

Article 2: Administrative Code

Division 55: Office of Race and Equity

(“Office of Race and Equity” added 10-19-2020 by O-21248 N.S.; effective 11-18-2020.)

§22.5501 Office of Race and Equity

- (a) The Office of Race and Equity is a City department. The department is responsible for providing education and technical support to City staff, local law enforcement, and elected officials, and implementing community programs, in order to recognize and eliminate systemic racism and barriers to fair and just distribution of resources, access, opportunity, and inclusion.
- (b) The Director is the administrative head of the department and is appointed by, and may be removed by, the City Manager. The Director is the appointing authority of all personnel in the department.
- (c) The Office of Race and Equity will operate under the direction of the City Manager to achieve the City’s goals of:
 - (1) ending racial disparities within City government, creating fairness in hiring and promotions, promoting greater opportunities and inclusion in City contracting, and providing City services equitably to all City residents;
 - (2) prioritizing racial and social justice practices in the City’s outreach programs and civic engagement and improving access to City government; and
 - (3) prioritizing health and economic success for communities of color and low- to moderate-income communities.
- (d) The department is responsible for performing those duties and functions assigned and directed by the City Manager to meet those goals, including:
 - (1) Develop and work with City departments to implement an action plan to achieve racial equity in City operations and public programs;
 - (2) Develop a racial equity tool to be used to operationalize equity. This tool will use data and community engagement to evaluate proposals, policies, practices, programs, and budget decisions for racial equity issues and impact. The racial equity tool shall:

- (i) proactively seek to eliminate racial inequities and advance equity;
 - (ii) identify clear objectives and measurable outcomes;
 - (iii) engage the community in the decision-making process;
 - (iv) identify who will benefit or be burdened by decisions made by City leaders, examine potential unintended consequences of decisions, and develop strategies to advance racial equity and mitigate unintended negative consequences; and
 - (v) develop mechanisms for successful implementation and evaluation of impacts;
- (3) Work with City departments on issues of systematic racism, including the use of the racial equity tool to evaluate department policies and procedures and provide training on racial equity issues;
- (4) Identify City policies and procedures that perpetuate racial inequity and make recommendations for revising policies and procedures that do not meet racial equity goals;
- (5) Identify measurable racial equity goals and outcomes;
- (6) Gather and analyze data pertaining to racial inequities;
- (7) In conjunction with the Equal Opportunity Contracting Program and the Citizens Equal Opportunity Commission, work to increase opportunities for women-owned businesses, minority-owned businesses, disadvantaged-owned businesses, and disadvantaged veteran owned businesses in City contracting;
- (8) Identify and communicate to City leaders potential unintended consequences of proposed policy initiatives;
- (9) Participate in communitywide efforts to eliminate racial inequity in criminal and environmental justice;
- (10) Develop sustainable relationships with the community by creating partnerships with economic, racial, and social justice organizations; and

- (11) Coordinate with City boards and commissions working on equity, racial justice, and law enforcement issues, including the San Diego Human Relations Commission, the Community Review Board on Police Practices, and the Citizens Advisory Board on Police/Community Relations, to solicit community input and recommendations for meeting the City’s goals of achieving race equity and eliminating systematic racism.

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