



**MAYOR REX RICHARDSON**  
**CITY OF LONG BEACH**

September 17, 2025

**RE: Signature Request for SB 303 (Smallwood-Cuevas)—Public Workplace Bias Mitigation and Employee Protection Act**

Dear Governor Newsom,

On behalf of the City of Long Beach (City), the City requests your signature for **SB 303 (Smallwood-Cuevas)**, the Public Workplace Bias Mitigation and Employee Protection Act. This legislation will allow government agencies and employees to engage fully and authentically in the work of bias mitigation without fear of civil liability.

The purpose of government is to serve its constituents equitably. However, the legacy of racial inequities embedded in government policies and systems must be acknowledged. Initiatives like Long Beach's Racial Equity and Reconciliation Report make clear that structural racism has shaped outcomes for Black communities and communities of color across generations. The City is now working intentionally to confront this history through racial equity training, equitable hiring practices, inclusive procurement, and the creation of offices and tools dedicated to equity.

SB 303 provides a legal foundation that will allow public employees to honestly examine their own implicit biases and participate in bias mitigation training without fear that their self-assessment or personal growth will later be used against them in civil litigation. This confidentiality is essential to ensure that equity programs are not performative, but genuinely transformative.

By fostering a culture where public employees can acknowledge and address implicit bias without fear of reprisal, SB 303 encourages public agencies to be responsive, reflective, and inclusive of all Californians. For these reasons, the City strongly requests your signature for SB 303.

Sincerely,

**Rex Richardson**

Mayor of Long Beach