



Equity Centered Coaching Overview

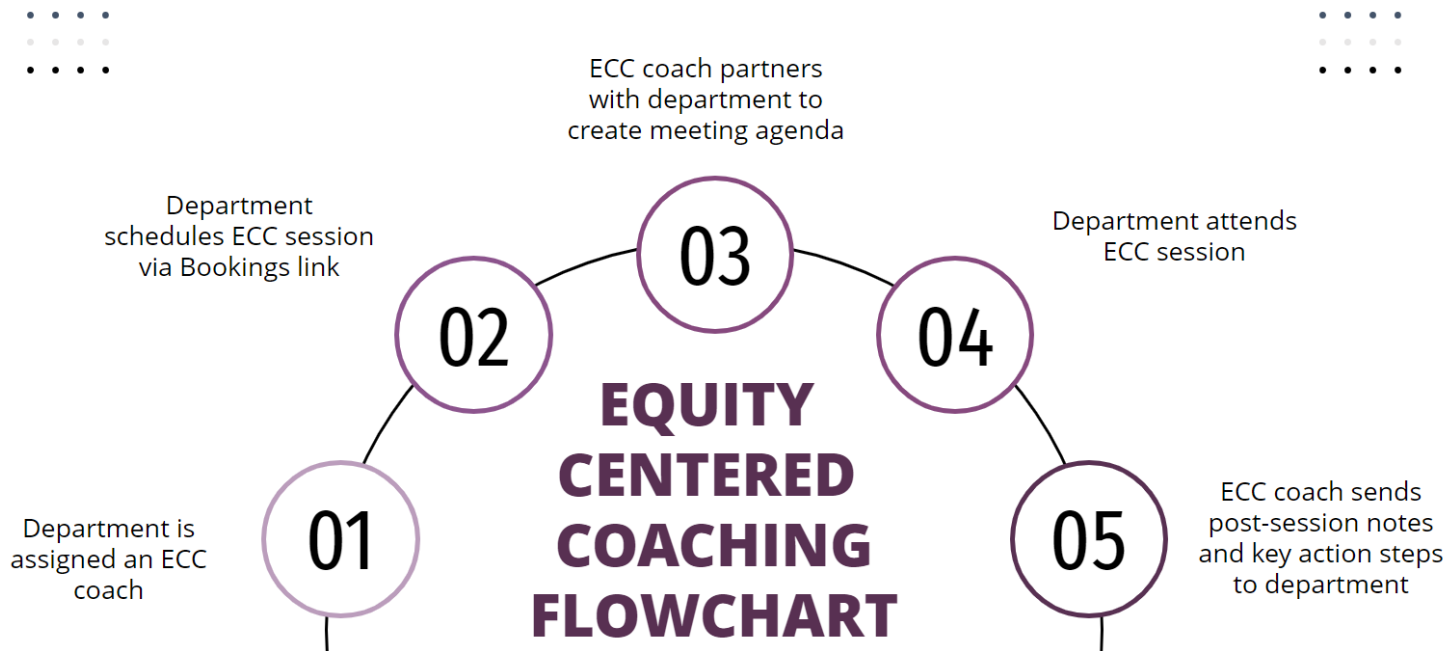
What is Equity?

Equity is defined as what occurs when we eliminate institutional racism and systemic disparities, providing everyone with equitable access to opportunity and resources to thrive, no matter where they live or how they identify. This work doesn't happen by happenstance. It takes an intentional, strategic, thoughtful approach. To have equity is to fight racism, inequities, and injustice in all its forms.

What is Equity-Centered Coaching?

Equity Centered Coaching is a strategy and action-driven method that will guide City departments in their advancement of equity within and throughout the City of San Diego. Each City department will be assigned a staff member from the Department of Race and Equity that will serve as their Equity Centered Coach (ECC). ECCs will work directly with their respective department(s) to help apply an equity lens to all current and future operations, procedures, and policies.

How does ECC work?





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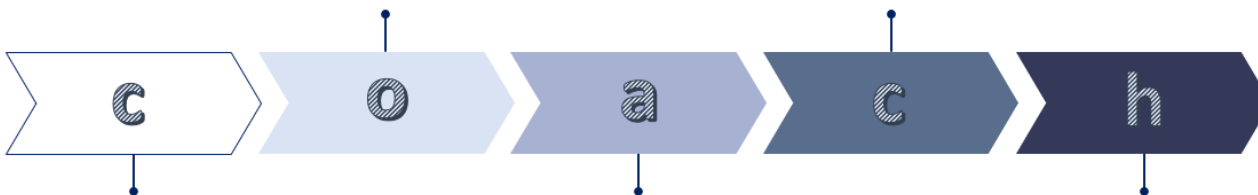


Open Communication

Encourage open communication between city departments, city employees, and the public. Voice concerns, share experiences, and provide feedback on decisions that may perpetuate inequities.

Collaboration

Foster a culture of collaboration and partnerships with city departments. Recognize that no single entity can address all societal issues alone.



Commitment to Equity

Demonstrate a commitment to equity by recognizing historical and structural inequities. This includes providing space for continuous learning, growth, and improvement.

Assess

Regularly assess city programs, policies, practices, and budget decisions to identify and address any biases that may disproportionately impact individuals and communities.

Holistic Approach

Embrace a holistic approach that recognizes the interconnectedness of social, economic, and environmental factors. Consider long-term impacts and unintended consequences.

COACHING ASSIGNMENTS



Kim Desmond
(she/her)

- Attorney
- COO
- E&CP/Strategic Capital Projects
- HSSD
- Mayor's Office
- Police



Salina Villegas
(Salina)

- Parks & Rec
- Personnel
- HR
- Child and Youth Success
- PUD
- Finance



Jai Simpson-Joseph
(she/her)

- Transportation
- P&C
- PandA
- Government Affairs
- Emergency Services
- Fire Rescue



Grace Bagunu
(Grace)

- Library
- SuMo
- Planning
- Compliance
- General Services
- Stormwater



Lisa Ann Kim
(she/her)

- DSD
- Economic Dev/DREAM
- IT
- Treasurer
- Boards & Commissions
- Clerk



Yey Morales
(they/them)

- ESD
- Risk Mgmt
- Comms
- Films/Special Events
- Cultural Affairs
- Immigrant Affairs