



Department of Race and Equity

Equity Indicators Community Briefing # 3

City Hall, Hearing room # 2, first floor. 7.31.2018

Present:	25 Community members
City Staff:	Darlene Flynn, Director, DRE, Jacque Larrainzar, DRE Analyst Department of transportation, Council members Guillen (District 2) and McElhaney (District 4)
Elected Officials:	None in attendance
Next meeting:	<p>Diamond Public Library 8.28.2018. 3565 Fruitvale Ave, Oakland, CA 94602 7:00-8:30 P.M.</p> <p>This meeting is being organized in collaboration with SURJ (Showing-Up for Social Justice) and DN4RJ (Dimond Neighbors for Racial Justice) in response to requests made at the East and West Oakland briefings.</p>

1. Announcements

The Grassroots Racial Equity Task Force is gathering 500 stories from community members to document their life experiences around racial disparities and the equity indicators. To participate put a star next to your name in the signing sheet. The project coordinators will follow up with you with more information about the project.

Equity Indicators Community Briefings

- Diamond Briefing – Per East and West Oakland suggestions our department is working in collaboration with SURJ and Dimond Neighbors for Racial Justice to offer a briefing for folks in the hills.
- We are also considering offering a briefing in Spanish for the Latinix community. More information will be posted in our [website](#) soon.

2. Briefing

The meeting started with introductions. Community members and city staff shared their names, and what brought them to the briefing. The meeting was attended by staff from the City of San Francisco, the Richmond Department of Public Health and staff from Council members Guillen and McElhaney offices as well as a reporter from the San Francisco Chronicle, the Chinese Chamber of Commerce, a representative of the The National Association for the Advancement of Colored People (NAACP) and several representatives of community groups who will be reporting back to their organizations, friends and neighbors.

Director Flynn shared the goals for the meeting and walked us through the executive summary of the report. She answered questions as they came up and staff took notes of questions, concerns and suggestions as they were discussed by the participants.

There is frustration and anger, hope and curiosity around the issues identified in the report. Some participants expressed their frustration and named racial tension between the black and Asian community because of the passage of prop 209. In the words of one participant, “Black residents are experiencing pneumonia and others have a cold.” She would like to see a City response consistent with the magnitude of the issues impacting the black community. There were a number of Asian community members who also voiced their concerns and shared some of the history around Oakland’s Chinatown.

City and Council staff listen to the concerns of community residents and had questions of their own regarding on how to prioritize issues, how to implement racial equity in their work as they make policy and budget recommendations and support for their policy analyst as they look for data to make recommendations that support racial equity.

Participants had many ideas to address racial equity in City policy and budget decisions and are excited to see the results of our efforts and share a healthy skepticism. They would like to see a definition of racial equity and a process for vetting the racial equity impact of policy and budget proposals. The City currently asks for a social equity statement but there is no standard to measure its impact.

Emotions were high, for some hope was low, for others this is an exciting time. Everyone is interested in figuring out their role in advancing racial equity in Oakland. Community want to play a role and be part of the change and support racial equity in City government, city staff would like to learn more, improve outcomes and everyone would like to see better outcomes for their communities.

Materials Provided

Copies of the executive summary of the report and a sample indicator (Homelessness) were provided to all in attendance

Summary of Director Flynn presentation:

Director Flynn stated by stating the goal for the briefing:

- To answer questions from the community about the report and;
- Record their questions, suggestions and concerns regarding the report.
- Director Flynn walked us through the executive summary of the report. She answered questions as they came up and staff took notes of questions, concerns and suggestions as they were discussed by the participants. She emphasized the importance of focusing our efforts in those who are the most impacted by the disparities in the report: African Americans. The Department's approach to disparities is that

Key take-aways from community questions, concerns and suggestions.

Questions

- Did the report look at laws that are designed to advance equity? Would you be looking into that?
- Structural racism issues- What area should you say need to be addressed first? Do you think we should start with Public safety? (Council staff)
- How will the work of racial equity move through the departments to become actions?
- How many plans do the City has done to address unemployment in the Black community? Have they worked?
- As a citizen and community activists I wonder what is the road map for this work? Is there an inside/outside strategy in the road map?
- What is our role in the community? How do we become part of the outside strategy?
- How do you measure success and transparency?
- Do you see racial equity influencing planning, air quality, development decisions?

- The City Council asks for statements of Social Equity Impact, help me understand what that is and what is the difference between that and Racial Equity? Do you plan to ask for Racial Equity Statements? How will Racial equity be defined?
- What is the plan? And how can I be involved as a resident in the work/plan?
- Would there be more analysis- trends, conclusions, suggestions as the result of the report?
- How can I contribute to the work?
- Can you elaborate on the topic of Public Safety?
- Do you foresee a citywide process where race and equity is considered before decisions issues are send to council and decisions are made by council? (Racial Equity Analysis).
- I wonder if there is a basic check list or form that department might fill in to show what was considered when deciding how to conduct outreach and where and how their process reached the results presented and how or not advances equity to get to a decision?

Council Staff Questions

- If you focus on everything then we are about nothing. Where do we start?
- It would be helpful to look at geographic visualizations in NPC's for transportation, trash, can the City do this to explore solutions?
- Will your department expand? Will you get a data person, demographer, GIS to support work?
- What should be the priorities for the budget process?

Concerns

Participants concerns reflected the following themes:

- 1. City Transparency and Accountability**
- 2. Gentrification and displacement**
- 3. Access to Livable Wage jobs.**
- 4. The Role of the Community in Advancing Racial Equity**
- 5. Systemic Barriers to Advance Racial Equity**

Key comments:

- We have lost black population.
- Prop 209 is a barrier to look at black issues or those of any other racial groups.
- Of the Twelve lowest indicators 10 impact African Americans the most. Two – pedestrian safety and teacher representation are the exceptions. Racial Profiling in stops should be included as an indicator.
- African American unemployment in Oakland is at 20% Can we focus on getting African Americans jobs?
- When are we going to start driving an stop planning?
- Young people are angry, hopeless, how do we change that?
- How can development benefit the residents of Chinatown – from now on- for example to improve air quality.

Suggestions

- Use African American when us needed do no lump all people of color. Each racial and ethnic groups is facing different issues. African Americans are the most impacted. Say it in council meetings.
- All racial groups are not the same some of us have pneumonia, others have a cold.
- Check list for Departments to file with their summary showing how racial equity was considered in important projects:
 - Process to reach the decision
 - Outreach
 - Budget Model – Portland, OR
 - Participatory Budget
 - Modify Council forms to include racial equity and how disparities are being addressed in policy and budget proposals
 - Have an inside outside strategy

Create a mechanism to keep the community infirmed of the progress in addressing disparities and report back to the community.

- Data access and support for city council- outreach decisions, solutions (note: not all indicators fit neatly within geographic boundaries is GIS mapping might not

work) but use proportional mapping i.e.: % of black living in Oakland as the baseline.

- Racial Equity Audits for key departments via City Auditor

How to make the next briefings better:

- Consider a briefing in Spanish for the Latino community
- Go to barbershops and involve young black people engage them in the solutions.
- Involve more organizations and individuals doing racial equity Work in Oakland