

CITY of SAN LUIS OBISPO DE&I TASK FORCE

OVERVIEW

Approved by Council July 7, 2020

Timeline dates revised 07.10.20

Background	<p>This Council action stems from the work that began in June 2019, and is propelled by increased xenophobia, the Black Lives Matter protests, and the problems of systemic racism suffered by many, in many forms. We acknowledge that biases also adversely affect other marginalized groups in SLO. This Task Force is a commitment by the City to take local action on these longstanding problems by making recommendations to the City Council as outlined in this charter.</p>
Vision	<p>We envision a San Luis Obispo that is welcoming, inclusive, and safe. Our city values diversity, promotes equity and belonging, actively denounces systemic racism and discrimination, and actively works toward racial justice.</p>
Charter	<p>Advance diversity, equity, and inclusion (DE&I) in San Luis Obispo by engaging community leaders and change agents to:</p> <ol style="list-style-type: none">1) Focus on activities that support marginalized racial, ethnic, and cultural groups.2) Collect information and insight about advancing DE&I in San Luis Obispo.3) Develop a notice of funding availability (NOFA) to support the DE&I work of proven organizations and best practices for change.4) Provide guidance and a foundation for creating a 21-23 DE&I-focused Major City Goal.5) Strengthen the focus and role of the City's Human Relations Commission (HRC) to support the City's vision.
Outcomes	<ol style="list-style-type: none">1) Support the work of DE&I Providers that support marginalized communities with directed funding for proven or promising impactful, sustainable projects.2) A framework / potential scope for a 21-23 DE&I-focused Major City Goal.3) Provide a recommendation on the role and function of the HRC in relation to DE&I efforts.
Guiding Principles	<p>SUPPORT DE&I efforts and organizations that support marginalized communities; the City is not a subject matter expert. Research should incorporate work and input already done in this region and not burden people from unnecessarily retelling their stories and lived experiences. Community members and organizations can provide critical expertise and play a vital role in terms of leadership and give perspectives to fund systemic change in diversity, equity, and inclusion.</p> <p>COMMIT our resources to support efforts that have the potential for the highest impact.</p> <p>We acknowledge that MEANINGFUL and SUSTAINABLE change will happen over time; the City will support radical incrementalism for the long-term.</p> <p>FLEXIBILITY is needed; the initial charter may be modified in response to what is learned and to maximize impact.</p>

Approach

A Task Force of approximately 9-13 members with diverse community and organization representation, and varied perspectives, will work with City leadership to:

- 1) Further understand DE&I issues and what people are experiencing in SLO. Learn what is happening, what people are experiencing, how to be more inclusive, and how to make improvements towards a sense of welcoming and belonging. Understand issues, concerns, what's missing, and what's desired.
- 2) Determine target areas and priorities - the needs and gaps that the City should and could begin to address and improve, in partnership or otherwise support through funding.
- 3) Oversee a grant process focused on targeted areas and priorities. Create a NOFA, and administer the application and award-selection process.
- 4) Assist City staff in developing a scope of work for DE&I Major City Goal for 21-23 Financial Plan.

Proposed Timeline

July 7, 2020	City Council Review and Authorization
July 8 – Aug 3, 2020	Task Force recruitment Discovery - Learn needs, gaps, strengths Begin drafting NOFA
Aug 11 – Aug 26, 2020	Interviews for Task Force members
Aug 27, 2020	Applicants notified
Sept 1, 2020	Member recommendations to City Council for approval
Sept 3 – Nov 5, 2020	Task Force convenings Discovery continued; Learning sessions Determine target areas, priorities, areas City can most impact Finalize NOFA (grant application)
Sept 14 – Oct 22, 2020	Release NOFA
Oct 23 – Nov 5, 2020	Review grant applications; make selections
Nov 17, 2020	Grantee recommendations to City Council Funds awarded
Dec 3 – Jan 7, 2020	Major City Goal and HRC recommendations Task Force term is complete, unless extended by City Council

For more information, please email Administration at DEI@SLOCity.org

1. Confirm Task Force Purpose

- Task Force Development Committee [Mayor Heidi Harmon, Councilwoman Erica Stewart, Derek Johnson, project facilitator Dale Magee] clarifies purpose, end goals, process, expectations, etc.
- Focus: Racial, ethnic, cultural inequity and injustice
- To Council for approval July 7, 2020

2. Recruit Task Force Members

- City Clerk to oversee the recruitment process
- Seeking members with expertise and/or lived experience, can help City understand the gaps/needs
- Obtain recommendations for members from those in the field
- Applicants recommended to City Council by Mayor, Councilmember Erica A. Stewart and a third party

2. NOFA Creation

- Grants could be used for small - medium - large efforts, short term - medium term - long term projects; and a variety of approaches.
- Adopt "best fit" criteria: intersection of need x resources x impact
- Administration to release NOFA

3. Discovery

- Explore lived experiences, needs, gaps, and best way the City can help advance DE&I in the City of SLO
- Glean expertise and recommendations from Task Force members & survey
- Convene "listen and learn" sessions - various groups/individuals present to the Task Force (ex: 30 min presentations, focus on need and best way to help)

4. Findings, Determine Focus Areas

- Task Force reviews input, information learned
- Determine priority populations and impact areas - e.g. welcome, inclusion, belonging, equity, awareness, allyship - to fund

5. Proposal Review, Selection

- Task Force and support review NOFA. Seek providers to address the identified needs and priorities
- Potential option: partner w Community Foundation to administer the process. Task Force members as the grant committee
- Select grantees/awards; Grantees recommended to City Council

5. Track Progress

- Task Force reviews progress from grantees
- Evaluate overall impact of the funding

6. HRC & MCG

- Task Force & Staff develop Major City Goal for 21-23 (concurrent to work above)
- Recommendations for the HRC