

**CITY OF TEMECULA  
AGENDA REPORT**

**TO:** City Council

**FROM:** Aaron Adams, City Manager

**DATE:** July 14, 2020

**SUBJECT:** Receive Report on Race and Equity Efforts and Provide General Direction Regarding the Same

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**PREPARED BY:** Randi Johl, Director of Legislative Affairs/City Clerk

**RECOMMENDATION:** That the City Council receive the report on race and equity efforts and provide general direction regarding the same.

**BACKGROUND:** On May 25, 2020, George Floyd, a 46-year old unarmed black man, was killed after being arrested by police in Minneapolis, Minnesota for possessing a counterfeit \$20 bill. The nation watched in horror as video footage showed the police officer kneeling on Mr. Floyd's neck for approximately 8 minutes, while Mr. Floyd was repeatedly heard saying "I can't breathe". The deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, Stephon Clark, Philando Castile, Tamir Rice, Michael Brown, Eric Garner, Trayvon Martin and many more, have led to nationwide protests and demands for police reform. Social justice organizations and legislators across the spectrum are renewing efforts to examine the issues of systemic racism in this country. Corporations and institutions are examining their own unconscious bias to understand where they fit in this narrative. Various chapters of Black Lives Matter are organizing community protests and meetings in their own cities. Friends and family are discussing race and equity at backyard barbeques and dinner tables. These important conversations are happening everywhere, including in the City of Temecula.

Temecula, like other cities, is not immune from the challenges associated with racism. The local protests over the last several weeks, along with community meetings with local Black Lives Matter and faith leaders, have shined a light on that which was always present, even if it was not overt. Members of the community have shared their personal stories, their discriminatory experiences, and their powerful voices, in an effort to be heard and seen. Many of these voices are being shared for the first time by our residents. The City Council also shared their voices, individually with staff, each expressing a strong desire to address the needs of the community in this space and effectuate change. This agenda item, which includes numerous ideas and opportunities to bring about change, is being brought forward as a result of this collective dialogue.

In an effort to succinctly group and describe the various ideas and opportunities presented, the core principles of the Race, Equity and Leadership (REAL) program developed by the National League of Cities, of which the City of Temecula is a member, have been applied. The program, created in 2014 in response to the Ferguson, Missouri unrest, is designed to strengthen the knowledge of

local leaders to eliminate racial disparities, heal racial divisions and build more equitable communities. REAL subscribes to three core principles in order to have respectful and meaningful dialogue, as well as measurable long-standing results. While an in-depth review of REAL includes several details associated with each principle, generally the three principles are described as follows:

1. Normalize Conversations – This step has already started to some degree both internally at City Hall and externally in the community as described above. The broader concept associated with this step is to not only speak about race and equity openly in different settings, but to develop a shared understanding amongst stakeholders of common definitions and basic analysis. There is an urgency in this step to prioritize some conversation and action immediately.
2. Operationalize Actions – The broader concept associated with this step is to develop tools that will drive results to close the equity gap. Data is crucial in this step to help identify strategies that will yield the desired outcomes.
3. Organize Sustainable Effort – The broader concept associated with this step is to develop capacity to work intentionally on equity within in the organization through structure, policies and processes in an ongoing and routine manner.

The ideas and opportunities that have been shared by the City Council and the community are categorized below based on these principles. A general description for each idea is also referenced for broader understanding and discussion only and does not represent a final determination of the idea or concept. The final determination is subject to City Council review, revision and approval. The ideas and opportunities presented are as follows:

#### Phase 1 (Normalize the Conversation):

- City Council Engagement and Involvement – Each member of the City Council has indicated a desire to be fully engaged equally in the race and equity conversation internally and externally. As such, staff will continue to collaborate with each member individually or in pairs in a manner that is consistent with the Brown Act.
- Resolution Supporting Unity and Racial Equity – This is a public declaration and formal stance of the City Council supporting unity amongst all races, ethnicities and cultures and denouncing all forms of hate and racism. Similar resolutions have been adopted by local governments across the nation.
- Professional Assistance for Internal Training on Diversity/Equity – This includes contracting with the National League of Cities REAL administrators (or other professional outlet) to provide diversity, inclusion, implicit bias, and race equity training to City employees, board and commission members and City Council.
- Professional Assistance for Internal Training on Media Relations – This includes contracting with a professional outlet (i.e., professional firms identified and/or utilized by the League of California Cities) to provide public communication and media training to the executive staff and City Council.
- Communication with Law Enforcement (Initial) – This includes initial conversations with law enforcement to develop an understanding of what the existing policies and procedures are for the Riverside Sheriff's Office in regards to the hiring and training of police officers, as well as community policing principles. A review of opportunities for improved communications between the City and the Sheriff's Department on incident awareness and

community integration is also included.

- Communication with Community (Initial) – Understanding that internal training is a prerequisite to full engagement with the community, this includes opportunities for one-way listening and learning from the community. The primary example is the attendance of Council and/or staff at educational events and/or meetings organized by community groups that the City is invited to for the purposes of listening and learning.

#### Phase 2 (Operationalize the Action):

- Board or Commission – This includes an opportunity to create a citizen board or commission, similar to the existing board and commissions within the City, to advise the City Council on matters of diversity, inclusion, race, equity, etc. This group could be utilized for redistricting purposes as well. Given the important nature of this subject and Council’s desire to equally participate, makeup could include an appointee by each Council Member from their respective district.
- Professional Assistance for Community Dialogue – This includes contracting with the National League of Cities REAL administrators (or other professional outlet) to facilitate conversations on diversity, inclusion, race and equity within the community.
- Communication with Community (Ongoing) – Understanding that internal training is a prerequisite to full engagement with the community, this includes opportunities for two-way dialogue between the City and the community on the topic of race, equity, and diversity. Opportunities to conduct this dialogue could include small group gatherings with interested persons, meetings with homeowner associations, coffee with council members in districts, etc. Law enforcement could also be incorporated into these gatherings.
- Communication with Law Enforcement (Ongoing) – This includes ongoing conversations with law enforcement to build a stronger community policing model based on the overall needs of the City, the business community and individual residents. These conversations would also include opportunities to partner with the school district.
- City Council Protocol Manual – This includes the creation of a City Council Protocol Manual, similar to those that are in place in other cities but specialized for Temecula. Contents could include rules of decorum, code of ethics, standards for communication, etc. The manual would serve as an orientation, education and accountability tool.
- Citywide Policies and Programs – This includes a review of various citywide policies and programs (i.e., holiday recognitions, board and commission recruitments, internships, lighting city facilities, community service and block grant funding, etc.) to determine opportunities for additional diversity and inclusion of the underrepresented and minority population of the community.

#### Phase 3 (Organize the Sustainable Effort):

- Budget – This includes a refreshed budget process which includes the ability for additional public engagement utilizing new outreach methods, as well as internal Council and department considerations for spending priorities on public transportation, housing, and community services based on the needs of the underrepresented and minority population of the community.
- Quality of Life Master Plan – This includes the addition of an equity value to the existing six values in the Quality of Life Master Plan (QLMP). The equity value would outwardly demonstrate the City’s commitment to overall equity for residents of all racial, ethnic, and cultural backgrounds. An additional value of diversity and inclusion could also be

considered during the QLMP process. As the values of the QLMP are tied to annual departmental goals in the budget, General Plan and Housing Element updates, Parks Master Plan, etc., the addition of these values and related effort will be sustainable.

As previously stated, the above-referenced ideas and opportunities represent the collective dialogue of the City Council and community members to date. It is not meant to be an exhaustive list of solutions to the challenge before us, but rather a starting point for discussion and consensus. As additional ideas and opportunities are brought forward, they too will be brought to Council for consideration and consensus. Temecula has a solid foundation upon which it was built as a City and community, and these efforts will only further strengthen its collective resolve to represent all of its residents. It is therefore recommended that the City Council provide general direction to staff on whether it wishes to proceed with each idea or opportunity and share any general concept amendments.

**FISCAL IMPACT:** There is no fiscal impact associated with the consideration of this item. Funding will be needed for professional assistance in the various areas of training and community dialogue as referenced above if and when those measures are implemented.

**ATTACHMENTS:** None