

Albany 2030



-Draft SEJC Interim Report- "Albany 2030" Racial Equity Impact Plan

Presented to: Albany Social and Economic Justice Commission
Chair, Dr. Greg Downs
Vice Chair, Ge' Nell Gary
Commissioner Bart Grossmann
Commissioner Judy Kerr
Commissioner Margie Marks

City of Albany Mission Statement

The City of Albany is dedicated to maintaining its small town ambience, responding to the needs of a diverse community, and providing a safe, healthy, and sustainable environment.

City of Albany Vision Statement

The City of Albany is environmentally and fiscally strong, champions a healthy local economy, fosters safe, diverse and engaged neighborhoods, and treasures its unique waterfront.

Acknowledgements:

- Historic and current harm and trauma of racism experienced by the community
- The land of the Indigenous Peoples of the Ohlone Tribe
- Mr. George Floyd and all victims of police brutality
- 400 years of institutional racism
- African American/Black community
- Black Lives Matter
- All communities of diverse ethnic identity
- All protected classes including but not limited to ethnicity, gender, religion, language, ability, class, and sexual orientation
- Youth and Young People in Albany Unified School District and the surrounding communities
- Current and past pioneers leading the racial equity journey of the City of Albany
- Key community partners
- Faith based community
- Pillars and dignitaries in the community

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Albany 2030 Background

Albany 2030 represents our community's vision for Albany's future. With defined equity indicators and other ways to measure progress, it is a framework and plan that guides where the City of Albany – as both a local government organization and a community – is going over the next 10 years. It is also a plan that helps us direct our efforts and resources in ways that reflect our growing community's diverse and evolving needs with a strategic focus on combatting institutional racism. Collaborating with the community, neighboring jurisdictions and other partners regionally, nationally and internationally, the City works hard every day to ensure that the vision of Albany 2030 is being implemented in a way that improves the quality of life for everyone who lives, learns, works, and plays in Albany.

The Albany City Council adopted the Strategic Plan which is due to expire on June 30, 2021. The purpose of the City Council Strategic Plan is to identify key issues, develop City Council direction, establish priorities, and set goals and objectives to best focus changes to the use of the City's limited resources and capacity over the course of the 2- year plan period. The mandated obligations of local government remain the core function of the City and need not be fully detailed in the Strategic Plan, including but not limited to: public infrastructure, public safety, governmental transparency, financial accountability, and implementation of regulations. To ensure effective implementation, the City Council and community will review progress toward objectives annually, and will adjust the work plan and objectives as needed.

Social and Economic Justice Commission Origin and Purpose:

In efforts to support the implementation of the Strategic Plan, City Council adopted [Resolution #05-15 & #05-21](#); [Resolution No. 2010-63](#); [Resolution No. 2012-80](#); [Resolution No. 2015-65](#) To form the Social and Economic Justice Commission (SEJC). Commission composition consists of five members each of the five City Council members appoints one whose term runs until the next Municipal election. Recommendations to the City Council shall state the relevance, important and/or particular impact that the issue has on the welfare of the residents of Albany. The charge of this Commission is to:

- o research, analyze, discuss and evaluate a broad range of data and opinions on social and environmental issues affecting the welfare of the residents of Albany as inhabitants of both a local and a global community
- o make recommendations to the City Council on positions and/or actions to take to address these issues.

Additionally, the City Council Directive at the July 20, 2020 Meeting included the Commission was to select members of the SEJC to join a committee comprised of Mayor & Vice Mayor, City Manager, Police Chief, Nicole Anderson & Associates LLC, to develop the framework for a working group to review and recommend updates to Police Department policy & procedures related to use of force, bias based policing, standards of conduct, and complaint investigations, and to direct SEJC to create and implement a community survey and return to Council with recommendations on next step.

For additional SEJC Information: <https://www.albanyc.org/government/boards-commissions-committees/social-economic-justice-commission>

SEJC Research

The SEJC has been committed to working together to achieve the following goals outlined by the city council in efforts to support racial equity in the identified areas of: Policing, Education, Affordable Housing, and Business Development. Each committee held regular meetings with the following purpose as a reminder of the role of the SEJC and outcomes related to the individual work of that subcommittee at the forefront of discussions and meeting actions.

SEJC Sub Committee Purpose

- Research focus area to identify challenges and action steps to inform the recommendations of SEJC to the City Council
- Contribute to development of the Racial Equity Framework/Impact Plan

Overarching Sub Committee Outcomes

- Contribute to the development of a racial equity statement
- Collect and/or review data to inform recommended actions
- Develop Anti-Racism/Social Justice survey

To achieve this purpose and outcomes the SEJC meet as a whole group monthly devoting a portion of their meeting time to their own learning and adaptive growth. Given that the majority of the technical work was occurring in subcommittees that met separately, they also used this time to provide updates to one another and the community on their progress and elicit feedback on their work moving forward.

The following chart summarizes and highlights their learning and outcome progressions and accomplishments in the SEJC whole group and within each subcommittee. Powerpoints for SEJC whole group meetings are linked in the month.

* September is the City Council Update

Summary	July	August	September*	October	November
SEJC Meetings (Monthly EDI Sessions Review)	Racial Equity Introduction - review of content and outcomes - Safe Space to Brave Space - Vision, Role and Outcomes for SEJC - Personal/Professional Intersection - Equity Leadership Framework - Equity, Diversity, Inclusion Defined - Cultural Proficiency Continuum - Systemic Change Framework Community Dialogue 7.16.2020	- Reviewed process, role and outcomes of SEJC - Survey Creation Overview - Purpose, Process, Components, Questions - Unpacking Racism - Drafting Racial Equity Statement	- Safety, process and Purpose - Unpacking Institutional Racism - Collective Drafting of Differences - Data Collection Discussions	- Review safety, purpose and process - Celebrating our work - Racial Impact Plan Subcommittee Update - Unpacking Race, Racism, Institutional Racism -	Review safety, purpose and process Refinement recommendations for equity statements and subcommittee surveys Subcommittees to refine and submit equity statements and survey questions City Staff (Racial Equity Introduction) Quarterly Update to City Council December 2020

<p>Education (Marks/ Grossman)</p>	<p>Formed with focus on racial equity statement, community survey, and contribute to racial equity impact action plan.</p>	<p>Identify Key Goals Identify Systemic Challenges Identify potential key stakeholders August 13, 2020 Meeting Notes</p> <p>Discuss Key Stakeholders Identify purpose for data collection Discussion Process/Components Question Development Review Questions for Staff August 25, 2020 Meeting Notes</p>	<p>Review of Goals and Purpose Discussion with School District Board President and Superintendent September 15, 2020 Meeting Notes</p>	<p>Student Voice Listening Session in Collaboration with Albany Unified School District October 22, 2020 Listening Session Agenda</p> <p>Student Listening Session Summary Notes</p> <p>Develop Draft survey Develop Draft Equity Statement</p>	<p>Refine Draft Survey Refine Draft Equity Statement</p>
<p>Policing (Downs/ Kerr)</p>	<p>Formed with focus on racial equity statement, community survey, and contribute to racial equity impact action plan. understanding that City Council will be forming a task force.</p>	<p>Identify Key Goals Identify Systemic Challenges Identify potential key stakeholders August 12, 2020 Meeting Notes</p> <p>Discuss Key Stakeholders Identify purpose for data collection Discussion Process/Components Question Development Review Questions for Staff August 27, 2020 Meeting notes</p>	<p>Review of Goals and Purpose Discussion with City Staff September Meeting Notes</p>	<p>Develop Draft survey Develop Draft Equity Statement</p>	<p>Refine Draft Survey Refine Draft Equity Statement</p>
<p>Affordable Housing (Kerr/ Gary)</p>	<p>Formed as Affordable Housing with focus on racial equity statement, community survey, and contribute to racial equity impact action plan.</p>	<p>Identify Key Goals Identify Systemic Challenges Identify potential key stakeholders August 14 Meeting Notes</p> <p>Discuss Key Stakeholders Identify purpose for data collection Discussion Process/Components Question Development August 28 Meeting Notes</p>	<p>Review questions for staff Develop draft survey Equity Statement development resources</p> <p>Review questions with city staff</p> <p>Reviewed Equity Statement development resources September 17 Meeting Notes</p>	<p>Develop Draft survey Develop Draft Equity Statement</p>	<p>Refine Draft Survey Refine Draft Equity Statement</p>

Business (Kerr/ Gary)	Formed as Business Development with focus on racial equity statement, community survey, and contribute to racial equity impact action plan.	Identify Key Goals Identify Systemic Challenges Identify potential key stakeholders August 14 Meeting Notes Discuss Key Stakeholders Identify purpose for data collection Discussion Process/Components Question Development August 28 Meeting Notes	Review questions with city staff Reviewed Equity Statement development resources September 17 Meeting Notes	Develop Draft survey Develop Draft Equity Statement	Refine Draft Survey Refine Draft Equity Statement
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SEJC Draft Racial Equity Statement

In order to advance racial equity work in the City of Albany, it is important to develop common language and understanding through a racial equity lens. The racial equity statement is ultimately designed to be applied as a lens to examine policy and practices that may exist within and across institutions throughout the city that disadvantage community members based on racial factors. This work requires the development of a racial equity statement, which SEJC has begun to develop through multiple efforts. These efforts include exploration of racial equity concepts with interactive activities that SEJC members engaged in to develop language community members will be able to provide input to establish a draft racial equity statement.

The SEJC as a whole as well as the individual subcommittees have created draft racial equity statements to assist in furthering their collective understanding of racial equity. The purpose of this very vital first step in the transparent racial equity journey is to come to terms with what this collective body understands racial equity to be while simultaneously building the internal relationships to further empathy within the group. This will provide support to the committee and community as they productively struggle together to address the challenges to racial equity and develop the actions needed to ensure racial equity. A group cannot address what it does not fully understand.

During the next phase of the work these groups will work together to present a unified recommended racial equity statement that the city council can then consider. To assist and support in their work a folder of [Resources](#) has been provided to all SEJC members both as a whole and within their individual subcommittees: Education, Policing, Affordable Housing, and Business Development.

Recommendations for next steps:

- Continue with training for the SEJC to continue to develop their collective understanding of equity and apply that knowledge to the creation of the equity impact action plan.
- Community Listening Sessions
- Racial Equity and Social Justice Survey of Community (see following section)
- Continue SEJC research within the identified focus areas
- Partnerships identified, formalized and nurtured
 - Ex. Education Partnership - City takes role in promoting and supporting civic engagement

Racial Equity and Social Justice Survey

The SEJC has been committed to developing a survey tool in order to collect the perceptions, experiences and voices of the community members of Albany surrounding racial equity in policing, civic education, housing and business. The larger group divided into subcommittees to both review and refine their own understanding and develop the portions of the survey relating to their individual areas.

The committees were asked for focus on four areas with respect to the survey creation: purpose, process, components, and questions. Below is a summary of the collective thoughts in these areas:

Purpose speaks to the reason why the survey is being conducted and how the data is intended to be used. The discussions in each group concluded that there is not enough information from both staff and the community in each of the areas to assess the root causes of the challenges thus far. The need is for all constituencies in the community to provide information and relevant experiences for the committee to consider in its root cause analysis of the identified equity challenges.

The process is how the survey will be administered. The groups unanimously agreed that having multiple ways for community members to participate was vital to the process, but a real challenge given the current circumstances. The recommendations will include paper surveys, online surveys, a voice dialed survey, and telephone interviews to ensure as many community members as possible have access to participate.

The components of the survey considers the sections and types of questions to gather the information needed. The committees all had interest in acquiring demographic information to put the responses in perspective and assess if there are differences in results based on identity. There will be a section on Understanding Equity, which will assess how well the community understands equity and where they see or do not see equity in the community. This will be followed by sections for each of the subcommittees to gather further information in each of their areas: Policing, education, business development and affordable housing. There was also discussion of having a separate youth survey for education and other matters. This conversation is still in the works.

The questions for a racial and social justice survey must be well thought out in order to ensure the information needed is being asked in such a way that the data will meet the need. Many SEJC members were involved in the creation of the demographic portion of the Policing Task Force application. As such, pulling that demographic model for this survey is suggested for consistency. Each committee created questions taken from provided resources, personal knowledge and public input. During the most recent meeting the committees were provided feedback from both the public as well as the consultant to adjust their thinking on the questions. As such the [current status of the survey questions](#), which was shared at the last meeting, are now being reviewed and collated in preparation for meetings with city staff to discuss feasibility prior to finalizing the recommendation to city council.

Recommendations for Next Steps

- Continue to develop the survey with key input from stakeholders including city staff and community members.
- Review a draft survey and timeline, distribution, collection and analysis that includes their collective work as well as the inclusion of public feedback.
- Consider equity walks and other means to speaking with community members pending COVID restrictions and plan timeline

Community Listening Sessions

The purpose of the community listening sessions is to provide a safe space for the community to heal and be heard alongside City Leadership. This space is designed to provide opportunities for dialogue about topics centered around institutional racism where the community may consist of panelists from diverse stakeholder groups. Dialogue is typically guided by questions that will yield the collective of qualitative data around the experiences and feelings of community members. Listening sessions are optimal for ongoing engagement amongst the community to develop a transparent commitment and meaningful partnership in addressing institutional racism across the community.

The following information learned during community and student listening sessions has been synthesized to support the identification of key focus areas to drive actions but City Leadership. The first community listening session was held in July surrounding policing and a second was held in October in collaboration with Albany Unified with students in their district.

A summary of the student listening session can be found [here](#).

Since these two sessions do not represent the community as a whole and there continue to be several voices missing from the conversation, a summary with respect to the areas of systems change will be reserved until more sessions are completed.

Recommended Next Steps:

- Complete a minimum of 2 additional listening sessions.
- Work with partners. community organizers and civic organizations to ensure a diverse community representation in the sessions and on the panels.

Racial Equity Impact Plan

The purpose of a racial equity impact plan is to establish a clear vision and systemic approach to addressing identified racial equity gaps. This plan is designed to include components that will provide guide the process for identifying racial equity gaps through qualitative and quantitative data that can be addressed and measured for impact over time. These components are based on SMART Goal research as well as research from the [Water of Systems Change article](#) and [action planning exercise](#) to support an internal and external systems approach to addressing a challenge such as institutional racism.

SEJC has begun to unpack institutional racism through focusing on 4 areas which include policing, affordable housing, business and community development, as well as education. Sub committees for each focus area have begun to unpack these racial equity issues through identifying 10 year goals as well as challenges to each area at 6 levels in the system. As the work evolves, each sub committee will contribute to the racial equity impact plan to include additional information such as

- o Action Steps (policy, practice, resource, power dynamic, relationships, and mental models)
- o Metrics
- o Timeline (progress monitoring, completion dates)
- o Person(s) Responsible

THE WATER OF SYSTEMS CHANGE
Action Learning Exercise

INTRODUCTION
This activity is designed to help individuals think systemically about social change, explore what is happening below the surface, and determine how they and their organizations can pursue large-scale change in a disciplined and holistic manner. We suggest that, prior to engaging in this exercise, all participants read the article *The Water of Systems Change* by John Kania, Mark Kramer, and Peter Senge.

THE EXERCISE
The exercise is divided into three parts:
Part I uses the "inverted pyramid" introduced in *The Water of Systems Change* (see page 2) to perform an **external assessment** of opportunities to make progress on the social or environmental issue you are focused on.
Part II uses the same framework to consider **internal conditions** within yourself and your organization that should change in order for you to better support progress on your issue.
Part III takes what was developed in Parts I and II and asks "What to do next?"

SUGGESTED METHOD
Please allow 3-4 hours for the exercise. The best results will come not from doing this alone but from working with others who are also focused on the issue. The greater the number of vantage points you can include, the better the insights from the exercise will be. In addition, a facilitator may be a useful addition to the group to optimize for balance and reflection in the conversation.

