

San Diego Mayor
TODD
GLORIA

Mayor Gloria's Empowerment Policy Plan for San Diego's Black Community





ABOUT THE PLAN

I'm pleased to present to you my "Empowerment Policy Plan for San Diego's Black Community." For too long, deep-rooted systemic errors have existed within our nation's framework. This has created a historical documentation of how our Black communities have been left disenfranchised and disregarded. As Mayor, I intend to change that.

This plan serves as a framework for how we intend to tackle some of our Black community's most pressing issues. With the help of my Black Advisory Group and the public, we are ensuring that San Diego is a truly inclusive city for all people. This means rectifying wrongs, listening to the Black community and creating solutions that will establish and sustain our Black community for generations to come.

Todd Gloria

ECONOMICS

For far too long the Black community has been denied access to opportunity and economic justice. The City of San Diego will work to advance a more just and equitable economy by developing and implementing pathways for the Black community to be successful. This means that collectively, we should do everything we can to support economic mobility in the Black community. This includes everything from investing in the infrastructure in the neighborhoods that support Black-owned businesses, to ensuring that workforce development programs are connecting the Black community to high-paying and high-growth jobs. It is our responsibility to commit to racial equity and work to correct these systemic inequities impacting the Black community.

**Connecting Back to Work SD
with the Central San Diego
Black Chamber of Commerce
(ACCOMPLISHED)**

**The appointment of Donna
DeBerry, President & CEO of
Central San Diego Black Chamber
of Commerce to Small Business
Advisory Board
(ACCOMPLISHED)**

**Reestablish the Community
Reinvestment Review Advisory
Committee
(ONGOING)**

**Investing in sidewalks, streetlights and other
innovative infrastructure improvements that
enhance the quality of life of underserved
communities (ONGOING)**

**Expand workforce development programs in
underserved communities
(MEDIUM TERM)**

**Invest in a cannabis equity study to
develop a social equity program
(MEDIUM TERM)**

HOUSING & HOMELESSNESS

HOUSING

Establish Middle-Income Housing Trust Fund, financed by local anchor institutions, to provide capital necessary to build middle-income housing (SHORT TERM)

Brought homeless services under the Mayor's office (ACCOMPLISHED)

Homeless outreach reform (ACCOMPLISHED)

Implement driven decision making and transparency/accountability (SHORT TERM)

Ending homelessness is a moral imperative and is one of my top civic priorities. This is not acceptable. With leadership from the City and strong regional coordination, the City of San Diego will work with other agencies and service providers will keep San Diegans experiencing homelessness safe, offer services compassionately, and transition as many as possible into permanent supportive housing.

The best strategy to ending chronic homelessness is to prevent people from losing their homes in the first place. During the COVID-19 pandemic, and in the recovery afterwards, keeping people safely housed is a top priority. In the first 100 days of my administration, the City of San Diego put a moratorium on evictions due to COVID-19 and jumpstarted an \$83 million rent relief program for struggling tenants. However, we must do more to produce more affordable housing so more that just the wealthy can afford to live and work in San Diego.

Implement aggressive Housing First strategy (ONGOING)

Convene Intergovernmental Roundtable (SHORT TERM)

Coordinate/leverage regional funds, including MHSA dollars (SHORT TERM)

Implement City's Homelessness Strategic Plan (ONGOING)

Amend the Parks Master Plan to increase community reinvestment (SHORT TERM)

Prioritize new housing construction in all neighborhoods, especially focused near transit and jobs (ONGOING)

Leverage local dollars with state and federal resources to incentivize more housing production (ONGOING)

Building homes that will be sold and rented to low/moderate income households (ONGOING)

Identify slum landlords and hold them accountable (ONGOING)

POLICE REFORM

While San Diego is one of the safest big cities in the United States, we still have more work to do to ensure that all people feel safe in their communities. This is especially true for the Black community. The City of San Diego must do more to build trust between the San Diego Police Department and the Black community so we can realize a community policing model that is safe, fair, and effective. In order to build this trust, the City must make a concerted effort to be accountable to the community, transparent in our decision-making, and open to dialogues that are difficult, but necessary. This means that we should do everything from revisiting our internal policies, training offerings, and hiring practices, to exploring big systemic changes to pretext stops, gang injunctions, and alternatives to police response. These reforms are no easy task, but they are worth our time and effort to ensure we keep the Black community safe.

Signed the Obama Foundation's Reimagining Policing Pledge (ACCOMPLISHED)

Joined the Mayors Against Illegal Guns Coalition (ACCOMPLISHED)

Appropriately fund and faithfully implement the independent Commission on Police Practices (SHORT TERM)

Review the types and categories of calls dispatched to the San Diego Police Department. (SHORT TERM)

Eliminate existing gang injunctions (SHORT TERM)

Implement controls for the procurement and use of military-grade weapons (SHORT TERM)

Strengthen "unconscious" or "implicit bias" training for all officers (SHORT TERM)

Review the types and categories of calls dispatched to the San Diego Police Department (SHORT TERM)

Adopt and implement the Surveillance and Privacy Advisory Board ordinances (SHORT TERM)

Remove the Office of Homeland Security as a program of the San Diego Police Department (SHORT TERM)

Explore policies that would limit the use of pretextual stops and consent searches (MEDIUM TERM)

Explore alternatives to arrest for low-level offense. (MEDIUM TERM)

Explore options that would limit the use of tear gas and other specialty munitions (MEDIUM TERM)

Review police hiring practices to ensure we attract the best candidates (MEDIUM TERM)

ENVIRONMENTAL

JUSTICE

Climate change impacts us all, but the most disparate of impacts are felt by communities of color. Many of these communities experience a lack of infrastructure such as, deficient park acreage, unimproved streets lacking pedestrian and bicycle improvements, and insufficient street lighting. This has caused communities like the Black community to be more susceptible to the impacts of climate change because the infrastructure and facilities needed to adapt are either inadequate or, in some cases, non-existent. The City of San Diego must correct this by making a concerted effort to invest in strategies that will help the Black community adapt to climate change and meet our Climate Action Plan goals. This that we should take action by redirecting City dollars to infrastructure projects that reduce greenhouse gas emissions in the community and encouraging Black households and businesses to transition to affordable and clean energy.

Implement and update the climate action plan (ONGOING/SHORT TERM)

Established the Climate Equity Fund to invest in programs and projects impacting underserved communities (ACCOMPLISHED)

Evaluated and realized community choice energy (ACCOMPLISHED)

EDUCATION

Partner with school districts to expand workforce development initiatives (MEDIUM TERM)

Youth Opportunity Pass -- a free bus pass that will give families and students safe options to get to school and work (MEDIUM TERM)

We must recognize that there can be no recovery without first addressing the needs of children and families in the Black community. Education is a key part of this. Ensuring that the next generation is properly prepared to continue building community should be our priority. From infancy to college, access to programs and educational support need to be increased and sustained. This administration will focus on some of the barriers that exists for some of our youth and families within the Black community, such as transportation, and limited pipeline programming opportunities.



The COVID-19 pandemic has amplified the health disparities in the Black community. These disparities are at no fault of the community, but rather, the generations of inequities perpetuated by our healthcare, housing, economic, and educational systems. While healthcare is not a core function of the City of San Diego, we are committed to doing what we can to address health disparities in the recovery from COVID-19 and beyond. This includes coordinating vaccination events in the Black community, promoting mental health resources, and advocating for disaggregated and detailed public health data to better understand disparities in real time. San Diego's communities should all be safe and healthy. These actions represent the launching pad that will address our disparities.

Work with City Attorney's Office and law enforcement to monitor compliance of public health orders and worker protections (ACCOMPLISHED & ONGOING)

Advocate for release of more detailed public health data (SHORT TERM)

Coordinate health interventions and reopening procedures with other regional jurisdictions (SHORT TERM)

Focus health resources in underserved communities where outbreaks have been especially deadly (SHORT TERM)

Promote mental health resources through all City channels (SHORT TERM)

Launched the City's Mobile COVID Vaccination POD, held at Malcolm X library and the Municipal Gym in Balboa Park (ACCOMPLISHED & ONGOING)

Prioritize safe reopening of schools and childcare before opening other sectors. (SHORT TERM)

Scale up funding to keep childcare providers in business (SHORT TERM)

Subsidize childcare for essential workers, others impacted by COVID-19 (SHORT TERM)

HEALTH