



DATE: June 23, 2020

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Safir & Associates for Diversity, Equity, and Inclusion Trainings

RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing the City Manager to execute a professional services agreement with Safir and Associates for equity leadership training and capacity building and approves an appropriation in the amount of \$62,500 from General Fund Reserves.

SUMMARY

The City is in the midst of an organizational culture and operational shift toward addressing and correcting racial inequities in our policies, programs, and practices. In support of the City's work with the Government Alliance on Race and Equity (GARE), the City began working with Safir and Associates, a firm that provides speaking, consulting, coaching, professional development, and equity leadership services to create more equity-driven systems, to support both the GARE team and the City's Executive Team in developing a shared understanding and purpose around racial equity work in the City organization and Hayward community. The City is engaging with Safir and Associates to provide continued equity leadership training for the City Council, Executive Team, and GARE cohort teams.

BACKGROUND AND DISCUSSION

On January 17, 2017, the City Council established the Community Task Force to review and update the City's 1992 Anti-Discrimination Action Plan in response to heightened community concerns about human and civil rights issues occurring throughout the nation and in the City of Hayward. Members of the 21-person task force presented the revised Anti-Discrimination Action Plan, re-envisioned as the Commitment for an Inclusive, Equitable, and Compassionate Community (CIECC or the Commitment), to City Council on September 26, 2017. The City Council reviewed and accepted the Commitment document on November 28, 2017.

After the acceptance of the Commitment and in recognition of the work the task force had completed, several of the Community Task Force members committed to continuing this work at the Council's request. Over the following year, the volunteer task force members worked with City staff to develop guidelines for a Community Advisory Panel to the Chief of Police, monitor implementation of the Commitment, and identify options for continuing the Community Task Force's work independent of the City. Staff and the volunteer task force members presented the results of this work to Council in a special work session on January 15, 2019.

At the recommendation of a Community Task Force member, the City joined the Government Alliance on Race and Equity (GARE), a network of local governments working to achieve racial justice and advance opportunities for their community members. Through professional development and networking opportunities, GARE helps governments build internal capacity to address racial equity problems, encourages results-based accountability that focuses on moving the needle on racial equity, and provides a forum for local government professionals to share their experiences and support each other's work. GARE offers a racial equity curriculum that guides local government employees to understand racial equity, identify opportunities in their organizations, and create a results-based action plan. Fourteen Hayward employees participated in the 2019 cohort to build internal capacity for racial equity work. A second team of 16 employees will participate in the 2020 cohort.

Concurrently, the City began working with Safir and Associates, a firm that provides speaking, consulting, coaching, professional development, and equity leadership services to create more equity-driven systems, to support both the GARE team and the City's Executive Team. Through a series of trainings and retreats, both groups worked to build a shared understanding of the role of government in working to dismantle racial inequity and developed the attached plan for advancing racial equity in the City of Hayward. The consultant team also worked with the GARE cohort to build facilitation skills and equity leadership strategies.

The prior engagement with Safir and Associates for equity leadership training and organizational change consulting totaled \$75,000.

The objectives of this second engagement are to:

- Work to build a shared understanding, language, and sense of purpose around racial equity with Council members.
- Facilitate a design process with GARE team to scale this learning across the city, effectively engage community members and organizations, and work with partner organizations to advance racial equity.
- Continue to facilitate an equity-focused community of practice among project team leaders to center transformative change in the City's equity work.

The scope of services for this work includes equity leadership training sessions for City Council, the City's Executive Team, and the City's GARE cohort teams, training for GARE cohort teams on designing and facilitating racial equity conversations and working with community and partner organizations to build trust, and monthly project team meeting planning and facilitation.

STRATEGIC ROADMAP

This agenda item supports the Racial Equity section of the Strategic Priority of Improve Organizational Health. Specifically, this item supports the implementation of the following projects:

- Project 2: Develop and implement a racial equity action plan to best serve our community and support our employees (follow up action from the Commitment for an Inclusive, Equitable, and Compassionate Community)
- Project 3: Work across Strategic Roadmap priorities to include racial equity lens

FISCAL IMPACT

The total cost for the training package is \$125,000 and will be split between the FY 20 and FY 21 budgets. Half of this amount, \$62,500, is available in the proposed FY 21 budget for the City Manager's Office. The General Fund impact is \$62,500 for this one-time additional appropriation request.

NEXT STEPS

Following contract execution, staff will continue to work with Safir and Associates and begin to schedule equity leadership training for the City Council, the City's Executive Team, and the City's GARE cohorts in the coming months.

Prepared by: Laurel James, Management Analyst

Recommended by: Kelly McAdoo, City Manager

Approved by:



Kelly McAdoo, City Manager