



CITY OF SALINAS

COUNCIL STAFF REPORT

DATE: March 17, 2020

DEPARTMENT: LIBRARY AND COMMUNITY SERVICES DEPARTMENT

FROM: KRISTAN LUNDQUIST, LIBRARY AND COMMUNITY SERVICES DIRECTOR

BY: JOSE ARREOLA, COMMUNITY SAFETY ADMINISTRATOR

TITLE: THE CALIFORNIA ENDOWMENT GRANT FUNDING FOR GOVERNMENT FOR RACE EQUITY TRAINING

RECOMMENDED MOTION:

A motion to approve a resolution authorizing the acceptance of a grant from The California Endowment to continue staff training and development in Governing for Race Equity.

RECOMMENDATION:

Staff recommends that Council approve the resolution authorizing the acceptance of a grant from The California Endowment to continue staff training and development in Governing for Race Equity.

BACKGROUND:

In August of 2014, the City of Salinas led by the City Manager, Public Works Director, and the Chief of Police began working with Building Healthy Communities East Salinas to collaborate on a Governing for Racial Equity (GRE) Initiative. Building Healthy Communities East Salinas is a California Endowment funded Initiative.

The California Endowment (TCE) sponsored trainings began in November of 2014. Fifty city employees in leadership positions trained in GRE while fifty community leaders also trained. Each group trained for two full days followed by a daylong group training for all one hundred participants at the local Hartnell Community College. The training was innovative and the first of its kind in the country. The GRE training conducted by Race Forward blended with Trauma Informed Healing training done by the National Compadres Network. Out of this training came the development of a GRE steering committee made up of equal parts community and City leadership. The goals of the steering committee were to:

1. Tell the Salinas story.
2. Develop ongoing city trainings.
3. Develop ongoing community trainings.
4. Expand community engagement.
5. Conduct or begin actual new projects, policies or practices.

The development of the Salinas case study “Building the We” and the short documentary by the same name are how we “tell the Salinas Story”. Additional trainings of another 100 city employees happened in 2016. Some smaller scale community trainings have also occurred. In late 2016 city staff and leadership decided to join the Government Alliance for Race and Equity (GARE) to develop a cross department team that could work together to create a Racial Equity Impact Assessment tool. A team of ten people

created in January 2017 trained for a full year in GARE together and went on to do a second-year implementation track in 2018. A new smaller group completed the introductory training in 2019. A subset of the 2017 team is still meeting every other month with the GRE steering committee. A cross department local GARE team of 9 people also meet monthly to advance race equity in city policies and practices. The team is made of up representatives from every City Department and reports out progress to the City Manager and Directors.

The GARE trainings over the last three years have occurred monthly in Oakland. The County of Monterey has also been sending a team since 2017. The monthly travel for such large teams and the amount of time spent in traffic for the day long trainings has taken a toll. In 2019 members of the GRE steering committee joined the cross sector collective, “Towards A Racially Equitable Monterey County” (TREMCC) Together with the County of Monterey and Building Healthy Communities and other agencies we are bringing GARE to Monterey county in 2020 to improve participation and make the training more accessible. Part of the funding from this grant will go to support the cost to participate in and bring the training to Monterey County.

The key outcomes of funding from this two-year grant are to:

1. Increased capacity of City of Salinas employees to deepen a shared understanding of structural racism and its role in perpetuating health and other key life inequities.
2. Increased understanding of the City of Salinas City Council to deepen collective shared understanding of structural racism and its role in perpetuating health and other key life inequities.
3. Increased commitment and implementation of healing-informed Governing Alliance for Racial Equity (GARE) Practice across all departments that allows City of Salinas to make substantive progress toward institutional change.
4. Participation and engagement of city of Salinas leadership in East Salinas Building Healthy Communities-Towards a Racially Equitable Monterey County.

It is important to note that according to our California Endowment grant officer Laure Padilla-Valverde, “the indicators are guides for how the outcomes can be achieved. It is expected that the numerical and quantifiable evidence of meeting the indicators (e.g., # of people/staff trained, # of days of training) will or can change given circumstances beyond the control of the city. We understand that and understand there is no way to guarantee that an indicator will be met exactly as it is written.” These indicators are detailed in the Grant Agreement document.

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

The acceptance of these grant funds and the continuation of GRE training supports the following City Council Goals:

- ☐ Operational Efficiencies
- ☐ Public Safety

DEPARTMENTAL COORDINATION:

The Library & Community Services Department has coordinated and collaborated with designees from the Police, Fire, Finance, Human Resource, Public Works and Community Development Departments who have been training together on Governing for Racial Equity through a cross department team that trains and meets monthly to develop and implement strategic goals on Governing for Racial Equity since 2017.

FISCAL AND SUSTAINABILITY IMPACT:

The grant provides \$120,000 over two years for training to develop new policies and practices that will provide lasting improvement to city systems for all City of Salinas residents.

ATTACHMENTS:

The Grant Agreement