefits come with participation in GARE?

Santa Monica staff who participate in GARE attend one year of monthly trainings with curriculum on the existing and growing field of governmental practices to advance racial equity. They are connected to key voices in this field through an "Advancing Racial Equity" speaker series, and are invited to attend the annual GARE Member Conference.

At the GARE 2019 Member Conference, members of Santa Monica's GARE cohorts reported the following takeaways, to name a few:

- *Racial inequities are deep and pervasive*
- *Racial anxiety is on the rise – race is often an elephant in the room*
- *Learning an institutional and structural approach to addressing racial inequity can be applied across other areas of marginalization*
- *Specificity matters in addressing equity issues*

I am a city employee and I want to learn more about advancing race and equity in my work. How do I receive training or find out more?

Thank you for your interest in this work. The GARE Steering Committee has developed a race and equity training and is working in partnership with the HR department to incorporate it into Santa Monica Institute (SMI). You can also contact Lisa Parson, Delana G. Gbenekama, or Lori Gentles for more information about the Equity and Inclusion Officer positions.

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Appendix A

Right to Return Draft Policy:

Cities all over the country are realizing that communities lose their character when they lose their socio-economic diversity and are taking time to reflect on the municipal and state level decisions from the past that had the impact of greatly reducing the communities of color that remained in their cities. Santa Monica is no different from these other cities- and we are working in many ways to address historical decisions that impacted the diversity of our community.

The development of the Civic Center in 1958, and the expansion of the 10 Freeway in 1966 permanently impacted the demographic makeup of Santa Monica, as they were both situated in areas with higher amounts of residents of color, and higher rates of low income residents than the rest of the City. These residents were displaced from their homes and in many cases, displaced from Santa Monica as they were unable to rent property elsewhere in the City. In light of this history, we are pleased to announce that we have created a new priority category for the affordable housing waitlist- a Right to Return provision which is specifically for residents or their descendants who were displaced by the development of the Civic Center or the expansion of the 10 Freeway.

The City's "Right to Return" policy means that residents with documented proof that they, their parents, legal guardians, or grandparents lived in the impacted areas as defined in the Eligibility List below, will receive priority placement on the affordable housing waitlist, behind those who are impacted by Ellis Act procedures, and those who live or work in Santa Monica.

Eligible Areas:

<u>10 Freeway Construction</u>
1931-2029 Stewart Street (Odd)
2800-3230 Virginia Avenue (Even)
2900 block and higher Kansas Avenue (Both sides)
2000 block of Yorkshire Avenue (Both sides)
2000-2210/2001-2115 Dorchester Avenue
2000-2108/2001-2111 Warwick Avenue

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3201 and higher/3218 and higher Urban Avenue
3300 and higher Pico Place (Both sides)
3400 block of Pico Blvd. (Both sides)
1800 block of 22nd Street
1750-1820/1751-1821 21st Street
1726-1804/1727-1803 20th Street
1718-1758/1721-1757 19th Street
1714-1750/173-1749 18th Street
1714-1744/1711-1745 17th Street
1716-1746/1715-1745 16th Street
1716-1746/1715-1745 15th Street
1716-1746/1715-1745 14th Street
1716-1746/1715-1745 Euclid Street
1716-1746/1715-1745 12th Street
1714-1748/1713-1747 11th Street
1700-1746/1701-1746 10th Street
1700-1734/1701-1743 9th Street
1700-1734/1701-1731 Lincoln Blvd.
1701-1723 7th Street (Odd)

Civic Center

1700 and 1800 blocks of Main Street (odd)
1700 and 1800 blocks of 4th Street (even)
Belmar Place
200 and 300 block of Pico Blvd. (odd)

To apply for Right of Return preference, applicants must provide documentation Acceptable documentation includes:
Verification Documents (taken from Portland's approach)
The Applicant must have one verification document from each of Lists A, B, and C. The documents must show a **name** and **address**.

One type of photo ID from List A
- Photo ID
- Passport
- Foreign Passport
- Permanent resident card
- Green card
- Military identification cards

One document from List B showing the applicant's name and the address
- Bank documents
- Court documents
- Credit card documents
- Credit reports

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- Current/Previous driver's license
- Household bills (lights, water, gas, electric bills, etc.)
- Income tax records
- Insurance documents (Car, life, renters, etc.)
- Lease agreements
- Marriage licenses
- Membership registries
- Military identification cards
- Mortgage documents
- Phone bills
- Posted mail
- School records
- Paystubs
- Vehicle registrations
- Voter registration records
- Cable or internet bill

One document from List C showing the relative's name and the address.
Potential valid documents are **not limited** to this list.
- Bank documents
- Court documents
- Credit card documents
- Credit reports
- Current/Previous driver's license
- Household bills
- Income tax records
- Insurance documents
- Central library city directory records
- Lease agreements
- Marriage licenses
- Medical bills
- Membership registries
- Military identification cards (if it provides an address)
- Mortgage documents
- Paystubs
- Phone bills
- Posted mail
- Property deeds
- Property tax records
- Public benefit records
- Applicant's school records
- Vehicle registrations
- Voter registration records
- Utility bills

What information will I need to have to complete the waitlist application?

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1. Your current mailing address – this can be the address where you are currently living or a stable address where you regularly receive mail;
2. A current email address and/or phone number;
3. A current or former address for yourself that is eligible for preference points;
4. A current or former address of your ancestor or grandparent that is eligible for preference points – you may use the address of a parent/guardian or grandparent who is deceased;

Do I need to be a U.S. Citizen to apply?

Both U.S. citizens and eligible noncitizens can apply. Generally, you are an eligible noncitizen if you are one of the following:

- U.S. permanent resident, with a Permanent Resident Card (formerly known as an Alien Registration Receipt Card or "Green Card")
- Conditional permanent resident (I-551C)
- Other eligible noncitizen with an Arrival-Departure Record (I-94) from the Department of Homeland Security showing any one of the following designations: "Refugee," "Asylum Granted," "Indefinite Parole," "Humanitarian Parole," or "Cuban-Haitian Entrant"
- A citizen of the Republic of Palau (PW), the Republic of the Marshall Islands (MH), or the Federated States of Micronesia (FM).

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