

City of Carpinteria
Ad Hoc Racial Equity & Social Justice Program Planning Committee
Special Meeting Agenda
October 6, 2020 at 5:30 P.M.

Virtual Meeting

THE CITY OF CARPINTERIA HAS DETERMINED THIS MEETING TO BE AN ESSENTIAL PUBLIC MEETING THAT WILL BE CONDUCTED PURSUANT TO THE PROVISIONS OF THE GOVERNOR'S EXECUTIVE ORDERS N-29-20 AND N-33-20 AND SANTA BARBARA COUNTY HEALTH OFFICER'S ORDER

In response to the spread of the COVID-19 virus, Governor Newsom has temporarily suspended the requirement for local agencies to provide a physical location from which members of the public can observe and offer public comment, and has ordered all Californians to stay home except as needed to maintain continuity of operations of certain critical infrastructure.

In compliance with these orders, and to minimize the potential spread of the COVID-19 virus, the City of Carpinteria is not permitting public access to the City Council Chambers for this meeting. Instead, you are strongly encouraged to participate in the alternative methods explained below:

VIRTUAL VIEWING OF PUBLIC MEETINGS

This meeting is available to view live. Instructions and links are provided below.

PUBLIC COMMENTS

If you wish to make a general public comment or to make a comment on a specific agenda item, via the **eComment** link on the City's agenda website the following methods are available. Please note that the **eComment** link does not become active until an agenda is posted.

- Distribution to Board Members. If you wish to submit a hard copy of written comments to board members (as either general public comment, as applicable, or on a specific agenda item), please submit your comment via the **eComment** link on the City's agenda website (<https://carpinteria.ca.us/city-hall/agendas-meetings>) at least **three (3) hours prior to the start time of the meeting**. Please note that these comments will not be read into the record during the meeting.
- Read Into the Record During Meeting. If you would like your comment read into the record during the meeting (as either general public comment, as applicable, or on a specific agenda item), please specify this in your comment. Please submit your comment of less than 250 words via the **eComment** link on the City's agenda website (<https://carpinteria.ca.us/city-hall/agendas-meetings>) at least **three (3) hours prior to the start time of the meeting**. Every effort will be made to read

your comment into the record, but some comments may not be read due to time limitations. Please also note that if you submit a written comment *that is over 250 words or do not specify that you would like this comment read into the record* during the meeting, consistent with the City's practice when it receives written public comments on agenda items, your comment will be forwarded to board members for their consideration.

- Real-Time Public Comment Through Zoom Webinar. Members of the public attending the public meeting through the City's Zoom Webinar platform (see link provided below) have the option of providing real-time public comments on agenda matters. To make public comments through this platform please use the "raise your hand" feature to notify staff that you would like to make a public comment during designated public comment times. Once it is your turn to provide a public comment, staff will unmute your microphone and you will be given a designated amount of time to provide your comment (typically, the practice has been up to three (3) minutes per speaker on each item). At the end of your comment, staff will once again mute your microphone.

The situation with COVID-19 is constantly evolving and the City will provide updates to any changes to this policy as soon as possible. The public is referred to the City's web at www.carpinteria.ca.us for the latest COVID-19 policies and information. The City of Carpinteria thanks you in advance for taking all precautions to prevent spreading the COVID-19 virus.

VIRTUAL VIEWING OF PUBLIC MEETINGS:

This meeting is available to view live via Zoom Webinar by [CLICKING HERE!](#) Alternatively, you can join by following one of these methods: (1) log on to www.zoom.us, download the application, select "Join Meeting", and enter Webinar ID 830 2343 2620; OR (2) call +1 (669) 900-9128 and enter Webinar ID 830 2343 2620.

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

PUBLIC COMMENT: This is a time for public comments on matters not otherwise on the agenda but within the subject matter jurisdiction of the City Council. The Public Comment period is limited to 15 minutes and divided among those persons desiring to speak. No person shall speak longer than three (3) minutes, however, the Mayor may establish shorter periods based on the time available and/or the number of persons waiting to speak. Persons wishing to speak on a specific item will be recognized at the time the agenda item is considered.

The City and the City Council are not responsible for the content of statements made during the public comment period, or the factual accuracy of any such statements.

ADMINISTRATIVE MATTERS

1. Approve minutes from special ad hoc committee meeting of September 15, 2020

Recommendation: Review and approve minutes from the special ad hoc committee meeting of September 15, 2020.

- a. Staff presentation
- b. Public comment
- c. Discussion
- d. Action

OTHER BUSINESS

2. Review responses received in response to City's Request for Qualifications (RFQ) for racial equity and social justice program planning consultant.

Recommendation: Review responses received in response to City's RFQ and discuss next steps for selecting a consultant.

- a. Staff presentation
- b. Public comment
- c. Discussion
- d. Action

AGENDA ITEMS FOR UPCOMING MEETING: The ad hoc committee members will discuss potential agenda items for upcoming meetings. This is also an opportunity for committee members to request information from staff or seek support from fellow Councilmembers for future agenda items.

ATTENDANCE OF COUNCILMEMBERS FOR FUTURE MEETINGS

ADJOURNMENT

In compliance with the Americans with Disabilities Act, if you need assistance to participate in this meeting, please contact the City Clerk's Office at 755-4403 or the California Relay Service at (866) 735-2929. Notification one business day prior to the meeting will enable the City to make reasonable arrangements for accessibility to this meeting.

This agenda was posted on **Friday, October 2, 2020**, in the City Clerk's Office, on the City Hall Public Notices Board, and on the Internet.

AGENDA ITEM NO. 1

Minutes from September 15, 2020 Meeting

City of Carpinteria
Ad Hoc Racial Equity & Social Justice Program Planning Committee
Regular Meeting Notes
September 15, 2020 at 5:30 P.M.

The Ad Hoc Racial Equity & Social Justice Program Planning Committee met live via a Zoom webinar.

CALL TO ORDER

Mayor Nomura called the meeting to order at 5:30 P.M.

ROLL CALL

Wade Nomura (Mayor) and Fred Shaw (Councilmember) were present; Jena Acos (on behalf of Brownstein Hyatt Farber Schreck LLP acting as the City Attorney of the City of Carpinteria), Dave Durlinger (City Manager), Brian Barrett (Assistant to the Public Works Director), and Laura Hernandez (Human Resources and Risk Manager) were also present.

PLEDGE OF ALLEGIANCE

Mayor Nomura led the pledge of allegiance.

PUBLIC COMMENT: None.

ADMINISTRATIVE MATTERS

1. Approve minutes from special ad hoc committee meeting of August 21, 2020

Recommendation: Review and approve minutes from the special ad hoc committee meeting of August 21, 2020.

Action: Motion by Councilmember Shaw, second by Mayor Nomura to approve the minutes from the special ad hoc committee meeting of August 21, 2020.

Speakers: No public comments.

2. Report and Notes from LOCC webinar titled “Advancing Racial Equity: An Introduction”

Recommendation: Receive report and review and discuss notes from August 27, 2020 LOCC webinar titled “Advancing Racial Equity: An Introduction”.

Action: No formal action taken. Committee members received and filed notes and webinar slides.

Speakers: No public comments.

OTHER BUSINESS

3. Update on status of Request for Qualifications (RFQ) for racial equity and social justice program planning consultant.

Recommendation: Receive report on status, discuss options for advertisement RFQ for racial equity and social justice program planning consultant, and consider amending deadlines in RFQ.

Action: Motion by Mayor Nomura, second by Councilmember Shaw to (1) extend deadlines for submissions in response to RFQ to 9/25/20 and (2) authorize staff to revise other RFQ deadlines accordingly.

Speakers: No public comments.

4. Expected termination date for ad hoc committee.

Recommendation: Provide direction on termination date of ad hoc committee.

Action: No formal action. Mayor Nomura and Councilmember Shaw discussed goal of terminating ad hoc committee upon councilmember turnover following November elections (this is scheduled to happen at the first City Council meeting in December 2020), but were open to the possibility that the ad hoc committee may have to be reconstituted following Councilmember Shaw's departure from the City Council.

Speakers: No public comments.

AGENDA ITEMS FOR UPCOMING MEETING: Staff plans to bring back an item to the next ad hoc committee meeting updating committee members on the status of submissions received in response to the RFQ.

ATTENDANCE OF COUNCILMEMBERS FOR FUTURE MEETINGS

Both Mayor Nomura and Councilmember Shaw stated that they were planning to be available for the next regular meeting, scheduled for 5:30 P.M. on October 6, 2020.

ADJOURNMENT

The ad hoc committee meeting was adjourned at 6:00 P.M.

Jena Acos, on behalf of
Brownstein Hyatt Farber Schreck LLP
acting as City Attorney of the City of Carpinteria

AGENDA ITEM NO. 2

Staff Report



City of Carpinteria

RACIAL EQUITY & SOCIAL JUSTICE AD HOC COMMITTEE STAFF REPORT October 6, 2020

ITEM FOR COUNCIL CONSIDERATION

Review responses received to the City's Request for Qualifications (RFQ) for racial equity and social justice program planning consultant services.

STAFF RECOMMENDATION

Action Item X ; Non-Action Item

Recommendation: Review responses received to the City's RFQ and discuss next steps for selecting a consultant.

BACKGROUND

On June 8, 2020, the City of Carpinteria ("City") City Council adopted Resolution No. 5981, which committed the City to (1) collaborate with law enforcement to further community-oriented policing, build trust with the community and ensure the safety of all community members, (2) review and revise City policies to incorporate anti-racist policies into City government and ensure the equitable distribution of resources and public services, and (3) collaborate with, support, and amplify minority-owned businesses, community groups and non-profit organizations within the City and broader community (jointly referred to herein as the City's "Resolution No. 5981 Commitments").

To begin implementing its Resolution No. 5981 Commitments, on August 10, 2020, the City Council formed an ad hoc racial equity and social justice program planning committee ("Ad Hoc Planning Committee") which is tasked with (1) researching and recommending to the City Council a Consultant to assist the City with implementing its Resolution No. 5981 Commitments, (2) working with the Consultant to develop a process, schedule, and budget for this work, and (3) further defining the role of a subsequent committee consisting of City Councilmembers and community stakeholders ("Blue Ribbon Committee").

Review of Response to RFQ for Racial Equity and Social Justice Program Planning Consultant
October 6, 2020

Upon completion of these initial tasks, it is envisioned that Ad Hoc Planning Committee will be disbanded and the Blue Ribbon Committee will be formed to continue the City's progress in this area. It is the City's intention that the Consultant will continue to work with the Blue Ribbon Committee to assist the City in implementation of its Resolution No. 5981 Commitments. The City envisions that one of the first steps will be developing and facilitating a community survey to identify individuals and stakeholders to participate in the Blue Ribbon Committee. Once the Blue Ribbon Committee is fully staffed, the City will also need assistance developing a process to institutionalize the City's racial equity and social justice work such that it becomes a programmatic part of the City's business ("Racial Equity and Social Justice Program"). As stated in the RFQ, the City anticipates that this set of work with the Blue Ribbon Committee may require a subsequent contract based on the directions provided by the Blue Ribbon Committee and stakeholder engagement.

On September 2, 2020, the City of Carpinteria ("City") issued a Request for Qualifications ("RFQ") seeking qualified individuals or groups ("Consultant") to assist the City in implementation of a racial justice and social equity program consistent with the City's commitments in Resolution No. 5981 ("Racial Equity and Social Justice RFQ"). (See Attachment A.)

The following is the schedule for responding to this RFQ. Please note the City is hoping to move quickly and hopes to complete developing a process, schedule, and budget and further defining the role of the Blue Ribbon Committee by early December 2020.

Item	Time (PST)	Date
Issuance of RFQ	NA	9/2/2020
Deadline for Questions	5:00 P.M.	9/18/2020
Deadline for City to Respond to Questions	5:00 P.M.	9/22/2020
RFQ Submission Deadline	5:00 P.M.	9/25/2020
Selection Process/Contract Negotiations	NA	9/25/2020 – 10/12/2020
Contract Execution	NA	10/12/2020

DISCUSSION

The City issued the RFQ on September 2, 2020. The RFQ was posted on the City's website as well as distributed to a targeted list of national and local consultants with experience consulting on racial equity and social justice issues.

The City received responses to its RFQ from Just Communities and NLC REAL. The following section provides a summary of these two responses based on the specific information requested in the City's RFQ. The full responses from both Just Communities and the NLC are attached as Attachment B.

RFQ Response from Just Communities

Overview

Just Communities is a local nonprofit organization based in Santa Barbara, CA that was formed in 2001 as a local chapter of the National Conference for Community and Justice. Just Communities envisions an equitable and inclusive Central Coast where all people are connected, respected, and valued. Just Communities advances justice by building leadership, fostering change, and dismantling all forms of prejudice, discrimination and oppression. Just Communities fosters equity and social justice in order to ensure every school, organization, and community in California's Central Coast is a place of opportunity; not a place of limitation. Just Communities works with Government Alliance on Race & Equity ("GARE") to support jurisdictions with goals of advancing racial equity.

Experience

Just Communities works with local schools, government agencies, law enforcement, health care systems, and nonprofits to facilitate discussions about and take action on issues of diversity, inclusion and equity.

Just Communities developed and piloted the Institute for Equity and Education ("IEE"), which helps schools address racial and ethnic academic achievement gaps. School districts throughout the Central Coast have sent cohorts of administrators and educators through IEE and the goal is to launch a national program.

The Co-Lead Facilitators and Designers at Just Communities are Walid Afifi, a Professor in the Department of Communication at the University of California, Santa Barbara, and Chelsea Lancaster. Chelsea coordinates the CARE, CalWorks, and Single Parents Arriving Ready for College ("SPARC") programs at Santa Barbara City College and co-founded El Centro, a volunteer-run activist hub. Chelsea is an experienced Justice, Equity, Diversity and Inclusion facilitator and community organizer collaborating with Healing Justice BLM.

Just Communities' current clients include Santa Barbara Unified School District, County of Santa Barbara, Santa Barbara Police Department, Tri-Counties Regional Center, University of California, Santa Barbara, Santa Barbara City College, Cottage Hospital, and Deckers Brands.

Work Approach and Schedule

The RFQ response did not provide a specific work approach for forming and advising a Blue Ribbon Committee. Below is a list of tools and approaches that were mentioned in the RFQ response:

- Trainings. Trainings covering 1) the role, responsibility and opportunity for government to advance racial equity and 2) tools for interpersonal

communication and communication with media and outside audiences on racial equity topics.

- Toolkit. Instruction on a racial equity toolkit that can be used during the policy, program and budget decision-making process.
- Action Plan. Assistance developing a Racial Equity Action Plan, which would include building organizational infrastructure.

Compensation

Hourly rates:

- Standard Facilitator: \$300/hour for first; \$150/hour for each additional hour
- Other: \$0.15/word for translator; \$55/hour for interpreter

References

Provided references from the Dean of Student Life at UCSB, the Assistant Superintendent of Secondary Education at SB Unified, and the Executive Director at The FUND for Santa Barbara.

RFQ Response from NLC REAL

Overview

The NLC REAL group is based in Washington, D.C. and provides training, technical assistance and capacity building to support racial equity and social justice goals. REAL was established by NLC in 2014 after recognizing the need to help cities understand racial disparities and the systems in local governments that perpetuate these disparities. REAL was created so NLC could establish and grow the expertise to work with city leaders to eliminate racial disparities and restore trust among citizens.

Experience

REAL works with local government leaders to strengthen capacity to eliminate racial disparities and build more equitable communities. REAL accomplishes this by providing training & technical assistance, offering network building opportunities, and establishing new and existing partnerships to share knowledge and resources across cities.

REAL has worked with a number of cities across the country but none in California. However, they have worked with the California League of Cities.

Work Approach and Schedule

The RFQ response did not provide a specific work approach for forming and advising a Blue Ribbon Committee. Below is the scope of the services that were outlined in the RFQ response:

- Initial Consultation. 3-hour virtual meeting with the City of Carpinteria leadership team to review and clarify the City's commitments.
- Racial Equity Training. Facilitate a training called *Understanding Racial Equity in Local Governments* that covers equity vs. equality, implicit and

explicit bias, individual and institutional bias, levels of racism, racial equity tools, disaggregating data, and community engagement strategies.

- Virtual Community Conversation Series. Work with city and community partners to host a series that engages city and community leaders in conversations on race. Conclusions from the conversations can be formalized into recommendations to City Council.
- Capacity Building. Debrief with the City's leadership team and make recommendations for developing an interdepartmental racial equity team drawn from across all departments.
- Ongoing Consultation. Could include further assessments (e.g., survey of staff, stakeholder mapping) and/or trainings (e.g., *Advancing Racial Equity in Local Government, Taking an Operational Approach to Advancing Racial Equity*).

REAL offered to work with the City of Carpinteria to finalize a timeline of sequencing deliverables and stated that the coordination of these activities can begin as soon as the contract is executed.

Compensation

Estimated annual budget for the proposed work is \$25,763:

- Initial Consultation (virtual) - \$0
- Three 6-hour Trainings - \$11,500
- Facilitated Community Conversations - \$7,500
- Recommendations for Racial Equity Action Plan - \$1,500
- Administration Costs (10%) - \$2,200
- NLC Membership - \$1,563
- Ongoing Consultation rate: \$300/hr

References

Provided references from the Town Manager of Arlington Massachusetts, the Executive Director of League of California Cities, and the Human Resources Director of Village Oak Park, Illinois.

OPTIONS

As stated in the City's RFQ, the City reserves the right, where it may serve the City's best interest, to request additional information or clarification, or to allow corrections of errors or omissions. As part of the evaluation process, firms submitting proposals may be requested to make oral presentations to answer questions and better explain information provided in their response to the RFQ.

One option to begin reviewing the received responses is to identify one committee member to work with staff to review the two responses, develop questions, and schedule and participate in interviews with the two responding consultants. This committee member can then bring back a recommendation to this committee, which would in turn make a recommendation to the City Council.

ATTACHMENTS

Attachment A: Resolution No. 5981

Attachment B: Responses received to City RFQ

for
Report prepared by: Jena S. Acos
(805) 882-1427, jacos@bhfs.com


Signature

Staff contact: Laura Hernandez, HR and Risk Manager
(805) 755-4404, laurah@ci.carpinteria.ca.us


Signature

for
Reviewed by: Dave Durflinger, City Manager
(805) 755-4400, daved@ci.carpinteria.ca.us


Signature

ATTACHMENT A

RESOLUTION NO. 5981

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA, CALIFORNIA CONDEMNING THE UNJUSTIFIED USE OF FORCE AND BRUTALITY USED AGAINST BLACK PEOPLE AND PEOPLE OF COLOR BY LAW ENFORCEMENT AND STANDING IN SOLIDARITY WITH NON-VIOLENT PROTESTORS OF RACIAL INJUSTICE AROUND THE COUNTRY

WHEREAS, the City of Carpinteria ("City") is horrified by the recent instances of police brutality and unjustified killings of Black people and people of color in the United States; and

WHEREAS, the City strongly denounces and condemns the recent unjustified killing of George Floyd and thousands of other Black people and people of color across the nation, and condemns all acts of racism, police brutality, racial profiling, and use of excessive force; and

WHEREAS, such killings highlight a history of systemic racism, trauma, and injustice to which many people of color, but in particular the Black community, have been subjected; and

WHEREAS, Santa Barbara County ("County") history itself is colored by the legacies of slavery, in that the County's first Black resident, Jerry Forney, was a slave; and

WHEREAS, the City is not immune from a history of injustice and racism, including once being a city with racially-segregated schools; and

WHEREAS, unjust use of force and brutality by law enforcement undermines community trust in the justice system and compromises important and necessary collaborative work between law enforcement, the justice system, and racial minorities in our communities; and

WHEREAS, marginalized communities, including LGBTQ+ individuals, immigrants, and those with disabilities, are also more likely to be subjected to unjust treatment by law enforcement; and

WHEREAS, the City stands in solidarity with non-violent protestors across the country who are demanding a more just nation, and recognizes the important role that such protests have played—and will continue to play—in our history to affect necessary change; and

WHEREAS, the City believes that steps to address racism and create a more just and inclusive society begin with community commitment, expressed by policies enacted at the local level; and

WHEREAS, the City's Mission Statement reflects the foundational importance of equity and inclusion in the provision of local government services and in the fulfillment of our commitment to democracy, and the City is proud of our history of condemning racial injustice and hate crimes, as expressed in Resolution No. 5938, the Resolution Condemning White Nationalism and White Supremacy; and

WHEREAS, as elected community leaders, the City Council recognizes the importance of ensuring that government, including the justice system and law enforcement, is held to the highest standards and actively works to recognize and counteract both systemic racism and unconscious bias; and

WHEREAS, the City recognizes that government authority and all citizens should work together to promote and protect equal justice under law, to work collaboratively, celebrating both our differences and our common commitment, and to bring all Americans together in unity to achieve these ends; and

WHEREAS, the City welcomes and serves immigrants, visitors, and people of all national origins, ethnicities, religious beliefs, gender and racial identities, sexual orientations, and creeds; and

WHEREAS, the City Council supports policies and efforts that reflect and uphold its commitment to public safety and to realizing a diverse, equal, and just community within our City, the County, and the nation as a whole.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARPINTERIA
RESOLVES:**

Section 1. The recitals above are true and correct.

Section 2. The City condemns police brutality and unjustified use of force.

Section 3. The City will not tolerate racism.

Section 4. The City will continue to work collaboratively with our local law enforcement to build community trust and legitimacy, implement community-oriented policing, and maintain a safe community as exemplified in specific provisions in the City's law enforcement contract.

Section 5. The City recognizes that police brutality and systemic racism impacting and traumatizing Black people and people of color in our country demands urgent and sustained attention, action and change in the institutions of our society, including transparency and accountability from local government and common commitment by all citizens.

Section 6. The City recognizes that as a community we have to actively work to be anti-racist, including educating ourselves, better supporting leaders and institutions who are working to combat injustice and systematic racism, and working together toward the more equitable distribution of resources and public services. We commit to

continuing to learn about, reflect on, and incorporate anti-racist policies into City government, and strengthen a climate incompatible with racism in our community and nation.

Section 7. To accomplish the goals of this Resolution, the City will highlight and collaborate with minority leadership and social justice groups. The City commits to developing resources that support and amplify minority-owned businesses, community groups and non-profit organizations within our City and broader community.

Section 8. The City commits to both learning from other leaders and providing leadership on these critical issues in Carpinteria.


PASSED, APPROVED, AND ADOPTED on this 8th day of June, 2020, by the following vote:

AYES: COUNCILMEMBER(S): LEE, CARTY, SHAW, CLARK, NOMURA
NOES: COUNCILMEMBER(S): NONE
ABSENT: COUNCILMEMBERS(S): NONE
ABSTAIN: COUNCILMEMBERS(S): NONE



Mayor, City of Carpinteria

ATTEST:




City Clerk, City of Carpinteria

I hereby certify that the foregoing resolution was adopted was adopted at a regular meeting of the City Council of the City of Carpinteria held on June 8, 2020.



City Clerk, City of Carpinteria

APPROVED AS TO FORM:



Peter Brown, on behalf of Brownstein
Hyatt Farber Schreck, LLP acting as
City Attorney of the City of Carpinteria

ATTACHMENT B

RFQ Resolution No. 5981 Commitments 2020:

September 25, 2020

Dave Durflinger
City Manager
City of Carpinteria
5775 Carpinteria Avenue
Carpinteria, CA 93013

Dear Dave,

The National League of Cities (NLC), through its Race, Equity And Leadership (REAL) department, is excited to submit this proposal to the City of Carpinteria, California, to provide Training, Technical Assistance, and Capacity Building in support of the city's goals for racial equity and social justice. We support Carpinteria's expressed commitment to this important work. By issuing this RFQ, the city has affirmed the importance of balancing local government leadership and community engagement to address systemic and structural inequities. Our experience suggests that improving the racial equity in these systems and structures requires political will, a readiness among all participants to not do business as usual, and commitment from top local leaders, public agencies, civil society, and the community.

In 2014, NLC recognized that we needed to help cities understand racial disparities and look at the systems in their local governments that make things worse. REAL was created so that NLC could establish and grow the expertise to work with city leaders to help eliminate racial disparities and restore trust among citizens.

In partnering with the National League of Cities (NLC), the City of Carpinteria will receive the collective expertise of our work during the past five years. We look forward to partnering with you to engage in this work.

In accordance with your RFQ outline and instructions, we are excited to submit this proposal for consideration the City of Carpinteria.

Proposing Service Provider:

National League of Cities (NLC); Race, Equity And Leadership Department (REAL)

Address:

660 North Capitol Street, NW
Suite 450
Washington, DC 20001

Contact:

Leon T. Andrews
Director, NLC REAL
Email: andrews@nlc.org
Phone: 202-626-3039 | Fax: 202-626-3039

Sincerely,



Leon T. Andrews, Jr.
Director, Race, Equity And Leadership

EXPERIENCE

REAL's mission is to strengthen local government leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions, and build more equitable communities. REAL does this through several intervention channels and support systems with the understanding that local government leaders may not know where or how to start. REAL has three strategic areas to support cities:

1. Provide **Training & Technical Assistance** that builds the capacity of local government leaders to identify racial disparities and effectively challenge and address issues through policy and practice.
2. Offer **Network Building** opportunities that promote peer-to-peer learning and showcase local government leaders who are advancing efforts through REAL.
3. Establish a **Field of Practice** that leverages new and existing partnerships, and shares knowledge and resources across cities that promote innovative solutions to racial equity challenges in local government.

All of our workshops include:

- **Interactive and experiential components.** Adult learning styles vary. We use varied forms (including exercises and small group discussions) to share information to ensure learning objectives are met.
- **Explicit conversation and facilitation to illuminate the connection between individual, institutional, and structural racism.** Our training methodology allows participants to make connections between individual experiences and the broader societal and structural ways in which race is constructed. We focus on institutional and structural strategies, as those are most effective for leveraging change.
- **Strong, expert facilitation.** Conversations about race can sometimes be difficult. We have a team of expert facilitators who are prepared to lead and guide conversation and to re-design activities in the moment to ensure participants' time and experience is maximized.
- **Applying learning.** Racial equity concepts can, at times, be abstract. Our workshops focus on the application of learning in the workplace. *Doing* is often the best teacher.

REAL recognizes the importance of responding to unique situations. Context matters. We tailor workshops and learning activities to best meet the needs of participants and organizations. All of our workshops are informed by:

- Context setting to understand how best to tailor content and exercises
- Background research to ensure content is relevant and focused on connections between institutional and structural change
- Interviews with a selection of participants to ensure design meets needs and expectations of participants

We understand that Carpinteria is ready to move forward to integrate equity as a value that is put into action. Leadership and staff must **normalize** racial equity as a key value and have clear understanding and shared definitions, **operationalize** equity via new policies and by transforming the underlying culture of our organizations, and finally, **organize**, both internally and in partnership with other institutions and the community.

The elements, deliverables, and actions are based on our understanding of your desired direction for an initial scope of services, with specific attention to the leadership, staff, and elected officials. We are strong believers in co-design; if any of our proposed options is either more, or less extensive than your desired direction, we would welcome the opportunity to adjust our scope to meet the scale of your expectations. If you have any questions, please do not hesitate to contact me or Jordan Curry Carter at Carter@nle.org.

WORK APPROACH AND SCHEDULE

SCOPE OF SERVICES

The REAL team brings a wealth of substantial relevant experience and expertise, including leadership engagement; implementation of a comprehensive racial equity process; analysis of city infrastructures for advancing racial equity; training; and access to racial equity and racial healing experts and resources.

We describe here the key contributions REAL will make to support the racial equity work in Carpinteria.

Initial Consultation

NLC REAL will schedule a three-hour virtual meeting with Carpinteria leadership team. The meeting will be an opportunity to review and clarify expectations for the city's commitment to advancing racial equity.

Design and Conduct Assessment

REAL offers a range of assessment opportunities for cities to establish an understanding of the context for action that is essential for building an effective institutional transformation strategy. While this proposal does not include any assessment options, REAL looks forward to exploring the value and possibility of assessment work in future phases.

Racial Equity Training

REAL offers a four-part training series on racial equity. For this proposal, REAL will design an initial training, referred to as REAL 101. The session will be subject to modification based on new learning or developments from conversations with the leadership team.

The overall training series is designed around four key objectives:

1. Understand promising practices in local government to advance racial equity
2. Develop a shared understanding and common definitions for advancing racial equity
3. Identify opportunities to use a racial equity tool and data to drive results
4. Build an internal infrastructure for racial equity that includes opportunities to partner with the community

REAL 101: Understanding Racial Equity in Local Government

This session provides an introductory overview for city leaders on the history of institutional and structural racism in America. This training will equip leaders with a shared language for racial equity, examine existing racial disparities in the city and its implication for advancing racial equity. REAL 101 introduces important concepts and tools for organizing and operationalizing racial equity.

Key learning topics: equity versus equality, implicit and explicit bias, individual and institutional bias, levels of racism, racial equity tools, disaggregating data, community engagement strategies

Plan and Host a Virtual REAL Talk Community Conversation Series

The REAL team can also work closely with the city and key community partners to host a REAL Talk series, which engages city and community leaders in a series of healthy and authentic conversations on race and draw conclusions from these conversations in order to make appropriate recommendations to City Council.

The REAL team will co-design, develop and organize a replicable approach/model for engaging a catalytic segment of Carpinteria neighbors to embody in attitude and action the identified culture traits that promote equity, inclusion, racial healing and relational trust.

Meetings will be organized to facilitate healthy community conversations by employing effective practices that cultivate both deep appreciation and understanding of the values of hospitality, respect, inclusion, justice and dignity and advancing equity in key topical areas (i.e., education, jobs, and economic development). This approach will also reflect intent for significant collaboration and appropriate integration or alignment with kindred initiatives in Carpinteria and other existing community-driven efforts.

The REAL Talk Community Conversations will also incorporate opportunities for participants to review, understand and reflect on local disparities in human outcomes as measured by city data. In reviewing Carpinteria's data disaggregated by race, participants will begin to understand trends and disparities in the city that have differential impacts by race. These conversations will also develop opportunities to engage with community members regarding their own understanding and insights of the data and the root causes of these disparities that will inform the data analysis efforts.

The number of hosting/convening organizations & structure of the series of REAL Talk Community Conversations will be appropriately scaled to fit "capacity" and to ensure quality of process and outcomes, transparency and the optimal experience of all participants. A host organization is one who convenes the community conversations at their facility. A convening organization provides support, leadership for a community conversation convened at a public or more central facility.

REAL Talk Community Conversations with community leaders: Anticipated areas to include but not limited to are:

1. **Narrative Change-** examining how to create and distribute new narratives in communications, digital and social media, monuments and parks and in the way we communicate that can influence people's perspectives, perceptions and behaviors about and toward one another.
2. **Racial Healing and Relationship Building-** focusing on ways for all of us to heal from the wounds of the past, to build mutually respectful relationships across racial and ethnic lines that honor and value each person's humanity, and to build trusting intergenerational and diverse community relationships that better reflect our common humanity.
3. **Segregation/Separation-** examining and finding ways to address segregation, colonization and concentrated poverty in neighborhoods to ultimately ensure equitable access to health, education and jobs.
4. **Local Economy:** studying structured inequality and barriers to economic opportunities and recommending approaches that can create an equitable society.

Debrief on Capacity Building

Normalizing conversations about race includes developing and sharing a racial equity framework as well as operating with urgency and accountability. REAL will debrief with the leadership team and make recommendations for developing an Interdepartmental Racial Equity Team drawn from across all departments that will sustain the engagement and build leadership that can facilitate greater commitment to advancing racial equity throughout the jurisdiction. The training that REAL offers is more effective when it is balanced with technical assistance and the capacity building of the leadership team and the Interdepartmental Racial Equity Team that is created and responsible for ensuring the sustainability of the city's commitment to advancing racial equity.

Ongoing Racial Equity Consultation

In addition to the debrief and recommendations for establishing an Interdepartmental Racial Equity Team to sustain the racial equity work, REAL will offer consultation on ways to develop a shared analysis of how work within the city should proceed. There are four assessments that the Racial Equity Team can consider:

Survey of Staff.

Key to program design and implementation is the collection of data from a broad cross-section of jurisdiction employees to understand perspectives on racial equity, areas of momentum upon which new work can be built, and places where challenges need be addressed. REAL will work with Carpinteria leadership and staff to review, refine, and customize any instruments (i.e., surveys) used in collecting data. The initial survey process is often foundational, allowing for bi-annual redelivery of the instrument to track progress over time.

Institutional Assessment.

As part of the training process, the city team is provided with an assessment continuum that can be used to chart the progress toward creating an equitable workplace. The continuum is employed during the training cycle.

Stakeholder Mapping.

REAL works closely with local community partners to assess, design, and develop an approach for engaging a catalytic segment of community leaders to embody in attitude and action the traits that promote racial equity and racial healing. The approach will reflect an intent for significant collaboration and appropriate integration or alignment with kindred initiatives that may already exist in the school districts, faith institutions, business sector, or community organizations.

Data Governance.

An initial assessment will be provided that examines what data across agencies is collected and disaggregated by race and ethnicity. Analysis will be provided on the available disaggregated data to identify potential patterns disparities. Recommendations will also be offered for improvements to infrastructure and processes to support disaggregation of data by race and ethnicity, including potential framing questions for discussion with city department leaders.

In addition, REAL can identify opportunities for the Racial Equity Team to design a more robust training series that includes a "train the trainer" option. The summary of what the additional trainings and key learning topics could include is provided below.

REAL 201: Advancing Racial Equity in Local Government

This session will explore the implications and impacts of institutional and structural racism for the city. City leaders will spend a significant amount of time learning about how to use a racial equity tool

as they explore structural changes to daily operations, budgeting, communications, community engagement and decision-making.

Key learning topics: *institutional and structural racism, racial equity tools, racial equity goals, community engagement strategies, head versus heart strategies, inside versus outside strategies, communication tools for talking about race*

- **Using a Racial Equity Tool** – Instruction and practice on how to use a racial equity toolkit within policy, program, and budget decision-making processes. Participants will gain skills by using the tool with their own lines of business that they would like to assess from a racial equity perspective.
- **Communicating for Racial Equity** – Communicating about race can sometimes be a challenge, but preparation and strategy make a big difference. This training provides tools for both interpersonal communication and communicating with the media and broader outside audiences.

REAL 301 & 302: Taking an Operational Approach to Advancing Racial Equity

This final two sessions will be an opportunity for city leaders to review the subject matter identified from the past session and current issues shared during the sessions. City leaders will learn and apply the racial equity tool to these priorities and determine an approach for advancing racial equity in the city that aligns with the taskforce and could include the development a racial equity plan.

Key learning topics: *Racial equity tools, racial equity goals, racial equity plan, case studies*

- **Developing a Racial Equity Action Plan** – Developing a Racial Equity Action Plan entails putting ideas and understanding into action, including building organizational infrastructure across the breadth (all functions) and depth (up and down hierarchy), using a Racial Equity Tool, and developing and implementing strategies.
- **Tools for Organizational Change** – This workshop provides hands-on exercises to discuss moving organizational change within government. Content is tailored to meet participants' needs, and includes stakeholder analysis, power and politics, and tipping point theory.

SCHEDULE

- REAL will work with the city of Carpinteria to finalize a timeline of sequencing the deliverables described above. The coordination of these activities can start as soon as the contract is executed.

PARTIAL CLIENT LIST

<ul style="list-style-type: none"> • Arlington, MA • Baltimore, MD • Boulder, CO • Brooklyn Park, MN • California League of Cities • Charlottesville, VA • Columbia, MO • Dallas, TX • Denver, CO • Fort Worth, TX 	<ul style="list-style-type: none"> • Lake Worth Beach, FL • McDonough, GA • Omaha, NE • Oak Park, IL • Philadelphia, PA • Portland, OR • Rochester, NY • St. Paul, MN • State College, PA • Tempe, AZ
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REFERENCES

- Arlington, MA - Adam Chapdelaine, Town Manager, Achapdelaine@town.arlington.ma.us
- League of California Cities, CA - Carolyn Coleman, Executive Director, ccoleman@cacities.org
- Village of Oak Park, IL - Kira Tchang, Human Resources Director, ktchang@oak-park.us

COST PROPOSAL

The table below is a pricing framework. The package was priced and discounted because Carpinteria is a small city of the National League of Cities. Below is an estimated budget for the proposed work.

	Annual cost
1. Initial Consultation. (Virtual meeting)	\$0
2. Training. REAL 101 (6 hours; virtual training – 3 sessions)	\$11,500
3. Community Conversations: Facilitate a three-part community conversations virtual series	7,500
4. Debrief on Capacity Building. Make Recommendations for Continuity, Sustainability and Development of a Racial Equity Action Plan.	\$1,500
5. Ongoing Consultation. 5 hours of technical assistance @\$300 per hour	\$1,500
Sub-total	\$22,000
Admin (10%)	\$2,200
Subtotal	\$24,200
NLC membership	\$1,563
Grand Total	\$25,763

We appreciate your leadership and are excited about the possibility of moving this work forward. Please contact Jordan Curry Carter, Carter@nlc.org with questions or to discuss next steps.

Sincerely yours,



Leon T. Andrews, Jr., Director
Race, Equity And Leadership (REAL)
National League of Cities



City of Carpinteria Racial Equity & Social Justice Program

Legal Name: Just Communities Central Coast

Address: 1528 Chapala St. Suite 308, Santa Barbara, CA 93101

Telephone: (805) 966-2063 c. (707) 294-7980

Authorized Contact: Melissa G. Patrino, Executive Director

For more information about Just Communities, visit www.just-communities.org.

Company Overview and Experience

Just Communities advances justice by building leadership, fostering change, and dismantling all forms of prejudice, discrimination, and oppression.

Organizational Overview: Just Communities

Just Communities Central Coast is a nonprofit organization based in Santa Barbara, CA. Founded in 2001 as a local chapter of the National Conference for Community and Justice (NCCJ), Just Communities has an 18-year track record of providing innovative educational and organizational change programs that help people, groups, organizations, and communities understand, talk about, and take action on issues of diversity, inclusion, and equity. Though our primary area of service is in the Tri-county region of California's Central Coast, we have worked with organizations across California and the nation and we are a recognized leader in the field. We combine an intersectional approach to issues of identity and equity with expertise in human and organization development that allows the people, organizations, and communities we work with to successfully engage in personal, organizational, and systemic change.

Key Areas of Expertise

Content Areas	Skills	Fields
<ul style="list-style-type: none">• Diversity, Inclusion & Equity (DEI)• Intersectionality• Implicit Bias• Microaggressions• Dismantling Oppression• Racism• Sexism• Genderism• Heterosexism• Ableism• Ageism / Adulthood• Faith-Based Oppression• Classism	<ul style="list-style-type: none">• Leadership Development• Organization Development• Systems Change• Dialogue Facilitation• Culturally Proficiency• Conflict Management• Managing Group Dynamics• Intergroup Relations	<ul style="list-style-type: none">• Education (PreK-12)• Education (Higher Ed.)• Government• Nonprofit• Healthcare• Law Enforcement• Community• Faith• Media

Just Communities is unique in that it is one of the few organizations working with local schools, government agencies, law enforcement, health care systems, and other nonprofits to facilitate systems level changes that improve outcomes for all members of our community. The past few years we have been focused on providing training for the private sector to develop a common language around diversity, equity, inclusion & justice (DEIJ). We have worked with the Government Alliance on Racial Equity to Support jurisdictions that are at the forefront of work to advance racial equity, with the goal to:

- 1) Build pathways for new jurisdictions to begin doing racial equity work, including cohorts of new jurisdictions.
- 2) Expand and strengthen local and regional collaborations that are broadly inclusive and focused on achieving racial equity.

Government's proactive work has the potential to leverage significant change, setting the stage for the achievement of racial equity in our communities. Supporting targeted cohorts of jurisdictions and providing best practices, tools and resources is helping to build and sustain current efforts and build a national movement for racial equity.

Highlights:

- ***Advancing Racial Equity: The Role of Institutions*** – an introduction to the role, responsibilities and opportunities for government to advance racial equity with a focus on normalizing racial equity as a core value with clear definitions of key terminology, operationalizing racial equity via new policies and institutional practice, and organizing, both internally and in partnership with other institutions and the community.
- ***Using a Racial Equity Tool*** – instruction and practice on how to use a racial equity toolkit within policy, program and budget decision-making processes.
- ***Communicating for Racial Equity*** – Communicating about race can sometimes be a challenge, so the session identifies tools for both interpersonal communication and communicating with the media and broader outside audiences.
- ***Developing a Racial Equity Action Plan*** – introduces how to put ideas and understanding into action, including building organizational infrastructure across the breadth (all functions) and depth (up and down hierarchy), and developing and implementing strategies.

Educational Components:

Institute for Equity in Education (IEE)

Developed and piloted with the Santa Barbara School Districts, *IEE* helps schools address racial and ethnic academic achievement gaps by focusing on the “4 Rs” of Relevance, Rigor, Relationships, and Racial Justice. *IEE* includes in-depth dismantling racism leadership training for educators, bi-lingual and cross-racial dialogue for parents, leadership development for students, cross-stakeholder action planning, and on-going support and coaching for schools and districts. Since its inception, *IEE* has resulted in significant culture and climate changes in the Santa Barbara School Unified School District which have led to:

- ☐ shifting the dominant narrative within SBUSD from a focus on socio-economics and parental blame to a focus on school system, social forces, and racism as key factors in the achievement gap;
- ☐ increased numbers of Latino students in honors, GATE and AP courses;
- ☐ improved academic performance for Latino students;
- ☐ increased numbers of Latino students in school leadership positions;
- ☐ increased Latino parent engagement and leadership;
- ☐ increased dialogue between Latino and White parents.

In 2007, the Institute for Democratic Renewal (IDR) at Claremont Graduate University named *IEE* “the most promising vehicle for eliminating racial/ethnic disparities and narrowing the educational achievement gap in the country.” IDR launched the *National Educational Equity Network* with *IEE* as its centerpiece, which has helped *IEE* expand to San Diego Unified Schools District where it has been

part of a larger initiative that has led to tremendous progress in academic achievement at Lincoln High School. Most recently, Lincoln posted the following academic gains:

- ☐ Met 21 of 22 Adequately Yearly Progress (AYP) targets – up from 0 targets in 2007-2008;
- ☐ API growth of 47 points (significantly exceeding their target of 13 points), with subgroup increases in key areas, including...
 - African-American students quadrupling the target;
 - Latino students tripling the target;
 - Socio-economically disadvantaged students quadrupling the target;
 - English Learners/students almost tripling the target;
 - Special Education students doubling the target.

In 2009, Marian Wright Edelman, President of the Children’s Defense Fund said: “If we are serious about ensuring that all children succeed, it is imperative that we courageously address the link between institutionalized racism and the academic achievement gap. Programs like Just Communities’ *Institute for Equity in Education* are model programs that help educators do just that.”

School districts from throughout the Central Coast have sent cohorts of administrators and educators through IEE, and we hope to launch a national program in the next coming year.

Example of Virtual Modules for Environmental Organization August 2020

Goal: To engage organizations working for environmental health, sustainability and justice in productive discussions about issues of DEIJ in an effort to strengthen individual organizations and the field as a whole.

Objectives:

- To build trust.
- Develop a common language.
- Be able to identify inequities, disparities, and injustice within organizations and the field as a whole.
- Develop a commitment to environmental and social justice
- Develop concrete strategies and next steps to advance environmental justice in organizations and our field as a whole.

Format: A series of seven 2-hour workshops over Zoom, each of which would include time spent in 3 modalities of work:

- **The Head:** This would involve Just Communities sharing JEDI-related theories and frameworks; developing a common language; brainstorming how JEDI issues and dynamics are playing out in environmental issues, organizations, and movements; etc.
- **The Heart:** This would include participants connecting with each other, sharing their own stories related to the JEDI topics and issues we are exploring, building trust, and deepening their connections. This would take place primarily through break-out sessions of 3-4 people each and then sharing with the full group upon returning from break-out sessions.
- **The Hand:** This is about developing tools and strategies; identifying how individuals, organizations and the group as a whole can apply what they are learning in their own work, organizations, and our communities as a whole; and identifying and committing to next steps and action. Some of this will be done in the Zoom meetings as a group and some will be done through assignments that will take place in between Zoom sessions.

Questions:

- How do we promote accountability?
- Would having set break-out groups help people feel safer to share in break-out groups?

- Is there a carrot we could offer people to bring them to the process? And encourage them to complete the process?
- Can we have caucus groups within the 7 sessions? Between sessions? After the 7-session series is complete?

Module #	Module Title	Objectives	Ideas	Resources
1	Welcome, Overview, Community & Trust-Building	<ul style="list-style-type: none"> ● To welcome participants to the program; share communication guidelines; and build trust and a level of community that will serve as a foundation for diving deeply into issues of DEI. 	<ul style="list-style-type: none"> ● Passion Discussion 	<ul style="list-style-type: none"> ●
	Assignment	<ul style="list-style-type: none"> ● Participants will draw upon their passion words to create “equity values statements” that will guide our work through this process and their work as a community/sector. 	<ul style="list-style-type: none"> ● Group people into small groups based on their passion words and have them meet between sessions to come up with a 2-3 sentence values statement that captures their word(s). Be ready to share when they come back together at the next session. 	<ul style="list-style-type: none"> ●
2	Developing a Common Language	<ul style="list-style-type: none"> ● To develop a common language that can be used to help people engage in productive and deep conversations about DEI 	<ul style="list-style-type: none"> ● D vs. I vs. E; Dynamics of Oppression; Table of Oppression 	<ul style="list-style-type: none"> ●
	Assignment	<ul style="list-style-type: none"> ● Identify examples of how structural inequalities such as racism and classism are woven into environmental issues, organizations, coalitions, and movements. 	<ul style="list-style-type: none"> ● Participants complete a survey to identify examples of each leg of the Table of Oppression within their orgs. and the larger field. 	<ul style="list-style-type: none"> ●
3	Table of Oppression	<ul style="list-style-type: none"> ● Share the results of the in-between session survey and deepen the learning. 	<ul style="list-style-type: none"> ● Share a visual of the table with examples. 	<ul style="list-style-type: none"> ●
	Assignment	<ul style="list-style-type: none"> ● How will attending to these issues help us advance our goals, increase our effectiveness, and deepen our impact in our local communities? 	<ul style="list-style-type: none"> ● 	<ul style="list-style-type: none"> ●
4	Having Difficult Conversations	<ul style="list-style-type: none"> ● Developing skills and tools for continuing difficult conversations about DEI issues. 	<ul style="list-style-type: none"> ● Watch Jay Smooth video then discuss in break out groups and then as a full group. ● Review “Having Difficult Conversations” framework. 	<ul style="list-style-type: none"> ● Jay Smooth Video ● Having difficult conversations framework.
	Assignment	<ul style="list-style-type: none"> ● Take the table of oppression examples generated by the group back to your own organization and facilitate a discussion about them with a focus on: How will attending to these issues help us advance our goals, 	<ul style="list-style-type: none"> ● 	<ul style="list-style-type: none"> ●

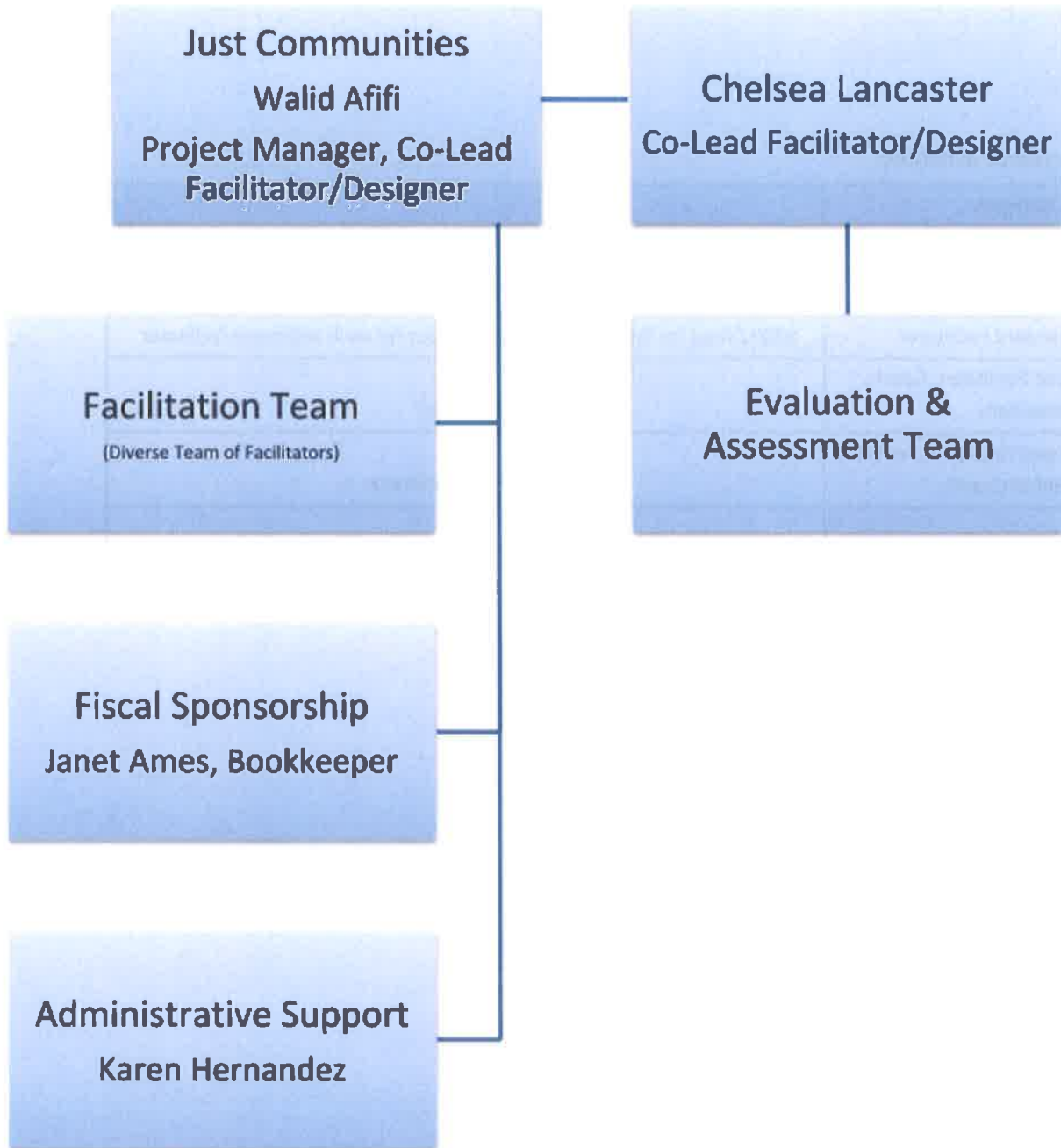
		<p>increase our effectiveness, and deepen our impact in our local communities?</p> <ul style="list-style-type: none"> Engage in one difficult conversation between sessions – a conversation you’ve been needing to have, but have avoided or struggled with. 		
5	Power & Privilege in Environmental Organizations & Movements	<ul style="list-style-type: none"> Develop a common language for discussing issues of power & privilege as concepts. Conduct a “Power & Privilege Analysis” of how power is held, distributed, and used within and between local environmental organizations and in broader environmental movements. Develop goals for how we would like to use and share power & privilege moving forward. 	<ul style="list-style-type: none"> Use the Dynamics of Oppression to define Power & Privilege at various levels. Have participants identify where they hold power & privilege as individuals, as organizations, and as members of social groups. Map organizational power in our community among and between various organizations and identify “How We Know.” 	<ul style="list-style-type: none"> Dynamics of Oppression Power Analysis Worksheet Power Analysis Map
	Assignment	<ul style="list-style-type: none"> Each organization will meet and identify how they could use the power they have to advance the work of larger environmental movements in our community and how they may be able to leverage the power they have to magnify the power of other organizations with less power in the community. 	•	•
5	Being Allies	<ul style="list-style-type: none"> To understand the term “ally” and to identify ways to be allies to each other as individuals and as organizations. 	•	•
	Assignment	<ul style="list-style-type: none"> Engage your organization in a conversation about: “How can we be effective allies to other organizations?” & “What do we need from other organizations who can be our allies?” 	•	•
6	Next Steps & Commitments	<ul style="list-style-type: none"> How do we build more diverse, inclusive, equitable and just environmental organizations in our communities? How can we address these issues at multiple levels including constituent, volunteers, staff, and board? How do we build a more diverse, inclusive, equitable and just environmental movement in our region? What are the concrete next steps we will commit to? What barriers exist and how do we overcome them? How will we move forward? How will we hold ourselves accountable? 	•	•
	Assignment	<ul style="list-style-type: none"> Each organization will identify which of the next steps their organization can commit to identify their own next steps for moving those commitments forward. Come back to the final session ready to report. 	•	•

7	Celebration & Closure	<ul style="list-style-type: none"> • To acknowledge and celebrate the work that was done through this process. • To provide a sense of closure – not of the work (which is just getting started) – but of this process. 	•
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Payment Schedule:

IC Category	
Translator	\$0.15 / word
Interpreter	\$55 / hour
Standard Facilitator	\$300 / hour for first facilitator + \$150/hour for each additional facilitator
Lead Facilitator, Coach, Consultant	\$300 / hour
Travel Time (if out of the Central Coast)	\$50 / hour / facilitator

Organizational Chart



Professional Biography: Walid Afifi

Walid Afifi is a Professor in the Department of Communication at the University of California-Santa Barbara, and recently elected as a Fellow of the International Communication Association, an honor restricted to the most impactful 1% of scholars in the discipline. He has served as Chair of the Department of Communication Studies at the University of Iowa and was selected to run for 2nd Vice President (a position that rotates to President) of the National Communication Association in this election cycle. He has published over 75 articles and chapters, is an author on two books, and an Investigator on nearly \$1.75 million in grant funding across his career.

He also serves as one of only three faculty members on the UCSB Campus Climate Council, is on the board of UCSB's Multicultural Center, is Director of the Center for Middle East Studies at UCSB, and is an active board member at *Just Communities*, a leading non-profit focused on social justice and equity. He also has served on the Equity, Diversity, and Inclusion task force for the National Communication Association and currently serves on the inaugural Inclusion, Diversity, Equity, and Access committee for the International Communication Association. When at the University of Iowa, he served as a board member for the Center for Human Rights. In 2012, he was awarded the UCSB Outstanding Faculty Award for "a faculty member who demonstrates leadership and support to diverse communities of gender identities, gender expressions and sexualities at UCSB," and this year (2020) he was honored through UCSB's Margaret T. Getman Service to Students Award, which recognizes university staff, faculty, and administrators who have demonstrated an extraordinary commitment to the overall growth and development of students; who consistently strive for excellence in their support of students; and who have a commitment to the improvement of the quality of student life.

Professional Biography:

Chelsea Lancaster has spent her career devoted to co-creating educational opportunities and dignified, community-driven support for under-resourced single-parent and systems-impacted families in Santa Barbara County. Once a low-income teen mother and abuse-survivor herself, Chelsea currently coordinates the CARE, CalWORKs, and SPARC (Single Parents Arriving Ready for College) programs under the EOPS umbrella at Santa Barbara City College. Under Chelsea's leadership, the CARE Program received the Santa Barbara Commission for Women's 2014 Service Award citing a deep commitment to serving needy women in the County. More recently, Chelsea was featured as a Phenomenal Woman in Student Affairs by NASPA and the SPARC Program was selected to receive the prestigious John W. Rice Diversity and Equity Award from The CA Community College Chancellor's Office.

Chelsea is also an experienced JEDI (Justice, Equity, Diversity and Inclusion) facilitator and active community organizer, primarily in collaboration with Healing Justice BLM and El Centro SB, a volunteer-run activist hub which she founded in 2015. Chelsea proudly serves on the Board of Directors for The FUND for Santa Barbara which supports organizations working for social, economic, environmental and political change throughout Santa Barbara County. She also sits on the Advisory Board for Storyteller Children's Center, which provides quality tuition-free early childhood education for homeless and at-risk children and their families, where she and her daughter were once program participants. Chelsea was one of the driving forces to reconstitution of the Santa Barbara ACLU chapter to work most effectively on local social justice issues, with her focus areas being opposing new jail construction and bail reform. She was also active in organizing against the proposed gang injunction in Santa Barbara, which became the first in the state to be defeated at a local level. When her own daughter left home to attend Mills College in Oakland, Chelsea returned to school to complete a master's degree in Education with an emphasis in leadership and social justice.

References

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THE FUND FOR SANTA BARBARA
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Current Accounts / Clients

Partial List

Carpinteria Children's Project

Santa Barbara Unified School District

www.sbunified.org

County of Santa Barbara

(Including Departments of Probation, Behavioral Wellness,
Child Welfare Services, and Employee University)

www.countyofsb.org

Santa Barbara Police Department

www.santabarbaraca.gov/gov/depts/police/default.asp

Tri-Counties Regional Center

www.tri-counties.org

University of California, Santa Barbara

www.ucsb.edu

Santa Barbara City College

www.sbccc.edu

Cottage Hospital

www.cottagehealth.org

Deckers Brands

www.deckers.com

Just Communities Mission, Vision, Core Values

Vision	Just Communities envisions an equitable and inclusive Central Coast where <i>all people</i> are connected, respected, and valued.
Mission	Just Communities advances justice by building leadership, fostering change, and dismantling all forms of prejudice, discrimination and oppression.
Our Work	Just Communities fosters equity and social justice in order to ensure every school, organization, and community in California's Central Coast is a place of opportunity; not a place of limitation.
Values Statements	<p>Just Communities values . . .</p> <p>RESPECT: Respect leads us to recognize and validate other's experiences, needs, and opinions; value each person's "worth" as a fellow human being; seek first to understand, then be understood. (Stephen Covey); listen to others, and then act on what we hear.</p> <p>INTERSECTIONALITY: Just Communities believes that different forms of oppression are interconnected in ways that create a larger, more complex system that reflects the "intersection" of multiple forms of oppression. Our approach recognizes that each individual has multiple identifies and that most people experience being both privileged and targeted by oppression at some point in our lives. We believe that, in the words of Audre Lorde, "There is no hierarchy of oppression," and therefore ranking one person's pain over another person's pain distracts us from our work to end oppression in all its forms. We believe that in order to fully understand one form of oppression, we need to understand all forms of oppression, and use this understanding to guide our efforts to uproot injustice wherever it exists.</p> <p>PARTNERSHIPS & COLLABORATION: Just Communities recognizes that partnership and collaboration are essential building blocks of progressive social change. We build trust and community by respecting our partners, honoring their strengths and enabling diverse people to come together to create a more equitable Central Coast.</p> <p>POWER (COLLECTIVE POWER): We recognize we can affect the lives of others through unity, a common energy, and belief in ourselves and our allies.</p> <p>DISMANTLING OPPRESSION: We recognize that oppression is an unnatural system and structure in which we all exist, and in order to create a society where all people are heard and respected we must all be change agents actively dismantling the forms of oppression we witness, experience, and/or participate in.</p> <p>WHOLE SYSTEMS CHANGE (GRASSROOTS, GRASSTOPS, ALL ALONG THE GRASS BLADE): Just Communities work is about systems change which we accomplish by working with leaders at the grassroots level (those most affected by the issues we address who may lack formal positions of power and authority, but who have a stake in equity and justice), the grasstops (formal organizational and community leaders with official positions of power and authority), and all along the grass blade (i.e. people who exist between the grassroots and grasstops at every organizational and community level).</p>
Nondiscrimination Statement	<i>Just Communities does not discriminate against any employee or applicant for employment because of race, sex, color, gender, gender identity, sexual orientation, disability, national origin, religion, creed, age, marital status, citizenship or authorized alien status or veteran status.</i>

