Racial Equity and Reconciliation Initiative
Community Update 12-9-2020
Racial Equity Leadership Team Acknowledgement

**Office of Equity**
- Teresa Chandler, Deputy City Manager
- Katie Balderas, Equity Officer
- Shreya Sharan, Equity Program Specialist

**Internal Transformation Workgroup**
- Estefanía Zavala
- Rebecca F. Kauma

**Data & Performance Metrics Workgroup**
- Elizabeth Weithers
- Ryan Kurtzman

**Policy Workgroup**
- Tyler Bonanno-Curley

**Communications Workgroup**
- Kaylee Weatherly
- Tanya Payne

**Community Engagement Workgroup**
- Adam Lara
- Gwen Manning

**Special Projects Workgroup**
- Alvin Teng
Welcome & Opening
Reconciliation & Racial Equity Initiative Overview & Implementation Structure
Updates on Implementation
  - Goal 1: Estefanía Zavala & Rebecca Kauma
  - Goal 2: Adam Lara & Eli Romero
  - Goal 3: Alvin Teng
  - Goal 4: Gwen Manning & Rebecca Kauma
Racial Equity Community Advisory Committee
Overview of Racial Equity and Reconciliation Initiative
Framework for Reconciliation

1. Acknowledging
2. Listening
3. Convening
4. Catalyzing
Our Vision, Mission & Values

Vision: Race and ethnicity do not determine social and economic outcomes for those who live and work in Long Beach.

Mission: The City of Long Beach actively engages in ongoing racial reconciliation initiatives to dismantle and eliminate systemic racism, recognizing the necessary starting point in this country is dismantling anti-Black practices and institutions and replacing them with those that ensure racial equity for all.

Values:
- History, wisdom & experience of Black people and people of color
- Compassion, empathy, humility, trust, transparency, accountability
- Uncomfortable history & data
- Solutions to address anti-Black racism can address systemic racism for Latinx, Cambodian communities, and others.
- Centers race explicitly, not exclusively
Acknowledging

- **Black residents** are hospitalized for asthma 9.4x more often than White residents.
- **Asian/Pacific Islanders** are hospitalized for asthma 3x more often than White residents.

- Among all full-time workers, White men earn nearly 2x as much as Latina women.

- 25% of very low birth weight babies are born to African American mothers, although they only make up 13% of the total population.

- **White families** are 2x more likely to own their homes compared to Black families.
Listening to community members' accounts and experiences of inequity and harm caused by racial injustice.

• **4 Town Hall Sessions**: Public Safety & Open Forum

• **15 Listening Sessions**: Racial Equity Across Systems, Education & Youth Services, Housing & Homelessness, Community Safety, Health Equity, Economic Equity, Cannabis Equity, Reentry, City Staff

• Survey & E-Mail Input
Convening

**Convening stakeholders** to evaluate the feedback from the listening process and shape policy, budgetary, charter, and programmatic reform ideas.

- Stakeholder selection process
- 2 stakeholder meetings
- Ad hoc meeting with smaller workgroup
Goal 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation

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

Goal 3: Redesign police approach to community safety.

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

### Health, Youth, and Violence Prevention
- $1.5 million for Racial Equity implementation for youth, violence prevention and trauma-informed responses to community needs
- Redesign HEART team model from firefighters to nurses/social workers
- 3 positions at libraries for social work services
- 3 flagship libraries 7 days
- Senior program at Expo Center
- Be SAFE at 11 sites, one-times of $192K

### Public Safety
- Office of Constitutional Policing in Police Department
- $150K to support reforms and innovations of CPCC
- Fire Diversity Recruitment Program with one-times of $187,400
- Re-envisioning police operations – civilianization: convert 34 sworn positions to 28.7 civilian positions

### Institutionalizing Equity
- Deputy City Manager added
- Enhanced staffing for Office of Equity: 1 position and one-times of $63K for staffing support
- Move Office of Equity to the City Manager’s Office
- Training one-times of $100K for implicit bias and equity
- Language access one-times of $160K
Governance Structure

Racial Equity Advisory Group
Department Directors

Racial Equity Leadership Team
Co-Leads from each Workgroup

Office of Equity

Racial Equity Implementation Team
Workgroup members including Racial Equity Champions

Internal Transformation Workgroup

Data and Performance Metrics Workgroup

Policy Workgroup

Racial Equity Community Advisory Group

Communications Workgroup

Community Engagement Workgroup

Special Projects Workgroup
Goal 1: Internal Transformation Workgroup
Overview (Department Racial Equity Champions)
Internal Transformation Workgroup

Internal Transformation Workgroup Co-Leads

**Estefania Zavala**
Digital Innovation Program Manager
Co-Lead, Internal Transformation Group
Technology and Innovation Department

**Rebecca F. Kauma**
Economic and Digital Inclusion Program Manager
Co-Lead, Internal Transformation Group
Economic Development Department
GOAL
End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

STRATEGY
Build robust organizational capacity to support anti-racist reform.

KEY ACTION
Designate Equity Champions in each Department to participate in the City’s equity planning efforts and lead equity efforts within that Department.

KEY ACTION
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.

KEY ACTION
Implement racial equity, anti-racism, and implicit bias training for all City employees and commissioners.
Racial Equity Champions Overview

Roles and Responsibilities

• Each Department will select Racial Equity Champions to represent their Department. The Racial Equity Champions will participate in the Internal Transformation Workgroup facilitated by two Co-Leads and coordinate racial equity efforts within their respective Departments.

Airport Department
City Attorney’s Office
City Auditor’s Office
City Prosecutor’s Office
Civil Service Department
Development Services Department
Disaster and Emergency Preparedness Department
Economic Development Department
Energy Resources Department

Financial Management Department
Health Department
Human Resources Department
Library Services Department
Parks, Recreation and Marine Department
Police Department
The Port of Long Beach
Technology and Innovation Department
Water Department
1. **Normalize**—Establish racial equity as a key value by developing a shared understanding of key concepts across the entire jurisdiction and create a sense of urgency to make changes.

2. **Organize**—Build staff and organizational capacity, skills and competencies through training while also building infrastructure to support the work, like internal organizational change teams and external partnerships with other institutions and community.

3. **Operationalize**—Put theory into action by implementing new tools for decision-making, measurement, and accountability like a Racial Equity Tool and developing a Racial Equity Action Plan.
Racial Equity Champions Overview

Roles and Responsibilities

- Developing and implementing racial equity assessment tools.
- Using racial equity assessment data to guide development of Department-specific racial equity action plans.
- Recruiting and providing leadership to Department-level equity teams.
- Facilitating racial equity 101 trainings for Department staff.
- Assessing training needs and contributing to development of new learning opportunities.
- Supporting Racial Equity Champions in other Departments through shared learning and problem solving.
- Staying up-to-date on Racial Equity and Reconciliation Initiative actions within their respective Department and serving as liaison for reporting between Department point-person and the Office of Equity.
Racial Equity Champions Overview

Grounding

- Race matters.
- Racism and racial inequity operate on multiple levels.
- The government at all levels plays a significant role in either perpetuating or countering structural and systemic racism.
<table>
<thead>
<tr>
<th>Date:</th>
<th>Session:</th>
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<tbody>
<tr>
<td>November 2020</td>
<td>Racial Equity and Reconciliation: Racial Equity Champions Kickoff Meeting</td>
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<tr>
<td>December 2020</td>
<td>Racial Equity 101 Training</td>
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<td>January 2021</td>
<td>Applying an Equity Lens Training</td>
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<td>February 2021</td>
<td>Developing a Racial Equity Action Plan Training</td>
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<td>March 2021</td>
<td>Refining Draft Racial Equity Action Plans – Workshop with breakout sessions</td>
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<td>April 2021</td>
<td>Presenting Draft Racial Equity Action Plans to Internal Transformation Workgroup and Equity Leadership Team – For Review and Feedback</td>
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<td>May 2021</td>
<td>Finalize Racial Equity Action Plans</td>
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<td>Prepare for City Manager and City Council presentation</td>
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Goal 2: Violence Prevention & Youth Strategic Plan Update
PRESENTERS

Adam M. Lara
Violence Prevention Manager
Health & Human Services Department

Eli Romero
Youth Strategic Plan Liaison / Consultant
Goal 2

VIOLENCE PREVENTION INITIATIVE

Bringing Together Community & Organizational Leaders Committed to Taking Action to Improve Safety
Goal 2

VIOLENCE PREVENTION INITIATIVE GOALS

- COORDINATING PROGRAMS & SERVICES
- SOCIAL CONNECTEDNESS
- ECONOMIC OPPORTUNITIES
- TRAUMA-INFORMED PRACTICES
- SAFE NEIGHBORHOODS
TAKING ACTION

STEERING COMMITTEE

COLLABORATIVE

NEIGHBORHOOD ACTION
Washington Neighborhood Action Plan

Long Beach Activating Safe Communities Program

- Coordinated Gun Violence Response Protocol
- Street Outreach Intervention
- Youth Programs & Services at 14th Street Park & Seaside Park

Adam.Lara@longbeach.gov
Update on Long Beach Reentry Network

• Reentry Coordinator Position will be responsible for:
  • Coordinating with existing reentry service providers to leverage and increase resources in Long Beach
  • Liaison with Los Angeles County efforts on Alternatives to Incarceration Initiative, Office of Reentry and Diversion and Office of Youth Diversion and Development
  • Assist in the development of a One-Stop Reentry Services Location.
Goal 2

Current Timeline

October 2020
• Council dedicates funds for reentry coordinator position

December 2020
• LB CAP host 1st planning meeting for upcoming listening session and provider network

November 2020
• Develop position description and going through city vetting process with HR
• Connected with Long Beach Community Action Plan

January 2021
• Coordinator role released
• Applying for 2nd BSCC Prop 64 grant
• LB CAP listening session

Ana.Lopez@longbeach.gov
Strategies to engage stakeholders through surveys, community forums, and key informant interviews resulted in the gathering of data directly from young people and the organizations that are entrusted to serve them. The data reflected the nuances of the Long Beach youth experience but ultimately the following six themes appeared repeatedly across different ages, zip codes, and ethnic backgrounds. The following goals will guide policymakers and key stakeholders as they help design and inform policy and program decisions.
Youth are valued and empowered as decision makers in the City of Long Beach to lead long-term change and solutions for the betterment of youth now and future generations.

Statement of Possibility
GOAL 1: Youth and young adults have access to a robust, sustainable and coordinated response system within the city of Long Beach.

GOAL 2: Youth and young adults have access to mental health and wellness services.

GOAL 3: Youth and young adults have access to career pathways that ensure economic stability and mobility.

GOAL 4: Youth and young adults have access to inclusive spaces that foster a caring environment in which to grow and develop.

GOAL 5: Youth and young adults have access to safe, affordable and accessible housing options.

GOAL 6: Youth and young adults have access to safe, affordable and accessible transportation options.
Current Timeline

Jan-May 2020
• Data Collection

May – June 2020
• 1st Draft of Plan
• MBK Townhalls

July – September
• 2nd draft
• Council action – Office of Youth Development (OYD)

Oct-Dec 2020
• Plan review
• Final draft development
• Research and design OYD

Jan 2021
• Council presentation
Goal 3: Alternative Models for Addressing Nonviolent Calls for Service
Alternative Models for Addressing Nonviolent Calls for Service

• 2.1.C – “Invest in civilianization of services that can be performed by civilian staff rather than Police Officers.”

• 3.1.A – “Create non-police, civilian emergency response teams to respond to nonviolent calls for service 24 hours a day, 7 days a week. Explore existing best practice models of civilian emergency response teams.”

• 3.1.B – “Create an alternate phone number and dispatch system for non-violent emergency calls for service, with the engagement of mental health professionals in trauma-informed crisis response. Effectively outreach and publicize the alternate response team and non-violent emergency phone number to the entire City.”

• 3.1.C – “Address homelessness with the primary focus on coordinated service delivery of homeless support services led by non-law enforcement providers such as outreach workers, medical personnel, mental health workers, and others.”
Goal 3

Alternative Models for Addressing Nonviolent Calls for Service

- City Workgroup convening in December
  - City Manager’s Office, Disaster Preparedness (Emergency Dispatch), Health and Human Services, Fire Department, Police Department, Library Services, LA County Department of Mental Health, Parks Recreation and Marine, City Prosecutor, City Attorney, Budget Office

- Reviewing Best Practices and Data
  - City Data – Emergency Dispatch, Fire Department, Police Department
  - CAHOOTS (Eugene, WA), STAR (Denver, CO), CONCRN and HSOC (San Francisco, CA), MACRO (Oakland, CA)
  - Connected with CSULB MSW students and faculty

- Community Partnership
  - Please provide any comments or recommendations
  - Sign up on the feedback form if you are interested in opportunities to contribute to the shaping of this pilot program
Goal 4: Black Health Equity
Black Community Concerns/Needs:

- Central space for Black social, economic, psychological healing and restoration
- City prioritization of Black social, economic and health disparity
- More inclusive Black representation in civic engagement
- Policy measures and actions that accurately reflect Black community input
Vision: Black Health Equity Collaborative - BHEC

• Develop collaborative partnerships among Black-serving provider agencies, nonprofit and for-profit small businesses to promote health and wellness among Long Beach Black residents

• Increase the capacity of Black community organizations and businesses in Long Beach

• Develop short term interventions with Black community organizations to reduce COVID-19 related burden in the Black community

• Promote the sustainability of these efforts beyond COVID-19 focused activities.
CARES Act - Black Health Equity Fund

- $1 Million Coronavirus Aid, Relief, and Economic Security (CARES) Act allocation: LBDHHS to establish the Black Health Equity Fund
  - Mental Health and Substance Abuse Services
  - COVID-19 Support for Black-Serving Organizations and Microbusinesses
  - CSULB Partnership Agreement
    - Dr. Amber Johnson, Black Health Equity Coordinator
    - Black Health Equity Student Internship

- Seed for BHEC foundation
  - Engage and support Black-serving organizations/businesses
  - Strengthen collective capacity of Black-serving organizations/businesses
  - Improve Black health outcomes via BHEC outreach, education, referral assistance
Long Beach Black Health Equity UPDATE

**Black Mental Health and Substance Abuse Providers**

RFP released on Tuesday 10/13/20

- 9 providers (10 residents per provider) have been contracted to provide free mental health services to Long Beach Black residents with limited to no insurance.
  - Extended to April 30, 2021.
  - Can recruit additional clients for a total of up to 180 Black residents in Long Beach.

- Expressed Interest in the development of a Black Health Equity Collaborative
COVID-19 Support for Black-Serving Organizations and MicroBusinesses
RFP released on Wednesday 11/25/20

• Scope Area 1: Service Delivery Contracts
  • 1A. COVID-19 Virtual Training
  • 1B. COVID-19 Health Education and Outreach Service
  • 1C. COVID-19 Healthy Living and Resource Guide
  • 1D. COVID-19 Care Package Assembly and Delivery Services

• Scope Area 2: Direct Relief Funding
  • Funding for Black-serving nonprofit organizations and microbusinesses (defined as less than $150,000 in annual revenue) who have been impacted by COVID-19

• Expressed Interest in the development of a Black Health Equity Collaborative
RFP Outreach Information Sessions

• Led by Dr. Amber Johnson, CSULB, BHEC Coordinator
  • Three sessions offered a breakdown of the RFP and how to apply for Black Health Equity Funds.
  • Attended by approximately 53 unduplicated Black Serving Organizations and Microbusinesses.
  • More than 50 RFP submissions resulting from this outreach.
Black Health Equity Internship Established

4 Black Health Equity Interns
Victoria Davis • Noemi Mendez • Chelsea Okundolor • Aden Tefera

• Engaging community organizations to receive referral for Black Mental Health Services
• Assisting with Virtual Community Canvassing
• Development of the Black Health Equity Collaborative
• Evaluating the Black Health Equity Funds
• Developing a list of Black Serving Organizations/Long Beach
• Developing an Outline of Updated SOBLB
• Examining Sustainability Options
Long Beach Black Health Equity UPDATE

Next Steps

Research and Evaluation Related to Advancing Black Health Equity

Community Wellness Programs and Support for Black Serving Nonprofits and Small Businesses

Communication, Networking, and Dissemination of Information

- Black Serving Nonprofits/Businesses
- Mental Health Providers/Culturally Affirming Mental Health Services
- Health Care Providers including Doulas, Midwives, and Culturally Affirming Healing Practitioners
- Community Organizations/Experts
- Long Beach Dept of Health and Human Services
- CSULB CHHS
Community Advisory Input
Community Advisory Structure

- Purpose
- Roles & Composition
- Selection & Application Process
- Participation format
Thank you