



Date: October 17, 2020
To: Mayor and City Council
From: Eric Figueroa, City Manager
Prepared by: Kathleen Salguero Trepá, Interim Community Development Director
Subject: Appointments to the Anti-Racism & Discrimination and Pro-Inclusion & Equity (ARDPIE) Task Force

Recommendation

1. Receive report and hold discussion on the creation of and appointments to the Anti-Racism & Discrimination and Pro-Inclusion & Equity Task Force.
2. Consider adopting resolution establishing the Anti-Racism & Discrimination and Pro-Inclusion & Equity Task Force.
3. The Mayor consider appointing and making appointments of nine (9) regular and two (2) working alternate members thereto, subject to the approval of the City Council.

Primary Members

- Victor Baker
- Andrea Crider
- Laura Ebbert
- Satinder Malhi
- Linda Olvera
- Jada Paniagua
- Albert Ponce
- Joy Radashaw
- Meg Sumoweic

Alternate Members

- Thomas Lewis
- Sarah Lombardo

Background

Since the death of George Floyd in Minneapolis, the issue of implicit bias and systemic racism in our communities and at all levels of government has been brought to the national forefront and the subject of public dialogue. In June 2020, two copies of a hate flyer appeared in downtown Martinez, which became the catalyst for the installation of a temporary, City co-sponsored “Black Lives Matter” mural in front of the Court House on July 4, 2020. The mural was vandalized within hours of completion and community discourse escalated around the issue.

Following several Council meetings with significant public comment, on July 29, 2020 the City Council directed staff to create a task force of approximately nine community members to review City policies, procedures and programs and provide recommendations to promote anti-racism and discrimination, and support equity and inclusion throughout the policies, procedures and programs of the City of Martinez. This task force has been called the Anti-Racism & Discrimination and Pro-Inclusion & Equity Task Force (“ARDPIE”). The Council also directed the City Manager to select and form a diverse Community Panel to help evaluate applicants who wish to become members of the ARDPIE task force and to forward the Panel’s recommendation to the Mayor for consideration.

Task Force Applications

A Community Interest Form (Attachment 2) was issued on August 11, 2020, to recruit applicants to the ARDPIE Task Force. The application information was announced on the City’s website and through social media platforms, which in turn was amplified by various private social media platforms throughout the community. The deadline for submitting an application was September 1, 2020. Twenty-six applications were received. One applicant withdrew to instead serve on the Community Panel, as discussed below, and two others subsequently withdrew for personal reasons, leaving 23 applicants as listed on Attachment 3.

Community Panel

Consistent with Council direction, the City Manager formed a Community Panel to help evaluate ARDPIE Applicants. The panelists were selected based on a combination of community engagement and diversity characteristics. They represented, as follows:

- 3 males and 3 females;
- 3 White people and 1 Hispanic, 1 Black, and 1 Asian;
- 1 LGBTQ; and
- 1 Jewish person.

The six Community Panelists included:

- Corey Katz, Bar Cava

- Janet Kennedy, former Councilmember, Rotarian, and actively engaged community member
- Juan Carlos Serrano, Rose's Barber Shop
- Leslie Takahashi, Martinez Resident, lead minister of the Mt. Diablo Unitarian Universalist Church and former member of the Contra Costa County Racial Justice Task Force
- Marta Van Loan, former Parks, Recreation, Marina, and Cultural Commission member, and active Community Emergency Response Team member.
- Michael Dunn, Executive Director of the Boys and Girls Clubs of Contra Costa County.

The six Community Panelists received copies of the initial 25 applications and were instructed to not discuss these applications with anyone, including other Panelists. One applicant withdrew at this stage, leaving 24 applicants.

The Panelists were each tasked with reviewing applications and submitting to staff a list of no more than twelve people for interviews. The suggested evaluation factors included the following:

- o Demonstrated community engagement, in a public or organizational setting, particularly related to supporting others, social justice, racial equality, and / or advocacy for under or unrepresented people. Demonstrated community engagement in Martinez is preferred.
- o Represent a protected class under State or Federal law either by familial relationship, advocacy or self-identification.
- o Direct experience with discrimination.
- o Demonstrated thoughtfulness to evaluating issues and seeking opportunities to address in a respectful manner.

After receiving the individual member recommendations, a natural cut off occurred with applicants that received three or more recommendations, for a total of 13 interviews.

# of Recommendations	# of Applicants
1	5
2	6
3	4
4	5
5	4
6	0
	24

Applicant Interviews

Thirteen applicants were invited to participate in Zoom interviews on October 8; one applicant withdrew the day of the interview and one did not Zoom in. Five of the six community members conducted the interviews with panelist Janet Kennedy excused due to an unavoidable conflict. City staff was present as a facilitator for the interviews, but did not participate in the interviews. The following five questions were asked of each applicant during each applicant’s interview:

1. Please tell us why you are interested in joining the Task Force, and what special skills or qualifications you bring to assist with community outreach.
2. What has been your personal experience with racism, discrimination or prejudice of any kind?
3. Please share your relevant experience, interests and / or advocacy efforts related to ending implicit bias, systemic racism or inequality among people with different racial, ethnic, cultural, physical abilities, orientation or identification.
4. It will be important for the Task Force members to interact with each other and members of the public in a respectful and understanding manner, keeping in mind different perspectives and experiences. How have you helped develop an environment of collaboration and team work in any of your previous activities?
5. Do you have any final thoughts you would like to share with the Panel?

The panelists were then asked to complete an online ranking form to tier each applicant in the following categories, with no more than five applicants per tier.

TIER 1 = 3 points	Highly Qualified / Strongly Recommend
TIER 2 = 2 points	Very Qualified / Recommend
TIER 3 = 1 points	Meets Qualifications / Appoint if Space

The Panelists did not discuss candidate ranking among themselves, and completed the ranking form independently of one another. Staff then tallied the scores from each ranking sheet to arrive at the final recommendation below.

TIER 1	TIER II	TIER III
13-15 Points	12 - 12 Points	9 Points
Albert Ponce	Joy Radashaw	Sarah Lombardo
Andrea Crider	Jada Paniagua	Thomas Lewis
Laura Ebbert	Linda Olvera	
Satinder Malhi	Meg Sumoweic	
Victor Baker		

Finalist Diversity

Many applicants self-identified in their applications or through the interview process various demographic characteristics. Staff also followed up with a survey form. Seven of the finalists are female and four are male. Seven of the finalists are white, although one self-identified as Hispanic and several indicated they have children of color. The remaining finalists self-identified as non-white, including Black, Hispanic, Asian, and Native American. Two finalists self-identified as members of the LGBTQ community.

The following table information represents the demographic diversity of the eleven finalists:

Applicants		%
Male	4	36%
Female	7	64%
White	7	64%
Black	1	9%
Hispanic	2	18%
Asian	1	9%
Native American	1	9%
LGBTQ	2	18%

Task Force Appointments

Staff recommends that the Mayor consider appointing the individuals listed in Tiers I and II above as primary members of the ARDPIE Task Force and Tier III individuals as working alternate members. Alternate members would attend meetings and participate in discussions like regular members; the only limitation is that alternate members would only vote on an action item before the Task Force if they are filling a vacancy of a regular member.

The attached resolution establishes the ARDPIE Task Force and, should the Council adopt the resolution, staff recommends that the Mayor verbally make the appointments specified above, subject to the approval of the Council.

Next Steps

Once the applicants have been appointed to the Task Force, staff will work with the Task Force to consider the selection of a facilitator who in turn will assist with developing a Task Force work plan for Council consideration and approval.

The Task Force members will also be asked to complete the Implicit Bias Training that all City staff completed during the month of September. The training program was developed

by the University of California and consists of 8 modules of approximately 15 minutes, or two hours of training.

Fiscal Impact

Aside from staff time, there is no direct fiscal impact associated with the selection of the ARDPIE Task Force members. There will be costs associated with retaining a facilitator to assist with conducting ARDPIE Task Force meetings in a facilitated workshop setting. Staff initially estimated \$10,000 for that assistance, which can be refined once a work plan has been developed for Council review and consideration. There will be on-going staff time and city attorney time associated with the work of the Task Force.

Attachments

- Attachment 1, Resolution Appointing ARDPIE Task Force Members
- Attachment 2, ARDPIE Community Interest Form
- Attachment 3, List of Applicants and Applications