



The People's Councilmember
Monica Montgomery
 Council District 4

Office of Race & Equity

Background

The City of San Diego must confront the systemic racism and racial inequities that have been created and sustained over time. Numerous policies and programs have been adopted lacking serious consideration of race equity. As a result, communities of color and low and moderate (LMI) communities are left behind due to a lack of essential resources.

Mission

The Office of Race and Equity will provide education and technical support to City staff, local law enforcement and elected officials, leading to the recognition and mitigation of systemic bias and barriers to fair and just distribution of resources, access and opportunity. Starting with issues of race, gender, and disability, the City must internalize race equity in its operations and policy creation to further the City's strategic plan.

This office will evaluate and provide training to our city departments, rooting out policies and procedures that perpetuate racial inequity. It will also strengthen our community partnerships with economic, racial and social justice organizations.

Goals	Objectives
<ul style="list-style-type: none"> To end racial disparities within City government, to create fairness in hiring and promotions, greater opportunities within contracting, and equitable service to all residents. To center racial and social justice practices in our outreach and civic engagement, and improve access to city government. To ensure race does not determine the health and economic success of communities of color and LMI communities. To assist a community-wide effort in eliminating racial inequity in criminal and environmental justice. 	<ul style="list-style-type: none"> Identify measurable racial equity goals and outcomes Gather and analyze relevant data pertaining to the problem of racial inequities Revise policies that do not meet racial equity goals Increase contracts with women, minority owned businesses, disadvantaged owned business Identify potential unintended consequences of proposed policy initiatives Develop sustainable relationships with community

Community Equity Fund

As a city government working through our own challenges of race and equity, we often create barriers for the community and organizations that are closest to the people who need the most help. Our community organizations are successful, even with limited resources. It is time for us to invest in a way that will create systemic change. This means partnering with organizations to create sustainability and recurring funding sources. In addition, the fund could be utilized to invest in job opportunities and training, in our underserved communities, directly through city mentorship and internship programs.

Assessment and Action Plan

The Office of Race and Equity will also seek a contract with a consultant to develop an action plan, through facilitating dialogue, on how to implement race equity in City operations. The consultant should support organizing by bringing diverse groups of people together, helping them structure and facilitate community dialogue on pressing issues, and training them to use a racial equity lens to understand longstanding problems and possible solutions.

Office of Race & Equity Expenditures

Description	Amount
Director (1 FTE)	\$205,000
Program Managers (2 FTEs)	\$320,000
Community Equity Fund	\$3,000,000
Non-Personnel Expenditures (NPE)	\$300,000
Total Expenditures	\$3,825,000

Other cities with similar offices addressing Race Equity:

- Office of Equity, Pittsburgh, PA
- Office of Equity and Human Rights, Portland, OR
- Office for Civil Rights, Seattle, WA
- Office of Equity and Inclusion (in process), Charlottesville, VA

Proudly Representing the Community



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