



Date: July 21, 2020
To: Mayor and City Council
From: Eric Figueroa, City Manager
Subject: Establishment of Task Force on Equity and Inclusion

Recommendation

Receive report, hold discussion, and provide direction to staff regarding process for the establishment of a Task Force on Equity and Inclusion.

Background

At the City Council meeting of June 3, 2020, a request was made during Council Comments that an Equity Inclusion and Social Justice Ad Hoc Subcommittee of the City Council be formed to provide a forum to advance the City Council's policy commitment to support equity and justice for all. The Mayor directed staff to return at a future Council Meeting with an agenda item to establish an Ad Hoc Subcommittee.

On June 27th, while staff was finalizing alternatives for the City Council Ad Hoc Subcommittee, the Martinez Police Department was alerted to a report of flyers containing hate speech left on the sidewalk near the downtown area. The flyers made threats against those supporting the Black Lives Matter movement and contained racially offensive and demeaning language. A copy of the flyer is included as Attachment 1.

The hateful flyers were an affront to the City's adopted values supporting inclusion, diversity, and acceptance. The City's Vision Statement, adopted on June 21, 2017 with the Strategic Plan within the City's FY 2017-19 Budget, reads:

Martinez is an inclusive, family oriented, safe community, with small town waterfront character, diverse neighborhoods, complemented by plentiful parks and open spaces. Martinez has a historic downtown, with a legacy of culture and the arts, fostering a vibrant and sustainable economy, striving for well-maintained infrastructure, and a responsive high performing government.

On June 30th, Mayor Schroder issued a statement (Attachment 2) condemning the hate flyers. The Mayor pointed towards specific resolutions the City Council has adopted to affirm its commitment to promoting unity and inclusiveness, including:

- Resolution No. 025-17, adopted on March 15, 2017, “Declaring the City of Martinez’s Commitment to being an Inclusive, Tolerant, and Supportive Community for Everyone,” (Attachment 3); and
- Resolution No. 111-17, adopted on October 4, 2017, “United Against Hate,” which condemned, “intolerance of any individual or group and hate speech of any kind” and reaffirmed the City’s “commitment to serving and protecting all of our residents, with a high value placed on diversity, equality, and inclusivity.” (Attachment 4)

On July 1st, the City Council took urgency action to adopt Resolution No. 074-20, as a statement on “Equity and Justice for All” (Attachment 5). This most recent resolution – and the aforementioned statements and actions of the Mayor and City Council – are indicative of the City Council’s support for all citizens of Martinez, regardless of race or class.

In addition to the Resolutions adopted by the City Council and the request for an Ad Hoc Subcommittee of the Council, numerous members of the community at the City Council meetings of June 17, 2020, July 1, 2020 and July 15, 2020, requested the formation of a community-based anti-racist Task Force to address issues around equity and inclusion.

Discussion

Based on input from the community, the request of the City Council for an Ad Hoc Subcommittee, and the ongoing calls for fairness and representation at the national, state and local levels, staff recommends the City Council establish a community Task Force on Equity and Inclusion. Staff further recommends that the Council delay the formation of an Ad Hoc Subcommittee of the Council until after the recommendations of the Task Force are presented to the entire City Council. The initial work plan of the Task Force would include three phases over the remainder of 2020:

- Phase I: Host single or multiple community conversations to identify issues around Equity and Inclusion.
- Phase II: Review the City’s policies, procedures, and programming to evaluate its effectiveness from the perspective of Equity and Inclusion.
- Phase III: Develop a recommendation to the City Council on process improvements that can be made to further promote Equity and Inclusion.

It is recommended that the Task Force on Equity and Inclusion include nine members appointed by the City Council through an application process. Members of the Task Force would be selected based on geographic diversity, age diversity, ethnic diversity, and

advocacy diversity. Applicants to the Task Force would need to complete the City’s application form, complete an interview with the City Council or a subset of the City Council, and submit disclosure forms if required by state law. The Task Force leadership structure would include a Chair and Vice-Chair appointed by the City Council or a subset of the City Council. In addition, the City will provide a facilitator to assist the Task Force at meetings of the full membership. The Task Force would also include professional City staff from the City Manager’s office and the Police Department. Although the Task Force would include nine appointed members, meetings would be open to the public and subject to the Brown Act in order to ensure the opportunity for public participation.

The following calendar is proposed for the establishment of the Task Force on Equity and Inclusion:

Date	Description
July 29, 2020	Applications available on the City’s website.
August 19, 2020:	Applications due to the City Clerk by 5pm.
August 27, 2020:	Interviews completed for the Task Force.
September 2, 2020:	Appointments to the Task Force by the City Council.
September 2020:	Community conversations completed by the Task Force.
October 2020:	Review of City Policies, Procedures, and Programming.
November 2020:	Development of recommended changes to enhance City efforts on Equity and Inclusion.
December 2, 2020:	Present Recommendations to the City Council.

Fiscal Impact

Estimated cost of a facilitator to complete Phases I-III is \$7,500.

Attachments

- Attachment 1 – Hate Flyer Found in Downtown Martinez on June 27, 2020
- Attachment 2 – Mayor’s Statement of June 30, 2020
- Attachment 3 – Resolution No. 025-17 “United Community”
- Attachment 4 – Resolution No. 111-17 “United Against Hate”
- Attachment 5 – Resolution No. 074-20 “Equity and Justice for All”