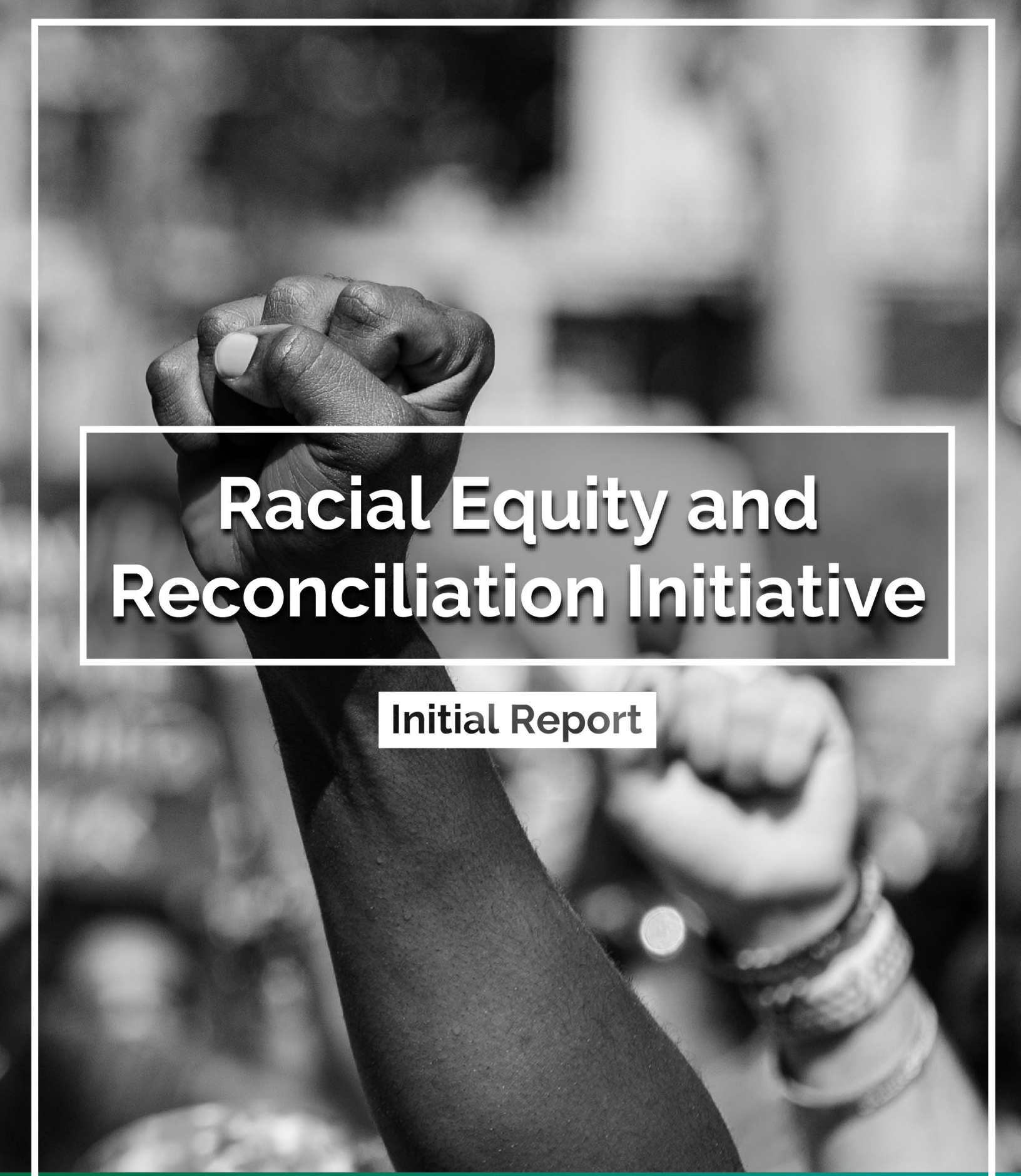

# Racial Equity and Reconciliation Initiative

## Initial Report

CITY OF LONG BEACH

*"You do not have to be me in order for us to fight alongside each other. I do not have to be you to recognize that our wars are the same. What we must do is commit ourselves to some future that can include each other and to work toward that future with the particular strengths of our individual identities. And in order for us to do this, we must allow each other our differences at the same times as we recognize our sameness."* – Audre Lorde

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# A Letter from City Health Officer Dr. Davis

# Black Health Matters: Anti-Racism as a Public Health Practice

by Dr. Anissa Davis, City of Long Beach Health Officer

When we think about crises—whether financial, personal or global, like the COVID-19 crisis—we think of an acute moment of intense difficulty, trouble or danger. As the City Health Officer for Long Beach, my job is to identify and mitigate, to the extent possible, public health crises. But how to soften the effects of a crisis that has lasted for centuries? That's what I've been grappling with, as both a public health official and as a Black woman. Because racism is a public health crisis for Black Americans: one that has existed since the beginning of our country's existence.

There is a direct line from slavery, and the thought process that allowed it to be acceptable, and the various health disparities we're facing today. Black people started out with nothing. We were denied education. Our languages and customs were erased. Families were broken. Spirits were broken. Bodies were broken. We were seen as less than human and terrorized in order to exact obedience.

African Americans were liberated, reluctantly. And those doing the liberating, our government, tried to appease former slaveholders by creating a variety of loopholes. The 13th amendment, which ostensibly ended slavery, still allowed for "involuntary servitude" to be forced upon a person convicted of a crime. Laws forced sharecroppers to sell only to their landlords, who, by controlling prices, ensured lifelong debt. Then came redlining to reinforce segregated neighborhoods and schools. Jim Crow laws. Voter suppression. And throughout it all, our government turned a blind eye to the centuries-long campaign of domestic terror waged on Americans on American soil.

And we have been fighting ever since we got here to be full and equal participants in the American dream, rather than as pawns to be used as free labor, entertainment, or votes.

Public health is defined in several ways, but at its heart is the conditions by which a population can be physically, spiritually and mentally healthy and well. I challenge anyone to explain to me how Black people could possibly obtain optimal public health when someone is telling them where they can and can't live, what jobs they can and can't have and what schools they can go to. Those housing and job discrimination practices have mostly been abolished on paper, sure. But their legacy continues in the form of less home ownership and home equity, poorly resourced schools and less earning power for Black people.

And there are still so many ways that America says "you don't matter" to Black people today: Higher rates of school suspensions, unsafe drinking water, police brutality, confederate flags, mass incarceration, unequal sentencing laws. The list goes on. And we're told, over and over, not to make a fuss. Slavery's over. Be happy you're here.

What does that do to a community? To have your entire existence questioned, in overt ways and covert, underhanded ways? Of course it affects your health. It is no wonder that Black people face all sorts of health disparities. Fighting for your right to exist exacts a toll on your body, mind, and spirit.

Our lives in America have been the source of constant crisis. Our public health has always been imperiled by racism, and what joy, accomplishments and progress we have made has been *in spite* of racism and has come at great struggle and sacrifice. Black people in America have never been given the conditions by which to be physically, mentally and spiritually well. And yet, we've found joy and meaning in our families, traditions and faith, and done great things in the midst of this crisis. But we won't gain true health parity and wellness until racism in all its forms is addressed and dismantled in this country.

# Introduction

On May 25, 2020, George Floyd, a 46-year-old Black man, was killed by four Minneapolis Police Officers. The incident was captured on video for the world to see. Floyd's death was senseless and an appalling reminder that racial inequity continues in our communities and amongst the structures meant to serve them.

Across the nation, including here in Long Beach, people took to the streets in public outcry to condemn the violence and racial inequities that have systematically impacted all people of color, Black people in particular.

On June 9, 2020, the Long Beach City Council engaged in an earnest conversation about racism as a public health crisis, the need to restore public trust in City government, and how to reconcile a gap in the experiences of impacted and vulnerable people with current City policies, especially the Black community. The City Council called upon City staff (Staff) to prepare a report that would put the City Council in a position to enact culture and system change.

Followed by a formal resolution, on June 23, 2020, Long Beach City Council unanimously adopted a **Framework for Reconciliation** which contains four key steps to ending systemic racism:

1. **Acknowledging** the existence and long-standing impacts of systemic racism in Long Beach and the country;
2. **Listening** to accounts and experiences of racial injustice, inequity, or harm to community members; and
3. **Convening** stakeholders to analyze feedback from the listening sessions and racial disparity data to recommend initiatives that shape policy, budgetary, charter, and programmatic reform;
4. **Catalyzing** action that includes immediate, short-term, medium-term, and long-term recommendations for the City Council's consideration.

Staff across diverse City departments organized as a Racial Equity and Reconciliation Initiative Team (Team) to take on the call from the public and City Council to deliberately and intentionally act to end systemic racism in Long Beach. This document reflects the two months of work by the Team and an initial report with identified goals and strategies that require review, input and approval from City Council in order to move forward with the next steps. This initial report will be followed by periodic updates and regular community engagement.

The direction from City Council was to center opportunities for reconciliation by uplifting the voices and experiences of the Black community. At the same time, systemic racism has deeply harmed other communities of color, including members of the Latinx and Cambodian communities who face barriers to health, education, and economic wellbeing. Uplifting Black voices and experiences does not mean that other races and ethnicities are not important; it means that in order to build a society with "freedom and justice for all," we must center those who have never been fully free. In eliminating systemic racism and reaching racial equity, all members of the Long Beach community will benefit.

# City Data on Racially Disparate Impacts

To advance racial equity in Long Beach, the City must acknowledge its racial inequity, past and present. Social vulnerabilities such as housing, healthcare, education, and employment are experienced through a racial lens, often placing Black people at the bottom of social and economic measures and of the structure of power in America.

Historically, Long Beach and many other cities have a legacy of racism and anti-Black attitudes[1] along with the exploitation of immigrant and non-white labor and wealth[2]. Systemic racism occurs when institutions and organizations such as schools, businesses, and government agencies adopt and maintain policies that routinely produce inequitable outcomes for people of color and advantages for White people[3]. These systems were explicitly built, both intentionally and unintentionally, to benefit or exploit people based on race, they reinforce the racially unjust status quo, and they endure in seemingly race-neutral forms[4].

Despite significant changes in social attitudes and intentional policy change, racial disparities remain across all major indicators in Long Beach, including median household income, employment, health, school suspensions, homeownership and incarceration[5]. While systemic racism affects all communities of color, the data show the Black community in Long Beach, in Los Angeles County, and in California are the most disproportionately affected. In Long Beach:

- 25% of Black residents are homeowners, which is half the White homeownership rate[6];
- Data show that in 2019, 27.4% of the individuals stopped by police were Black although they make up just 12.5% of the population, a higher rate compared to other racial groups[7].
- Black residents have the highest rates of hospitalization for heart disease, diabetes, and asthma compared to other racial groups and ethnicities. For example, Black residents are hospitalized for asthma 9.4 times more often than White residents[8].
- Black women have the highest rate of rent burden, which is defined as paying more than 30% of their income on rent[6].

It is vital for the City of Long Beach to take this moment as an opportunity to understand the ways the Black community and other communities of color have experienced the persistent effects of government, economic, and social systems designed to exclude them within the City's history and how the City can take bold action to advance racial equity.

1. Carmichael, S. Hamilton, C. V. (1992) Black Power: The Politics of Liberation
2. https://www.advancementprojectca.org/tools-we-use/publications/race-counts-advancing-opportunities-for-all-californians
3. Race Forward, 2014
4. https://www.advancementprojectca.org/tools-we-use/publications/race-counts-advancing-opportunities-for-all-californians
5. https://www.racecounts.org/
6. https://dornsife.usc.edu/assets/sites/242/docs/EP_Summary-Long_Beach_web_02-07-19b.pdf
7. http://www.longbeach.gov/globalassets/city-manager/media-library/documents/memos-to-the-mayor-tabbed-file-list-folders/2020/june-29--2020---framework-for-reconciliation-corresponding-data-and-policing-policies_
8. http://www.longbeach.gov/globalassets/health/healthy-living/office-of-equity/clb_infographic-v2

# Community Listening and Engagement

# General Approach

*Team Approach*

The Team tasked with the development of this report rooted their work in the following vision, mission, and core values, allowing these principles to direct the best practices and means for supporting systemic change:

**Vision** - Race and ethnicity alone do not determine social and economic outcomes for those who live and work in Long Beach.

**Mission** - The City of Long Beach actively engages in ongoing racial reconciliation initiatives to dismantle and eliminate systemic racism, recognizing the necessary starting point in this country is dismantling anti-Black practices and institutions and replacing them with those that ensure racial equity for all.

**Core Values** - The Racial Equity and Reconciliation Initiative in Long Beach:

- Centers and uplifts the history, wisdom, and experiences of the community, particularly Black people and people of color.
- Recognizes the need for the City to offer great compassion, empathy, and humility as part of the Reconciliation process.
- Builds trust, transparency, and accountability with the community, particularly Black people and people of color who are mostly affected by racism.
- Documents and analyzes uncomfortable history, data, and stories, which include those related to policing, economics, health, education, and other social outcomes.
- Values the process of analyzing and addressing societal and unconscious anti-Black thoughts, attitudes, and beliefs.
- Recognizes that intersectionality exists between anti-Black racism and systemic racism against Latinx, Cambodian and other communities of color and that solutions to systemic racism can be inclusive and supportive of all groups.
- Centers race in our equity efforts because all other dimensions of identity — income, gender, sexuality, education, ability, age, and citizenship — have inequities based on race. Knowing this allows for a more intersectional approach, while always naming the role that race plays in people's experiences and outcomes.

*Engaging the Community*

The basic principle underlying community engagement and listening is the belief that systemic racism is best addressed by the people most impacted by the systems of exploitation, and therefore, these communities must be at the forefront of policy and systems to address change.

# General Approach (Cont.)

The Framework for Reconciliation had two distinct community engagement mandates: community listening sessions and stakeholder convenings. City staff were also recognized as a critical community group with unique insight into City operations and opportunities for the City to address structural change.

The Team, with the support of non-staff facilitators, virtually hosted eleven listening sessions and four town halls for the community. Two additional listening sessions were hosted by community partners. City staff were invited to participate in two other listening sessions and share feedback.

To enhance data collection during the listening sessions, both a community and staff survey were distributed to increase the opportunities for people to confidentially provide feedback, as well as accommodate those who were unable to attend a virtual session.

Additionally, nearly 50 community members and subject matter experts were invited to participate in the stakeholder convenings. The community stakeholders were selected based on a series of criteria that were taken into consideration, such as residency in Long Beach, participation in the listening sessions, and ensuring representation from organizations that support and provide services for Black people and other people of color. Stakeholders were asked to review the data summaries and provide feedback and ensure that the community's voice was clearly articulated and represented in the analysis for this report.

Details on the approach for engaging with these groups can be found in Appendix D.

# Participants: By the Numbers

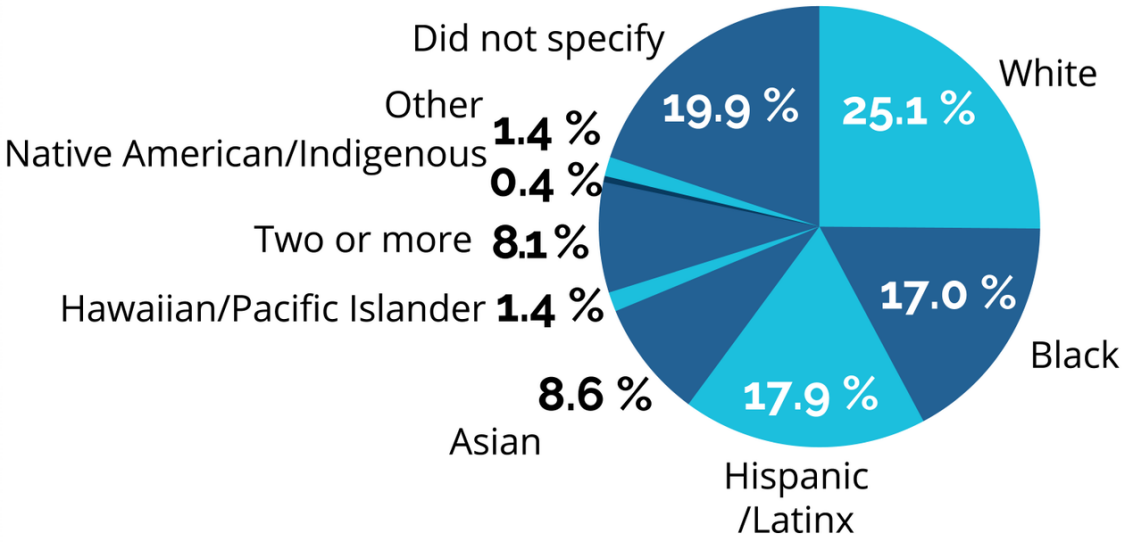
In aggregate, 560 individuals participated in the community listening sessions and town halls with some individuals choosing to return for multiple sessions. This led to over 1,500 voices across the sessions when adding attendance at all sessions together.

More than 400 community members and stakeholders participated in the survey

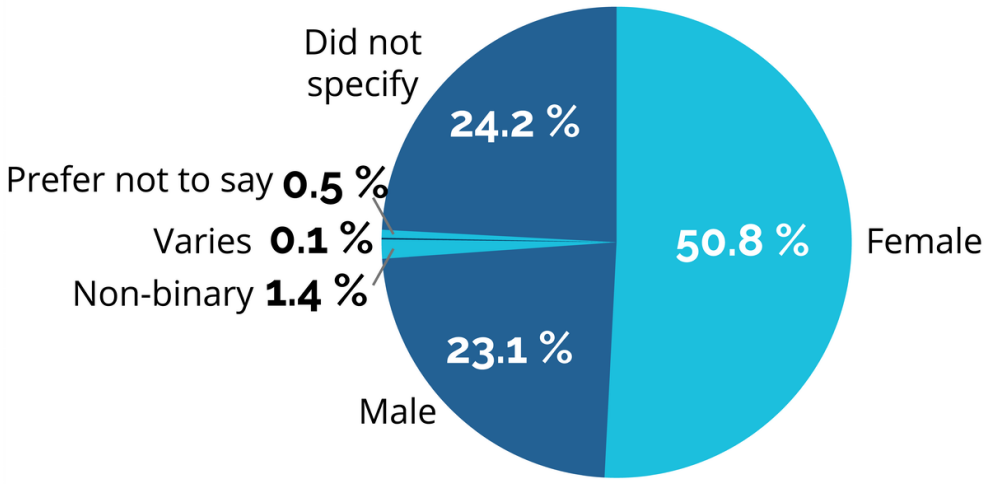
More than 500 City staff participated in the survey or a listening session event.

# Participants By the Numbers (Cont.)

**Demographics across all community members and participating staff include:**



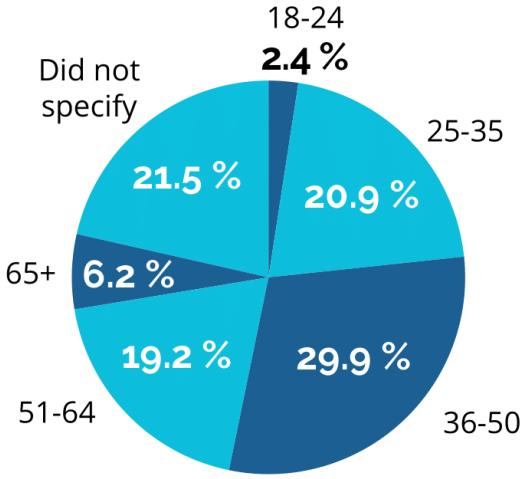

**Race/Ethnicity**



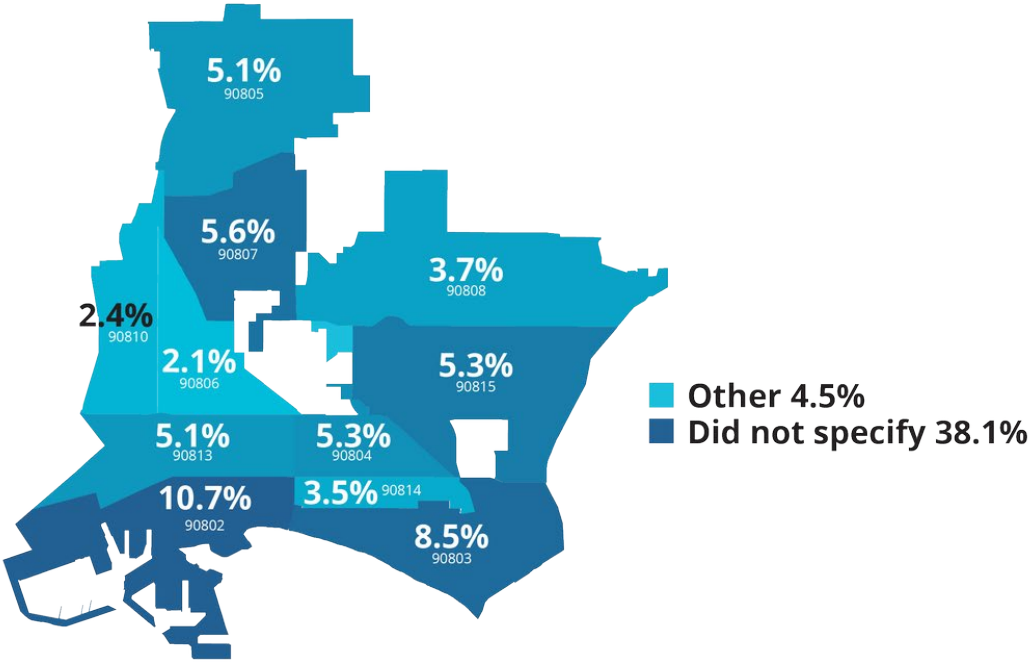

**Gender Identity**

# Participants By the Numbers (Cont.)

**Demographics across all community members and participating staff include:**




**Age**




**Zip Code**

# Key Findings

*Summary of Community surveys*

The most common suggestions within the theme of Government/Infrastructure included:
City data analysts reviewed the community survey short answer questions and organized responses into four major emergent themes:

1) Government & Infrastructure
2) Public Safety/Policing
3) Health Equity
4) Economic Inclusion

The most common suggestions within the theme of Government/Infrastructure included:

| Suggestions for Government & Infrastructure | |
|---|---|
| Lessen political influence between police organizations and government entities | 36.5% |
| Increase the transparency of police/city government processes | 30.8% |
| Changes in Law/Legislative Reform | 23.1% |
| Adopt the People's Budget | 19.2% |
| Parking tickets unequally affecting neighborhoods of color | 7.7% |

# Key Findings

*Summary of Community surveys*

The most common suggestions within the theme of Government/Infrastructure included:
City data analysts reviewed the community survey short answer questions and organized responses into four major emergent themes:

1) Government & Infrastructure
2) Public Safety/Policing
3) Health Equity
4) Economic Inclusion

The most common suggestions within the theme of Public Safety/Policing included:

| Suggestions for Public Safety/Policing | |
|---|---|
| Defund the police and invest in community/social services | 52.9% |
| Depend more on social workers and mental health professionals where possible | 18.5% |
| Improve mandatory police trainings (de-escalation, mental health etc.) | 13.4% |
| Have police engage neighborhoods and increase community outreach | 12.6% |
| Increase police accountability | 12.6% |
| Revamp community oversight board | 10.9% |
| Get LBPD out of LBUSD | 9.2% |
| Prison alternatives for nonviolent offender/ decriminalization of drugs | 8.4% |
| Increase hiring diversity | 8.4% |

# Key Findings

*Summary of Community surveys*

The most common suggestions within the theme of Government/Infrastructure included:
City data analysts reviewed the community survey short answer questions and organized responses into four major emergent themes:

1) Government & Infrastructure
2) Public Safety/Policing
3) Health Equity
4) Economic Inclusion

The most common suggestions within the theme of Health Equity included:

| Suggestions for Health Equity | |
|---|---|
| Education reform (improve education in underserved areas, incorporate more Black History) | 56.2% |
| More funding for schools, parks, and libraries (especially in areas of high need) | 17.1% |
| Invest in social services, equitable policies, and mental health for underserved populations and neighborhoods | 15.2% |
| Improved healthcare access for populations in need | 11.4% |
| Improve neglected urban neighborhoods and address environmental justice | 10.5% |
| After school programs, sports, programs, teen centers for youth | 9.5% |
| Increase social services/counseling in schools | 8.6% |
| Supports and mentorship for Black students. Reduce barriers to college | 8.6% |
| Narrow Digital Divide/ Increase Internet Access/ Free Wifi | 6.7% |

# Key Findings

*Summary of Community surveys*

The most common suggestions within the theme of Government/Infrastructure included:
City data analysts reviewed the community survey short answer questions and organized responses into four major emergent themes:

1) Government & Infrastructure
2) Public Safety/Policing
3) Health Equity
4) Economic Inclusion

The most common suggestions within the theme of Economic Inclusion included:

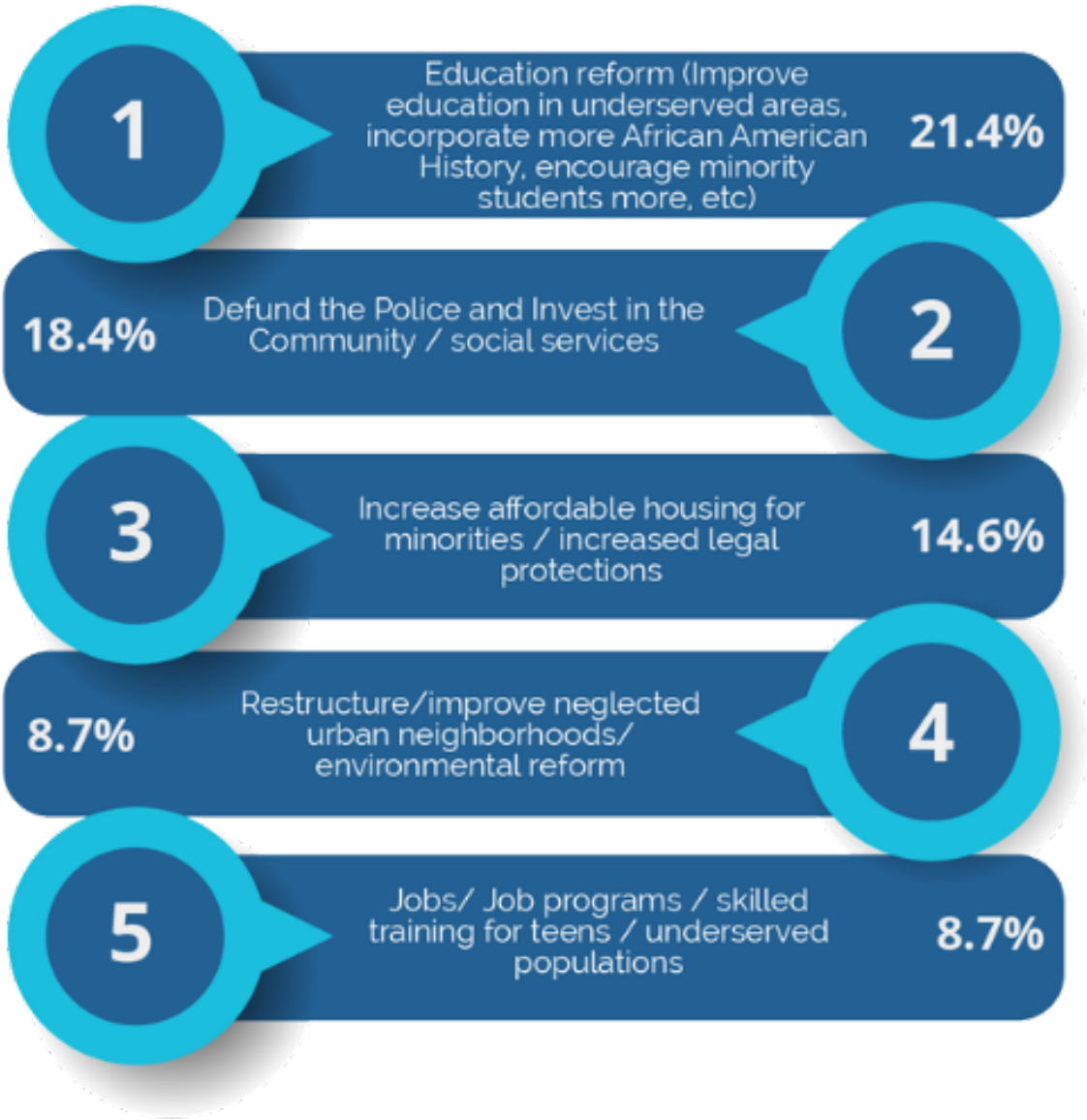
| Suggestions for Economic Inclusion | |
|---|---|
| Increase affordable housing and legal protections for Black people and people of color | 42.7% |
| Jobs/job programs/skilled training for underserved populations | 33.0% |
| Streamlining/ supporting/ encouraging local minority owned businesses | 18.8% |
| Skilled job opportunities for those transitioning out of Prison | 4.3% |

# Key Findings (Cont.)

**Community Survey – Top five themes representing how people have experienced racism:**

# Key Findings (Cont.)

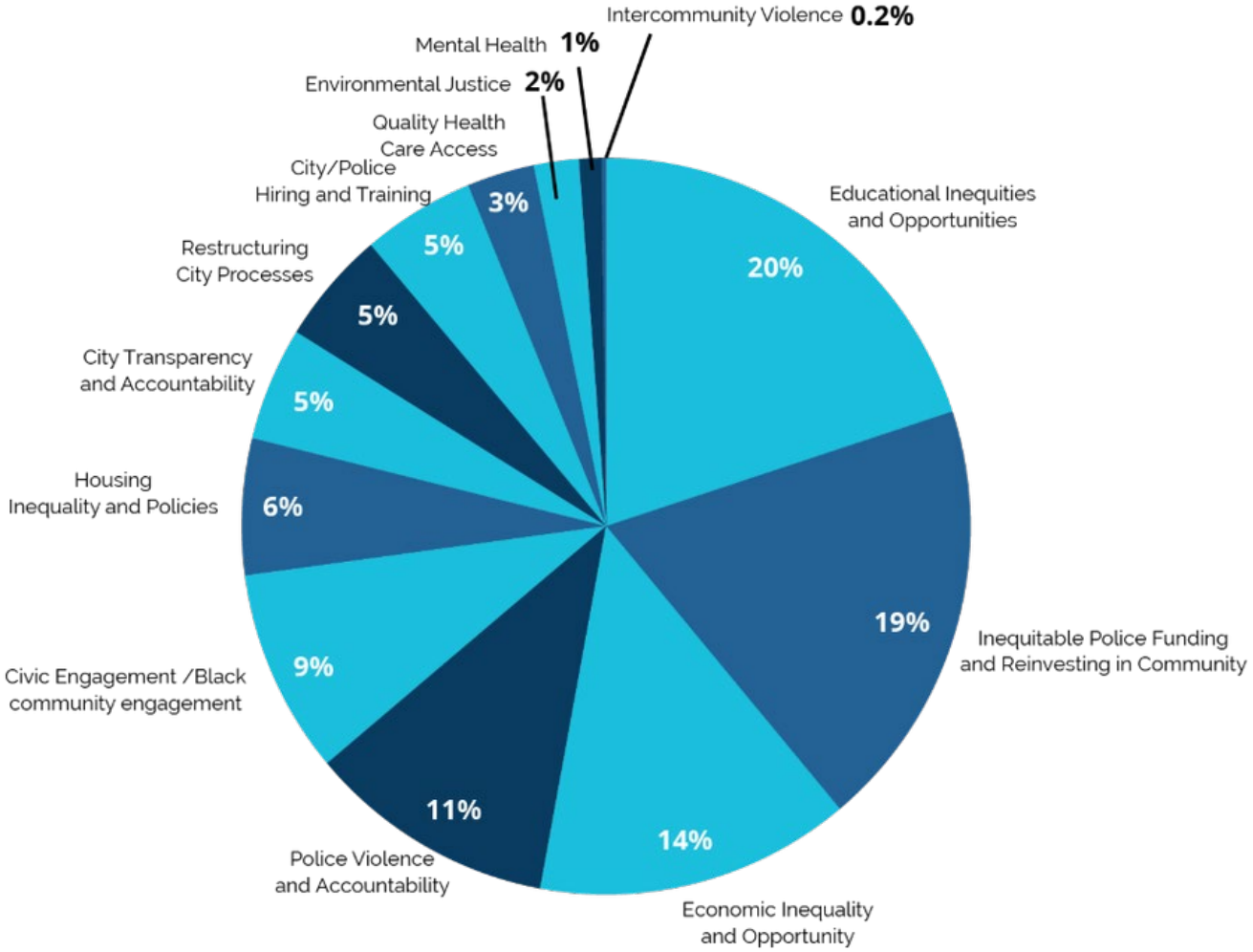
**Community Survey: Top five suggestions from respondents that identify as "Black or People of Color"**




An extended qualitative data analysis of the community listening sessions audio transcripts, chat transcripts, and staff notes was conducted by California State University, Long Beach, Department of Health Science under the direction of Dr. Amber Johnson. The complete report can be found in Appendix C.

# Key Findings (Cont.)

**The following chart highlights the common priorities identified by listening session and town hall participants.**




**Community Priorities**

City data analysts also reviewed City staff feedback from surveys and town halls. The three most-commonly mentioned themes within the Government/Infrastructure category were hiring and promotional opportunities for City staff, employee training and educational opportunities, and fostering open staff dialogues about racial equity. City staff recommended hiring, promotion, and retention strategies specifically for Black people and people of color, and increased investment in listening events and racial equity trainings.

# Equity Goals and Strategies

# Equity Goals and Strategies

Following completion of the listening session analysis, the Team reviewed the key findings with City leadership and department heads, reviewed national best practices, existing City data, and City Council priorities. The analysis provided an extensive list of possible actions to be considered by the City Council, which align under four key goals:

GOAL 1: End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

GOAL 2: Design and invest in community safety and violence prevention.

GOAL 3: Redesign police approach to community safety.

GOAL 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

The following strategies represent efforts that the Team believe can be reasonably accomplished within existing protocols and governing legislation as the City strategically identifies appropriate funding and resources to achieve the goals.

*Chapter Legend(s):*

| Time Frame | Definition |
|---|---|
| Immediate | Less than six months |
| Short Term | Six months to one year |
| Medium Term | One to two years |
| Long Term | More than two years |

| Symbol | Information Source |
|---|---|
| | Community Townhalls, Community Listening Sessions, Community Surveys |
| | City Staff Sticky-Note Exercise, Staff Listening Sessions, Staff Survey |
| | Nationally Recognized Best Practice, Existing Report Recommendations, Council Direction |

# Goal 1 End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

The purpose of government is to serve its constituents. Policies passed or not passed, funding invested or not invested directly affects the quality of life in Long Beach neighborhoods. The U.S. has a history of policies and practices that have hurt Black and other communities of color. The City of Long Beach is no exception. With this acknowledgement, the City joined the Government Alliance for Race and Equity (GARE) and engaged three cohorts of staff from across City Departments in a one-year training to build skills for advancing racial equity efforts in government. Participation in GARE resulted in the formation of the Office of Equity within the Department of Health and Human Services, the development of the Equity Toolkit for City leaders and staff, authentic community engagement training to increase community voice and civic engagement, and the GARE Implementation Team, which is now leading staff training on racial equity across departments.

***"Affirmative change in Long Beach, is weaving racial justice and affirmative action into the fabric of City policies. This will allow the City of Long Beach to open the doors of opportunity to African Americans and anyone too often left out and left behind in our economy." - City Employee Survey***

To increase access and remove barriers in the City's procurement process for Black- and other minority-owned businesses, other historically marginalized business communities, and small Long Beach businesses, the City has been working to increase awareness of the City's purchasing process, making the process easier, and encouraging participation. Efforts include: adjusting solicitation requirements; establishing dedicated bilingual outreach staff; increasing focused engagement with organizations including the Black Business Association and the Regional Hispanic Chamber of Commerce; promoting the City's local preference program; improving categorization of businesses and procurements for better matching; and strengthening one-on-one technical assistance for businesses. City personnel Staff are working to increase outreach, engagement and recruitment of Black people and people of color at all levels of the organization. These efforts, among many others, have created a strong foundation to take bold action to end systemic racism in Long Beach City government hiring practices. The following strategies build upon this work by incorporating a racial equity lens to transform how the City plans, prioritizes, makes decisions, implements, evaluates, and continuously adapts to serve the needs and strengths of the Black community and communities of color in Long Beach.

# Goal 1 End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy 1: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Acknowledge the history and current role of racism in Long Beach and commit to actionable long-term anti-racist action to make institutional systemic change within Long Beach. | A. | Read past research, integrate it, and build on it by continuing to document the role of racism throughout the history of Long Beach and incorporate it into the Historic Context Statement and racial equity timeline. | Immediate | |
| | B. | Create a process to review the names of public parks, schools (in partnership with LBUSD), buildings, and monuments with a racial equity lens. | Short Term | |
| | C. | Review and update laws and City policies that are outdated or have disproportionate impacts on Black people or people of color. | Medium Term | |

| Strategy 2: | | Potential Actions | Timeframe | Information Source |
|---|---|---|---|---|
| Create transparent measurement tools to understand the scale and depth of racism within the City governmental structure (including internal and external impacts), to inform institutional change, along with appropriate metrics to evaluate effectiveness of such change. | A. | Increase the quality, use, transparency and public availability of data to inform institutional decisions and actions that improve outcomes in Black communities and communities of color. | Immediate and On-Going | |
| | B. | Create public access to data that are appropriately disaggregated by race and have personal information removed for confidentiality. | Immediate and On-Going | |
| | C. | Develop wellbeing measures in partnership with the community to inform decisions for a strategic focus on communities most in need of equitable prevention investments. | Medium Term | |

# Goal 1 End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy 3: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Center voices of communities/ community members most impacted by systemic racism in policies, practices and programs. | A. | Increase inclusive civic engagement by expanding the pool of “trusted partners” and "community stakeholders" beyond those traditionally engaged, including alternate, dissenting voices. | Immediate and On-Going | |
| | B. | Overcome barriers to participation through language access, child watch, stipends, free or low-cost access to accessible meeting spaces, and transportation. | Immediate and On-Going | |
| | C. | Create and utilize engagement tools, practices and skills that innovatively cross over economic barriers to authentically engage with communities that have historically been underrepresented in City efforts | Immediate and On-Going | |
| | D. | Be accountable and responsive to the public by shifting engagement practices and guidelines for City or City-funded initiatives to intentionally seek to include marginalized perspectives and experiences. | Immediate and On-Going | |
| | E. | Provide opportunities for authentic dialogues focused on racial healing with Black people and other people of color. | Immediate | |
| | F. | Develop and implement Racial Equity Plans for each department that include community engagement goals, racial equity training, workforce equity goals, and the responsibilities of staff and leadership related to racial equity. | Short Term | |

# Goal 1 End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy 4: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Build robust organizational capacity to support anti-racist reform. | A. | Develop the Office of Equity's staff and fiscal capacity to meet the rising demands for racial equity efforts, including funding for Language Access Policy implementation, implementation of the Equity Toolkit for City Staff and Leaders, participation in the Government Alliance on Race and Equity, and racial equity training for City staff. | Immediate | |
| | B. | Move the Office of Equity from the Health Department to the City Manager's Office to emphasize the importance and provide additional citywide opportunities for Equity. | Immediate | |
| | C. | Reevaluate the role and function of the City's Human Relations Commission as an institutional asset. | Short Term | |
| | D. | Implement racial equity, anti-racism, and implicit bias training for all City employees and commissioners including the implementation of a "Train the Trainer" model focused on building internal facilitation capacity. Require on a regular basis similar to the sexual harassment training. | Immediate and On-Going | |
| | E. | Designate Equity Champions in each Department to participate in the City's equity planning efforts and lead equity efforts within that Department. | Short Term | |

# Goal 1 End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy 5: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach. | A. | Continue to eliminate institutional and systemic barriers impacting employee attraction, selection, participation, and retention by developing a workforce equity strategy that enables opportunity for employment success and career growth. | Immediate and On-Going | |
| | B. | Modify use of background checks in hiring processes to ensure that they are only used in situations where there is a potential conflict between the individual's background and the employment position. | Immediate | |
| | C. | Increase communication, education and transparency to effectively inform staff of policy, practice, and programs that support employment success and career growth. | Immediate and On-Going | |
| | D. | Develop workforce equity strategies that include opportunities for mentorship, cross-training, and leadership development. | Short to Medium Term | |
| | E. | Strengthen institutional support for City Employee Affinity Groups to support the diversity of City staff while enhancing personal and professional growth for employees who have shared lived experiences. | Short Term | |
| | F. | Proactively outreach to Black people and people of color who have experienced barriers to accessing city employment and provide information on pathways and processes to apply for City jobs. | Short Term and On-Going | |
| | G. | Resource and implement an internal learning university utilizing city talent and skills to expand existing training capacities and options for City employees. | Long Term | |
| | H. | Continue to evaluate processes and tools utilized to assess prospective candidates to ensure implicit bias does not exist in hiring, including: diversity of panelists, implicit bias training for raters and hiring managers, community outreach and engagement to the Black community and communities of color. | Immediate and On-Going | |
| | I. | Resurrect Civil Service Citywide Performance Evaluation training to include racial equity and implicit bias education for supervisors, opportunities for special assignments, mentoring, transfer for training program. | Short Term | |

# Goal 1 End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy 6: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Utilize an equity lens to transparently evaluate City policies, processes, and regulations and take meaningful steps to eliminate systemic racism in Long Beach. | A. | Utilize the City's Equity Toolkit, data, and community input to evaluate past and current policies and practices and adjust based on disparate impacts to the Black community and communities of color. | Immediate and On-Going | |
| | B. | Include an equity impact assessment on all City staff reports that describe the racial and economic impacts on various groups; how representatives of groups most impacted by the contents of the staff report have been engaged; and disaggregated data or information from credible sources to inform staff on which groups may be most affected by a proposed policy, prior to making policy changes. | Immediate and On-Going | |

| Strategy 7: | | Potential Actions | Timeframe | Information Source |
|---|---|---|---|---|
| Ensure budget, contracting and procurement processes intentionally and equitably address past and present impacts of systemic racism and build positive futures for those most impacted. | A. | Ensure the budget process uses an equity lens to intentionally invest funding and resources to address people and communities most impacted by racism and help build positive futures. | Medium Term | |
| | B. | Expand opportunities to ensure community voices are considered early in the budgeting process, and decisions are made openly and transparently. | Medium Term | |
| | C. | Create and implement policies and associated programs that help ensure City contractors, vendors, and consultants embrace and reflect the City's diversity.<br>1. Outreach to minority, underrepresented vendors to encourage participation in the City's procurement process. Provide training and education resources to local businesses to assist with participation in City procurement processes Simplify the process for participating in city procurement, including adjusting insurance requirements and simplifying and reducing required forms. | Short Term to On-Going | |
| | D. | Create a resource and support center for new and small businesses to help them get started, participate, and succeed in City procurement opportunities. | Medium Term | |

# Goal 1 End systemic racism in Long Beach, in all local government and partner agencies, through internal transformation.

| Strategy 8: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Engage and collaborate with local public and private sector partners to implement transformation across systems. | A. | Collaborate with local anchor institutions and government partners (including CSULB, LBCC, LBUSD, LA County, LB Transit, etc.), on cross-cutting goals, research, development, and strategies to advance racial equity across education, workforce development, clean energy, disaster preparedness, public safety, transportation, healthcare, business ownership, home ownership, government innovation, and more. | Short Term to On-Going | |
| | B. | Explore joint-use agreements to build programmatic opportunities outside of typical use times by maximizing use of school buildings, athletic fields, parks, libraries, and other community assets. | Medium Term | |
| | C. | Collaborate with local educational institutions to identify opportunities to connect students of color with access and pathways to City employment. | Short Term | |
| | D. | Collaborate with private sector partners to participate in projects and investments based on community needs and priorities, including things like financial institutions implementing Community Reinvestment Act requirements, increased access to capital for housing and business ownership, local internships or hiring opportunities, and developments with community benefits agreements. | Immediate and On-Going | |

# Goal 2 Design and invest in community safety and violence prevention.

Like many urban cities across the nation, the City of Long Beach experienced the impact of social policies on incarceration and violent crime rates for the Black community and communities of color. Between the mid-1980s and mid-1990s this problem became particularly acute as the City faced the implications of policies such as the War on Drugs, the deinstitutionalization of mental health services, changes to prison sentencing guidelines, economic stagnation and the social pressures of poverty and systemic racism that adversely affected Black people and communities of color.

***"Research shows that crime is a response to social conditions. I would like to see funding go toward non-police solutions to social problems, such as affordable housing, healthcare, employment (all of these are safety issues). We need more counselors, after-school programs, trauma services, and anti-violence programs." - Community Survey Response.***

Yet, in the rise of these policies, citywide partnerships continued to strengthen the belief that Long Beach could be a safe and healthy place for all to live. For more than 40 years, the City of Long Beach has been forging pathways to address violence, and persistent community level trauma.

Until recent times, few policy makers at any level of government identified violence as a public health issue, let alone saw it as being preventable. However, community leaders in Long Beach saw otherwise. The foundation of this work began in 1989 with the establishment of the Human Relations Commission and has continued through today. A timeline of these important efforts is included in Appendix A. This foundational work provided a structure for the infusion of several federal and state violence prevention grants, including the Weed and Seed Program (2007-2011) and other grants from 2007 to the present which provided implicit bias and procedural justice training for all police officers, improved school attendance rates and reduced truancy in high crime neighborhoods, provided human trafficking service coordination, and trauma-informed training for professionals working with families and children.

In 2014, the City adopted the award-winning Safe Long Beach violence prevention plan which was re-engaged in 2018 with a collective impact, public health approach to violence prevention and is housed within the city's Health and Human Services Department. This place-based initiative is focused on reducing crime and improving the social determinants of health in the most impacted neighborhoods and establishing a re-entry network with City and county service providers. During this same timeframe, the City launched the Justice Lab to provide new tools for first responders to divert residents experiencing quality of life issues out of the criminal justice system to much-needed resources like treatment and care.

The national Centers for Disease Control and Prevention (CDC) argue that a fundamental component of a public health approach to violence prevention is a shift in the way society addresses violence, from a focus limited to reacting to violence to a focus on changing the social, behavioral, and environmental factors that cause violence. The actions outlined below provide an opportunity to systemically look at the social and economic barriers which perpetuate violence in communities. Community leaders have the vision, strength, resiliency, skills, and cultural and linguistic attributes to collaborate across diverse perspectives for a safe Long Beach.

# Goal 2 Design and invest in community safety and violence prevention.

| Strategy 1: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Explore and increase investments in the broader continuum of public safety, such as community-based violence prevention and interventions, and civilianization of services that can be performed by civilian staff rather than the Police. | A. | Redirect General Fund and other funding sources to invest in community resources and alternative non-law enforcement programs for violence prevention, (e.g., public health, HEART, behavioral health specialists, psychologists, counselors, therapists, recreational therapists, substance abuse rehabilitation, and domestic violence). | Short Term and On-Going | |
| | B. | Redefine public safety to include social infrastructure support so that more programs are eligible for public safety specific revenues. | Medium Term | |
| | C. | Identify new ongoing revenue streams to augment City investment. | Immediate and On-Going | |
| | D. | Invest in civilianization of services that can be performed by civilian staff rather than Police Officers. | Immediate and On-Going | |
| | E. | Review all City programs related to violence prevention, family building/development, and youth development to identify which programs work and which do not work. Build on programs that are working and improve/invest in programs that are not working. | Short to Medium Term | |

# Goal 2 Design and invest in community safety and violence prevention.

| Strategy 2: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Strengthen community-based violence prevention and intervention systems. | A. | Create and implement a collective framework for community-based violence prevention, focusing on de-escalation and trauma-informed training of community members to utilize in community conflict to reduce potential police involvement, centering the needs of survivors, and building intercommunity relations. | Medium Term and On-Going | |
| | B. | Conduct an inventory of violence prevention and youth development programs already operating in Long Beach to further develop a network of providers, catalyze collaboration, and publicize available services. | Short Term | |
| | C. | Strengthen funding, capacity, resources, and visibility of local community-based violence prevention/intervention models and gang outreach programs, including intervention workers, youth employment programs, summer programming, safe passages, and other best practices. | Immediate and On-Going | |
| | D. | Invest in upstream violence prevention strategies such as living wage jobs, affordable housing, healthy communities and other social services that will ensure sustainable violence prevention. | Immediate and On-Going | |
| | E. | Host meetings, dialogues, and events that continue to engage and connect residents to efforts that increase community safety. | Immediate and On-Going | |

# Goal 2 Design and invest in community safety and violence prevention.

| Strategy 3: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Increase coordinated re-entry networks to support formerly justice-involved individuals and reduce recidivism. | A. | Create and strengthen connections with community and government partners such as Los Angeles County Office of Diversion and Reentry and Department of Probation to better coordinate case management and reentry services. | Immediate and On-Going | |
| | B. | Explore the creation of a safe space and one-stop location re-entry with services related to mental health, housing, substance abuse, legal services, counseling, advocacy/leadership development, and workforce development services. | Long Term | |
| | C. | Explore strategies to increase affordable and supportive housing opportunities for the reentry population. | Immediate and On-Going | |
| | D. | Invest in new or existing non-law enforcement community-based reentry services such as housing, case management, job training, social enterprise opportunities, counseling, education, legal services, advocacy and leadership development. | Short to Medium Term | |
| | E. | Create support services for family reunification of re-entry population with a focus on parents who face barriers re-engaging with their children. | Medium Term | |
| | F. | Invest in marketing and communications campaigns in partnership with existing organizations to increase awareness of existing reentry services. | Medium Term | |
| | G. | Utilize Pacific Gateway programs to employ formerly justice-involved individuals. | Immediate and On-Going | |

# Goal 3 Redesign police approach to community safety.

The City of Long Beach condemns the actions of the police officers involved in the death of George Floyd in Minneapolis. The officers' actions are in direct conflict with the oath that law enforcement officers take to protect and serve, and they violate the public's trust in law enforcement. The Long Beach Police Department (LBPD) has worked to build trust with community members through Community-Police Dialogues, Community Police Academies, participation on various non-profit boards, monthly Commanders Forums, and several youth-based outreach and diversion programs. Additionally, LBPD partnered with The Guidance Center in an innovative effort to break the cycle of incarceration through the Clinician in Jail program. LBPD partnered with leaders in the LGBTQ+ community for policy revisions related to the impact of police interaction with the community. LBPD currently provides training to officers beyond what is mandated by the state, including topics around implicit biases, procedural justice, cultural awareness, de-escalation and more.

Following the tragic killing of George Floyd, the Long Beach community called for the reimagining of police practices and assurances that none would disproportionately and negatively impact the Black community and communities of color. An example of reimaging police practice includes identifying calls for service that may be better handled by mental health professionals or homeless outreach workers rather than police. The City of Long Beach, including LBPD, will work in a collaborative partnership with community stakeholders to ensure a smooth transition of civilianizing some of the tasks traditionally performed by law enforcement to enhance community safety.

The community also has called for strengthened police officer training, accountability, and hiring practices. Consistent with these goals, LBPD has been working towards implementing an Early Intervention Program to identify potential personnel issues before they become larger problems. LBPD will also expand training options beyond the current curriculum, to address the concerns of the community and follow best practices. Additionally, the City's Innovation Team conducted a year-long Recruitment Study as a first step toward reviewing and improving Police Department hiring practices.

The City is committed to ensuring that public safety professionals treat everyone fairly, with dignity and respect, listen to diverse community voices, and cultivate a culture of service in partnership with the community to maximize effectiveness and safety for all.

***"A lot of my neighbors won't have a place to sleep tonight and will sleep on the block where I live. When one of them is in a mental health crisis, I don't have anyone to call except the police. - Community Survey Response.***

# Goal 3 Redesign police approach to community safety.

| Strategy 1: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Explore non-police alternatives to law enforcement emergency response. | A. | Create non-police, civilian emergency response teams to respond to non-violent calls for service 24 hours a day, 7 days a week. Explore existing best practice models of civilian emergency response teams. | Medium Term | |
| | B. | Create an alternate phone number and dispatch system for non-violent emergency calls for service, with the engagement of mental health professionals in trauma-informed crisis response. Effectively outreach and publicize the alternate response team and non-violent emergency phone number to the entire City. | Long Term | |
| | C. | Address homelessness with the primary focus on coordinated service delivery of homeless support services led by non-law enforcement providers such as outreach workers, medical personnel, mental health workers, and others. | Immediate and On-Going | |

| Strategy 2: | | Potential Actions | Timeframe | Information Source |
|---|---|---|---|---|
| Redesign police oversight and accountability through improved complaint and discipline practices. | A. | Implement short-term reforms to the Citizen's Police Complaint Commission (CPCC) such as:<br>1. Direct the CPCC to issue quarterly reports<br>2. Institute commissioner training led by the City Attorney's office<br>3. Provide officer compelled statements to the CPCC | Immediate to Short Term | |
| | B. | Engage in a formal outside expert study of the Citizen's Police Complaint Commission (CPCC), to identify necessary changes to its structure and explore creation of a new civilian police oversight body based on models from other California municipalities. Conduct further community outreach to ensure reforms and/or a new oversight body meet community needs. | Short Term | |
| | C. | Increase funding to CPCC to expand investigative capacity. | Medium Term | |

# Goal 3 Redesign police approach to community safety.

| Strategy 3: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Redesign police tactics, training, retention and accountability. | A. | Implement early intervention programs for problematic police employees to interrupt adverse patterns of behavior. | Short Term | |
| | B. | Provide ongoing training on implicit bias, de-escalation techniques, procedural justice, systemic racism, trauma-informed response, racial sensitivity, mental health, and disabilities. | Immediate and On-Going | |
| | C. | Review Civil Service hiring processes of police officers to better reflect community demographics and lived experiences.<br>1. Explore higher standards of education and/or experience for police officers at time of hire and methods to ensure there are not barriers to recruitment of diverse applicants.<br>2. Reexamine background checks, psychological assessments, and other screening mechanisms that disproportionately exclude Black people and people of color. | Immediate and On-Going | |
| | D. | Review Civil Service Policy and standards of conduct to ensure zero tolerance of police officer activity with violent extremist groups. | Medium Term | |
| | E. | Explore the practice of facial recognition technology and other predictive policing models and their disproportionate impacts on Black people and people of color by reviewing evidence-based practices. | Medium Term | |
| | F. | Reexamine metrics currently used for Officer success and promotion. | Short Term | |
| | G. | Explore the disproportionate policing of the Black community and communities of color.<br>1. Include a review of best practices of Internal Affairs structure and staffing.<br>2. Hold a public study session with the City Council to review police reporting metrics, how data is used, data transparency efforts, call for service data, and methods to improve transparency and accountability. | Immediate and On-Going | |

# Goal 3 Redesign police approach to community safety.

| Strategy 4: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Pursue advocacy with other agencies to enhance police oversight and accountability. | A. | Participate in policy reform efforts at the State and Federal levels to:<br>1. Establish a federal or statewide database of complaints against police officers to inform hiring decisions.<br>2. Strengthen whistleblower protections for officers or staff reporting police misconduct.<br>3. Improve transparency around acts of misconduct to improve public trust.<br>4. Remove provisions that prohibit people reentering society from accessing services, employment, and housing. | Immediate to Long Term | |
| | B. | Work with LBUSD to reduce use of School Police and review alternative models. | In Progress | |

# Goal 4 Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

***"Living in an unsafe area makes it hard to want to get out and exercise or just generally be outdoors, and the poor conditions in the area make it easier for myself and others around me to be more susceptible to long-term illnesses." - Community Survey Response.***

Medical care, genetics and individual behavior only account for about 30 percent of health outcomes. What accounts for the rest? The neighborhood where we can afford to live, the condition of our housing, our parent's educational levels and stress load, our family's income, whether we have safe places to play outside, and the quality of our food, education and environment. These are called *social determinants of health*. In 2008, the World Health Organization (WHO) released a report that called out the injustice of dramatic differences in life expectancy based on the conditions in which people are "born, grow, live, work, and age." These social determinants of health are created at the social, political, and economic levels and determine the rules, distribution of resources and opportunities that are lived at the neighborhood level. The City of Long Beach understands that to improve health and overall wellness in the City, it cannot focus just on health care, but on poverty, early child and youth development, housing, environmental justice, and so much more. They are all interconnected.

The data show this for Long Beach. Maps of the City show life expectancy differs by more than 17 years at the neighborhood level from one side of town to the other, caused by stark inequities in economic, educational, housing and health outcomes based on where you live. Many of the reasons for these factors are tied to the history of racism and how policies and discrimination have led to concentrated areas of people living in crowded conditions with low incomes, and without the environment and supports they need to thrive.

Knowing this helps to move beyond blaming individuals for their poor health and lack of opportunity, and instead working collectively to improve the chances for good health and abundant opportunities in all Long Beach neighborhoods.

The City of Long Beach has begun working to build health and wellness in the City by addressing these social determinants of health through many services for Black communities and communities of color, the development of many comprehensive strategic plans, and programs that exist to support communities most impacted by systemic racism. Recent strategic plans have included economic inclusion, place-based neighborhood improvement initiatives, climate action and adaptation, early childhood and youth development, housing security and homelessness, and violence prevention. The City knows that only in true and meaningful partnership with those most affected by systemic racism and harmful social conditions can we shift policies and investments in ways that begin to level the playing field.

# Goal 4 Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy 1: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Advance health equity. | A. | Increase investment in the Health Department, focusing on reducing health disparities across the City. | Immediate and On-Going | |
| | B. | Identify strategies to increase access to fresh foods and vegetables for communities in food deserts, including healthy market partnerships, farmers markets, community gardens, and pop-up farm stands. | Short Term and On-Going | |
| | C. | Increase access to public health services in underserved communities and during non-traditional hours. | Medium Term | |
| | D. | Increase access to library services in underserved communities and explore adding public health social workers and intervention workers within libraries to assist patrons in need of outreach and professional services. | Short Term | |
| | E. | Increase access to park space and recreation programming to foster physical activity, community connections, and safe places for children and families to play. | Immediate and On-Going | |
| | F. | Develop opportunities with local higher education and healthcare partners to increase the number of Black healthcare providers and other healthcare providers of color. | Medium Term | |
| | G. | Increase investment in mental health and trauma services, including facilities, professionals, community responses, and culturally tailored resources. | Medium Term | |

# Goal 4 Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy 1: (Cont.) | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Advance health equity. (Cont.) | H. | Elevate child and youth development<br>1. Explore the development of a Youth Development Office to implement and coordinate city-wide youth development activities and resourcing.<br>2. Strengthen mentorship programs, including the possibility to match volunteer City staff with community youth.<br>3. Identify and formalize sustainable funding to support coordination and implementation of the Early Childhood Education and Youth Strategic Plan, including funding for community-based youth programming.<br>4. Report on uses of funding for youth programming in the City and the community.<br>5. Engage the City's Youth Commission in review of youth development activities and City budgetary decisions related to youth development.<br>6. Focus child and youth development efforts in communities most impacted by racism, poverty, crime and trauma to provide opportunity for a positive future.<br>7. Invest in new and existing networks of organizations to provide mentorship and jobs for youth. | Short Term and On-Going | |
| | I. | Invest in equitable health experiences and outcomes for those most impacted by systemic racism.<br>1. Support community-based organizations that serve Black communities and communities of color through increased funding and capacity building to create a network of early prevention and intervention activities.<br>2. Invest in health care initiatives, programs, and providers that are working to reduce health inequities for the Black community, such as birth outcomes, diabetes, respiratory issues, and hypertension where health outcomes are significantly below city averages.<br>3. Explore the creation of a community health center that connects existing Black health focused programs and organizations as a network for holistic health approaches and patient navigation services. | Medium Term and On-Going | |

# Goal 4 Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy 2: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Advance economic equity. | A. | Establish geographically-based Economic Empowerment Zones to promote private and non-profit sector investment in diverse hiring and small businesses and real estate owned by Black people and people of color. | Long Term | |
| | B. | Increase access to good paying jobs, education resources, training, and career advancement services for Black people and people of color through the establishment of inclusive business centers in partnership with existing community-based organizations. | Long Term | |
| | C. | Increase funding and other resources for the City's Digital Inclusion efforts for residents, workers and business owners. | Immediate and On-Going | |
| | D. | Create incentives for businesses to invest in financially-distressed communities to promote private and non-profit sector investment and economic inclusion. | Medium Term | |
| | E. | Partner with local organizations to facilitate business navigation services through inclusive, neighborhood-based business centers. | Medium to Long Term | |
| | F. | Ensure CARES Act emergency funding is being invested in small businesses and nonprofit organizations through focused outreach and partnerships with community-based service delivery organizations that have established, trusting relationships with Black community members and communities of color. | Immediate | |
| | G. | Enhance the role of the independent jobs coordinator in the City's Project Labor Agreement to improve access to local jobs for Black people and people of color. | Short Term | |

# Goal 4

Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy 2: (Cont.) | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Advance economic equity. (Cont.) | H. | Create and promote classes for financial literacy to help Black people and people of color improve economic circumstances with specific strategies on wealth building. | Immediate and On-Going | |
| | I. | Review the Long Beach College Promise for opportunities to include an equity lens, provide more support services, and explore community access to education services in Black communities and communities of color. | Short Term | |
| | J. | Connect teen centers with workforce development services to enhance early exposure to job training and life skills. | Medium Term | |

| Strategy 3: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Advance safe, healthy and affordable housing. | A. | Address issues of over-representation of Black people among those experiencing homelessness in Long Beach. | Short Term and On-Going | |
| | B. | Publicly provide data to show inequities in housing, including the need and availability, overcrowding, rent burden by age, race/ethnicity, owner/renter status, among other factors. | Immediate and On-Going | |
| | C. | Identify mechanisms to increase development of affordable housing by establishing economic empowerment zones. | Medium Term | |
| | D. | Monitor, evaluate, and ensure implementation of a strong inclusionary housing policy and tenant protections to promote the development of affordable housing and housing integration. | Immediate and On-Going | |
| | E. | Expand the Proactive Rental Housing Inspection Program to improve the quality of housing stock. | Immediate and On-Going | |

# Goal 4 Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy 3: (Cont.) | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Advance safe, healthy and affordable housing | F. | Increase homeownership for Black people and people of color by creating a sustainable loan program and partnering with non-profit community-based organizations to provide ongoing technical assistance and support. | Medium Term | |
| | G. | Explore funding of down-payment assistance programs, silent second mortgage programs, and other opportunities to increase homeownership. | Medium Term | |
| | H. | Explore investment in alternative forms of land/property ownership to prevent displacement, such as community land trusts. | Long Term | |
| | I. | Invest in local programs that assist with utilities, upkeep, and retrofitting for homeowners in previously redlined communities. | Immediate and On-Going | |
| | J. | Officially nullify any racist covenant provisions in private housing documents and require that any building approval acknowledge that those are officially non-enforceable. | Medium Term | |
| | K. | Participate in policy reform efforts at the State and Federal levels to increase funding for affordable housing and maximize opportunities for racial equity through other housing policies that address segregation and access to opportunity. | Immediate and On-Going | |

# Goal 4

Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy 4: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Advance environmental and climate justice. | A. | Equitably increase access to safe green space and urban nature. | Immediate and On-Going | |
| | B. | Equitably increase access to green jobs. | Long Term | |
| | C. | Decrease sources of air pollution from industrial uses, particularly in Black communities and communities of color. | Immediate and On-Going | |
| | D. | Increase efforts to grow, preserve, and protect Long Beach's urban forest in areas of high pollution and extreme heat. | Immediate and On-Going | |
| | E. | Explore an enhanced infrastructure financing district to provide funding for environmentally sustainable infrastructure. | Long Term | |
| | F. | Identify sustainable funding to implement the City's Climate Action and Adaptation Plan and prioritize actions that address the negative impacts of climate change for Black communities and communities of color. | Immediate and On-Going | |
| | G. | Explore investment in renewable energy sources. | In Progress and On-Going | |
| | H. | Increase production of healthy, locally sourced food in underserved areas. | Medium Term | |

# Goal 4

Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

| Strategy 5: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| New Investment in Health, Environment, Youth and Economic Equity. | A. | Identify new and sustainable funding sources to implement recommendations from approved City strategic plans designed to promote a more racially equitable city, such as the Everyone In Economic Inclusion Implementation Plan, Economic Blueprint, Digital Inclusion Roadmap, Everyone Home, Youth Strategic Plan, My Brother's Keeper Action Plan, Early Childhood Education Strategic Plan, Violence Prevention Plan, Climate Action and Adaptation Plan, and others adopted by the City Council. | Long Term | |
| | B. | Explore funding for the African-American Cultural Center through Measure B revenues dedicated to the arts and museums. | Medium Term | |

| Strategy 6: | | Potential Actions | Time Frame | Information Source |
|---|---|---|---|---|
| Cannabis Equity. | A. | Identify sustainable funding sources to implement changes to the City's equity program for cannabis investment, inclusive entrepreneurship support, and workforce training. | In Progress and On-Going | |
| | B. | Explore regulatory changes to expand opportunities for Cannabis entrepreneurship, with the goal of improving outcomes for investment in the burgeoning cannabis industry for Black people and people of color with opportunities for recruitment, business ownership, wealth building, and economic advancement. | Immediate and On-Going | |
| | C. | Work with community members most impacted by the War on Drugs to re-evaluate the City's Cannabis Social Equity Policy. | Immediate and On-Going | |
| | D. | Utilize existing and increased Measure MA Cannabis Revenue to support investments in youth development, re-entry programming, public health, violence prevention, neighborhood services, and other safety programs to support communities most impacted by the War on Drugs. | Short Term | |
| | E. | Review the Resolution of Intent for Measure MA Cannabis revenues to consider use of funds for economic equity programs, in addition to the currently stated uses. | Short Term | |

# Community Stakeholder Response

Dismantling systemic racism requires committed and trusting relationships throughout the process of building consensus, which can be difficult to achieve during such an accelerated process and given the social distancing requirements of the COVID-19 pandemic. During the community stakeholder convenings, some of the community members expressed concerns about City staff and management input in creation of the Equity Goals, Strategies, and Potential Actions outlined in Chapter 3. A smaller workgroup of stakeholders came together to review the City's goals and strategies. To the degree the City felt those requests could feasibly be achieved and within the review time allowed, they have been incorporated into the goals and strategies of Chapter 3. At this time, the City has not fully included all of the community stakeholder additional recommendations. Both City staff and stakeholders agreed to include community stakeholder recommendations in a standalone section so the City Council would have that input and ensure full transparency. The following is direct language from the smaller stakeholder workgroup in response to the City's recommendations.

*The following was submitted verbatim by the smaller community stakeholder workgroup.*

# Racial Equity and Reconciliation Initiative: Community Stakeholder Report

*This version of the City Manager's "Initial Report" was contributed to only after the word "Black", referring to Black people and "members of the Black Community", was removed/omitted from the original Initial report presented to stakeholders July 29th, 2020. Contributions were made for the purpose of ensuring that this initial report on the City of Long Beach's "Framework for Reconciliation" process was indeed reflective of the data collected from the listening process. That data included centering the historical impacts of systemic racism particularly affecting "members of the Black community" and to redefine our city's relationship with law enforcement (Defund LBPD, per results pg.5) as stated in the Data collection from the community listening sessions.*

*A subset of the Reconciliation Stakeholders, with 48 hour turnaround, worked diligently to ensure this report is fully reflective of the Data gathered by the CSULB Research team documented as the "Framework for Reconciliation in Long Beach - Qualitative Report for the Long Beach City Townhalls and Listening Sessions", by Dr. Amber Johnson, Ph.D., MPH and her team Greg Gasco, BA, Josie Xing, MPH, Yvonne Mudoh, MPH, California State University, Long Beach.*

*Submitted to Teresa Chandler on 8/1/20*

**A. Proposed Vision –** Race and ethnicity alone do not determine social and economic outcomes for those who live and work in Long Beach. However, social vulnerabilities such as housing, healthcare, education, and employment are experienced through a racial lens, often placing Black people at the bottom of social and economic indices and of the structure of power in America. We must center Black voices and experiences first and foremost to develop a vision for the future of Long Beach as a city whose primary purpose, operations, and principles are that of generating equity and not harm.

**B. Proposed Mission -** The City of Long Beach actively engages in an ongoing racial reconciliation initiative to dismantle and eliminate systemic racism, anti-Black practices and sentiments, recognizing that the necessary starting point in this country is dismantling anti-Black practices, institutions, and prejudices, replacing them with those that ensure racial and systemic equity for all.

**C. Core Values** - The Plan to Catalyze Racial, Anti-Racist Equity in Long Beach values:

I. Center and uplift the history, wisdom and experiences of Black, Indigenous, and people of color.
II. Recognize the need for great compassion, empathy, and humility in all we do as part of this Truth and Reconciliation process.
III. Build trust, transparency, and accountability with the community, particularly Black, Indigenous, and people of color who are most affected by systemic racism
IV. Document and analyze uncomfortable data, history and stories which include policing, economics, health, education, etc. No reconciliation can begin without Truth.
V. the process of analyzing and addressing societal and unconscious anti-Black thoughts, attitudes, and beliefs (with the opposite being uplifting, centering, including, learning about, and engaging the Black community).
VI. Acknowledge the specific history of erasure and anti-Black practice in Long Beach

**D. Important Definitions**

i. **Equity** is when everyone can reach their highest level of health and potential for a successful life, regardless of their background and identity. Equity is when everyone has what they need to be successful, while equality is treating everyone the same. Equality seeks to promote fairness, but it can only work if everyone starts from the same place and needs the same help.

ii. **Racial equity** is when race and ethnicity can no longer predict life outcomes AND outcomes for all groups are improved.

iii. **Systemic racism** goes beyond individual beliefs and feelings about people of other races and ethnicities. It means that the systems on which a society functions—all city governmental systems, the economic system, the education system, the healthcare system, the criminal justice system, etc.—are both infused with and impacted by the racism within which they were created and maintained.

iv. **Reconciliation** is the process that gets us to racial equity. Reconciliation does not mean to "restore," because we cannot restore what has never been. Reconciliation means that we affirm that systemic racism is real, it is harmful to our community, and the City of Long Beach has a responsibility to address it in an affirmative and concrete way by changing policies, institutional practices, municipal culture, and biases that have contributed to the significant harm that the Black communities and communities of color endure. This process must also be done internally within the City institution (management, employees, divisions, departments, culture, practices, procedures, etc.), as well as externally. All of which impacts the community. This process must be grounded in Truth.

## Community Stakeholder Goals and Strategies:

GOAL 1: End systemic racism within Long Beach City Government and local government partners through internal transformation.

**Strategy 1: Acknowledge the history and current role of racism in Long Beach. Pair the acknowledgement with an actionable long-term anti-Racist commitment to institutional systemic change within the City establishment.**

**Action Items:**

A. Read past research, integrate it and build on it by continuing to and document the role of racism and social justice movements throughout the history of Long Beach. and incorporate it into educational pieces, including the Historic Context Statement and racial equity timeline.

B. Implement a review and evaluation process for City parks, schools (in partnership with LBUSD), buildings, and monuments with a racial equity lens.

C. Review laws and City policies, city planning (zoning, LUE) and how they affect and impact Black people and people of color. Update laws that are unconstitutional, outdated, and/or have disproportionate impacts on low income people or people of color. Black, Indigenous, and people of color (BIPOC).

**Strategy 2: Create transparent measurement tools to understand the scale and depth of racism within the City governmental structure (looking at internal and external impacts), to inform institutional change, along with appropriate metrics to evaluate effectiveness of such change.**

**Action Items:**

A. Increase the quality, use, and public availability of data to inform institutional decisions and actions that improve anti-racist equity outcomes in Black communities and communities of color.
B. Ensure public access to data that are appropriately disaggregated and de-identified.
C. Develop well being measures in partnership with the community to inform decisions for a strategic focus on communities most in need of equity gap prevention and intervention investments.
D. Remove Section IX from the Police Department's Memorandum of Understanding.

**Strategy 3: Center voices of communities/community members most impacted by systemic racism in policies, practices and programs.**

**Action Items:**

A. Establish a truth and reconciliation commission to specifically address police brutality and the disproportionate use of force against the Black communities and communities of color.
    i. Elevate the relevancy of, and value of the City Human Relations Commission as an institutional asset.
B. Increase inclusive civic engagement by expanding the pool of "trusted partners" and "community stakeholders" beyond those traditionally engaged, including alternate, dissenting voices. Minimize barriers to participation by providing things such as public comment prioritization during the pandemic, language access, child watch, stipends, meeting space, and transportation.
C. Create and utilize engagement tools, practices and skills that innovatively cross over economic and educational barriers to authentically engage with communities that have historically been underrepresented in City efforts.
D. Be accountable and responsive to the public by shifting engagement practices and guidelines for City or City-funded initiatives to prioritize marginalized perspectives and experiences.
E. Provide opportunities for proactively creating authentic dialogues focused on racial healing with community members most impacted by systemic racism.
F. Task each City department with developing a Racial Equity Plan that includes community engagement goals, racial equity training, and the responsibilities of staff and leadership related to racial equity. These plans would assign Racial Equity Champions for each department and would be reviewed/evaluated monthly, if not weekly at departmental meetings.
G. Redistricting of council districts with an equity lens to build Black, Indigenous, and People of Color voices and power.

**Strategy 4: Build robust organizational capacity in the City to support anti-Racist reform.**

**Action Items:**

A. Develop the Office of Equity's staff and support increased financial capacity to meet the rising demands for Racial Equity efforts, including funding for Language Access Policy implementation, implementation of the Equity Toolkit for City Staff and Leaders, participation in the Government Alliance on Race and Equity, other related national or regional networks and racial equity training for City staff.
B. Move the Office of Equity from the Health Department to the City Manager's Office to align equity with City leadership and emphasize the importance and provide additional citywide opportunities for Racial and Economic Equity.
C. Implement racial equity, anti-racism, and implicit bias training for all City employees and commissioners including the implementation of a "Train the Trainer" model focused on building internal facilitation capacity. Require on a regular basis similar to the sexual harassment training.
D. Designated Racial Equity Champions from each department will lead the department's racial equity efforts.

**Strategy 5: Ensure all levels of City leadership and staff fully reflect the diversity of Long Beach.**

**Action Items:**

A. Continue to eliminate institutional and systemic barriers impacting employee attraction, selection, participation, and retention by developing a workforce equity strategy that enables opportunity for employment success and career growth.
B. Modify use of background checks in hiring processes to ensure that they are only used in situations where there is a potential conflict between the individual's background and the employment position.
C. Increased communication, education and transparency to effectively inform staff of policy, practice, and programs that support employment success and career growth.
D. Included in each department's Racial Equity Plan (under Strategy 3 above), develop workforce equity strategies that include opportunities for mentorship, cross- training, and leadership development.
E. Strengthen institutional support for City Employee Affinity Groups to support the diversity of City staff while enhancing personal and professional growth for employees who have shared lived experiences (consider mentorship programs).
F. Proactively outreach to communities of color who have experienced barriers to accessing city employment to ensure knowledge of pathways and processes to apply for City jobs.
G. Resource and implement an internal learning university utilizing city talent and skills to expand existing training capacities and options for City employees.
H. Continue to evaluate processes and tools utilized to assess prospective candidates to ensure implicit bias does not exist in hiring, including: diversity of panelists, implicit bias training for raters and hiring managers, community outreach and engagement to communities of color. Each department's Racial Equity Plan should address unbiased hiring within their department also.
I. Implement Civil Service Citywide Performance Evaluation training to include Anti-racism and implicit bias education and training for supervisors, opportunities for special assignments, mentoring, transfer for training program.

**Strategy 6. Utilize an equity lens to transparently evaluate City policies, processes, and regulations and take meaningful steps to eliminate systemic racism in Long Beach.**

**Action Items:**

A. Utilize the City's Equity Toolkit, data, and community voice to evaluate past and current policies and practices and adjust based on disparate impacts to communities of color.
B. Utilize the Equity Toolkit, data, and community voice to determine the potential impacts of future policies, programs or initiatives.
C. Include equity impact assessments on all City staff reports that describe the racial and economic impacts on various groups, how representatives of groups most impacted by the contents of the staff report have been engaged, and disaggregated data or information from credible sources to inform staff on which groups may be most affected by a proposed policy, prior to making policy changes.

**Strategy 7: Ensure budget, contracting and procurement processes intentionally and equitably address past and present impacts of systemic racism and build positive futures for those most impacted.**

**Action Items:**

A. Ensure the budget process uses an equity lens to intentionally invest in funding and resources to address people and communities most impacted by institutional racism and help build positive futures.
B. Expand opportunities to ensure community voices are considered early in the budgeting process, and decisions are made openly and transparently.
C. Create and implement policies and associated programs that help ensure City contractors, vendors, and consultants embrace and reflect the City's diversity.
D. Outreach to minority, underrepresented vendors to encourage participation in the City's procurement process.
E. Provide training and education resources to BIPOC business owners to assist with participation in the City procurement process.
F. Require all business to participate in racial equity training in order to become a business owner within the City of Long Beach
G. Provide training and education resources to local businesses to assist with participation in City procurement processes
H. Simplify the process for participating in city procurement, including adjusting insurance requirements and simplifying and reducing required forms.
I. Create a resource and support center for new and small businesses to help them get started, participate, and succeed in City procurement opportunities.

**Strategy 8: Engage and collaborate with our local public and private sector partners to implement transformation across systems.**

**Action Items:**

A. Collaborate with local anchor institutions and government partners, such as CSULB, LBCC, LBUSD, LA County, and LB Transit, etc., on cross-cutting goals, research, development, and strategies to advance racial equity across education, workforce development, clean energy, disaster preparedness, public safety, transportation, healthcare, business ownership, home ownership, government innovation, and more.
B. Explore joint-use agreements to build programmatic opportunities outside of typical use times by maximizing use of school buildings, athletic fields, parks, libraries, and other community assets.
C. Collaborate with local educational institutions to identify opportunities to connect BIPOC students of color with access and pathways to city employment careers.
D. Collaborate with and engage private sector partners to participate in projects and investments based on community needs and priorities, including things like financial institutions implementing Community Reinvestment Act requirements, increased access to capital for housing and business ownership, and developments with community benefits agreements.

GOAL 2: Design and invest in community safety and violence prevention.

**Strategy 1. Increase investments in the broader continuum of public safety, such as community-based violence prevention and interventions, and civilianization of services that can be performed by civilian staff rather than the Police.**

**Action Items**:

A. Redirect General Fund and other funding sources to invest in community resources and alternative non-law enforcement programs for violence prevention (e.g., public health, HEART Teams, behavioral health specialists, psychologists, counselors, therapists, recreational therapists, substance abuse rehabilitation, domestic violence)
B. Redefine public safety to include social infrastructure support so that more programs are eligible for public safety specific revenues.
C. Identify new ongoing revenue streams to augment City investment.
D. Invest in civilianization of services that can be performed by civilian staff rather than Police Officers.
E. Creation of a reimagined police oversight body who can execute subpoena power to compel police officers and other witnesses to testify.
F. Development of a police oversight body that includes victim support, legal support, advocacy, and assistance with police communication.

**Strategy 2: Strengthen community-based violence prevention and intervention system**

**Action Items:**

A. Create and implement a collective framework for community-based violence prevention, focusing on de-escalation and trauma-informed training of community members to utilize in community conflict, centering the needs of survivors, and building intercommunity relations.
B. Conduct an inventory of violence prevention and youth development programs already operating in Long Beach to further develop a network of providers, catalyze collaboration, and publicize available services.
C. Strengthen funding, capacity, resources, and visibility of local community-based violence prevention/intervention models and gang outreach programs, including Professional Community Intervention Training Institute (PCITI), The FOCUS Program, H.O.O.D. Council, youth employment programs, summer programming, safe passages, and other best practices.
D. Create Neighborhood Justice Centers.
E. Invest in upstream violence prevention strategies such as living wage jobs, affordable housing, healthy communities and other social services that will ensure sustainable violence prevention (See Goal 4).
F. Host meetings, dialogues, and events that continue to engage and connect residents to efforts that increase community safety.
G. Prioritize funds for appropriate training and staff for community prevention work through the health department.
H. Reinvest in effective community programs that were defunded by the City of Long Beach.

**Strategy 3. Increase coordinated re-entry networks to support formerly justice-involved individuals and reduce recidivism.**

**Action Items:**

A. Create and strengthen connections with community and government partners such as Los Angeles County Office of Diversion and Reentry and Department of Probation to better coordinate case management and reentry services.
B. Create a safe space of a one-stop location, coordinated re-entry location for system-impacted persons to receive services such as mental health, housing, substance abuse, legal services, counseling, advocacy/leadership development, and workforce development services.
C. Explore strategies to increase affordable and supportive housing opportunities for the reentry population.
D. Invest in new or existing non-law enforcement community-based reentry services such as housing, case management, job training, social enterprise opportunities, counseling, education, legal services, advocacy and leadership development. (This sounds like a repeat of the 2nd bullet above.)
E. Create support services for family reunification of the re-entry population with a focus on fathers who face barriers re-engaging with their children.
F. Invest in marketing and communications campaigns in partnership with existing organizations to increase awareness of existing reentry services.
G. Utilize Pacific Gateway programs to employ formerly justice-involved individuals.
H. Commit jobs to the reentry community.
I. Include reentry jobs in the City of Long Beach Community Benefit Clause in development projects.
J. Include the reentry population in housing plans.
K. Invest in mental health services around reentry.
L. The City of Long Beach should meet with the Black communities at least monthly.
M. The city should reference historical civic engagement plans that have successfully met the needs of Black communities.

**Strategy 4. Pursue advocacy with other agencies to improve opportunities for success for Long Beach residents. (Question: Which "other" agencies? Government agencies, government partners, community agencies?)**

**Action Items:**

A. Participate in policy reform efforts at the State and Federal levels to:
   i. Establish a federal or statewide database of complaints against police officers to inform hiring decisions.
   ii. Strengthen whistleblower protections for officers or staff reporting police misconduct.
   iii. Improve transparency around acts of misconduct to improve public trust.
   iv. Remove provisions that prohibit people reentering society from accessing services, employment, and housing.
B. Work with LBUSD to reduce use of School Police and review alternative models.
C. Creation of a reimagined police oversight body who can execute subpoena power to compel police officers and other witnesses to testify.
D. Development of a police oversight body that includes victim support, legal support, advocacy, and assistance with police communication.
E. Anti-racism training, disability, and mental health training should be institutionalized through professional credentialing, which must be renewed within a certain timeframe.
F. Police candidates should be tested on human relational skills such as conflict resolution communication before being considered for the academy.

GOAL 3: Redesign police approach to community safety.

**Strategy 1: Explore non-police alternatives to law enforcement and emergency response.**

**Action Items:**

A. Create non-police, non-military, civilian emergency response teams to respond to non-violent calls for service 24 hours a day, 7 days a week. Explore existing best practice models of civilian emergency response teams. These should not be civilian positions housed in the police department. Maybe housed with the Health Department.
B. Create an alternate number and dispatch system for non-violent emergency calls for service, with the engagement of mental health professionals in trauma-informed crisis response. Effectively outreach to the entire City publicize the alternate response team and non-violent emergency number.
C. Defund the police (e.g. reallocate or transfer funds) and reinvest funds to create jobs, better healthcare, employment, education, support mental health professionals, affordable housing, and economic vitality;
D. De-escalation and trauma- informed training for community members to utilized in situations of community conflict instead of harmful police involvement;
E. More personal community engagement and building of inner-community relations that would allow for a more self-sufficient community where residents could support each other's needs;
F. An alternative to calling police or 911, such as another 3 digit number for non-emergency requests. Calls would be better received by Fire who can then dispatch those non-emergency community needs requests, rather than the current system where police trained in violence are blanketly dispatched without regard to knowledge or training to address most of the non-emergency matters at hand;

G. Community health response space such as a community health council, could be comprised of varying expertise such as:
    i. H.E.A.R.T. teams, and
    ii. Other community health experts professionally trained in their fields such as behavioral specialists, education counselors, public health professionals, community psychologists, education counselors, recreational therapists, school psychologists, life coaches, experts in drug & alcohol rehabilitation, domestic violence, marriage and family counseling, etc.
H. Trauma and cultural informed health work in the Black community, led by Black expertise. However, other expert insights are welcome.
I. Real community oversight of LBPD policing practices with the current and sustained subpoena power for a Community Oversight body, instead of a city manager and police over seeing policing processes;
J. Open space for community input on how city resources are allocated to support its needs, such as through a “People's Budget”.

*Non-Police Alternatives:*

*Prioritize Funding to Community Programs and Services - Pg.16 of the CSULB Summary*
Community programs and services should be prioritized.
Reducing the police department budget would provide more funding to the community, with emphasis on investing in Black communities.
Given a more equitable city budget, resources would be available for social services, youth services, restorative justice practice, re-entry programs, health service, food security, and homeownership. Several strategies were identified by community members.
The City of Long Beach should defund and demilitarize the Long Beach Police Department.
Reinvest in effective community workers and programs, in coordination with the Long Beach Health Department using the resources shifted from LBPD by the City of Long Beach.

*Community Services in Response to Non-Emergency Calls*
Funding from the police budget be allocated to developing a system where police are not the primary responders for non-emergency calls.
Fund trained mental/health professionals, community health workers, Expand the H.E.A.R.T teams, support community-based violence prevention teams for wraparound services to reduce the likelihood of criminalization.

**Strategy 2: Redesign police oversight and accountability through improved complaint and discipline practices.**

**Action Items:**

A. Dissolve the CPCC in favor of a community oversight committee that has subpoena and disciplinary powers and is not housed or controlled by the police department
B. Implement immediate short-term reforms to CPCC such as:
    i. Direct the CPCC to institute and publish quarterly reports
    ii. Institute commissioner trainings led by outside experts with community input on the selection process. the City Attorney's office.
    iii. Provide officer compelled statements to the CPCC.
C. Engage in a formal outside expert study, through a non-police community selection process, of the Citizen's Police Complaint Commission (CPCC), to identify necessary changes to its structure and explore creation of a new civilian police oversight body based on models from other California municipalities. Conduct further community outreach to ensure reforms and/or new oversight bodies meet community needs.
D. Increase funding to CPCC to expand investigative capacity.
E. Increases in funding to CPCC tied to expansion of oversight powers, including subpoena power to compel police officers and other witnesses to testify.

**Strategy 3. Redesign police tactics, training, retention and accountability.**

**Action Items:**

A. Implement early intervention programs for problematic police employees to interrupt adverse patterns of behavior.
B. Provide ongoing training on implicit bias and anti-racism, de-escalation techniques, procedural justice, systemic racism, trauma-informed response, racial sensitivity, mental health, and disabilities.
C. Explore partnerships with CSULB, LBCC, other educational institutions, or community- based organizations to establish ethnic studies as part of Police training.
D. Review Civil Service hiring processes of police officers to better reflect community demographics and lived experiences.
E. Explore higher standards of education and/or experience for police officers at time of hire and methods to ensure there are not barriers to recruitment of diverse applicants.
    i. Re-examine background checks, psychological assessments, and other screenings like racism, understanding of socio-economic and social justice, mechanisms that disproportionately exclude people of color.
F. Review Civil Service Policy and standards of conduct to ensure zero tolerance of police officer activity with violent extremist groups.
G. Explore the practice of facial recognition technology and other predictive policing models and their disproportionate impacts on people of color by reviewing evidence- based practices.
H. Re-examine metrics currently used for Officer success and promotion.
I. Explore the disproportionate policing of communities of color by examining the number of low-level arrests, and the number of patrols placed, time spent, resources spent (overtime, helicopters, number of single occupant police vehicles, etc.)

GOAL 4: Improve health and wellness in the City by eliminating social and economic disparities in the communities most impacted by racism.

**Strategy 1: Advance health equity**

**Action Items:**

A. Increase investment in the Health Department, focusing on reducing health disparities across the City for Black, Indigenous, and people of color, and people within the LGBTQ+ communities.
B. Identify strategies to increase access to fresh foods and vegetables for communities in food deserts, including healthy market partnerships, farmers markets, community gardens, and pop-up farm stands.
C. Increase access to public health services in the Black community and people of color communities, and during non- traditional hours.
D. Increase access to library services in underserved communities and explore adding public health social workers and intervention workers within libraries to assist patrons in need of outreach and professional services.
E. Increase access to park space and recreation programming to foster physical activity, community connections, and safe places for children and families to play in park equity zones in North, Central and West Long Beach.
F. Develop opportunities with local higher education and healthcare partners to increase the number of Black healthcare providers and providers of color.
G. Increase investment in mental health and trauma services, including facilities, professionals, community responses, and culturally tailored resources.
H. Funds should be reallocated from the police budget to support mental health in Long Beach. This includes funding and sustaining financial support for mental health facilities, mental health professionals, community mental health responses, and culturally tailored mental health resources such as support groups.
I. Elevate child and youth development
    i. Identify and formalize sustainable funding to support coordination and implementation of the Early Childhood Education and Youth Strategic Plan goals.
    ii. Explore the development of a Youth Development Office to implement and coordinate city-wide youth development activities and resourcing.
    iii. Engage the City's Youth Commission in review of youth development activities and City budgetary decisions related to youth development.
    iv. Increase funding to community-based youth programming and report on uses of funding to youth programming in the City and the community.
J. Incentive Grants that Focus on Equity Education.
    i. Focus child and youth development efforts in Black communities and communities of color who are most impacted by racism, poverty, crime and trauma to provide opportunity for a positive future.
    ii. Establish a curriculum that promotes literature figures from Black communities and communities of color that provide students the ability to critically analyze institutions.
    iii. Invest in new and existing networks of organizations to provide mentorship and jobs for youth.
    iv. Create paid summer internships for high school students at parks and recreation sites.

i. Explore LBUSD joint use agreement to provide additional park space for low- income students.
ii. Strengthen Long Beach College Promise to incorporate wraparound services
iii. Eliminate any and future contracts between LBUSD and the Long Beach Police Department
iv. Make statistics available on minors listed on CalGangs database.
v. Stop including children on the CalGangs database without notifying parents first.

A. Invest in equitable health experiences and outcomes for those most impacted by systemic racism.
B. Support community-based organizations that serve Black, Indigenous and people of color communities of color through increased funding and capacity building to create a network of early prevention and intervention activities.
C. Invest in health care initiatives, programs, and providers that are working to reduce health inequities for the Black community, such as birth outcomes, diabetes, respiratory issues, and hypertension where health outcomes are significantly below city averages.
D. Explore the creation of a Community Health Equity Center that connects existing Black health focused programs and organizations as a network for holistic health approaches and patient navigation services.

**Strategy 2: Advance economic equity**

**Action Items:**

A. Establish geographically-based Economic Empowerment Zones to promote private and non-profit sector investment in diverse hiring and small businesses and real estate owned by people of color.
B. Increase access to good paying jobs, education resources, training, and career advancement services for people of color through the establishment of inclusive business centers in partnership with existing community-based organizations.
C. Increase funding and other resources for the City's Digital Inclusion efforts for workers and business owners.
D. Create incentives in financially-distressed communities to promote private and non- profit sector investment in economic inclusion.
E. Partner with local organizations to facilitate business navigation services in North, Central, and West Long Beach corridors through inclusive, neighborhood-based business centers.
F. Ensure CARES Act emergency funding is being invested in small businesses and nonprofit organizations through focused outreach and partnerships with community-based organizations that have established, trusting relationships with communities of color.
G. Explore and enhance the role of the independent jobs coordinator in the City's Project Labor Agreement to improve access to local jobs for Black communities and communities of color.
H. Create and promote classes for financial literacy to help Black communities and communities of color to improve economic circumstances with specific strategies on wealth building.
I. Collaborate with the general business community to establish business mentorships for new entrepreneurs and high school students.
J. Waive or reduce municipal fees for businesses that sponsor event program targeting cultural equity
K. Collaborate with and promote Black businesses and other businesses of color and networking expos
L. Fund and promote venture capital opportunities for Black communities and other communities of color.

M. Develop an Accountability Plan to determine the City of Long Beach's progress toward contracting small businesses.
N. Evaluate percentage of contracts awarded to Black businesses and develop plans of action to improve outcomes.
O. Invest COVID funds to Black owned businesses and nonprofits.
P. Ensure local hiring agreements are in place and that project developments have community benefit clauses.
Q. Pacific Gateway is not coming through for communities that way it can. Training dollars are held in ours and community groups do not know about the services.
R. Significantly improve access and utilization of Pacific Gateway Workforce Development programs for businesses and nonprofits of color.

**Strategy 3: Advance safe, healthy and affordable housing**

**Action Items:**
A. Address issues of over-representation of Black people among those experiencing homelessness in Long Beach.
B. Publicly provide data to show inequities in housing, including the need and availability, overcrowding, rent burden by age, race/ethnicity, owner/renter status, among other factors.
C. Identify mechanisms to increase development of affordable housing by establishing economic empowerment zones.
D. Monitor, evaluate, and ensure implementation of a strong inclusionary housing policy and tenant protections to promote the development of affordable housing and housing integration.
E. Expand the Proactive Rental Housing Inspection Program to improve the quality of housing stock.
F. Increase homeownership in communities of color by creating a sustainable loan program and partnering with non-profit community-based organizations to provide ongoing technical assistance and support.
G. Explore funding of down-payment assistance programs.
H. Explore investment in alternative forms of land/property ownership to prevent displacement, such as community land trusts.
I. Invest in local programs that assist with utilities, upkeep, and retrofitting for homeowners in previously redlined communities.
J. Officially nullify any racist covenant provisions in private housing documents and require that any building approval acknowledge that those are officially non-enforceable.
K. Participate in policy reform efforts at the State and Federal levels to increase funding for affordable housing and maximize opportunities for racial equity through other housing policies that address segregation and access to opportunity.

**Strategy 4: Advance environmental and climate justice**

**Action Items:**

A. Commit to starting with environmental and climate science and grounding the Climate Action and Adaptation Plan (CAAP) in climate science
B. Equitably increase access to safe green space and urban nature.
C. Equitably increase access to green jobs.
D. Decrease sources of air pollution from industrial uses, particularly in Black, Indigenous, and People of Color communities.
E. Increase efforts to grow, preserve, and protect Long Beach's urban forest in areas of high pollution and extreme heat.
F. Explore an enhanced infrastructure financing district to provide funding for environmentally sustainable infrastructure.
G. Identify sustainable funding to implement the City's Climate Action and Adaptation Plan and prioritize actions that address the negative impacts of climate change in low income and communities of color.
H. Explore investment in renewable energy sources.
I. Increase production of healthy, locally sourced food in underserved areas.
J. Specify a just transition program for four distinct set of workers: (a) those most affected by environmental and climate inequities, (b) those who have been incentivized by the dirty energy industries to prioritize having a steady job over considering the impacts of that job to local bodies and communities, (c) those disadvantaged by the carceral state during the War on Drugs, (d) programs that incorporate youth into local government.
K. Commit to passing the Climate Action and Adaptation Plan (CAAP) in 2020.

**Strategy 5: Advance Equitable Development**

**Action Items**

A. Build community capacity and input in city planning
B. Rezone city neighborhoods to build health and economic development
C. Include community benefits into new developments
D. Mobility and transportation
E. Community Land Trusts
F. Investment in cultural keeping and place making
G. Investment in arts

**Strategy 6: New Investment in Health, Environment, Youth and Economic Equity**

**Action Items:**

A. Identify new and sustainable funding sources to implement recommendations from approved City strategic plans designed to promote a more racially equitable city, such as the Everyone In Economic Inclusion Implementation Plan, Economic Blueprint, Digital Inclusion Roadmap, Everyone Home, Youth Strategic Plan, My Brother's Keeper Action Plan, Early Childhood Education Strategic Plan, Violence Prevention Plan, Climate Action and Adaptation Plan, and others adopted by the City Council.
    i. Healthcare Providers and Community healthcare workers
    ii. Patient navigators and patient advocates to navigate both healthcare and community services.

i. Black Health Center to fund a centralized location for the holistic approaches to Black health that will incorporate community care workers, public health interventionists, doulas, and patient navigators from the Black community.
ii. Expansion of health department hours of operation.

**Strategy 6: Cannabis Equity**

**Action Items:**

A. Identify sustainable funding sources to implement changes to the City's equity program for cannabis investment, inclusive entrepreneurship support, and workforce training.
B. Explore regulatory changes to expand opportunities for cannabis entrepreneurship, with the goal of improving outcomes for investment in the burgeoning Cannabis industry for communities of color with opportunities for recruitment, business ownership, wealth building, and economic advancement.
C. Reevaluate the Social Equity Applicant policy in order to better reach Black people and Black communities who have been historically disproportionately impacted by the War on Drugs.
D. Utilize existing and increased Measure MA Cannabis Revenue to support investments in youth development, racial equity, public health, homelessness, violence prevention, neighborhood services, and other safety programs.
E. Review the Resolution of Intent for Measure MA Cannabis revenues to consider use of funds for economic equity programs, in addition to the currently stated uses.
    i. Follow the Los Angeles County model of the Social Equity Program for Cannabis (Webb)
    ii. Utilize an oversight committee which was part of the original plan.
    iii. Revisit the original ordinance and apply an equity lens to identify true social policy and equity.
    iv. Move money into reparations efforts in the city as funds intended
F. Pass the S license to allow subleasing and creation of Cannabis Incubators to create a lower entry level.
G. Create more Cannabis Dispensary Licenses and ensure that they go to Black people and communities of color. There are currently no Black owned dispensaries in Long Beach.
H. Invest tax dollars of Cannabis in youth and reentry programming in communities affected by the war on drugs
I. Create diversion programs for youth as to not to criminalize them. The use of Cannabis has increased.
J. Work with the City Prosecutor's Office to expunge all cannabis records across the board.
K. Cannabis Training and business incubation should be a prerequisite to receiving social equity funding.
L. Ensure that the definition of social equity and application are aligned prior to funding allocation.
M. Community organizations should lead and facilitate the Cannabis Equity program.
N. All new licenses such as delivery, event, and other new licenses should be earmarked at 50% for social equity applicants.
O. Workforce must reach out to Black social equity applicants for job hiring and keep track of hires by race.

# Next Steps

# Process and Next Steps

**Implementation**
The Equity Goals and Strategies presented in this initial report are the result of an extensive listening and collaboration process between City staff and a wide range of community voices and perspectives that centered on the experiences of Black people and people of color in Long Beach. Although the process to create these goals and strategies was imperfect and constrained by a compressed timeline for consideration concurrent with the City's Proposed FY 20-21 budget, the goals and strategies proposed in Chapter 3 are an earnest first step for the City to undertake in the difficult process to correct the disparate impacts of systematic racism in our community.

**Role of City Council**
The Resolution outlining the Framework for Reconciliation, adopted by City Council on June 23, 2020, included direction to the City Manager to undertake the listening and convening processes that have resulted in the goals, strategies, and actions proposed. As is the case for any major initiative requested by the City Council, neither the Reconciliation process nor preparation of this Reconciliation Report involved the City's elected officials. The Mayor and City Council members will see this Report for the first time on the same day they will see the Proposed FY 20-21 budget. Concurrent with review of the proposed budget, they will review this Report and provide direction to staff regarding the contents, objectives, strategies and implementation.

Though many of the equity strategies and actions proposed are already being implemented by the City, many new initiatives are included in the Proposed FY 20-21 budget. Each of the proposed initiatives included in Chapter 3 will be evaluated for feasibility, for resources needed for their implementation, and legal reviews will be undertaken, where necessary. These strategies will also be reviewed for consistency with other Citywide goals and policies.

**Ongoing Implementation and Community Engagement**
The next steps in the Reconciliation process will be devoted to an evaluation of the equity strategies and actions, approved by the Mayor and City Council, and the development of a detailed implementation plan that include actions, funding sources, lead department/staff, and timelines for completion. It is anticipated that implementation of this Initial Report, in particular the Goals and Strategies, will be a dynamic process that occurs over time. As staff assesses the proposed goals and strategies; as further issues, analysis, or resources are identified, it is anticipated that key initiatives will evolve and be refined over time - within the framework of the established goals adopted by the City Council.

As part of its commitment to continuous engagement with the community, staff will develop a framework for ongoing assessment and feedback into the Implementation Plan, as well as a schedule for routine status updates and engagement opportunities with community members. These engagement opportunities may include monthly updates at the Human Relations Commission meetings, and ongoing communication with the broader stakeholder network to share updates on progress and opportunities for input and collaboration.

# Appendices

## History of Violence Prevention Efforts in Long Beach

The City of Long Beach has a long and extensive history partnering with community leaders to reduce and prevent violence in the City. For more than 40 years, the City of Long Beach has been grappling with these issues. This section of the Reconciliation Plan honors these past partnerships and looks forward to building upon this foundational work toward reconciliation for decades to come.

1989: City of Long Beach Human Relations Commission was established.

1995: the Human Relations Commission initially reported on interracial gang violence at the request of the City Council.

1998: the Human Dignity Policy was unanimously approved by the City Council. The policy was referred to the Human Relations Commission to determine how best to implement the policy citywide.

1999: The City Council approved the Human Dignity proposal and established the Human Dignity Program with funding. This Program included a Hate Crimes Response Team, an Inter-Conflict Resolution Team, and focused on community harmony.

2000: Hate Crime Response Team implemented by the City.

2002: Intergroup Conflict Resolution Team implemented by the City.

2003: the City Council established the Commission on Youth and Children to advise the Mayor on matters concerning services to youth and children. 2003: the Human Relations Commission submitted “An Interim Report and Re-examination of the Problem of Youth and Gang Violence in the City of Long Beach” to the Mayor and City Council.

2004-2009: the Long Beach Youth and Gang Violence Prevention Task Force was established as an unfunded City Council mandate with the motto, “Reducing Violence, Saving Lives.”

2007-2011: the US Dept. of Justice awarded the City of Long Beach a $1 million grant for the Weed and Seed Program to focus on the highest crime Police Beats (4,5,7). It’s motto was, “Establishing Model Communities, One Neighborhood at a Time.” During that application period, in six weeks from throughout the Sixth District, over 900 surveys were collected in three languages (English, Khmer, and Spanish). The five urgent issues identified in the survey were affordable housing, graffiti, gang violence, drugs, and drug dealing. The five pressing needs were affordable health care, adult employment, youth employment, after-school programs, and sports/recreation programs. This grant led to a 24% reduction in violent crime in central Long Beach and ended with high accolades from the Federal government.

2008: the City was awarded the California Gang Reduction, Intervention and Prevention Grant ($400,000) because of the ongoing efforts and foundational structure laid by the Long Beach Youth and Gang Violence Prevention Task Force.

2009: the Long Beach Youth and Gang Violence Prevention Task evolved into the Long Beach Gang Reduction, Intervention and Prevention Long Beach Project Advisory Council (LB CalGRIP Advisory Council).

2011: the City Council requested the preparation of a comprehensive Citywide Violence Prevention Plan (VPP) which was funded in 2012 by a planning grant from the California Endowment.

2013: the City Manager invited community leaders, government agencies, the school district, hospital representatives, university delegates, community-based organizations, and faith-based leaders to serve on the Long Beach Violence Prevention Steering Committee. Over 1,200 people participated in the community forums and focus groups; 450 community members completed the violence prevention survey, 52 GIS Maps of crime, poverty, education levels, probation, child abuse and other key indicators were developed as a baseline; and staff inventoried city, county, community, and faith-based programs focused on alleviating the impact of violence in Long Beach.

2013: The State of Black of Long Beach: A Call to Action for a Black Agenda, was presented to the community and the City.

2013: City Council adopted the Language Access Policy and allocated funding for the Language Access Program in 2014.

2014: Long Beach City Council adopts Safe Long Beach Violence Prevention Plan-a high-level coordination plan to address family, school and community violence.

2014: US DOJ Anti-Gang Strategy Grant ($203,478) awarded to the Long Beach City Prosecutor.

2014: DOJ National Forum on Youth Violence Prevention Grant ($20,000) awarded to the City of Long Beach. At the direction of President Obama, the U.S. Departments of Justice and Education launched the National Forum on Youth Violence Prevention (Forum) to begin a national conversation concerning youth and gang violence prevention, awareness, and to elevate the issue to national significance.

2015: State CALGRIP Grant ($500,000) awarded to the City for My Sister's Keeper to rescue victims of sex trafficking from local gangs.

2015: Long Beach City Council adopted President Obama's My Brother's Keeper Community Challenge Resolution focused on young men and boys of color and accepted a grant ($50,000) from Long Beach Unified School District.

2015: the US Department of Justice awarded the City the Youth Violence Prevention Enhancement Project Grant ($529,000) to implement the Safe Families strategy to provide trauma-informed training for professionals working with families and children.

2016: California Board of State and Community Corrections awarded the City the Strengthening Law Enforcement and Community Relations Grant ($600,000) to provide implicit bias and procedural justice training for all police officers, assess law enforcement-community relations and implement best practice recommendations.

2016: US Department of Justice awarded the City of Long Beach the State and Community Development Award ($259,000) to implement the Safe Schools strategy "All In," which engaged the Long Beach Unified School District, the City Prosecutor, residents, businesses, and the faith community in a strategic process to improve attendance and reduce truancy in high crime neighborhoods.

2017: Mayor Garcia, City Manager West, and Police Chief Robert Luna announce the Long Beach Innovation Team will lead a 12-month study to understand crime drivers with a focus on repeat offenders.

2018: the City of Long Beach launched the Justice Lab to provide new tools to first responders to divert residents in need out of the criminal justice system and toward much-needed resources like treatment and care. The Justice Lab has several initiatives designed to help break the cycle of incarceration, including, Multi-disciplinary Team, Clinician in Jail, City Prosecutor Priority Access Diversion Program, Long Beach GUIDES App, Data Sharing Agreement, Data Warehouse, Connection to Care Transportation Pilot, and CSULB Rising Scholars Education Lab.

2019: the Long Beach Police Department structurally funds the Justice Lab and Clinician in the Jail Programs.

## Summary of Outreach and Engagement

### Promotion and Communications

A press release announced the kickoff of the Listening phase with coverage in local news outlets, including the Long Beach Post, Press Telegram, Grunion, and Signal Hill Tribune. Other outreach methods included posting to City social media platforms, emails to the Neighborhood Resource Center list-serv, and flyers disseminated at COVID-19 testing sites, barber shops, and beauty supply stores. Per the City's Language Access Policy, the press release and website were available in Spanish, Khmer, and Tagalog. Meeting interpretation was offered for the Town Halls through the registration process.

Throughout the Listening process, Zoom video recordings, audio transcripts, and written comments from the virtual chats were all posted to the Reconciliation website.

### Community Town Halls, Listening Sessions, and Survey

The Long Beach community were invited to participate in four virtual town halls and eleven virtual listening sessions hosted by the City. Two additional listening sessions were hosted by community partners. The town halls and listening session topics are identified below:
The town halls and listening session topics are identified below:

| | **Topic(s)** | **Date(s)** |
|---|---|---|
| ***Hosted by City: Town Hall*** | Community Town Hall on Policing & Public Safety | June 22 |
| | Community Town Hall - Open Forum | June 30, July 9, July 12 |
| ***Hosted by City: Listening Session*** | Racial Equity Across Systems | June 18 |
| | Spectrum of Community Safety | June 24, July 2 |
| | Health Equity | June 25, June 28 |
| | Racial Equity in Housing and Homelessness | June 26, July 1 |
| | Economic Equity | June 29, July 1 |
| | Equity in Education & Youth Services | June 29, July 6 |
| ***Hosted by Community Partner: Ronnie's House*** | Cannabis Equity | July 8 |
| | Re-Entry/Justice Reform | July 16 |

The California State University, Long Beach (CSULB), Department of Health Science Data Analysis Team conducted a thorough and comprehensive qualitative content analysis of data gathered from the Reconciliation Listening sessions and town halls, including notes prepared by notetakers, audio transcripts and recordings of the conversation, and the Zoom chat transcripts. CSULB analysts coded the feedback based on how often participants mentioned each topic within five major themes, including: Public Safety and Policing, Health Equity, Economic Inclusion, Governmental Infrastructure, Economic Equity. The identified themes were organized to articulate the community's concerns, recommendations and strategies, and are below:

| **Theme** | **Definition** |
|---|---|
| Public Safety and Policing | This theme refers to community feedback on police oversight, investment in law enforcement, police violence, systemic racism in policing, and community-based alternatives to police responses. |
| Health Equity | This theme refers to community feedback on health disparities (e.g., birth outcomes, diabetes, hypertension), environmental challenges, community-based organizations particularly those that support the Black community, improving community services such as youth programming, mental health, and housing and K-12 education. |
| Economic Inclusion | This theme refers to community feedback on access to capital, employment opportunities with livable wages, increasing wealth in ownership in the Black community, and policies to increase contract/service relationships between small businesses (Black businesses in particular) and local governmental agencies. |
| Governmental Infrastructure | The theme refers to community feedback on racial equity in the City of Long Beach's budget allocation, funding of programs/services, and policies and practices. |
| Educational Equity | This refers to improving community services related to K-12 education, youth programming, and other resources related to the advancement of youth in education and wellbeing. |

The CSULB Data Analysis Team then created priorities based on recurrent topics that were discussed across the transcript, notes, and chats. Priorities that were similar or relevant were collapsed together to make 13 major priorities. These major community priorities were determined according to the frequency and percentage that each topic appeared among all available data points from the community listening sessions and town halls.
To gather additional input, the City shared an online survey consisting of demographic and short answer questions to community listening session and town hall participants. The survey collected respondents' demographic data on race/ethnicity, age, gender identity, and zip code, which allowed the City to disaggregate survey responses based on these criteria. Name and

email were optional fields. The four short answer questions asked respondents the following questions:

- How have you been affected by systemic racism in Long Beach? (systemic racism refers to how ideas of white superiority are captured in everyday thinking at a systems level: i.e. laws, regulations, hiring practices, etc.)
- What ideas and suggestions do you have to advance racial equity in Long Beach?
- What suggestions do you have for involving community members that aren't normally engaged?
- Is there anything else you would like us to know?

The City collected 375 survey responses from Long Beach community members. 16% of respondents identified as Black, 8.8% identified as Latinx, 35.2% identified as People of Color, 24.5% identified as White, and 38.1% did not specify.
City data analysts reviewed the community survey short answer questions and organized responses into four major emergent themes:

1. Government/Infrastructure
2. Public Safety and Policing
3. Health Equity
4. Economic Inclusion

Within each theme, analysts identified key sub-topics and recommendations, in addition to stories that provide a human context to the emergent themes. Analysts also performed cross-tabulations of the community survey data to amplify the comments respondents who identified as Black or person of color and respondents who stated they had been affected by systemic racism in Long Beach.

**Stakeholder Engagement Meetings**

Following the community listening sessions and town halls, two community stakeholder convenings were held in July 2020 to review initial data analyses from the various listening sessions and community town halls, as well as early drafts of the report including potential actions. Stakeholders were asked to give feedback and ensure that the community's voice was clearly articulated and represented. At the request of these stakeholders, a third meeting was conducted with the City Manager, during which stakeholders decided to develop a set of community-based recommendations independent of City staff. These recommendations are included in their entirety on pages 46-61.

**City Staff Town Halls and Survey**

Engaging City staff was another key element of the Framework for Reconciliation engagement strategy. On June 9, 2020, the City convened a physically distant gathering at Long Beach City Hall to invite City staff to share stories on how they have been affected by racism. Staff were

also invited to participate in two virtual listening sessions in July 2020 to provide feedback on how the City could advance workforce and organizational equity. Staff were asked to share insights on implementing racial equity in City decisions, policies, programs and budgets and encouraged to highlight what tools or resources might be needed to effectively advance racial equity in their day-to-day jobs.

The City also issued surveys to City staff to provide additional comments. The survey included the same demographic and short-answer questions as the community survey (above), and received 217 responses. Name and email were optional fields. 8.3% of respondents identified as Black, 21.3% identified as Latinx, 55.1% identified as People of Color, 26.9% identified as White, and 16.7% did not specify.
City data analysts reviewed the survey short answer questions and coded responses based on four major themes:

1. Government/Infrastructure
2. Public Safety and Policing
3. Health Equity
4. Economic Inclusion

Within each theme, analysts identified key sub-topics and recommendations, in addition to stories that provide a human context to the emergent themes. The team incorporated notes from the two listening sessions and the physically-distanced gathering to inform the suggested actions in this document, specifically in Goal 1: End systemic racism within Long Beach City Government and local government partners through internal transformation.

**Limitations – Outreach and Engagement**
The Racial Equity and Reconciliation Initiative Team was committed to ensuring an equitable, trauma-informed, and community-centered engagement process, but we acknowledge that limitations to the Reconciliation process persisted and must be stated.

The most notable limiting factor was time. City staff was asked to provide recommendations to coincide with the FY 2021 City Budget proposal and corresponding Charter deadline, which ultimately resulted in considerably shortened timelines for major components of the Framework for Reconciliation such as outreach, communications, and data analysis. While our intent is to center the voices of those most-impacted by systemic racism, the team recognizes that not all community members were able to participate and share their stories within the given timeframe.

The COVID-19 pandemic, which began in March 2020, presented another obstacle. The pandemic prevented the City from conducting in-person outreach and engagement. Events requiring large gatherings would have endangered the health of participants and City staff and therefore all listening sessions, town halls, and stakeholder convenings were held virtually. This solution presented major barriers to participation for community members who have limited

internet, phone, and/or personal computer access. Future reconciliation work will prioritize outreach to those most impacted by the digital divide in Long Beach.

There were also limitations in the City's data collection methods. Though the community and staff surveys allowed the Team to disaggregate data by race/ethnicity, gender identity, age, and zip code in order to better identify root causes and inequities between groups and neighborhoods in Long Beach, data collection was inconsistent. Age and zip code were not uniformly captured for City staff as they were for community members. In addition, the City's surveying tool did not prevent respondents from submitting survey responses more than once. To address this, City data analysts identified duplicate entries via the email address field. Duplicate email address entries were excluded from the demographic analysis, though all short answer responses were reviewed.

# Framework for Reconciliation in Long Beach

## Qualitative Report for the Long Beach City Town Halls and Listening Sessions

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The following data have not been validated by the City of Long Beach, may or may not be factual, and do not necessarily reflect the opinions or perspectives of CSULB or the City of Long Beach.

# METHODOLOGY

The following report presents the results of the qualitative analysis for the City of Long Beach's Framework for Reconciliation City. The report describes the findings from data gathered from *four* townhalls and *eleven* listening sessions. The townhalls and listening sessions are identified below.

**Townhalls**

**Community Town Hall on Policing & Public Safety**
Monday, June 22 - 5:30 PM
**Community Town Hall - Open Forum**
Tuesday, June 30 - 5:30 PM
**Community Town Hall - Open Forum**
Thursday, July 9 - 5:30 PM
**Community Town Hall - Open Forum**
Sunday, July 12 - 4:00 PM

**Listening Sessions**
**Racial Equity Across Systems**
June 18 5:30pm - 7:00pm:
**Spectrum of Community Safety**
June 24 5:30 pm - 7:00pm:
July 2 10:00am - 11:30am:
**Health Equity**
June 25 5:30 pm - 7:00pm (not fully available)
June 28 6:00pm - 7:30 pm:
**Racial Equity in Housing and Homelessness**
June 26 10:00 am - 11:30 am:
July 1 5:30pm - 7:00pm:
**Economic Equity**
June 29 10:00 am - 11:30 am:
July 2 5:30pm - 7:00pm:
**Equity in Education & Youth Services**
June 29 5:30 pm - 7:00pm:
July 6 10:00am - 11:30am:

Protocol

Four qualitative analysts were assigned one town hall transcript and three listening sessions transcripts (one analyst was assigned two transcripts). These transcripts were created by Zoom technology. Each transcript was accompanied by notes and a zoom chat which were included in the analysis. Each analyst coded for major themes (Public Safety and Policing, Health Equity, Economic Inclusion, Governmental Infrastructure, Economic Equity) and sub-themes (Concerns, Recommendations, and Strategies) for their assigned transcript.

Each Analyst coded according to major themes and sub-themes using the comments tool in Microsoft Word after each transcript was cleaned and checked for accurate wording. Each comment should include the following: **a) Theme; b) Code; c) Brief Code Summary; and d) Transcript Initials; e) Line Number. Example:** [HE_R, support community-based organizations that serve the Black community, TH3, 134). ***Explanation:*** Health Equity Recommendation to support community-based organizations that serve the Black community. This was found in Town Hall 3, Line 134).

Final comments were placed in a master coding sheet according to each major theme and code. Once all final comments were placed in a master code file, priorities were created based on recurrent topics that were discussed across the transcript, notes, and chats. Initial priorities were assigned a letter and placed in a coding matrix to determine similarly and relevancy across priorities (Table 1). A total of 555 codes were reported. The frequency of each priority was also examined across each major theme (Table 2). Priorities that were similar or relevant were collapsed together to make 13 major priorities. Community priorities were determined according to the frequency and percentage for each topic was reported based on all available data points (Table 3).

Major Themes

**Public Safety and Policing (PS)**
**Definition:** This theme refers to community feedback on police oversight, investment in law enforcement, police violence, systemic racism in policing, and community-based alternatives to police responses.

**Health Equity (HE)**
**Definition:** This theme refers to community feedback on health disparities (e.g., birth outcomes, diabetes, hypertension), environmental challenges, community-based organizations particularly those that support the Black community, improving community services such as youth programming, mental health, and housing and K-12 education.

**Economic Inclusion (EI)**
**Definition:** This theme refers to community feedback on access to capital, employment opportunities with livable wages, increasing wealth in ownership in the Black community, and policies to increase contract/service relationships between small businesses (Black businesses in particular) and local governmental agencies.

**Governmental Infrastructure (GI)**
**Definition:** The theme refers to community feedback on racial equity in the City of Long Beach's budget allocation, funding of programs/services, and policies and practices.

**Educational Equity (EE)**
**Definition:** improving community services related to K-12 education, youth programming, and other resources related to the advancement of youth in education and wellbeing.

Codes

**Concerns (C)**
**Definition:** Concerns are defined as statements in which Long Beach residents, particularly Black community members, express experiences of racism, police violence, injustice, disparities (health, education, housing, economic) or other experiences that invoke feelings of worry, fear, anger, or distrust.

**Recommendations (R)**
**Definition:** Recommendations are defined as community members' broad suggestions or goals for the City of Long Beach to address concerns of Long Beach residents, particularly members of the Black community.

**Strategies (S)**
**Definition:** Strategies are defined as community members' ideas or demands for actionable tasks or items that should be implemented by the City of Long Beach.

## Appendix C: CSULB Data Analysis of Listening Sessions and Town Halls

***Table 1. Coding Matrix***

| | | | | | | |
|---|---|---|---|---|---|---|
| **Civic Engagement /Black community engagement** | A. Black community Acknowledgement/Engagement | D. Civic Engagement | P. Systematic Racism | | | |
| **Inequitable Police Funding and Reinvesting in Community** | C. Inequitable Police Funding | H. Policy Enforcement | O. Public Service/Community Responses to Non-Violent Calls | K Reinvest in Community | M. Defund the Police/ Allocating to Public Services | |
| **Housing Inequality and Policies** | E. Housing Policies | T. Housing Inequality | | | | |
| **Police Violence and Accountability** | F. CCPC/Police Oversight/ Accountability | R. Police Violence | | | | |
| **City Transparency and Accountability** | G. City Transparency/Accountability | | | | | |
| **Educational Equity** | A.A. Educational Inequities and Opportunities | BB. Cultural Focus Curriculum | B. Youth Development and Engagement | I. School Funding | Q. Police Presence at Schools | Z. Parks and Recs |
| **City/Police Hiring and Training** | L. City/Police Hiring-Training | | | | | |
| **Restructuring City Processes** | L. Restructuring City Processes | | | | | |
| **Mental Health** | S. Mental Health | | | | | |
| **Environmental Justice** | U. Environmental Injustice | | | | | |
| **Intercommunity Violence** | V. Inter-Community Violence | | | | | |
| **Quality Health Care Access** | W. Healthcare Access | X. Quality Healthcare | | | | |
| **Economic Inequality and Opportunity** | y. Economic Inequality, Stability and Opportunity | J. Investment in Black Communities | | | | |

## RESULTS

***Table 2. Coding Frequency***

| | PS | HE | GI | EI | EE | Total |
|---|---|---|---|---|---|---|
| A | 4 | 8 | 10 | 2 | 0 | 24 |
| B | 2 | 11 | 13 | 8 | 3 | 37 |
| C | 0 | 0 | 9 | 0 | 0 | 9 |
| D | 0 | 0 | 14 | 0 | 0 | 14 |
| E | 0 | 13 | 8 | 9 | 0 | 30 |
| F | 28 | 0 | 13 | 0 | 0 | 41 |
| G | 6 | 0 | 21 | 2 | 0 | 29 |
| H | 2 | 2 | 4 | 1 | 0 | 9 |
| I | 0 | 0 | 1 | 0 | 0 | 1 |
| K | 11 | 7 | 11 | 5 | 1 | 35 |
| L | 22 | 0 | 4 | 0 | 0 | 26 |
| M | 30 | 2 | 4 | 0 | 0 | 36 |
| N | 13 | 2 | 10 | 2 | 0 | 27 |
| O | 15 | 1 | 0 | 0 | 0 | 16 |
| P | 9 | 2 | 0 | 2 | 0 | 13 |
| Q | 2 | 0 | 0 | 0 | 5 | 7 |
| R | 17 | 2 | 0 | 0 | 0 | 19 |
| S | 0 | 6 | 0 | 0 | 0 | 6 |
| T | 0 | 6 | 0 | 0 | 0 | 6 |
| U | 0 | 9 | 0 | 0 | 0 | 9 |
| V | 0 | 1 | 0 | 0 | 0 | 1 |
| W | 0 | 8 | 0 | 0 | 0 | 8 |
| X | 0 | 8 | 0 | 0 | 0 | 8 |
| Y | 0 | 0 | 0 | 51 | 2 | 53 |
| Z | 0 | 7 | 0 | 0 | 0 | 7 |
| AA | 0 | 0 | 0 | 0 | 57 | 57 |
| BB | 0 | 0 | 0 | 0 | 4 | 4 |
| | 161 | 100 | 128 | 94 | 72 | 555 |

PS- Public Safety and Policing; HE-Health Equity; Economic Inclusion-EI; Governmental infrastructure-GI; Educational Equity-EE

***Table 3. Community Priorities According to Coding Frequency***

| | *N* | % |
|---|---|---|
| Educational Inequities and Opportunities | 113 | 20% |
| Inequitable Police Funding and Reinvesting in Community | 105 | 19% |
| Economic Inequality and Opportunity | 76 | 14% |
| Police Violence and Accountability | 60 | 11% |
| Civic Engagement /Black community engagement | 51 | 9% |
| Housing Inequality and Policies | 36 | 6% |
| City Transparency and Accountability | 29 | 5% |
| Restructuring City Processes* | 27 | 5% |
| City/Police Hiring and Training | 26 | 5% |
| Quality Health Care Access | 16 | 3% |
| Environmental Justice | 9 | 2% |
| Mental Health | 6 | 1% |
| Intercommunity Violence | 1 | 0% |
| *Total* | 555 | 100% |

*Collapsed into other categories after narratives were written.

# GOVERNMENT INFRASTRUCTURE

## CIVIC ENGAGEMENT

### ***Concerns***

*Systematic Racism*

Many community members expressed their experiences with racism, particularly anti-Black racism. Community members stated police violence and misconduct stem from systemic racism and policing policies that are rooted in racism and slavery. This prompted community members to state that the very nature of policing attracts individuals who harbor racist ideologies. Community members also feel this contributes to disproportional police violence against Black Long Beach residents. Black community members expressed how they are often perceived as guilty by police officers without committing a crime. This sometimes extends to community members who call the police for assistance but are assumed to be the perpetrator of a crime. Several Black community members discussed the relationship between racialized arrest and the civil rights era. These community members emphasized that their fight for racial equality and nonviolent police exchanges have not improved, but in some ways, deteriorated. Black community members who have previously worked for the City of Long Beach have expressed experiences of discrimination. Black community members previously employed by the City of Long Beach described feelings of being targeted and subjected to a culture of anti-Blackness within Long Beach. This culture often revealed itself as implicit bias by city leaders toward Black women in power positions.

*Black Community Restoration/Reconciliation*

Black community members expressed that restoration among the Black community should occur before reconciliation. However, Black community members believed that spaces for healing and restoration for Black residents are unavailable in the city. In addition, many Black community members believe that the City of Long Beach does not support the Black community. This is a result of experiences of racism and unequal treatment of Black community members in Long Beach.

*Community Engagement*

Community members raised concerns regarding the Black representation in Civic Engagement. The City of Long Beach has often engaged members of the Black community who do not necessarily represent all aspects of the Black community. Therefore, the process of engagement with Black community members is perceived as non-inclusive. Community members expressed there is a lack of true meaningful engagement between City leaders and community, resulting in Long beach residents feeling unheard. Community members believed that new policies are frequently implemented without community input and support. Community members believed that their input, when provided the opportunity, did not lead to meaningful action that reflected the needs of the community. Community members believed that the City engages the same people who have power but do not truly reflect the community.

***Recommendations & Strategies***

*Restoration and Supporting Black Community Building*

The community suggests that the City of Long Beach prioritizes the maintenance of Black historical and cultural sites, including historical Black neighborhoods. This is believed to be a process for restoration in which Black residents can heal by being culturally connected to their history. The black community also recommended the City of Long Beach support spaces that promote Black community cohesion and networking opportunities. One strategy to support community building is below.

- Provide financial support for community cohesion and networking opportunities that provide information and resources on purchasing homes, financial literacy, education, and skill-building.

*Black Civic Engagement*

The City of Long Beach should civically engage Black community members that are working directly with the community to enhance Black representation and civic engagement. This group should include, for example, formerly incarcerated community members working as interventionists, Black women working in community justice work, and other members of the Black community who can speak to the daily lives of Black community members. Two suggested strategies are below.

- The City of Long Beach should meet with the Black communities at least monthly.
- The city should reference historical civic engagement plans that have successfully met the needs of Black communities.

*Expanding Civic Engagement Efforts*

The City of Long Beach should expand civic engagement through customer service and community town halls that apply an equity lens. The City should consider initiatives to develop relationships with community members in each district, particularly communities of color. The city should create a space for communities of color to provide input on the city processes in a way the provided meaningful engagement. Two strategies to expand civic engagement efforts are below.

- The City of Long Beach should consider monthly town halls or community meetings with the community to discuss proposed policies.
- Community members should be able to provide feedback on all proposed policies.

# CITY OF LONG BEACH TRANSPARENCY AND ACCOUNTABILITY

## ***Concerns***

*Transparency and Accountability*

Community members expressed concerns regarding transparency and accountability across all sectors of the city. There is a general concern that the city leaders' actions do not reflect the needs of the population. There is fear that these leaders are working within their own best interests rather than the interest of the community. Community members expressed there was a lack of transparency regarding the City of Long Beach's cost associated with police misconduct lawsuits. There was also concern regarding the extent to which there is independence between city leadership and the Police Officers Association (POA). This stems from concerns regarding Mayor Robert Garcia's acceptance of funding from POA, City Council's proposed policies to delete police records, and city inaction for police misconduct and violence. It is unclear to community members the extent to which police provide direct or indirect funding to the city government. Lastly, community members were concerned that City leaders are not held accountable for promised changes in the community.

## ***Recommendation & Strategies***

*Regularly Reporting of Performance Metrics*

Overall, the community expressed the need for actionable outcomes resulting from Long Beach's Framework for Reconciliation. Several strategies were highlighted by community members.

- Develop and an action plan for the community following listening sessions.
- City-wide performance metrics in which the city should provide monthly updates to the public.
- Provide a weekly equity report in the City Manager's meetings.
- Creating locations within the city for community members to research the City of Long Beach's policies and actions.
- Create working groups to address the City of Long Beach's progress toward community needs.
- The office of Equity should be moved to the city manager's department to assist with the application of an equity lens in the City of Long Beach.
- Provide data on the racial/ethnic distribution of Long Beach employees.

# PUBLIC SAFETY

## INEQUITABLE POLICE FUNDING AND REINVESTING IN COMMUNITY

***Concerns***

*Police Violence*

Many community members expressed concerns over police violence and the disproportional impact it has on the Black and Latinx communities. Many community members did not see police officers as the bearers of safety in Black and Latinx neighborhoods. Many community members described interactions with police as traumatic experiences that often happen as young or mid adolescents. There were community members who expressed that their police interactions trigger fear and trauma when they interact with police officers. Community members also stated concerns about the City of Long Beach's national ranking for officer-involved shootings and deaths. This created frustration and anger; particularly as Black men are more likely to be killed by the police.

Some residents questioned the justification for any police violence. One community member inquired whether there is ever a rationale for police officers to physically assault a community member. Others questioned the aggressive responses from police officers. Several Black community members detailed stories that included being surrounded by multiple police cars, handcuffed and searched for drugs, or being held at gunpoint by police officers in response to traffic infractions such as a broken taillight.

*Police Oversight and Accountability*

Many residents believed that Long Beach Police Department officers are not held accountable for police violence and misconduct. The Citizen's Police Complaint Commission (CPCC) is the body in which community members can make complaints about police misconduct. However, the community believes that the CPCC has little to no power to hold police officers accountable. There was no consensus on whether the CPCC has subpoena power. Some community members expressed that CPCC has no subpoena power, therefore, officers cannot be mandated to testify to the CPCC. Others reported that the CPCC does have subpoena power under its Charter, yet those powers are not exercised. However, most community members agreed that the CPCC has been unable to independently investigate and address police violence or misconduct. The community also expressed concerns regarding the lack of independence from City leaders and the police department. One community member noted that the city leaders in Long Beach negotiated an article in the POA union contract that allowed the police department to circumvent State Senate Bill 1421. Thus, the community believes that leaders nor the CPCC can provide effective police oversight and accountability.

Community members expressed that police officers hold communities accountable, but communities are unable to hold police accountable. One policy that reinforces that dynamic is qualified immunity. Community members discussed there could be no accountability without transparency, therefore, discontent with the lack of transparency in police reporting and data. Community members referenced the "blue code of silence" that discourages police officers to report other officers' misconduct as a major concern. It was perceived that this may

disproportionally affect police officers of color. Some community members believed that there is a lack of oversight regarding the emotional and mental well-being of police officers. Officers face personal challenges that may often lead to police violence and misconduct if not properly assessed on the job.

*Inequitable Police Funding*

There is public concern about the inequitable distribution of the city's budget to the police department. One community member noted that the 2019-2020 budget shows LBPD received 44% of the budget which equates to 248 million dollars. More funding is assigned to law enforcement and jails systems than programs to keep community members out of these systems. Many community members were against the militarization of LBPD. Community members believed that more funds are expended on police militarization instead of community interventions and prevention. There is also concern regarding the large funding allocation for police misconduct lawsuits and unnecessary purchases of luxury police bicycles and vehicles. This also prompted concern that these large expenditures promoted inequitable allocation of the City budget to the police department. There was concerning for many community residents because the current budget allocation does not allow for more support of health care, education, public health, social services, and recreational programs.

***Recommendations & Strategies***

*Independent Police Oversight Body*

The community recommends that CPCC be replaced by an independent body for police oversight and accountability such as a Neighborhood Justice Center. Some community members recommended that Long Beach support AB 1506 that requires the State Attorney General to review all cases of police use of force. Other community members suggested a reimagined oversight body that is community-centered and comprised of community members who have no connection to the City of Long Beach government. Community members also identified several strategies to meet this recommendation.

- Creation of a reimagined police oversight body who can execute subpoena power to compel police officers and other witnesses to testify.
- Development of a police oversight body that includes victim support, legal support, advocacy, and assistance with police communication.

*Police Oversight*

One community member suggested mandatory random mental health screening and subsequent mental health therapy for police officers as one strategy to reduce police violence. Other suggestions for policies for increased accountability included mandatory body cameras while other recommendations focused on the number of officer complaints. Several strategies were identified to meet these recommendations.

- Development and enforcement of discipline policies for police officers who neglect to utilize their body cameras during citizen interactions.

- Development and enforcement of discipline policies for police complaints that include assignment of desk duties and termination for more than three complaints.
- Stronger policies to support police amnesty for police officers who report police misconduct.

*Prioritize Funding to Community Programs and Services*

Many community members believed that the City of Long Beach should defund and demilitarize the Long Beach Police Department. Community members believed community programs and services should be prioritized. Community members believed that reducing the police department budget would provide more funding to the community, with emphasis on investing in Black communities. Many community members believed that given a more equitable city budget. resources would be available for social services, youth services, restorative justice practice, re-entry programs, health service, food security, and homeownership. Several strategies were identified by community members.

- Prioritize funds for appropriate training and staff for community prevention work through the health department.
- Reinvest in effective community programs that were defunded by the City of Long Beach.

*Community Services in Response to Non-Emergency Calls*

Community members recommended that funding from the police budget be allocated to developing a system where police are not the primary responders for non-emergency calls. Community members believed that this effort will take away from the criminalization of police response to non-emergency calls. Several strategies were suggested by community members.

- Creation of a non-emergency number for cases of mental illness, homeless, and violence prevention.
- Fund trained mental/health professionals, community health workers, HEART teams, and community-based violence prevention teams for wraparound services to reduce the likelihood of criminalization.

## POLICE HIRING AND TRAINING

***Concerns***

*Police Hiring and Training*

Community members believed that many officers have not had enough education and diversity training to interact with these individuals without bias. Other community members expressed their reluctance to believe that training will be effective for police officers who hold discriminatory beliefs. This prompted some community members to raise concerns regarding police recruitment practices. Community members were concerned that the police department has not evaluated the process of hiring, onboarding, and maintaining current police officers through a lens that promotes racial/ethnic equity and stronger community-police relationships.

Community members expressed concerns regarding police officers' training when interacting with community members, particularly Black residents, residents with mental illness, and residents with disabilities.

***Recommendation & Strategies***

*Training Practices*

Community members suggested improvements in police-community relationships begin in the police recruitment process. Communities believed that training on racism, racial sensitivity, mental health, and disability should be mandated by all police officers during the police academy. Community members believed that this training can be strengthened with the inclusion of Black and Latinx community members who are willing to teach appropriate community policing strategies for their communities. Several committee members suggested the following strategies.

- Anti-racism training, disability, and mental health training should be institutionalized through professional credentialing, which must be renewed within a certain timeframe.
- Police candidates should be tested on human relational skills such as conflict resolution communication before being considered for the academy.

## HEALTH EQUITY

### MENTAL HEALTH

***Concerns***

*Mental Health Services*

Many community members expressed the importance of mental health services. However, community members believed the City of Long Beach did not prioritize investment in mental health. Several community members discussed the mental health burden of Black women due to racism, children, and fear for their partners' safety. These underlying mental health challenges contributed to other physical health outcomes such as infant mortality and chronic diseases in the Black community. Community members also expressed that mental illness increases the likelihood of homelessness in Long Beach. Some community members stated that important mental health services for underserved students of color were underfunded or unavailable. Despite these challenges, community funding for mental health facilities and mental health resources in the City of Long Beach was believed to be insufficient.

*Environmental Injustice*

Community members expressed strong concern about the effects of environmental racism and the disproportional impact of pollution on communities of color. Long Beach was

considered the most polluted cities yet, there is limited funding to address pollution. One community member expressed that the City promotes jobs for Black and Brown community members on the westside of Long Beach at the oil refineries that pollute their neighborhoods. Community members also expressed that environment racism also manifests as limited recreation space and food deserts in low-income minority areas.

***Recommendation & Strategies***

*Investment in Mental Health Services*

Community members believed that funds should be reallocated from the police budget to support mental health in Long Beach. This includes funding and sustaining financial support for mental health facilities, mental health professionals, community mental health responses, and culturally tailored mental health resources such as support groups.

*Support Environmental Health*

Communities suggest that Long Beach combat racism by supporting efforts to invest in renewable energy. This investment can create jobs where communities, particularly on the westside of Long Beach, can help clean the community while earning a living wage.

## ACCESS TO QUALITY HEALTH CARE

***Concerns***

*Long Beach Public Health Department*

Community members expressed that need to make Medicare/Medicaid more accessible. Many individuals do not have health care; thus, the lack of health insurance contributes to racial/ethnic health disparities in Long Beach. Community members also expressed the need for quality care. When asked whether they could receive quality care at the Long Beach Health Department, community members stated that they were unsure if they would receive an honest and true diagnosis from health professionals at the Health Department. However, community members did feel that increased investment in the health department would make them feel more comfortable receiving quality health care at the health department for healthcare services.

Community members also believed their quality care would be enhanced if there was an increased investment in hiring Black and Latinx healthcare providers. Many Black community members were concerned about the number of Black staff employed at the Health Department. The absence of Black staff makes it difficult for Black community members to trust the quality of services received at the Health Department. Some community members noted that the only Black centered program in Long Beach is the Black Infant Health program. This prompted the need for programs that provide a holistic approach to Black health in Long Beach. Community members also expressed that public health clinical services should be expanded to include appointment times that are conducive to low wage employees who are not employed during typical works hours of 9-5 pm.

***Recommendation & Strategies***

*Increase Funding to the Long Beach Health Department*

There was overall agreement among community members across town halls and listening sessions that the Long Beach Public Health Department should receive more funding. This will assist the Health Department in providing holistic health care to the community. Also, many community members stated that, with additional funding, the health department should be expanded to provide broader community services. Community members provided several strategies in which the health department can address health inequities with better funding. Additional funding could provide for the following:

- Healthcare Providers and Community healthcare workers
- Patient navigators and patient advocates to navigate both healthcare and community services.
- Black Health Center to fund a centralized location for the holistic approaches to Black health that will incorporate community care workers, public health interventionists, doulas, and patient navigators from the Black community.
- Expansion of health department hours of operation.

## HOUSING INEQUALITY AND POLICIES

***Concerns***

*Affordable Housing Crisis*

Community members expressed concern for Long Beach residents who were facing eviction due to limited public policy that protects tenants. Community members discussed the negative impact of gentrification on the displacement of low-income residents who are more likely to be people of color. Black women are considered the most rent-burdened in Long Beach. However, communities believe no policy or program addresses this challenge. Moreover, many community members believed that newer housing developments are marketed towards a higher socioeconomic class rather than developed for affordable housing. There was additional concern concerning the allocation of city funds in the form of tax breaks and subsidies benefit developers but not low-income renters. Many community members believed that there should be more homeless shelters and affordable housing than luxury condos.

***Recommendations & Strategies***

*Support Affordable Housing*

Community members believed that funding should be available to address homelessness in Long Beach. In addition, one community member reflected on the history and existence of racial discrimination within the housing system. This community believed this should provide a strong justification for additional city funding to reduce homelessness. One community member stated that the City of Long could fund down payment assistance programs for low-income families in Long Beach. Also, community members believed the City of Long Beach could combat homeless by using the existing vacant structures in Long Beach. The City of Long Beach could fund the rehabilitation of motels and shelters rather than purchase new developments.

Moreover, many existing structures are in low-income areas and could provide access to housing to the most vulnerable. Several strategies were identified through community discussions.

- Build 1,200 units per year of affordable housing which should be tracked for progress each year.
- Delineate 25% of all new housing toward affordable housing.
- Create down-payment assistance programs for low-moderate income families.
- Long Beach housing developmental decisions should interdepartmental and include the health department, contractors, engineering, and financial departments.
- Create inclusive and feasible housing assistance programs that are accessible to many residents.

## ECONOMIC INCLUSION

### ECONOMIC INEQUALITY, STABILITY, AND OPPORTUNITY

***Concerns***

Several community members expressed a need for a living wage to ensure economic stability. This included an increase in job opportunities, particularly for previously incarcerated individuals, through inclusive company policies. Other community members suggested creating an advisory board for local employers which would help facilitate and advocate for employment opportunities. However, many of the discussions regarding economic inclusion focused on entrepreneurship and wealth building.

*Small Businesses*

Several small business owners discussed the difficulty of starting small businesses in Long Beach. Current and aspiring Black business owners discussed difficulties accessing capital to start and sustain a business. One community member noted that less than 1% of venture capital goes to people of color. This inequity has become even more significant during the COVID 19 pandemic where Black community members experience challenges accessing COVID relief loans. When trying to access capital, there was a general expectation that entrepreneurs in the Black community can go to their families for capital. However, young Black entrepreneurs may be the most successful in their families. Therefore, it is difficult to obtain investment capital from those families. Thus, the entrepreneurs discussed the difficulties associated with trying to build wealth when you are economically disadvantaged. This is particularly true when many young successful people have school loan debts that create hardship when attempting to secure business loans. Black small business owners also discussed the absence of business and financial mentoring opportunities. This limits the ability to network within social circles where information is shared and business is exchanged. Moreover, it limits small business owners' guidance and access to consulting, licensing information, and permit services.

*City of Long Beach Contracts*

Many small business owners expressed difficulty accessing the City of Long Beach government contracts. Long Beach contracts are often large which makes it very difficult for small businesses to compete with large companies. Several small business owners reported waiting several years to receive a city contract but were unsuccessful. One Latinx community member stated that even though she attended diversity events, she was only considered a second or third-tier contractor. Small business owners believed that these restrictions place small businesses at a disadvantage.

***Recommendation & Strategies***

*Business Development and Networking*

Community members shared several recommendations and strategies for assisting small businesses. The recommendations centered on sponsoring networking events for small businesses with outreach to Black business owners, consulting services, and business mentorship. The following strategies were suggested:

- City-sponsored programs that provide grants to start for-profit and nonprofit businesses, particularly with an emphasis on culture.
- Development of business centers that are accessible to all people in Long Beach that provide consulting services, licensing, permit services, and outreach to minority businesses.
- Business mentorship for new entrepreneurs and high school students.
- Waive or reduce municipal fees for businesses that sponsor event program targeting cultural equity
- Black business and networking expos
- Universal free internet in Long Beach
- Promote venture capital opportunities for Black communities and other communities of color.

*Government Contracts for Small Businesses*

Many community members believed there should be coordination of city departments and resources to dedicate a certain percentage of city contracts to small businesses. Community members believe the City of Long Beach should develop an accountability plan to ensure small minority businesses procure city contracts. Communities members suggested several strategies to promote government contracts for small businesses.

- Review and implement policy recommendations set forth by “Everyone In”.
- Divide large contracts to create opportunities for smaller businesses to procure feasible contracts for their business size.
- Develop an Accountability Plan to determine the City of Long Beach’s progress toward contracting small businesses.

# EDUCATIONAL INEQUITIES AND OPPORTUNITIES

## YOUTH ENGAGEMENT AND DEVELOPMENT

***Concerns***

*Educational Inequities*

Community members recognized educational inequities that impact people of color, but Black students specifically. There were overall concerns for the Black academic achievement gap. One inequity was noted in the LB College Promise, particularly for the completion of A-G courses. Black students are less likely to meet the A-G course requirement of Long Beach Promise which contributes to racial disparities in college attendance outcomes. One participant stated that communities of color struggle with being college-ready but many are workforce ready. Therefore, community members suggested workforce development programs in high schools. This promotes the need for more college counselors who are aware of college and workforce options to assist in making career decisions.

Community members believed there were underlying inequities that contribute to educational inequities. These included housing insecurity, food deserts, and lack of access to healthy food, and transportation challenges. A recent high school graduate recounted her walks to school being fearful because of her unsafe neighborhood. She expressed that should have to encounter individuals asking for money as she walked to and from school. This is often a reality for many students who do not have reliable transportation for students.

*Parks and Recreation*

Some community members discussed the need for better funding for parks and recreation facilities. This includes the lack of well-funded afterschool programs, youth education programs, and programs that support youth civic engagement. The community feels this is one way that city leaders can apply a race and health equity lens within the community, particularly the Black community.

Summer learning and skill-building programs are important for character development tools. These activities have been shown to keep youth out of the school to prison pipeline. Community members have also observed inequities in the quality of parks and recreation services across Long Beach. Some community members discussed that low-income students do not have access to quality sports and physical activity programs. This can contribute to physical health disparities and other educational challenges.

*Access to Cultural History*

Community members believe that students do not have access to their accurate cultural history in Long Beach Unified School District (LBUSD) schools. There were parents and young community members who believed that LBUSD students are taught racial and/ethnic history that is misinformed. Moreover, teachers are not required to receive diversity training to provide accurate racial/ethnic historical lessons. Therefore, many teachers may not be equipped to

teach, for example, Black students about Black history. Moreover, cultural nonprofits are often underfunded warranting the need for additional funding for culturally-based organizations.

*Police Presence on LBUSD Campuses*

Many young community members discussed the presence of police on campus. The community members discussed feelings of fear when seeing police on their school campuses. For many Black and Brown students, their first encounter with police is in school. Several young people discussed how LBPD and other district employees such as school resource officers were responsible for suspensions, emotional abuse, and other punitive measures. Seeing police on LBUSD campuses have a psychological impact on students who have witnessed police violence. According to some young community members, a police presence makes it difficult to focus in school.

*Mental Health Services*

Mental health services are not available to many students of color. Also, there are a limited number of guidance counselors who share similar identities as students of color, particularly for Black students. Some community members feel that students who do not have social, emotional, and mental support are more likely to get suspended or fall victim to the school to prison pipeline. Community members believed many students who are often subject to disciplinary action may suffer from undiagnosed trauma and/or mental illness. However, there is no way to know without mental health services. Further, community members believed that there should be additional funding for counselors for young people in and out of academic spaces. Youth counselors should be ready for wraparound services for students to address social and psychological challenges for students instead of suspensions.

***Recommendation & Strategies***

Many community members across listening sessions believed significantly more funding should be allocated for educational opportunities for Long Beach youth. There is a strong justification for additional funding due to learning losses stemming from COVID 19 school closures. One community member noted that the quality of education means removing police from schools, capping teacher class sizes at 25 students or below, competitive teaching salaries, and additional funding. Another community member suggested specific student resources, such as bus tokens for students riding the city bus to school. There are several areas in which additional funding can improve educational opportunities for Long Beach youth.

*Trauma-Informed Curriculum and Culturally Relevant education*

Many community members believed that students can benefit from a trauma-informed and culturally relevant curriculum. This would include ethnic studies and dismantling racism as part of the curriculum, engaging cultural bearers to address cultural inequities, and creating opportunities to engage in social and emotional healing. There have been several strategies proposed by community members.

- Establish a group of Black educators and community stakeholders to review infusing Black history into the curriculum.

- Reexamine the curriculum to determine how to infuse cultural education into everyday lessons
- Establish a curriculum that promotes literature figures from marginalized communities that provide students the ability to critically analyze institutions.
- Incentivize teacher diversity training.
- Increased funding for guidance counselors and mental health professionals.
- Institutionalize restorative justice practices in LBUSD schools.

*Equitable funding for Long Beach Parks and Recreation and Libraries*

Communities members believed that parks and recreation sites provided valuable opportunities to connect nutrition with sports for the youth in Long Beach. One community member suggested equitable funding should include support for summer jobs for high school students. There were also recommendations for libraries to become more accessible. Another community mentioned that there was only one small library on the westside of Long Beach. Several strategies have been identified below.

- Incentive Grants that Focus on Equity Education.
- Create paid summer internships for high school students at parks and recreation sites.
- Develop joint nutritional/physical activity programs at parks and recreation sites.
- Expand library times to provide additional access to students
- Explore LBUSD joint use agreement to provide additional park space for low-income students.

*Youth Development*

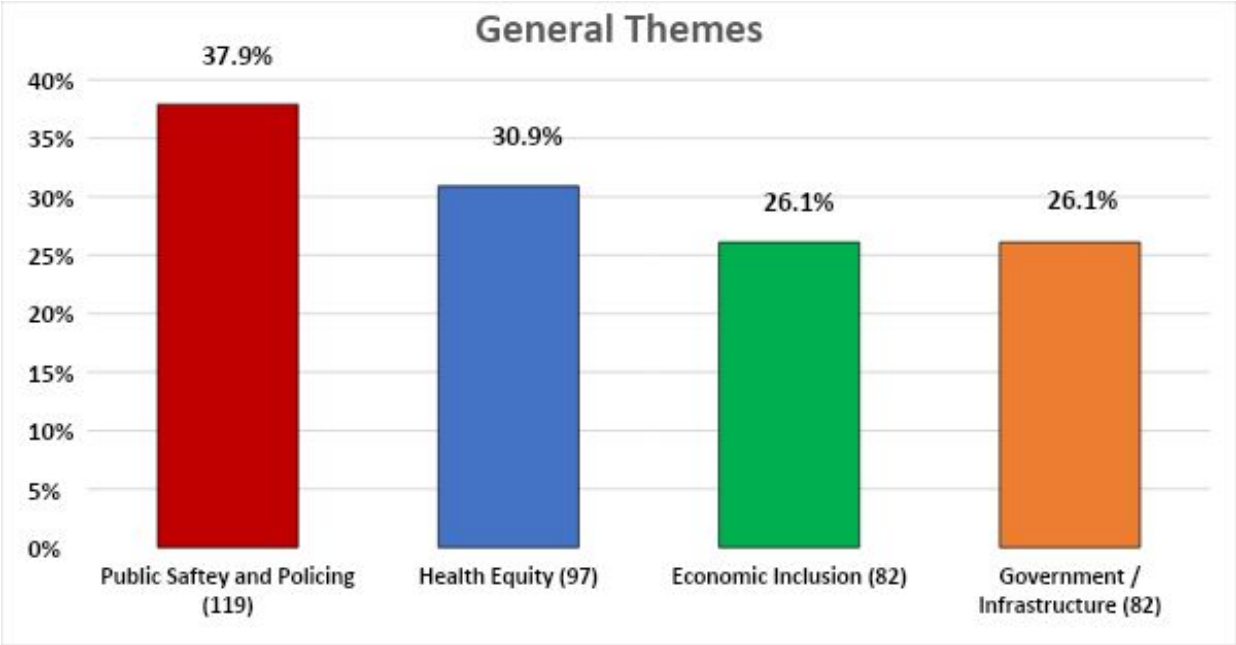
Community members suggested that city leaders create a youth department in the City of Long Beach that directly serves the needs of Long Beach youth. This should be a space where youth can facilitate their civic engagement activities. Within this department, the City of Long Beach should establish a Youth Commission who is trained to apply an equity lens for city engagement. City leaders should also increase funding for youth programs and other youth development initiatives. Also, youth skills can be applied through workforce development for students who would like to competitively enter the workforce. For those pursuing college, one participant stated that the Long Beach College Promise should be expanded to include wraparound services for students preparing to pursue a college degree. This would motivate stronger relationships between LBUSD, Long Beach Community College (LBCC), and California State University, Long Beach (CSULB). Several strategies for youth development have been listed below.

- Develop workforce partnerships with local Businesses for High School students.
- Strengthen Long Beach College Promise to incorporate wraparound services
- Establish a Youth Commission.
- Facilitate Stronger Partnerships with LBCC, LBUSD, and CSULB.

# Community Survey Qualitative Analysis Summary

| What ideas and suggestions do you have to advance racial equity in Long Beach? | |
|---|---|
| **General Themes** | **Percentage** |
| Public Safety and Policing (119) | 37.9% |
| Health Equity (97) | 30.9% |
| Economic Inclusion (82) | 26.1% |
| Government / Infrastructure (82) | 26.1% |

**Racial Reconciliation Qualitative Analysis (Community Responses)**




## 1. Public Safety and Policing

a) Defund the Police and Reinvest in Community
b) Depend on Other Professionals Where Possible Instead of the Police
   i. Mental Health Professionals and Social Workers
   "Shift a substantial amount of LBC's budget away from the LBPD and toward social workers, mental health services, housing, and job placement. Rather than having LBPD respond to calls, send social workers and mental health workers. People are rightfully terrified of the police, and it should not be the LBPD sent out. LBPD should investigate crimes, but they should very rarely be the ones called in to respond to a live situation, since their training in the use of lethal force actually adds danger to the situation"

ii. Established number or resource to call emergency social workers/professionals
"A lot of my neighbors won't have a place to sleep tonight and will sleep on the block where I live. When one of them is in mental health crisis, I don't have anyone to call except the police."
iii. Current training and armed response often escalates situation

c) Enhance Community Oversight
d) Get LBPD out of LBUSD
   i. Contributes to the "prison pipeline" for at risk youth
   "I firmly believe that we have to start with the kids; they need more support. Having police rather than counselors/nurses in schools sends the message that "they" are trouble, that you expect them to be bad and therefore we will treat you as such."
   ii. Focus on intervention rather than punishment
   iii. Emphasize the role of counselors and specialists
e) Diversity Hiring (Police)
f) Improved Police Trainings /Initiate Taskforce
   i. Implicit Bias and De-escalation techniques
   ii. Develop new and innovative trainings
   "Take the cops off the street for more and more hours to retrain, refresh and learn more and more about new advances in psychology, interpersonal relations and all the new findings that pour out of the multiple disciplines of advanced education and research that our politicians think the average street cop (entry level requirement: a high diploma) can absorb in a few refresher courses."
   iii. Focus on psychology and interpersonal relationships
   iv. Encourage the reporting of racist conduct and excessive use of force
   "change the "culture" of law enforcement through recruiting training and allowing "good officers" to be able to report racism and excessive use of force without fear of retaliation and isolation for doing so. promoted the good things the good officers are doing and root out the troubled ones through termination or retraining."
   v. Mandatory periodic mental and psych evaluations for officers
g) Have police engage neighborhoods. Increase Community Outreach and Relationship Building
   i. Community liaisons to build local relationships with PD
   "Allow community members to be liaisons in building a better relationship with the police force. Allow one person within the police department to interact with the liaison."
   ii. Emphasize outreach in communities of color
   iii. Promote residency incentives for police officers
   "Promoting residency incentives for police officers who are more likely to feel like stakeholders rather than someone who just works for the city but takes their tax dollars home to another city.
   Re-imagining Community Policing efforts that will remind officers

that they are in service to the community to build the trust that is necessary to be an effective police department"

h) Prison alternatives for non-violent offenders/ decriminalization of drugs
   i. Drug treatment/Diversion
      "Start out by legalizing/decriminalizing all drugs. It's no secret that drug laws are stacked against the poor. Just look at the jail/prison system in any big city and you will find lots and lots of people that are incarcerated for illegal drug (the majority people of color). What you won't find is a lot of wealthy people serving time for using illegal drugs. Why is that? Can it be that wealthy people don't use illegal drugs? Just legalizing/decriminalizing all drugs would be huge."
   ii. Mental Health/Counseling
   iii. Historically targets people of color

i) Increase Police Accountability
   i. End qualified immunity
      "Create an independent police complaint commission with subpoena authority. Remove police officers who have a history of being credibly accused of abuse. Eliminate qualified immunity for police."

## 2. <u>Health Equity</u>

a) More Funding for Schools/ Parks/Libraries (especially in areas of need)
   i. More equal approach to school funding
      "Instead of using property tax to determine school funding in small areas, take an average of the whole city's to give more equal education funding and access.

b) Narrow the digital divide
   i. Free city wide Wifi – esp for people of color
   ii. City rental program for those who cannot afford computers
   iii. Library program for low-income families
      "If you open the library seven days a week, at least the Main Library, then they will have more access to information. 1 out of 6 residents of Long Beach does not have internet access at home. Long Beach can start a pilot program to provide internet to low-income families through the library, if it's not open 7 days a week."
   iv. Allows for greater civic engagement for people of color
   v. Essential for students
      "In a world where everything has gone digital, its nearly impossible to function in this society without it. Beyond this, offer laptop or devices for those families who don't have one. Computer devices have become such essential tools that it is difficult to share with other family members without a fuss. The pandemic has made it more clear that students are lacking digital access and tools to do their homework."
      "Internet access for those who need it or virtual learning will destroy our poor communities of color."

c) Improved health and healthcare access for communities and populations in need

i. Access to affordable health care
ii. Black wellness center
iii. Address the cause of negative health outcomes for POC (stress, environment, etc.)
"We need health equity NOW. One glaring issue has been the negative pregnancy and birth outcomes for Black women in Long Beach. The rates of infant mortality for Black babies is more than double that of the general population in California. Although we have some community programs in place, such as Black Infant Health and Birth Workers of Color Collective, the effects have be limited, if not weak. This is likely because we are not addressing the cause of the cause of these negative health outcomes. For example, we know that chronic stress has detrimental effects on pregnancy but, if all we do is direct money to a prenatal community stress-management programs, we are ignoring upstream factors that contribute to stress such as anti-Black attitudes in policing policies, education, and medical care. Instead of addressing individual levels of stress, we should consider intervening at multiple levels (e.g., living in a high crime neighborhood or police brutality) and to do so in a way that is tailored to ethnic minority needs. In addition to socioecological interventions that are tailored, we must have health impact assessments and evaluative tools that are qualitative in nature. This would create a direct and ongoing feedback loop of citizen voices back to policy makers."

d) Afterschool programs / sports / youth programs/ youth centers
e) Increase social services / counseling in schools
   i. Reinterpret and address disruptive behavior
   "We need more social services at schools to help students. For example a student arriving late to school doesn't necessarily means he/she is lazy. A student having behavior issues does not mean he/she needs detention. etc."
f) Invest in social programs/policies/ Mental Health for underserved populations and neighborhoods
g) Support/ Mentorship for Black students
   i. Actively support and encourage black students to attend college
   "My adopted brother, of whom I am his guardian is the only Black student in his AP courses (English & History) and piano at Wilson. Final grades English C- & History D. Piano B-. I have not checked but I'd bet he received the lowest grades in the class. Blame him for not studying hard enough or completing assignments, blame me for working too much, blame the teachers for their bias (conscious or unconscious) and the school for their lack of encouragement for students of color to enroll in AP courses.
   When I first enrolled my brother in Wilson we were told by a young white female counselor to not pursue the medical tract because it was hard and required a lot of studying. (Does she tell every student to not follow the medical tract?) .

I believe the school should really look into the percentages because I can guarantee it is disproportionate and directly contributes to disparities in college enrollment, healthcare, and so on."

"I believe that if more students of color were encouraged to enroll in AP courses, medical tracts and honor courses, students like my brother would have friends they could relate to, form study groups with, and enjoy the learning more. He has expressed to me his feelings of loneliness in his AP and piano courses. I believe the school should really look into the percentages because I can guarantee it is disproportionate and directly contributes to disparities in college enrollment, healthcare, and so on."

ii. Establishing a career track and plan for success early on
"I believe in affirmative action. Career paths should be a required semester course for every sixth grader. Our colleges should administer an extensive career survey yearly and use that data to email information and videos of careers tailored to that individual. This data could further be used to set up mentorships and job shadowing to businesses in our city. Every work place should look like our city. POC should be recruited, encouraged and trained in areas they are not currently represented."

iii. More scholarships available for people of color

h) Education Reform

i. Incorporate curriculum that includes history of social and racial injustice
"Please make multicultural and ethnic studies courses a REQUIREMENT in our public schools. When our children can begin to know more of our real history (and not just the whitewashed one), and can get the tools to think more critically about issues relating to race and other subjects, maybe we can begin to have more honest conversations about them"

ii. Emphasize ethnic studies and learning about other cultures

iii. Teach students and POC about finances, investing, taxes etc.
"great comment made by _____. She stated that when she was a young adult, she didn't fully understand the principles and values of investing. What a great comment! I think every student in Long Beach, regardless of race, should have practical consumer economics classes at all grade levels and at the college level. It should come as no surprise to anyone, on graduating from a Long Beach high school, LBCC or CSULB, that they can't afford to live the way they want in Long Beach. We have so many resources here in L.B. who could help kids understand economic realities--financial planners, attorneys, insurance agents, mortgage brokers, employment recruiters, real estate agents, auto sales, housing providers (landlords), city employees (cost of water, trash, sewer), and tax prepares, not to mention grad students at CSULB in the MBA and other programs. Can't LBUSD and LBCC harness these resources? Kids need to understand what income is going to be needed to finance the lifestyle they desire and rent or buy a home in their preferred

neighborhood. This will guide them to make the right academic choices along the way so they can be prepared for careers that will support their preferred lifestyle. We have a good K-12 system, community college and university right here in our city. Let's take full advantage of them!"

i) Restructure/improve neglected urban neighborhoods/ environmental reform

i. Poor environment exacerbates health conditions. These neighborhoods are disproportionately populated by POC

"Well I live in North Long Beach, therefore I live in an environment with dirtier air and more crime than the more affluent parts of the city. Decades of housing and land-use policies have placed the poor and disadvantaged into these communities, and these folks often find themselves with fewer "legal" methods of socioeconomic mobility. Living in an unsafe area makes it hard to want to get out and exercise or just generally be outdoors, and the poor conditions in the area make it easier for myself and others around me to be more susceptible to long-term illnesses."

"I am a North Long Beach resident. The city's lack of implementing or enforcing environmental policies to protect my health is affecting my life and increasing the possibilities of a premature death. "

"Environmental racism that plagued and continues to plague the inequitable development of this city. I live in the lower Westside of Long Beach. I went to Garfield, Hudson, then Cabrillo. Y'all should know good and well the substantial negative health impacts due to living in such close proximity to SEVERAL polluters."

ii. Concerns that gentrification is pushing out/excluding POC

""More access and funds given to resources like the public library, stop building unaffordable housing, like the AMLI downtown...$2,500 for a studio is insane and the average person in Long Beach can't afford things like this. It drives rents up and displaces people of lower incomes"

iii. Restructure transportation and parking that unfairly impact POC

"Long Beach has a history of getting rid of parking in hopes of forcing people to bike or take public transit. This isn't realistic for many families, especially those that live in parts of LB that aren't bikeable or safe to ride public transit in. so please focus on providing more parking."

"Got to be parking spaces to poor neighborhood we cannot even go out to buy groceries or work late there is no parking."

"Every apartment dweller needs A FREE PARKING SPOT for their cars. No more predatory capitalization on individuals and families through parking tickets especially in downtown Long Beach."

## 3. Economic Inclusion

a) Jobs/ skilled training for teens / underserved populations
   i. Promote trades for those uninterested in college
      "Latinx graduation rate is a serious consideration - maybe a focus on trades would be a better path to success - Port, Metro construction, High-Speed Rail construction, 405 Construction - major jobs that need skilled labor."
      "The problem is no technical classes at high school. Just stupid classes. Same at LBCC they were do stupid that they wanted to shut down welding classes."
   ii. Prioritize free job training and opportunities to people of color
   iii. Encourage businesses to engage in practices that promote diversity in hiring
b) Streamlining / supporting/ encouraging local/ minority owned businesses
   i. Programs to encourage or promote minority owned businesses
      "Maybe have start up resources available for the public and create a place to invite BIPOC to learn how to develop businesses online. Maybe it could be at a business or some space to host it with guest speakers from different industries. This project could be a business incubator for ideas and what resources people would need to get started."
   ii. Policies for financial institutions that encourage loans to POC
      "Create policies for financial institutions that prevent offering loan products that prevent the accumulation of wealth building for Black/African American people."
   iii. Reduce unnecessary fees/ streamline license process that stymie minority owned businesses from opening.
   iv. Business loans specifically for POC
c) Skilled job opportunities for those transitioning out of prison
d) Housing
   i. Increase affordable housing for minorities
   ii. increased housing and rental legal protections
      "stop landlords from evicting people who historically belong in these communities"
      "My rent was increased in July. My pay was cut 30%. Why is there no rent freeze right now?"
      "Perhaps look into capital gains through rentals... perhaps limit the amount of residential units an individual can purchase or lease out. Perhaps progressively tax individuals who own more than one-two residences (for rental purposes)".
      "Adopt more renter protections; adopt an inclusionary housing policy that targets units to very low income households and that includes a no net loss requirement, similar to what is in state density bonus law, to ensure that new development does not displace units occupied by or affordable to low income families. Adopt a right to counsel for LB renters."
   iii. Targeted programs to promote first time home ownership for POC
   iv. "Housing seems to be one of the primary generators of wealth. I don't have a suggestion, but it seems like many families and individuals are caught in a

vicious cycle of poverty and unable to participate in things like the stock market, investments, real estate, and the such.
Rather than focus from a racial perspective, would love to see help given to socioeconomically-challenged families or individuals with securing permanent housing."

v. Concerns over gentrification
"Stop adopting land use and economic policies that gentrify LB and push out long term residents of color. Adopt more renter protections; adopt an inclusionary housing policy that targets units to very low income households and that includes a no net loss requirement, similar to what is in state density bonus law, to ensure that new development does not displace units occupied by or affordable to low income families."

vi. Establish a city wide rental housing division

## 4. Governmental / Infrastructure

a) Parking Tickets
   i. Unequivocally affect neighborhoods of color
   "Street sweeping parking tickets are absolutely part of systemic racism in Long Beach. The neighborhoods that have street sweeping, especially when it was in the early hours of 4am, and the already impacted parking problems of many of these neighborhoods contributes to a large loss of income for many already low income families, and if they can't pay it and have a boot put in their car then they are likely going to have problems getting to work which could result in loss of employment and all income. If we need to sweep the streets, we need to abolish ticketing. I see this all of the time in my low income neighborhood, and have also experienced years of sleep loss being woken up in a panic two days out of the week every time I would hear the street sweeper coming. Whole neighborhoods were having their sleep interrupted at 4am for almost a third of their lives just by street sweepers."

b) Adopt the People's Budget
   i. Survey citizens to inform the city's budget making decisions
   "City budgets directly reflect which communities are prioritized, and when LBPD receives 244million while healthcare receives 3.5million, it's very clear that the City of Long Beach does not prioritize the health & safety of its Black citizens"

c) Changes in law/legislative reform
   i. Implement laws that decentivize police officers using force
   ii. Decriminalize drug use, sex work
   iii. Right to Counsel for all renters
   "Establish a Right to Counsel to provide legal resources and representation to renters in need regardless of immigration status, effectively reducing evictions, preventing homelessness, preserving affordable housing, and stabilizing communities."
   iv. Revisit mandatory sentencing guidelines, mandatory minimums, and increased penalties,

v. revisit mandatory sentencing guidelines, mandatory minimums, and increased penalties,

d) Reevaluate/ lessen political and financial influence between police organizations and political entities

i. Pass legislation banning political contributions from POAs

"Systemic racism permeates city hall because city hall priorities are not the community first. The City Attorney defends only, he does not seek reconciliation nor does he engage in risk management. The city council is most always in lockstep. The LBPD is a PR organization that always protects its miscreants first, has a crony-based disciplinary system and uses production as a measurement of its effectiveness rather than the absence of crime. The CPCC is controlled by the City Manager who has no experience in police discipline, a bias in favor of the POA and an interpretation of the City Charter that is illegal."

"The LB POA fully understands the clout of their treasury, understand its power and with it have accomplished a great deal more than the original aim of collective bargaining which is suppose to be limited to working conditions and wages.

The LB POA has used that clout to enrich their memberships beyond reason, pamper and promote their board members beyond reason, protect their memberships beyond reason, influence city management beyond reason, partner with other police unions to pass "tough on crime" legislation beyond reason, and promote mass incarceration beyond reason, all while locking reasonable transparency of their misconduct into the darkest legal vaults possible - with the help of the City Attorney, the City Manager and the Council.

Most egregious, the LB POA has - for a good part - taken control of city hall with their bountiful banquets of campaign money while employing the fictitious "Hero Myth" to pose for campaign mailers with our politicians whose power they purchase to legitimize the corrupting bargains they make in the back room of city hall.

The LBPOA has insured that there is no sunshine on their contract negotiations, their discipline and when a law is passed at the state level to let in a ray of light, they conspire with city management, the City Attorney and the council to shut it out and down as much as possible.

LB POA money is behind the tax increases used to fund generous police raises, benefits and out-of-control pension plans.

POA money is used to produce illegal campaign flyers.

POA money buys immunity from disciplinary measures.

The backroom message the LB POA is now delivering to those in power to make necessary change is: "Back the Troops. If you don't, the POA treasury is going to be dry as a bone next time you come calling."

e) Increase the transparency of police/ city government processes

f) Diversity in Hiring for City Govt. Positions

# City Employee Qualitative Analysis Summary

**Demographic Breakdown of Responses**

175 Total Responses

Gender
- 79 Females
- 60 Males
- 1 Non-binary
- 31 Not Identified
- 1 Varies

Race
- 21 Asian
- 17 Black
- 45 Latinx
- 2 Middle Eastern
- 1 Native American
- 1 Native Hawaiian
- 3 Mixed/Two Races
- 33 Not Identified
- 49 White

**Common Themes**

What ideas and suggestions do you have to advance racial equity in Long Beach?

1. **Public Safety and Policing**
    a. Defund Police and reinvest in health-related 911 calls/social programs/public health approach to violence prevention
    b. Move responsibilities from PD to other agencies
    c. Extended Police academies/restructure training
        i. Improved non-violent approaches for de-escalation
        ii. Rendering aid after use of force incident
        iii. Social Justice training and Racial bias training/testing
    d. Recruiting from the community/police officers live in communities they serve
    e. Bigger MET teams and Quality of Life units
    f. Minimum age requirement of 25
    g. Mandatory bachelor's degree for officers
    h. Independent review boards for officer misconduct/Citizen Police Complaint Commission changed to Citizen Public Safety Complaint Commission to oversee PD and FD
        i. Penalize behavior and incentivize/promote officers reporting problematic behavior in the department
        ii. Public transparency
    i. Judicial and law enforcement reform
        i. Disproportionate amounts of inmates are POC
        ii. Interrupt school to prison pipeline
    j. Build community partnerships with PD/Community Peace Talks

k. Provide incentives to reduce police lawsuits and unnecessary use of force
l. Participate in 8 can't wait campaign

*"Reinvest funds from the police to other social/community based departments such as Health and Human Services and the Library. Pay for more social workers in the library to help bridge the gap with mental health support, police escalate situations which disproportionately effect POC… additional wants: suspend the use of paid administrative leave for cops under investigation, require cops to be liable for misconduct settlements, cap overtime accrual, withdraw participation in police militarization programs, reduce police force size. PRIORITIZE SPENDING ON COMMUNITY HEALTH,EDUCATION AND AFFORDABLE HOUSING."*

*"Dedicate more resources to MET and Quality of Life units in the police department. Provide more police training regarding systemic racism factors and mental health factors. Actually train me (I never have been trained on this) why I should not leave a suspect laying down and how to render aid after a use of force incident. Totally revise and overhaul the police hiring process. Hold longer police academies. Totally revise the field training program and instead of hazing officers in training and trying to wash them out, build them up and help them learn the most that they can. Get rid of FTOs who refuse to stop hazing/trying to fail officers in training. Train officers to de-escalate situations. Take responsibilities away from police and give more of them to other agencies. Solve issues at the political level and stop continually dumping them onto the police. Create a department atmosphere where officers are encouraged by each other to whistle-blow shady behavior. DO NOT defund the police. Budget cuts are already intensely higher than previous decades and the department operates with a minimal budget. This would only encourage less quality new officers. Encourage LGBTQ applicants. Encourage women applicants. Encourage minority applicants. Recruit at targeted events likely to produce such applicants. Create a department atmosphere where racial or LGBTQ shaming is shameful in and of itself."*

*"My suggestion would be that, with the removal of mental health and social work duties from the PD, the City determine the amount of officers needed to meet its new mandate. At that point, set a limit on the number of sworn officers allowed and reach that number through attrition, not layoffs. "*

*Re-allocate resources across the entire public safety continuum. Police is the last resort of safety, but safety does not start with the police - it starts in communities and families. We need to invest in social services, mental health, family supports, education and children's supports, and in multi-generational communities. Police should not be the primary response for homelessness and mental health issues. That is not prevention. The General Fund should not be so heavy on police. It should fund more park and libraries after school programs, health department to have a mental health program.*

2. **Health Equity**
    a. Reinvest money into social welfare programs - homelessness, addiction, childcare issues – especially in the areas of greatest need
    b. Medicare for all

*"Bring resources into Black communities, for example, by hosting pop-up health clinics and testing centers in communities that currently do not have permanent buildings that offer those services."*

3. **Economic Inclusion**

a. Provide opportunities to increase/strengthen BIPOC investments within the community – business practices/loans, homeownership, sustainable jobs and careers
b. City of Long Beach/Purchasing Division patronize/promote Long Beach businesses, especially BIPOC businesses
c. Rename and reorganize Development Services to Community Development, reprioritize focus from developers and developments to current LB community needs
d. Assess equity impact of all fees and fines to ensure that revenue is no unevenly drawn from BIPOC
e. Continual opportunities for SBE and DBE businesses
f. Provide job training/education for individuals
g. Address housing affordability and homelessness

*"set up city-version of the "Main Street Lending" Program by creating a credit enhancement, or equivalent program that encourages banks to accept a bit more risk to do more lending to higher-risk entrepreneurs (e.g., lower income, less cash flow, less experience, less committed capital, less to no business and personal)"*

*"First, the City needs to spend less time and resources improving the Downtown Entertainment District and more on the under-served areas of the city. It seems the public is has put all of the focus on the PD and defunding it, not with the systemic racism and bias at the core. The PD does not limit employment or educational opportunities. The PD does not have anything to do with tax breaks for companies and the lost revenue that could be used to invest in the under-served communities."*

*"Create more opportunities for local businesses (especially black-owned and Latino-owned local businesses) to advertise in the community, for example, on the local radio stations, in the local newspapers, and on social media."*

**4. Governmental/Infrastructure**

a. Hiring and Promotions
    i. Hiring and promoting more BIPOC, City staff should reflect the community
    ii. Work on retention for BIPOC, creating healthy culture in City departments
    iii. More diversity in leadership roles, collect and track data for who is and isn't receiving promotions
    iv. Review policies and procedures that show lack of investment in younger employees (lack of maternity leave, etc.)
    v. Create mentorship programs to foster careers and offer lower ranking staff training, networking and advancement opportunities (not just management)
    vi. Revise job requirements – education requirements are too restricting in applicant pools
    vii. Assess job classifications and ensure racial and gender parity among them
    viii. Remove identifying factors from applications during hiring process
    ix. Transparency in hiring procedures for all positions
    x. Decriminalize marijuana usage for city employment screening
    xi. Tailor civil service hiring process to be more competencies driven vs. direct ranking

xii. Review all exits regardless of transfer, resignations, retirements, etc.

*"Distribution of black/brown in front-line (essential) roles is not proportional to those in upper management positions. This has led to a SEVERE power dynamic in which white people are making live-threatening decisions on how to deploy essential staff amidst a pandemic. I understand that essential means exactly that, but the implications of white management working safely from home while telling black/brown people to put themselves and their families at higher risk of spread, infection, illness, and death is nutso. Have heard closed-door conversations where upper management is concerned that front-line staff will take advantage of time-off flexibility to get tested, to quarantine at home if they feel they've been exposed, etc. Not saying absolutely that management is projecting bias onto POC, but that's definitely what it looks like.. This is something that must be addressed ASAP from the City with widespread policy about what happens with front-line City staff are exposed/test positive/etc. Every City employee should know what this process is and what their rights are."*

*"In the workplace definitely I've felt the strain of being one of the only bilingual and bicultural people in the workplace, and thus representing and serving Latinos has sort of de facto fallen on very few, even though it isn't necessarily in our job description to specifically serve Spanish speakers. If Long Beach as an organization placed a greater emphasis on hiring Spanish speakers in positions that interface with the public we could be more responsive to the Latino population here."*

*"I often feel unseen and unheard at work. having to constantly explain to non-BIPOC why racial equity is important is exhausting and draining. "*

*"I've been working in the same position since I started here 15 years ago & have been bypassed for promotions several times despite having more experience, training, licenses, & education than all others who've been promoted ahead of me who all happen to be Caucasian. Now that I am the oldest person here in my classification I can sense I will also be overlooked for a promotion due to my advanced age."*

*"Review of Administration Policies, Internal City Department Policies, Request constant employee feedback from all classes of people on various issues pertaining to hiring/transfer/promotions. Expect and create Management Accountability reviews, Review all exits from the various departments in the City whether it is due to Transfers, Promotions, Resignations, Retirements and/or Lateral employment, create an open dialogue with Labor Unions regarding issues that have been presented relating to racial injustices. These issues would include those that were dismissed and/or unfounded. Employees in non-leadership with a work tenure of 25 years or more should be sought out for input before they retire."*

*"HR should assess all job classifications and ensure racial and gender parity among them. For example, our clerical workers and secretaries are mostly women of color and are paid much much much less than fire fighters and police officers, who are mostly white men… HR should look at promotion decisions down to the Division level and ensure that a diversity of staff are being promoted to junior and intermediate-level management positions."*

b. Employee Training and Education/Open Employee Dialogue
    i. Additional employee diversity events
    ii. Racial equity trainings for all staff including training to respond to racial inequities in the workplace
    iii. Lunch and Learns
    iv. FM and HR mandatory participation in GARE programs
    v. Equity teams and clubs
    vi. Request feedback from employees on issues such as hiring, promotions, etc.
    vii. Create open dialogues with Unions about racial equity

c. Public Forums, Participation, Partnerships
    i. City to host more public forums/listening events
    ii. Translate that information into action plans
    iii. Utilize equitable engagement practices that were used in CAAP research
    iv. Build community partnerships
    v. Highlight and profile great things done by people of color in the community

*"Start off with meetings/emailed suggestions from the public to get them the feeling of being heard. Take care of the youth and families by providing safe places to gather, like the "Parks after dark" programs LA offered in past years. Anything that brings the community together and has them interact naturally will help different cultures, ethnicities and races understand each other better."*

*"Investing further in new and different approaches to community engagement and partnerships, such as those we have piloted with the Climate Action and Adaptation plan that center youth, communities of color and communities most impacted by the issue (here, climate change) through a variety of methods and partnerships the City has not used much in the past (meeting people where they are, deep partnerships with CBOs, Spanish only and multi-lingual culturally competent events, events in partnership with youth led orgs and schools, co-developing equity approaches to plan implementation etc)"*

*"In order to advance racial equity in Long Beach the entire community must come together and map out a vision of how racial equity looks. This means diversity in leadership, access to information and resources for all."*

d. Public Services – Equitable/Improvements
    i. Better Youth Programs or Community Programs especially in areas of need
    ii. Concentrate funding for schools/programs/infrastructure in low income areas
    iii. Review policies and procedures using data to correct inequities
    iv. DV, Planning Dept, and ED assess impact of physical and economic spaces for inequities

*'prioritize city initiatives in specific districts / neighborhoods that need more help rather than having to manage political priorities to be equal across all districts (e.g., north long beach vs east long beach)'*

e. Public Outreach and Transparency
    i. City leadership acknowledging past/anti-racist practices and defining CoLB values
    ii. Make all adjudicated CLB EEO complaints accessible to the public
    iii. Requirements for departments to report employee misconduct and HR to post online
    iv. Post CPCC complaint data on Open Data Long Beach
    v. Rename parks, streets, schools named after problematic individuals
    vi. Institutionalize acknowledgement of native lands and the indigenous people
    vii. Meet the demands of BLM
    viii. Evaluate the outcomes of programs and services to check equity

f. Public Facing City Efforts
   i. Budget
      1. Zero-based or priority-based budget process focused on community need
      2. Prioritize grants and discretionary spending for projects that are desired by and benefit BIPOC
      3. Reallocate funds to better address community needs – community health, education, affordable housing, health and social services, parks and recreation, libraries, etc.
      4. Move to a 2 year budget to plan in advance

*The City has an opportunity for leadership NOW as a part of the FY21 Budget process. In the FY21 budget, ensure police/fire/emergency services take AT LEAST the same 12% cut as the rest of Departments. In FY21, reinvest in prevention programs in parks, libraries, health - these Departments need to be part of the narrative and solution for reinvestment. Move to a two-year budget to program and plan in advance. Stop dividing funding/projects/programs by 9 and focus investment in areas where the data shows there is a need based on those disproportionately affected by systemic racism.*

   ii. Housing
      1. Address housing affordability and homelessness, City employees can't afford housing in Long Beach
      2. Ensure fair housing practices across Long Beach
      3. More housing subsidies
      4. Invest in BIPOC home ownership to build generational wealth

*"Prioritize owner occupant housing via taxes and permitting; make non-apartment rental properties less profitable to encourage selling single family and low density housing to the occupants."*

*"More ongoing, structural investment in economic and digital inclusion programs--particularly around business and home ownership--will help people of color to build wealth and pass it on to the next generation."*

   iii. Education
      1. Provide trade or craftsmanship training opportunities along with educational tutoring in schools, community centers, businesses
      2. Change curriculum (LBUSD) to be more equitable/add racial equity to curriculum
      3. Make library collections more representative of black voices
      4. Build partnerships with educational institutions and parent group
      5. Promote understanding of career options in and with the City

   iv. Digital Inclusion
      1. Provide access to computers and internet for education purposes in low-income areas

g. Internal City Efforts
   i. Livable Wages for City Employees - $75K

ii. City Leadership Accountability
    1. Expect and create Management Accountability reviews
    2. Leadership to amplify voices from BIPOC and give credit to BIPOC for ideas

iii. Disciplinary Actions for City Employees
    1. Fire managers and AO's who are racist
    2. Perform anonymous audits among staff
    3. Compile list of inequities in Department, hold leadership accountable
    4. Hold managers accountable for complaints filed by employees

**5. Other - Policy**

a. Implement Equity Action plans in each City Department
b. Bring back affirmative action
c. Increase Office of Equity, move to City Manager's Office
d. Equity audits in all departments
e. Create an Office of Civic Engagement to manage racial equity efforts, with Racial Equity Task Force led by Chief Equity Officer

*"Create a directive to have an Office of Civic Engagement to study and promote racial equity in City departments. To help lead, coordinate, and drive these efforts. The goal with this new office is to eliminate and/or reduce the equity gap and thus the racial equality gap in Long Beach. The City of Long Beach and its leadership team should create plans for equality "affirmative action" programs across all functions, including, but not limited to, recruitment, hiring, training, retention, promotion, and procurement policies. This will help ensure racial justice and inclusion in every City department.*
*Affirmative change in Long Beach, is weaving racial justice and affirmative action into the fabric of City policies. This will allow the City of Long Beach to open the doors of opportunity to African Americans and anyone too often left out and left behind in our economy.*
*This Office of Civic Engagement goes above and beyond the existing City's Office of Equity, pivoting more towards encompassing the policies and procedures that can shape the view and outlook of the City of Long Beach. The Office of Civic Engagement can study racial disparities in City hiring, promotion, and contracting to gain a deeper understanding of the impacts of these inequities and inform the City's ability to set policy and priorities.*
*Expanding to an office of Civic Engagement with a Chief Equity Officer, can also offer opportunities for community support on racial injustice and economic inequities. Perhaps, even directing a Racial Equity Task Force, to provide feedback on these efforts. The goal is to institute strategic change and allow City leadership to view every issue through a lens of racial justice, acts to end structural racism and brings and promotes more Blacks and people of color into City government."*

# Important Definitions

The definitions below serve to make explicit the foundational and shared understanding of the Equity Team's efforts throughout the Reconciliation process:

**Anti-Blackness** is the specific kind of racial prejudice directed towards Black people. Even for non-Black people of color with darker skin, such as Latinos and South Asians, some of the racism they experience is rooted in anti-Blackness.

**Anti-Racism** is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.

**Cultural Humility** acknowledges the unique elements of every individual's identity. It goes beyond "cultural competency" in that it requires openness to other people's identities, in a way that acknowledges their expertise and authority over their own experiences.

**Equity** is when everyone can reach their highest level of health and potential for a successful life, regardless of their background and identity. Equity is when everyone has what they need to be successful, while equality is treating everyone the same. Equality seeks to promote fairness, but it can only work if everyone starts from the same place and needs the same help.

**Implicit Bias** are attitudes and stereotypes that affect our behaviors, decisions and attitudes unconsciously. It is the embedding of negative stereotypes and associations around groups of people based on race, gender, age or sexuality. These negative thoughts are created from childhood as we form hierarchies of human value that operate in quick, automatic periods in the our brain.

**People of Color** used to describe a person who is not considered White in the United States.

**Racial Equity** is when race and ethnicity can no longer predict life outcomes AND outcomes for all groups are improved.

**Reconciliation** is the process that gets us to racial equity. Reconciliation does not mean to "restore," because we cannot restore what has never been. Reconciliation means that we affirm that systemic racism is real, it is harmful to our community, and the City of Long Beach has a responsibility to address it in an affirmative and concrete way by changing policies, practices, municipal culture, and biases that have contributed to the significant harm that the Black communities and communities of color endure. This must also be done internally within the City institution (management, employees, divisions, departments, culture, practices, procedures, etc.), as well as externally. All of which impacts the community and must be grounded in truth.

**Social Determinants of Health** are conditions in the environments in which people are born, live, learn, work, play, and age that affect a wide range of health and quality-of-life outcomes and risks. Social determinants of health include aspects of the social environment (e.g., discrimination, income, education level), the physical and built environments (e.g., neighborhood, housing, transportation systems) and health services (e.g., access to and quality of care, insurance status).

**Systemic Racism** goes beyond individual beliefs and feelings about people of other races and ethnicities. It means that the systems on which a society functions—all City governmental systems, the economic system, the education system, the healthcare system, the criminal justice system, etc.—are both infused with and impacted by the racism within which they were created and maintained.

**Trauma** The American Psychological Association defines trauma as an emotional response to a terrible event like an accident, rape or natural disaster. Longer term reactions include unpredictable emotions, flashbacks, strained relationships and even physical symptoms. Generational Trauma is the idea that serious incidents of trauma (such as slavery or the Holocaust) are inherited through the passage of genes for generations.

**Trauma Informed** means shifting the focus from “What's wrong with you?” to “What happened to you?” based on the knowledge that a person’s current behaviors are shaped by the impact of extreme or traumatic experiences of the past.

## Community Stakeholder & City Team Acknowledgements

**The Long Beach Racial Equity & Reconciliation Initiative** would not be possible without the dedication of many community stakeholders for their time, labor, and ideas and City of Long Beach staff.

**Community Stakeholders**
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Sheila Bates
Shirin Senegal
Sona Coffee
Sontue Beacham
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Tiffany Davy

**Facilitation & Data Analysis**
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Alvin Teng, Development Services
Estefania Zavala, Technology & Innovation
Shreya Sharan, Health & Human Services
Johnathan Garcia, City Manager's Office
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Kaylee Weatherly, Water Department
Marizen Ramos, Technology & Innovation
Augusta Gudeman, Financial Management
Joy Contreras, Public Works
Erica Valencia-Adachi, Health & Human Services

**Graphic Design**
Harrison Huynh, City Manager's Office
Vanessa Barbosa, Office of Civic Innovation