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Title: CITY COUNCIL POLICY DISCUSSION: POTENTIAL ADOPTION OF A CITY DIVERSITY POLICY STATEMENT TO PROMOTE RESPECT, UNDERSTANDING AND APPRECIATION OF THE VARIOUS DIVERSE GROUPS THAT MAKE UP THE SAN PABLO COMMUNITY AT ALL CITY-SPONSORED ACTIVITIES, EVENTS, MEETINGS, OPERATIONS, PROGRAMS, AND SERVICES PROVIDED

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Attachments: 1. RES 2019-### City Diversity Policy, 2. POL FINAL DRAFT - COUNCIL 070119

Date	Ver.	Action By	Action	Result
7/2/2019	1	City Council	Return without recommendation	

PREPARED BY: MATT RODRIGUEZ

DATE OF MEETING: 07/01/19

SUBJECT:

CITY COUNCIL POLICY DISCUSSION: POTENTIAL ADOPTION OF A CITY DIVERSITY POLICY STATEMENT TO PROMOTE RESPECT, UNDERSTANDING AND APPRECIATION OF THE VARIOUS DIVERSE GROUPS THAT MAKE UP THE SAN PABLO COMMUNITY AT ALL CITY-SPONSORED ACTIVITIES, EVENTS, MEETINGS, OPERATIONS, PROGRAMS, AND SERVICES PROVIDED

CITY MANAGER RECOMMENDATION

Review and provide direction to staff

COMPLIANCE STATEMENTS

FY 2019-21 Council Priority Workplan

Major Policy Goal: Build a Healthy Community - *Policy #100.2: Continue development of multi-ethnic diversity and awareness in City programs and services; Policy No. #205 - Civic Engagement are policy items contained in the FY 2019-21 Council Adopted Workplan, effective March 1, 2019.*

CEQA Compliance Statement

This item is not a project that will have environmental impacts; therefore, it does not require CEQA review.

BACKGROUND

Diversity in Local Communities - San Pablo, CA

The City of San Pablo is a diverse community. The following demographic information is taken from the *2010 U.S. Census - San Pablo, California* illustrates this fact, as follows:

San Pablo, California - Overview 2010 Census

	<u>Counts</u>	<u>Percentages</u>
Total Population	29,139	100%
<u>Population by Race</u>		
American Indian and Alaska native alone	244	0.84%
Asian alone	4,353	14.94%
Black or African American alone	4,600	15.79%
Native Hawaiian and Other Pacific native alone	172	0.59%
Some other race alone	8,812	30.24%
Two or more races	1,567	5.38%
White alone	9,391	32.23%
Population by Hispanic or Latino Origin (of any race)	12,677	43.51%
Persons Not of Hispanic or Latino Origin	16,462	56.49%
<u>Popular by Gender</u>		
Female	14,659	50.31%
Male	14,480	49.69%
<u>Popular by Age</u>		
Persons 0 to 4 years	2,414	8.28%
Persons 5 to 17 years	5,830	20.01%
Persons 18 to 64 years	18,331	62.91%
Persons 65 years and over	2,564	8.80%

Source: U.S. Censuses Data 2010 (<https://census.gov/programs-surveys/decennial-census/data/datasets.2010.html>)

City service delivery

The success of local government is often based on a City organization's ability to adapt, acknowledge, and serve diverse groups in the community. One trend currently challenging local government is dealing appropriately with the rapidly changing demographics of our local communities. As diversity in the United States continues to increase, it is important that local governments become culturally competent and recognize the unique differences among the various diverse populations within each local jurisdiction. By doing so, local cities will become responsive to the needs of the entire community. The City of San Pablo has responded to these new service demands by providing City employee training on cultural competency, providing City information and publications in a bilingual format (ie. El Portal Quarterly Newsletter, Recreation Services Activity Guide, City eNews and press releases.); and offering and providing other City activities, programs and services in a bilingual format, including the Police Department's Parent Project in Local Schools, CERT Classes and Community Citizens' Academy in Spanish.

City Council Resolution 2017-045

On March 6, 2017, the City Council adopted Resolution 2017-045 which states:

"...City of San Pablo will continue to promote an atmosphere of respect for all residents and employees and denounce and address hate speech directed at any resident, employee or visitor

including immigrants, people of color, Muslims, individuals with disabilities, LGBTQ+ individuals and members of other protected groups.” (Excerpt from City Council Resolution #2017-045; Legistar Agenda Item No. #17-0089)

FY 2019-21 Council Priority Workplan - Adopted Policies

Following adoption of the FY 2019-21 Council Priority Workplan, the City Council adopted a Mission Statement and adopted policies which support diversity and civic engagement, as follows:

City of San Pablo Mission Statement

Dedicated to developing, preserving, protecting the quality of life and cultural diversity for all its residents, while maintaining high quality public services in partnership with our citizens.

Major Policy Goal: Enhance Community Resilience

- *Policy #100.2: Continue development of multi-ethnic diversity and awareness in City programs and services;*
- *Policy No. #205 - Civic Engagement*

(Adopted under FY 2019-21 Council Priority Workplan, effective March 1, 2019)

The City’s Mission Statement and adopted policies recognize diverse population groups in our community, and it is the further responsibility of the City organization to fulfill this mission and these adopted policies as adopted by the City Council. These adopted policies are critical for effective community engagement and City service delivery.

ICMA Code of Ethics - City Manager Guidelines

The ICMA Code of Ethics was adopted by the ICMA membership in 1924, and most recently amended by the membership in June 2018. The Guidelines for the Code were adopted by the ICMA Executive Board in 1972, and most recently revised in June 2018 and apply to the City Manager/Public Administrator profession. Overall, the mission of ICMA is to advance professional local government through leadership, management, innovation, and ethics. The ICMA Code of Ethics is contained as an Exhibit to the City Manager’s employment agreement to further this mission, certain principles, as enforced by the Rules of Procedure, and governs the conduct of every member of ICMA, who shall:

- **Tenet 4: *Serve the best interests of the people.***

Inclusion. To ensure that all the people within their jurisdiction have the ability to actively engage with their local government, members should strive to eliminate barriers to public involvement in decisions, program, and services.

- **Tenet 11: *Equal Opportunity.***

All decisions pertaining to appointments, pay adjustments, promotions, and discipline should prohibit discrimination because of race, color, religion, sex, national origin, sexual orientation, political affiliation, disability, age, or marital status.

It should be the members’ personal and professional responsibility to actively recruit and hire a

diverse staff throughout their public organizations.

Policy Applicability

Based on these adopted City Council policies, the City's Mission Statement, and the guidelines contained in the City Manager's ICMA Code of Ethics, the City Manager has drafted a proposed City of San Pablo Diversity Policy for formal consideration and potential adoption by the City Council. The proposed City Diversity Policy would signify that the City upholds harmony, civility and respect in all aspects of local government operations, and would bring more awareness to the many diverse groups who thrive in the San Pablo community.

Operationally, the City of San Pablo promotes respect, understanding, and appreciation of the various diverse groups that make up the San Pablo community at all City-sponsored activities, events, meetings or programs. Moreover, the proposed policy would formally enable City staff to promote and support diversity in all City-sponsored activities, events, meetings, operations or programs to be non-exclusionary, and open publically to all various diverse groups in the community in accordance with this Policy Statement.

City Diversity Policy - Major Policy Points:

1. Promote harmony, civility and respect, understanding Community-wide of various diverse groups.
2. Encourage positive thinking together to promote community engagement.
3. Make all residents aware of social, cultural, racial and other aspects of diversity - leading to positive attitudes and behavior.
4. Promote and support all City-sponsored activities, events, meetings, operations or programs to be non-exclusionary, and open publically to all various diverse groups in the community.
5. Recognize contributions of individuals who are role models in community in promoting respect for diversity in the San Pablo.

Four Guiding Principles of Diversity Policy:

1. We believe healthy communities maintain a comprehensive and balanced program of City activities and services which are open, accessible and relevant to all residents;
2. We believe in equal educational opportunities for all residents;
3. We believe in equal employment opportunities for all residents; and
4. We believe in equally safe neighborhoods for all residents.

Community Services Standing Committee

On June 19, 2019, the Community Services Standing Committee (Cruz; Xavier) reviewed the attached DRAFT City Diversity Policy, and unanimously recommended its consideration and approval by the City Council.

Annual City of San Pablo Diversity Recognition Award

Contained in the proposed Policy Statement, the San Pablo City Council would be able to honor individual City residents who have actively promoted diversity and understanding in the San Pablo community. An annual program could be formally adopted to nominate and select a San Pablo resident(s) for their active promotion of diversity in the San Pablo community. The program would be administered by the City Manager in conjunction with a designated City Council Standing Committee (i.e. Community Services or other committee as designated by the City Council) on an annual basis.

City Manager Recommendation

The City Manager recommends the City Council review and discuss the attached proposed policy statement. If the City Council supports the proposed policy, the City Council may adopt the proposed policy by enclosed Resolution via majority vote. Following policy adoption by Resolution, the City Manager will develop an Annual Diversity Recognition Award Program which may involve the appropriation of funds during FY 2019/20 for one-time, nominal costs for certificate or award costs which have not been quantified at this time for City Council funding approval. The City Manager would be directed by City Council to develop program parameters in conjunction with input from the Community Services Standing Committee.

FISCAL IMPACT

No fiscal impact at this time. One-time, nominal costs will be determined by the City Manager for future City Council appropriation from the FY 2019/20 CM Contingency Fund if warranted. Any foreseeable expenses once identified by the City Manager would require City Council approval if they exceed the City Manager's budget authority.

Attachment: Proposed City of San Pablo Diversity Policy