

# **City of Encinitas Equity Committee Draft Recommendations\* as of 02.15.2022**

*\*Items highlighted in yellow require further refinement and discussion by the committee*

## Current draft Council recommendation list

### 1. ENCINITAS DEI COMMITMENT IN ACTION

- a. Clarify City's commitment to Diversity, Equity, and Inclusion (DEI)
  - i. Recommended Action: Issue City Proclamation on commitment to DEI
  - ii. Recommended Action: Establish equity criteria to be used in all City processes, programs, reports and require an "equity impact statement" as part of staff reports to Council to understand equity impacts of proposed items

*Example from County Board of Supervisors: Due to the history of racism and oppression in the United States and current practices within the legal system, incarceration has always disproportionately impacted the poor, mentally ill, disabled, homeless, those who suffer from substance use and people of color who have been systemically oppressed. For example, Black Americans comprise about 27% of all individuals arrested in the United States-double their share of the total population. Over-policing of communities of color also contributes to the targeting of Black and Brown people. Marijuana use is roughly equal among Black people and white people, but Black people are 3.64 times more likely to be arrested for marijuana possession. "In every single state, Black people were more likely to be arrested for marijuana possession, and in some states Black people were up to six, eight, or almost 10 times more likely to be arrested."*

*In addition, arrestees with mental illness typically receive inadequate mental health services while incarcerated. Homelessness is especially high among those who have been incarcerated and people recently released from prison. Analyzing San Diego County's incarceration system will assist in creating equitable outcomes for our most underserved diverse communities of color including disabled, LGBTQ2IA+ Black, Latinx, Indigenous, Asian and more.*

- iii. Recommended Action: Educate City staff on diversity, equity and inclusion
- b. Hire Encinitas Diversity, Equity, Inclusion Leader to sustain City's DEI Commitment by overseeing equity interests for city staff, trainings, events, services, and programs
- c. Diversify City boards and commissions to represent local demographics
  - i. Recommended Action: Adopt a city-wide commitment to intentionally diversify Boards and Commissions to represent all demographics of the community
  - ii. Recommended Action: Conduct analysis of barriers to diverse applicants and representation on Boards and Commissions and revise recruitment processes for Boards and Commissions to enhance diversity of members

- iii. Recommended Action: Increase the diversity of the applicant pool by:
  - 1. Require 1 woman or 1 person of color on each Board or Commission
    - a. Consider: renter slot on Planning Commission
    - b. Consider: Need-based stipend
    - c. Have Commission seats be equitably represented (aspirational statement)
    - d. Prohibit only one gender being represented
  - 2. Ensure applications for Boards and Commissions are available in Spanish and can be translated into other languages as well
  - 3. Have a table and offer recruitment opportunities for Boards and Commissions at events and activities in the community sponsored by minority populations, cultural organizations, organizations committed to equity and diversity
  - 4. Advertise Board and Commission positions in other places like mpboardexchange.com, the Parks & Recreation publication, flashing event signs around the community, etc.
    - a. Consider venues such as a Citizens' Leadership Academy (or other opportunities) for places to communicate information about Board/Committee/Commission positions
  - 5. Create a narrative of Board and Commission appointments and why citizens would want to serve
  - 6. Require ongoing Diversity, Equity, Inclusion & Belonging Trainings as an ongoing requirement for city staff & Boards/Committee/Commission members
- d. Expand support for LGBTQ+ Equity efforts
  - i. Recommended Action: Designate a City staff member to be a liaison with the North County LGBTQ Center
  - ii. Recommended Action: Have a dedicated LGBTQ+ Resources page on the City of Encinitas web page
  - iii. Submit an application to the Human Rights Campaign Municipal Equality Index (MEI) with the intention of earning a perfect score of 100 points

- iv. Promote LGBTQ+ community events through city web page listings and city email

## 2. HOUSING

- a. Raise public awareness of housing process
  - i. Recommended Action: Host educational workshops for public and developers e.g., Development 101, Access to Housing
    - 1. Include: SB9 specific education
    - 2. Events for applications for affordable housing
      - a. Targeted approach for advertising
    - 3. Modify advertising requirements for any deed-restricted affordable unit – require outreach to local employers
- b. Include, and communicate to, diverse voices in housing process
  - i. Recommended Action: Create a practice or revise existing policy specifically to ensure diverse voices are heard in the housing process when projects are being considered by Planning and Zoning and/or Council
  - ii. Recommended Action: Leverage the Equity Committee to create a list identifying community members and community organizations to specifically be invited to participate in housing studies
  - iii. Recommended Action: Ensure Racial and Ethnic Equity Study as well as future housing studies intentionally engage the current unhoused population to learn more about their needs/barriers to housing
- c. Ensure housing studies engage and include unhoused population
- d. Develop partnership with County on affordable housing project
  - i. Recommended Action: Identify and pursue a housing project for partnership with the County to create additional housing opportunities in Encinitas

## 3. PUBLIC SAFETY

- a. Create Public Safety Commission to ensure City's public safety needs are met
  - i. Recommended Action: Work with Sheriff's Department and other public safety agencies to drive more transparency of how public safety resources are deployed
  - ii. Oversight of data
    - 1. Staffing
    - 2. Fiscal responsibility

3. Effective utilization of all resources (LE, other agencies, etc)
  - iii. Venue for discussing all matters of public safety
  - iv. Follow structure of other Commissions in Encinitas
  - v. Clarify its role/purpose/scope
    1. Possibly public health
    2. Possibly exploratory re: Sheriff's contract vs. Encinitas PD option
- b. Increase utilization of MCRT
- i. Recommended Action: Advocate for expansion of MCRT with letter of support for District 3 Supervisor in support of County budget allocation to continue and expand the MCRT and provide additional funding for community-based treatment programs to provide immediate access when needed (*This may come off if the timeline will have already passed*)
  - ii. Recommended Action: Add MCRT Phone Number and information to Website in a prominent location
  - iii. Recommended Action: Pursue joint marketing opportunities to promote the program including creating joint Public Service Announcement with County and City
  - iv. Recommended Action: Implement intentional interagency coordination, collaboration, training, and best practices for MCRT (Sheriff's Office, Fire Department, City, 9-1-1/Fire Dispatch) and require regular reports to ensure joint coordination and training is occurring
  - v. Recommended Action: Require monthly reporting of data on program performance. Number of calls coming through crisis line and 911, who's overseeing the performance of the program, pre & post data about how successful the program is, # of calls allocated to MCRT vs. PERT vs. Police (watch out for bias in dispatch process)

#### **4. COMMUNITY ENGAGEMENT**

- a. Improve accessibility of City communications (website, publications, communication channels)
  - i. Recommended Action: Add additional community language options/translation options and accommodations for the visually impaired
  - ii. Recommended Action: Offer sign language interpretation services at public meetings/events

- iii. Recommended Action: Conduct an analysis of community outreach processes to determine efficacy in reaching all representative groups of the community. Based on the results, determine who is not being reached and how processes might need to change to reach these groups
  
- b. Establish City as a place that welcomes everyone
  - i. Recommended Action: Develop “Everyone is Welcome Here” marketing campaign
  - ii. “Welcoming Community” statement
  - iii. External Presentations/Visible flags/banners, etc clearly communicating
    - 1. Intentional celebrations
      - a. Parks & Rec
      - b. Arts & Culture
    - 2. Work with businesses to make it more visible
    - 3. Pride flags
    - 4. Black history month
  
- c. Align community groups (non-profits, religious groups etc.) on key issues such as Housing, Public Safety
  - i. Recommended Action: Replicate model of Community Homeless Action Plan Work Group for other key issues
  - ii. Neighborhood Dialogues – how can we get people together to share stories/forums for connection?