



## Council Agenda Report

**Department Name:** Administration  
**Cost Center:** 1001  
**For Agenda of:** July 7, 2020  
**Placement:** Business  
**Estimated Time:** 20 Minutes

**FROM:** Derek Johnson, City Manager  
**Prepared By:** Victoria Tonikian, Interim Executive Assistant to the City Manager/Fiscal Officer

**SUBJECT:** CREATION OF A DIVERSITY, EQUITY, AND INCLUSION TASK FORCE

### RECOMMENDATION

Adopt a Resolution to create a Diversity, Equity, and Inclusion Task Force and define its term and responsibilities. (Attachment A).

### DISCUSSION

The City Council has expressed a commitment to making San Luis Obispo a welcoming, inclusive, and safe community for everyone, and to promoting free thought and speech, while condemning racism, hate speech, bigotry, violence, and prejudice. In order to address this commitment, staff is recommending creating a Diversity, Equity, and Inclusion Task Force (DE&I-TF). The purpose of the DE&I-TF will be to advise the City in developing recommendations to further the advancement of Diversity, Equity, and Inclusion in the City of San Luis Obispo as defined in Attachment A.

### Background

As a part of the adoption of the City's 2019- 2021 Major City Goals, the City Council set a vision of a dynamic community embracing its future while respecting its past with core values of civility, sustainability, diversity, inclusivity, regionalism, partnership, and resiliency as a guide to approaching the work of the Major City Goals. This vision has been a guide over the past year as the City approaches each project through the lens of diversity, equity, and inclusion.

Although the City has committed to this decision-making framework, we recognize that there is always more work to be done to sharpen and to bring into focus that lens. At the June 2, 2020 City Council meeting, the City Council approved the 2019-21 Financial Plan Supplement and 2020-21 Budget Appropriations. As part of the adoption of the 2020-21 Meta Goal, the City Council adopted eight guiding principles to help guide the implementation of the tasks outlined in the Meta Goal.

The eighth principle reads: *"The city recognizes that social and economic inequality is embedded in our systems and culture, and that recovery must integrate deep structural transition to support the well-being and empowerment of marginalized communities."*

The proposed resolution and creation of the DE&I-TF for Council's consideration makes a commitment to this eighth guiding principal by affirming the City's recognition of the need to systemically address and integrate structural change and the opportunities for growth to support the well-being of our marginalized communities in San Luis Obispo and that of our community as a whole

**DE&I Task Force Membership**

Task force members shall serve at the pleasure of the City Council and may, by a majority Council vote, be appointed, dismissed, or replaced and the term of members shall conclude upon the completion of work as outlined in Attachment A or until January 1, 2021 whichever occurs first.

**Policy Context**

This recommendation is supported by the City Council's commitment to core values of civility, sustainability, diversity, inclusivity, regionalism, partnership, and resiliency as adopted as part of the City's 2019-2021 Major City Goals.

**Public Engagement**

In the last month, the City Council has received over 1,500 pieces of correspondence regarding the need to address the systemic racism that has manifested itself most recently in the tragedies against George Floyd, Breonna Taylor, Ahmaud Arbery, Sean Reed, Tony McDade, Meagan Hockaday, and others and the ensuing activism, advocacy, and protests that have developed across the country. Additionally, staff has been in contact with R.A.C.E Matters SLO and the NAACP of SLO County regarding community partnerships to address systemic injustices in our community.

In soliciting applications for the DE&I-TF, additional public engagement and outreach will be conducted to ensure that a diverse and well-rounded group of individuals are afforded the opportunity to apply to the Task Force.

**CONCURRENCE**

This approach and methodology have been approved by Mayor Heidi Harmon and Council Member, Erica A. Stewart,

**ENVIRONMENTAL REVIEW**

The California Environmental Quality Act does not apply to the recommended action in this report, because the action does not constitute a "Project" under CEQA Guidelines Sec. 15278.

**FISCAL IMPACT**

Budgeted: Yes  
 Funding Identified: Yes

Budget Year: 2021

**Fiscal Analysis:**

During the FY 21 Supplemental Budget Process, the City Council directed staff to appropriate an additional \$140,000 to go towards the Diversity, Equity, and Inclusion Initiative. This \$140,000 is in addition to an existing \$20,000 that had already been approved during the 19-21 Financial Plan Process.

<b>Funding Sources</b>	<b>Total Budget Available</b>	<b>Current Funding Request</b>	<b>Remaining Balance</b>	<b>Annual Ongoing Cost</b>
General Fund	\$160,000	\$0	\$160,000	\$0
State				
Federal				
Fees				
Other:				
<b>Total</b>	<b>\$160,000</b>	<b>\$0</b>	<b>\$160,000</b>	<b>\$0</b>

One of the objectives and roles of the DE&I-TF, as outlined in Attachment A will be to determine the most appropriate use of the \$160,000 to advancement Diversity, Equity, and Inclusion in the City of San Luis Obispo.

**ALTERNATIVES**

1. *The City Council could choose not to create a Diversity, Equity, and Inclusion Task Force.* This is not recommended as a Task Force with the single focus of DE&I is the most appropriate model for the City to participate in community partnerships to create systemic and tangible change within our community.
2. *The City Council could choose not to approve the scope of work of the DE&I-TF as outlined in Attachment A.* This is not recommended as the scope of work has been methodically derived using best practices and concurrence from City leaders and community members.

**Attachments:**

- a - Draft Resolution