

# Background

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- Resolution No. 5981 (adopted on June 8, 2020), commits City to following actions:
  - Collaboration with Law Enforcement. A commitment to collaborate with law enforcement to further community-oriented policing, build trust with the community and ensure the safety of all community members. (See Resolution No. 5981, S 4.)
  - Review of Policies. A commitment to review and revise City policies to incorporate antiracist policies into City government and ensure the equitable distribution of resources and public services. (See Resolution No. 5g81, S 6.)
  - Engagement with Community Groups and Leaders. A commitment to collaborate with, support, and amplify minority-owned businesses, community groups and non-profit organizations within the City and broader community. (See Resolution No. 5981, S 7.)
- At City Council Meeting on July 13, 2020, Councilmembers discussed forming committees to begin implementing above commitments

# Discussion: Other Jurisdictions

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## Other Jurisdiction's Actions and Resources

- **City of Goleta** received a report and made recommend actions on diversity and inclusion training for staff and elected officials on July 21,2020.
- **City of Santa Barbara** committed to creating an independent police review board, and preserving landmarks of historical significance to Santa Barbara's Black community.
- **Santa Barbara City Council** considered options and key considerations related to establishment of a civilian review and oversight commission.
- **County of Santa Barbara** received a report on current and future actions to lower the average daily population in the County's Jail system and receive a report on existing and proposed racial equity and diversity initiatives.
- **County of Los Angeles** unanimously adopted a motion to develop a strategic plan and policy platform to eliminate racism and bias in the County and to evaluate existing County policies, practices, operations and programs through a racial equity lens.

# Discussion: Committee Formation

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## Formation of Two Committees

- Staff proposes an iterative approach to promote maximum community engagement and avoid potential issues with two parallel committees that may cover overlapping and inter-related matters.
- Formation of two committees:
  - City Council Committee (two council members)
  - Blue Ribbon Committee (1 or 2 council members + members of the public)
- City Council Committee formed first; terminated before formation of Blue Ribbon Committee

# City Council Committee

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## City Council Racial Equity and Social Justice Committee

- **Purpose/Objective:**
  - Identify necessary resources, conduct a literature and policy review, and make recommendations to the City Council on the process and schedule necessary to pursue the commitments in Resolution No. 5981.
  - Draft a work schedule and provide a report to the City Council on a recommended path forward for the City to motivate a community-based process capable of resulting in effective, long-term City agency and community racial equity and social justice improvement.
  - Evaluate City resources and/or evaluate and recommend consultant services to the City Council in order to support implementation of Resolution No. 5981.
- **Subject Matter:**
  - Collaboration with law enforcement
  - Review of City policies
  - Engagement with community groups and leaders
- **Process:** Standing or ad hoc committee (recommend compliance with Brown Act)
- **Membership:** Two council members

# Blue Ribbon Committee

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## Blue-Ribbon Committee on Racial Equity and Social Justice Committee

- **Purpose/Objective:**
  - Develop a strategic plan to implement a community-based process capable of resulting in effective, long-term City agency and community racial equity and social justice improvement,
  - make recommendations to the City Council to effectuate Resolution No. 5981.
- **Subject Matter:**
  - Engage in strategic planning process, including creation of policy platform articulating goals, actions, and deliverables for City actions related to Resolution No. 5981
  - To develop strategic plan, the committee could:
    - engage with community leaders
    - identify non-equitable, racist, non-inclusive aspects of the City's policies, programs, functions
    - prioritize approaches to address items that cause the most harm
- **Process:** Brown Act committee; recommendations to City Council
- **Membership:** One or two City Councilmembers and community leaders

# Recommendation to hire consultant

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- May also want to consider directing staff to research consultants to help the City Council implement the commitments contained in Resolution No. 5981 and facilitate committee meetings and community engagement.
- The City often hires consultants to support staff and the City Council implement institutional changes and major policy decisions like those contemplated in Resolution No. 5981.
- Other local jurisdictions also are utilizing consultants to implement diversity and inclusion trainings and development of antiracism policies.
- Because Resolution No. 5981 proposes institutional changes to City policies and priorities, a consultant may serve as an effective resource for the City Council.

# Staff Recommendation

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## Direct Staff to bring back a Resolution forming:

- a committee, consisting of two City Council members, on Racial Equity and Social Justice, to identify a process and schedule for addressing the commitments in Resolution No. 5981;
- a Blue-Ribbon Committee, consisting of two City Council members and community members, to develop a strategic plan and provide further recommendations to the City Council related to the commitments in Resolution No. 5981; and,

Direct Staff to research consultants and other resources available to assist with Racial Equity and Social Justice matters and to provide this information to the City Council for its planning purposes.

# Sample Motion

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## I move to:

- Direct Staff to bring back a Resolution forming:
  - a committee, consisting of two City Council members, on Racial Equity and Social Justice, to identify a process and schedule for addressing the commitments in Resolution No. 5981; and
  - a Blue-Ribbon Committee, consisting of two City Council members and community members, to develop a strategic plan and provide further recommendations to the City Council related to the commitments in Resolution No. 5981; and also
- Direct Staff to research consultants and other resources available to assist with Racial Equity and Social Justice matters and to provide this information to the City Council for its planning purposes.