

**CITY OF ALBANY
CITY COUNCIL AGENDA
STAFF REPORT**

Agenda Date: July 6, 2020
Reviewed by: NA

SUBJECT: Consultant Services to Assist the City’s Social and Economic Justice Commission and the City Council in the Development of an Action Plan to Address Systemic Racism and Further Inclusivity and Social Equity within the City of Albany

REPORT BY: Isabelle Leduc, Recreation & Community Services Director/ Assistant City Manager
Nicole Almaguer, City Manager

SUMMARY

This report provides an update to the City Council regarding the search for an experienced consultant to assist the City with the initiative of developing an action plan to address systemic racism and further the principles of inclusivity and social equity within the City.

STAFF RECOMMENDATION

That the Council:

1. Adopt Resolution No. 2020-75, authorizing the City Manager to execute a contract agreement with Nicole Anderson and Associates Consulting, LLC. in an amount not to exceed \$30,000 to provide assistance to the City, City Council, and the City’s Social & Economic Justice Commission to develop an action plan to address systemic racism and further inclusivity and social equity within the City; and
2. Provide additional direction to the City’s Social and Economic Justice Commission on next steps towards working with the consultant to create an Action Plan.

BACKGROUND

On June 15, 2020, the Council considered a request from Mayor Pilch to authorize the Social and Economic Justice Commission (SEJC) to add to their work plan discussion of how Albany might confront racism. The Council directed staff to provide recommendations on a consultant to assist with this initiative. Staff reached out to neighboring cities and agencies, including the Albany Unified School District, to identify consultants with expertise in the

fields of social justice, inclusivity and equity, policy development, action planning and community building.

DISCUSSION

The Albany Unified School District (AUSD) utilizes the services of Nicole Anderson and Associates Consulting, LLC. and has expressed high satisfaction with Ms. Anderson as an expert in the field. Ms. Anderson has been working with the AUSD since the beginning of the past school year, and as such, has gained a significant understanding of our community and related current/recent issues.

Staff met with Ms. Anderson to discuss the possibility of engaging with the City to assist with community building and development of an action plan to address systemic racism, and foster the principles of inclusivity and social justice and equity in coordination with the City's Social & Economic Justice Commission and the City Council. Ms. Anderson provided a comprehensive overview of her experience and ability to lead communities in coordinated conversation to develop goals and action plans for improvement. One of many important points made by Ms. Anderson that resounded with staff was the need for any plan that is developed to have actionable and achievable goals to ensure tangible progress is made towards realizing positive change. This aligns with concerns raised recently by our community and the Council to ensure we take action and achieve real progress on these critical issues.

Ms. Anderson has provided a preliminary scope of work which is provided as Attachment 1 to this staff report. Pending Council direction, staff will work with Ms. Anderson to further detail the scope of work and execute a consultant services agreement. The proposal is for a one-year program, and it is envisioned that this term may be extended as needed in future years to ensure the City remains focused on these issues over time. Ms. Anderson also brings the unique perspective of working with the AUSD, which could provide for a very helpful opportunity to work in close collaboration with AUSD on issues that impact both our school system and our City at large.

As part of the discussion on June 15, 2020, the Council also identified an interest in providing clear direction to the SEJC on next steps. It is recommended that these next steps include the following in coordination with the proposal as developed by Ms. Anderson:

- Initial program kick-off meeting with SEJC (tentatively scheduled for 7/7)
- Series of additional listening sessions with the community (first session tentatively scheduled for 7/16)
- Ongoing collaboration with SEJC to develop an action plan to:
 - Synthesize comments provided during listening sessions to identify areas for action
 - Develop a survey focused on anti-racism and social justice to collect relevant qualitative and quantitative data
 - Identify and address systemic barriers that preclude people from fully engaging in the equity and inclusion effort

- Develop an equity and inclusion statement of purpose
- Conduct city diversity & inclusion assessment including review of City policies and procedures and recommend updates
- Develop training programs for several levels of government and community including but not limited to: city staff, elected officials, and community leaders

SUSTAINABILITY CONSIDERATIONS

N/A.

SOCIAL EQUITY AND INCLUSIVITY CONSIDERATIONS

The proposed project aims to forward the principles of social equity and inclusivity into actionable goals by development of an action plan for the City of Albany.

CITY COUNCIL STRATEGIC PLAN INITIATIVES

This item helps achieve City Council Strategic Plan Goal 2: Engage our Diverse Community, Objective 3: Continue to Promote Community Inclusivity.

FINANCIAL CONSIDERATIONS

It is recommended that the contract with Nicole Anderson and Associates Consulting, LLC. be set at a not to exceed cost of \$30,000 for consulting services for a one-year term. In response to demands to review and redefine how funding is utilized by the City's Police Department, it is further recommended that this project be funded by the City's Police Department professional services budget as a means to further the community's interests as expressed to date.

Attachments

1. Nicole Anderson and Associates Consulting, LLC. Proposal
2. Resolution No. 2020-75



Nicole Anderson And Associates Consulting, LLC

Better Education Through Honest Effective Leadership

1 Year Proposal

Nicole Almaguer
City Manager, City of Albany, Ca.

July 2020 through June 30, 2021

Executive Summary

In order to close equity gaps seen in organizational systems and societal institutions, it is essential that professionals at all leadership levels build personal and professional capacity to shift the culture of the organization to foster a healthy, productive, and culturally proficient community. We have designed a rich and comprehensive program with a systems approach to support organizational leaders and their teams in the development of deep belief systems and understanding of diversity that empowers them to be proactive and responsive to the diverse needs of the community members they serve.

About Us

Nicole Anderson is the CEO and Founder of Nicole Anderson and Associates Consulting, LLC. She graduated from Oregon State University as a student-athlete who studied business administration with a focus on accounting and a minor in Spanish. Her journey shifted to a primary service in the education field for more than 20 years around the state and nation. She is a highly qualified developer and facilitator of *professional learning services* as well as a dedicated advocate for educational equity work. After serving as a school district teacher and administrator at various levels, she led and facilitated non-profit organizations such as ACSA's and CSBA's state-wide equity work as well as a cadre of networks for leaders of diverse backgrounds.

Mrs. Anderson's current work is carried out in collaboration with a team of experts in the field, practitioners, as well as researchers who provide unique services focused on *equity and cultural proficiency* to educational institutions, non-profit organizations, executive recruitment search firms, as well as organizations across multiple industries. Inspired by her grandfather and local civil rights advocate, Jesse M. Bethel, the namesake of the high school in Vallejo, Ca., she continues to inspire people around the state and nation who have locked arms on the journey to closing equity gaps and creating systemic change.

*"Educational Leaders:
we cannot close the educational
gaps that we see in our schools if
we don't close the one in our
minds first."
-Nicole Anderson-*

Nicole Anderson and Associates
Consulting, LLC

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Targeted Scope of Work

DATES	SERVICE	Summary of Purpose/Outcomes	STAFFING
2 days (4 2 hr. Sessions) (Virtual/In-person)	Community Listening Session Facilitation	<p>In light of current and ongoing concerns around the impact of social injustice and institutional racism on the community, it is an opportune time to listen to the voices of various community stakeholders who have expressed needs centered around racial equity and social justice. Ongoing community listening sessions provide for the following:</p> <p>Purpose:</p> <ul style="list-style-type: none"> ○ Provide a safe space for students, families, and various community members to be heard and heal alongside the city, police, and school district leadership ○ Align and deepen the city, school district, police, and community partnership and equity work through community input and perspective ○ Demonstrate a transparent and sincere commitment to community-based social justice, educational equity work as well as policing <p>Outcomes:</p> <ul style="list-style-type: none"> • Gain understanding of the diverse perspectives of the community to inform current and future city/police/community/school district partnership work • Listen to and learn of the needs of the community • Clearly communicate the commitment and key focus areas of equity, diversity, and inclusion work <p>*see sample agenda (separate attachment)</p>	1-2 consultants
2 days (4 ½ day sessions)	Equity Leadership workshop (City Council/Police Chief and Leadership/City Leadership/Staff)	<p>This training is designed to provide a safe, professional space for city leaders to build internal capacity through collaborative planning and learning focused on equity and cultural proficiency.</p> <p>The training is delivered with a systems approach lens in order to address historical inequities that persist across the city. Research suggests that system shifts in policy and practice require a long term approach with strategic implementation at various levels in a system. Thus, desired results may not be realized in the beginning phases of the work but can be measured over time to reveal evidence of sustainable change and equity gap closure.</p> <p>This interactive training is strategically facilitated to realize the following outcomes/agenda topics:</p> <ul style="list-style-type: none"> ○ Reflect on the purpose and “why” of city leadership while making connections to the definition of equity ○ Reflect on the history of institutional oppression and the structures that impact the city ○ Define equity, develop an awareness of common language, and understand terms used in the field (i.e. cultural proficiency implicit bias, stereotypes, microaggressions, and institutional racism) ○ Recognizing and responding to the barriers to equity and cultural proficiency across the city ○ Reflecting on the personal and professional role of staff in interrupting inequities across the city ○ Understanding strategies for effective collaboration with colleagues and community partners to effectively deliver the highest quality services for optimal living conditions for all residents ○ Understand a systems approach to implementing equity driven work across the city ○ Begin the development of an equity impact action plan/framework in alignment with the city’s plan to guide organizational change through strategic focus on changing policy and practice in order to yield the closing of identified equity gaps (i.e. disparities in housing, workforce, criminal justice, and education) 	1-2 consultants

5 days (10 half day sessions)	Social and Economic Justice Commission Facilitation	<p>Designed for the SEJC, where a safe space is provided for professional learning, collaboration and framing of strategic planning for social and economic justice with a systemic lens. The purpose of the SEJC is to conduct research on social and environmental issues as well as provide input and recommendations to City Council to inform decisions that impact historically marginalized community members and the general welfare of all residents in the city of Albany.</p> <p>Content awareness topics include :</p> <ul style="list-style-type: none"> ▪ Understanding the historical impact of education, city governance, policing, environment, and migration of residents on the current city dynamics ▪ Reflecting on the role of city leaders in interrupting inequities in various facets of the city (i.e. housing segregation, income disparities, school achievement and criminal justice disparities, etc.) ▪ Making connections to concepts of equity, diversity, and inclusion with our work as a commission and city government ▪ Recognizing and responding to the barriers to equity, diversity, and inclusion (i.e. implicit bias, stereotypes, institutional racism) ▪ Introduction to strategic collaboration, planning, and application for systemic change ▪ Building capacity and trust of the team to lead the work of city governance with an equity, diversity, and inclusion lens <p>Key Outcomes for the year:</p> <ul style="list-style-type: none"> ▪ Evolve and align the current definition of equity across the commission and city leadership ▪ Redefine the role of the commission and identify metrics of its impact on city governance ▪ Collaboratively develop and evolve an equity impact plan/framework in alignment with the commission work plan as well as the city plan to systemically address equity gaps in targeted focus areas (i.e. housing, employment, crime, health, nutrition, etc.) ▪ Recommend for adoption/review resolutions focused on EDI (equity, diversity and inclusion) and align action steps for measuring their impact ▪ Collection and review of quantitative and qualitative data (surveys, community listening sessions, community equity walks, unemployment rates, housing conditions, crime rates, school achievement data, etc.) 	1-2 Consultants
1 day (8 hour project)	Anti-Racism/Social Justice Survey Development	The development of a survey focused on anti-racism and social justice would ensure the SEJC the ability to collect relevant qualitative and quantitative data to inform its decisions and recommendations. The survey would be developed in alignment with key focus areas and goals of the SEJC to support the development, implementation, and monitoring of the work plan/equity impact plan to systemically address equity gaps of targeted citizen groups based on ethnicity/race and other social/cultural factors.	1 Consultant

Investment Proposal

Activity	(Prescribed) Number of days	Sessions	Daily Rate (includes Travel, prep time, and any expenses associated with providing services)	Total
Community Listening Session	2 days	4	\$3000	\$6000
Equity Leadership workshop City Council Members/Staff	2 days	4	\$3000	\$6000
SEJC Facilitation	5 days	10	\$3000	\$15,000
Anti-Racism/Social Justice Survey Development	1 day	1	\$3000	\$3000
TOTAL INVESTMENT	10 days	19	\$3000	\$30,000

Our Vision and Mission

Our *Vision* is to realize the closure of educational equity gaps in school districts throughout the nation.

Our *Mission* is to support educational leaders in the creation of new and equitable schools that intentionally meet the needs of every student in order for them to attain their personal and professional goals and contribute to the transformation of societal constructs and systems. We strive to support educational leaders by building a platform of research-based resources and tools that enable them to shift their mindsets and thus, their practices.

How we Started

Nicole Anderson has over 21 years of service in education. In that timeframe, she has served in many roles around the nation including developer and facilitator of professional learning services as well as an advocate for educational equity work. Nicole was the first Diversity and Equal Access Executive in the history of the Association of California School Administrators (ACSA), a position she held for several years. She led work focused on equity and diversity including the facilitation of statewide professional learning for ACSA's leaders and state board. She initiated the California Equity Leadership Alliance and pioneered networks for administrators of diverse backgrounds. Her work also includes the development of a research team that provides research-based content and conducts case studies of educational leaders around the state on their journey to closing educational equity gaps. Nicole served as the Chair of ACSA's Equity Committee wherein she focused on leading the work to implement a system that will effectively address the beliefs of ACSA around equity for students and leaders in California.

As a practitioner, Nicole served as an Elementary Principal, High School Vice Principal, and High School Assistant Principal/Dean. She has also served in the capacity of Leadership Teacher, Spanish Teacher and Activities Director at Jesse M. Bethel High School; the namesake of her grandfather. She has taken the mantle and is following in his footsteps which includes a legacy of advocacy for equality and civil rights for students of color in the city of Vallejo, the state of California, and around the nation. Nicole continuously works with a strong team of experts and practitioners who support a deeper implementation of equity related work which transcends across multiple industries.

Nicole Anderson and Associates Consulting, LLC offers Educational Equity Solutions in the form of services, products, and advocacy. Highlights of these solutions include, but are not limited to:

- CSBA: California School Boards Association (equity network, school board study sessions, retreats, and workshops)
- CABE: California Association For Bilingual Education 2019 featured speaker
- ACSA Equity Leaders Academy Director
- ACSA/CCEE Professional Learning Network Facilitator
- School Board Member Campaign Management
- California County Offices Of Education Training, Coaching, and Network development
- Site Principal And District Cabinet Level Training And Coaching
- Educational Equity Data And Research Support
- Equity Leader Coaching, Mentoring, and Networking
- Equity Action Plan Development
- Equity Retreats
- Equity Walks
- Superintendent Search And Executive Recruitment
- Teacher Pipeline Development
- Women's Empowerment Retreats and Network Development

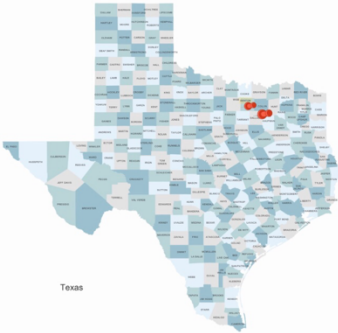
Our Partners and Associates

We value and thrive from our connections with researchers, practitioners, and experts in the field who provide a wide range of products and services to serve the needs of educational leaders. These partners and associates include but are not limited to the Association of California School Administrators, the California School Boards Association, California Association of Latino Superintendents and Administrators, California Association of African American Superintendents and Administrators, Alder Graduate School of Education, McPherson and Jacobson Superintendent Search Firm, Ed Connective, Deborah Keys Write, Tovi Scruggs-Hussein, Dr. Shayna Sullivan Langhorne, Dr. Shelley Holt, Kevin Taylor, Suwinder Cooper, Dr. Melanie Spears, and Dr. Daniel Moirao.

Our Clients

We are honored to lock arms with clients who are intentionally engaging in the work to close educational gaps in the school system. Our clients have received customized services provided in the form of principal and teacher trainings, equity networks, superintendent searches, parent stakeholder support, keynotes, employee evaluation development, teacher pipeline development, and a variety of other services to advance equity driven work. Some of these current and past clients include:

- Stockton Unified School District
- Elk Grove Unified School District
- Albany Unified School District
- Sunnysvale School District
- Vallejo Unified School District
- Washington Unified School District
- Fairfield-Suisun Unified School District
- Mt. Diablo Unified School District
- Vacaville Unified School District
- Folsom-Cordova Unified School District
- R.J. Neutra Elementary School
- Saucilito-Marin School District
- Rialto Unified School District
- Lynwood Unified School District
- Anaheim Elementary School District
- Murrieta Valley Unified School District
- Villa Lindo Retreat Center
- HT Farms of Penryn Retreat Center
- Salinas City School District
- Salinas Union High School District
- San Diego Unified School District
- Bakersfield City Unified School District
- Manteca Unified School District
- Moreno Valley Unified School District
- Adelanto Elementary School District
- Vista Unified School District
- Hacienda La Puente Unified School District
- Natomas Unified School District
- Victor Valley Union High School District
- Alameda County Office of Education
- San Diego County Office of Education
- Humboldt County Office of Education
- Solano County Office of Education
- Yolo County Office of Education
- Los Angeles County Office of Education
- Pacific Collegiate Charter School
- Highlands Community Charter Schools
- EQ Schools
- California School Boards Association
- Association of California School Administrators
- California Collaborative for Educational Excellence
- California Community College Administrators of Occupational Education
- Center for Powerful Public Schools
- Yuba College
- Las Positas College
- Jefferson Union High School District
- Hemet High/ Unified School District
- San Mateo School District
- San Mateo County School Board Association
- Monterey Peninsula Unified School District
- Lewisville High/ISD (TX)



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RESOLUTION NO. 2020-75

A RESOLUTION OF THE ALBANY CITY COUNCIL AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT AGREEMENT WITH NICOLE ANDERSON AND ASSOCIATES CONSULTING, LLC. IN AN AMOUNT NOT TO EXCEED \$30,000 TO DEVELOP AN ACTION PLAN TO ADDRESS SYSTEMIC RACISM AND FURTHER INCLUSIVITY AND SOCIAL EQUITY WITHIN THE CITY

WHEREAS, on June 15, 2020, the Council considered a request from Mayor Pilch to authorize the Social and Economic Justice Commission (SEJC) to add to their work plan discussions of how Albany might confront racism and directed staff to provide recommendations; and

WHEREAS, staff reached out to other cities and agencies including the Albany Unified School District (AUSD) to identify consultants with expertise in the fields of social justice, inclusivity and equity, policy development, action planning and community building; and

WHEREAS, Ms. Anderson, an expert in the field came highly recommended by the AUSD met with city staff to discuss the possibility of engaging with the City to assist with community building and development of an action plan to address systemic racism, and foster the principles of inclusivity, social justice and equity in coordination with the City’s Social & Economic Justice Commission and the City Council; and

WHEREAS, Ms. Anderson has been working with the AUSD since the beginning of the past school year, and as such, has gained a significant understanding of our community and related current/recent issues; and

WHEREAS, Ms. Anderson has provided a comprehensive overview of her experience and ability to lead communities in coordinated conversation to develop goals and action plans for improvement and has provided a preliminary scope of work for a

1 one-year program that may be extended as needed in future years to ensure the City
2 remains focused on these issues over time.

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4 **NOW, THEREFORE, BE IT RESOLVED**, that the Albany City Council hereby
5 authorize the City Manager to execute a contract agreement with Nicole Anderson and
6 Associates Consulting, LLC. in an amount not to exceed \$30,000 to provide assistance to
7 the City, City Council, and the City’s Social & Economic Justice Commission to develop
8 an action plan to address systemic racism and further inclusivity and social equity within
9 the City.

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11 _____
12 NICK PILCH, MAYOR
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