

Encinitas Equity Committee

DRAFT FINAL RECOMMENDATIONS

April 19, 2022



Overview

The City of Encinitas Citizens' Equity Committee began meeting in May of 2021 with a stated purpose to, "...help the City of Encinitas and Encinitas community create safe, healthy, accessible, and inclusive opportunities for everyone who lives, works and visits Encinitas. The committee will provide the forum for a diverse mix of voices to provide suggestions to the City of Encinitas to help plan, prioritize, manage and build projects and programs; frame how we work with our communities and public safety personnel; define how we recruit and develop our employees; guide our efforts to compile and interpret data and set up expectations for stakeholders and sub-contractors that work with us."

The Committee began its work with a brainstorming and sorting exercise to determine its initial core focus areas for work: Housing, Public Safety, and Community Engagement

A fourth focus area, "Diversity, Equity, and Inclusion Commitment in Action" was later added as the work developed. At their monthly meetings, committee members worked to refine recommendations in each of these areas. Subject matter experts were brought in to provide additional information, and the Committee also suggested and participated in a joint meeting with the City Council, Equity Committee, and Sheriff's Office.

The following is a summary of the final listing of draft recommendations of the Encinitas Equity Committee. It will be the work of the committee at the April 19, 2022 meeting to finalize these recommendations in preparation for a presentation to the City Council in May. These recommendations should be considered to be in draft form until the conclusion of the April 19 meeting.

This report also includes an Appendix with reference resources for some of the draft recommendations, and I have identified some items for potential changes to some of these recommendations.

The Committee also completed an Impact Analysis for each of the draft recommendations, identifying which ones they are recommending to be implemented immediately, which ones require more planning, which ones require further consideration and which ones may be appropriate to drop because they have either already been completed or have a low-level of impact but higher degree of difficulty in implementation. The final section of this report includes a summary of that analysis.

Respectfully submitted,



Nicole M. Lance
CEO, Lance Strategies

Diversity, Equity, and Inclusion Commitment in Action

RECOMMENDED ACTIONS

- 1) Clarify the City's Commitment to Diversity, Equity, and Inclusion (DEI)
 - a) Issue City Proclamation on commitment to DEI
 - b) 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 *(see Appendix item A for example of a draft equity impact statement)*
 - c) Educate City staff on diversity, equity and inclusion
- 2) Hire Encinitas Diversity, Equity, Inclusion Leader to sustain City's DEI Commitment by overseeing equity interests for city staff, trainings, events, services, and programs
- 3) Diversify City boards and commissions to represent local demographics
 - a) Adopt a city-wide commitment to intentionally diversify Boards and Commissions to represent all demographics of the community
 - b) 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
 - c) Increase the diversity of the applicant pool and Boards, Committees & Commissions by:
 - i) Require at least 1 woman or 1 person of color in each applicant pool for Boards and Commissions
 - ii) Adopt requirements of AB931 (2019) early *(see Appendix item B for a summary of AB931 as passed in 2019)*
 - iii) Add two additional seats reserved for renters to the Planning Commission
 - iv) Adopt an aspirational statement about equitable representation on Board, Committee, and Commission seats *(draft of this statement in process and to be discussed on April 19, 2022)*
 - v) Offer a need-based stipend to Commission members

- vi) Ensure applications for Boards, Commissions, and Committees are available in Spanish and can be translated into other languages as well
- vii) 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
- viii) Create a contact list of non-profits to distribute Board, Committee, and Commission openings to
- ix) As part of their focused actions, ask existing Commissions to recruit new members with an emphasis on diversity & equitable representation
- x) Advertise Board and Commission positions in other places like mpboardexchange.com, the Parks & Recreation publication, flashing event signs around the community
- xi) Utilize venues such as a Citizens' Leadership Academy (and other opportunities) to communicate information about Board/Committee/Commission positions
- xii) Create a narrative of Board and Commission appointments and why citizens would want to serve
- xiii) Require Diversity, Equity, Inclusion & Belonging training for Commission members

4) Expand support for LGBTQ+ Equity efforts

- a) Designate a City staff member to be a liaison with the North County LGBTQ Center
- b) Have a dedicated LGBTQ+ Resources page on the City of Encinitas web page
- c) Submit an application to the Human Rights Campaign Municipal Equality Index (MEI) with the intention of earning a perfect score of 100 points
- d) Promote LGBTQ+ community events through city web page listings and city email

Housing

RECOMMENDED ACTIONS

- 1) Raise public awareness of housing process
 - a) Host educational workshops for public and developers to clarify processes and improve access to housing, including topics such as Development 101, Access to Housing, and SB9-specific education
 - b) Host events to gather applications for affordable housing, using a targeted approach at specific populations/employers for advertising
 - c) Modify advertising requirements for any deed-restricted affordable unit to require outreach to local employers
- 2) Include, and communicate to, diverse voices in housing process
 - a) 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
 - b) Leverage the Equity Committee to create a list identifying community members and community organizations to specifically be invited to participate in housing studies
 - c) 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
- 3) Ensure housing studies engage and include unhoused population
- 4) Identify and pursue a housing project for partnership with the County to create additional housing opportunities in Encinitas

Public Safety

RECOMMENDED ACTIONS

- 1) Create a Public Health and Safety Commission to ensure City's public health and safety needs are met with a proposed scope of work to:
 - a) Review local concerns related to police and fire
 - b) Serve as the citizens' voice in public safety matters
 - c) Crime incidences
 - d) Crime trends
 - e) Life safety issues
 - f) Crime prevention
 - g) Fire prevention and awareness
 - h) Serve as a centerpoint for conversation about homelessness and related issues
 - i) Suggest improvements for mental health issues and community support
 - j) Other matters that may be directed by order of the City Council

- 2) Work with Sheriff's Department and other public safety agencies to improve oversight of data and drive more transparency of how public safety resources are deployed in terms of Staffing, fiscal responsibility and utilization of resources - i.e. # of calls for Psychiatric Emergency Response Team (PERT) or Mobile Crisis Response Team (MCRT)

- 3) Increase utilization of the MCRT
 - a) Add MCRT Phone Number and information to the City website in a prominent location
 - b) Pursue joint marketing opportunities to promote the program including creating joint Public Service Announcement with County and City
 - c) 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
 - d) Require monthly reporting of data on program performance, including a review of the number of calls coming through the crisis line and 911, who is overseeing the performance of the program, pre & post data about how successful the program is, # of calls allocated to MCRT vs. PERT vs. Police; review data for bias in dispatch process

Community Engagement

RECOMMENDED ACTIONS

- 1) Improve accessibility of City communications (website, publications, communication channels)
 - a) Add additional community language options/translation options and accommodations for the visually impaired
 - b) Offer sign language interpretation services at public meetings/events
 - c) 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

- 2) Establish Encinitas as a place that welcomes everyone
 - a) Develop and promote an “Everyone is Welcome Here” marketing campaign
 - b) Create & adopt a “Welcoming Community” statement
 - c) Utilize City venues/events/infrastructure to clearly communicate Encinitas as a place that welcomes everyone
 - i) Create external presentations/utilize visible flags and/or banners, etc. clearly communicating Encinitas as a welcoming community
 - ii) Hold intentional celebrations to highlight diverse populations and equity issues (Parks & Recreation, Arts & Culture may be good departments/areas for partnership & participation with this)
 - iii) Partner and work with businesses to make more visible displays (Pride flags, leveraging annual celebrations like Black history month, etc.)

- 3) Align community groups (non-profits, religious groups etc.) on key issues such as Housing and Public Safety
 - a) Replicate the model of the Community Homeless Action Plan Working Group for other key issues
 - b) Establish Neighborhood Dialogues (community gatherings/open conversations) as a forum for interpersonal connection, storytelling, and sharing

Appendix

Item A

In reference to Item 1b under “Diversity, Equity, and Inclusion Commitment in Action”, example of a draft equity statement to be used in staff reports to Council. Source: San Diego 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.

Item B

Summary of AB931

Source: Assemblymember Tasha Boerner Horvath’s website

<https://a76.asmdc.org/press-releases/20191013-increased-representation-women-local-appointed-boards-and-commissions>

This bill, on and after January 1, 2030, would require, with respect to a city with a population of 50,000 or more, that the city not appoint members of nonsalaried, nonelected boards or commissions consisting of 5 or more members such that individuals of the same gender identity comprise more than 60% of the board or commission’s membership. The bill would also prohibit a board or commission with 4 or fewer nonelected and nonsalaried members from being comprised exclusively of people with the same gender identity. The bill would define “gender identity” for purposes of the bill, and would exclude from its provisions a board or commission that has as its primary purpose addressing issues of relevance to a particular gender identity.

Possible Changes to Existing Draft Recommendations

- 1) Under the first section of recommendations, Diversity, Equity, and Inclusion Commitment in Action, item 1a recommends that the City clarify its commitment to DEI by issuing a proclamation regarding its commitment as such. There are two additional recommendations that are similar in nature:
 - Item 3a also under Diversity, Equity, and Inclusion Commitment in Action “Diversify City boards and commissions to represent local demographics: Adopt a city-wide commitment to intentionally diversify Boards and Commissions to represent all demographics of the community”, and
 - Item 2b under Community Engagement, “Establish Encinitas as a place that welcomes everyone: Create and adopt a Welcoming Community statement”

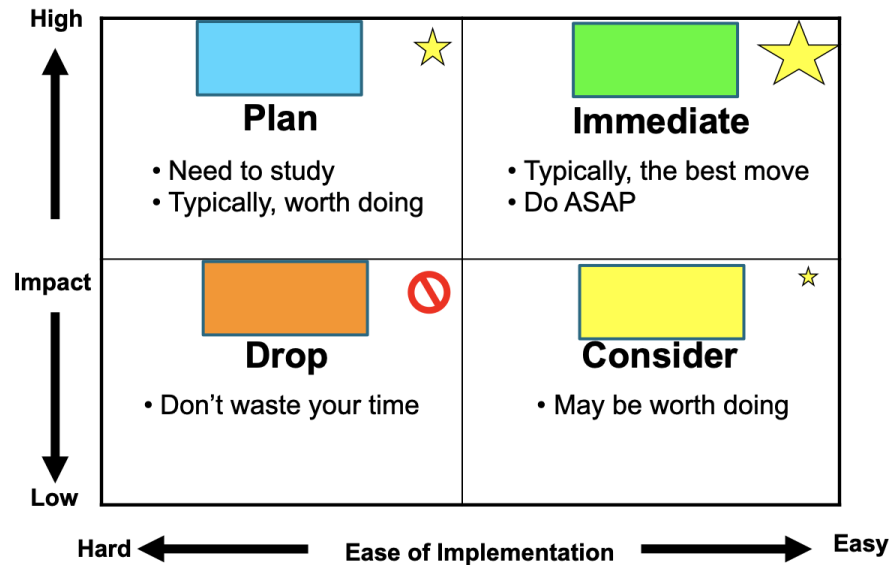
It has been suggested by a committee member that both of these additional items be combined with Item 1a under Diversity, Equity, and Inclusion Commitment in Action.

- 2) In order to facilitate clarity, it has also been suggested by a committee member to move items 4a, 4b, 4c, and 4d under Diversity, Equity, and Inclusion Commitment in Action to Community Engagement.

Impact Analysis of Draft Recommendations

Using the Impact Matrix represented below, the Committee assessed each of the draft recommendations. The following pages contain the recommendations as sorted into these four categories

The Impact Matrix



Draft Recommendations: Immediate Implementation

DIVERSITY, EQUITY, AND INCLUSION COMMITMENT IN ACTION

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- 4) Expand support for LGBTQ+ Equity Efforts
 - a) Designate a City staff member to be a liaison with the North County LGBTQ Center

- b) Have a dedicated LGBTQ+ Resources page on the City of Encinitas web page
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HOUSING

- 2) Include, and communicate to, diverse voices in the housing process
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PUBLIC SAFETY

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COMMUNITY ENGAGEMENT

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Draft Recommendations: Plan

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Draft Recommendations: Consider

Diversity, Equity and Inclusion Commitment in Action

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Draft Recommendations: Drop

PUBLIC SAFETY

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