

The City of  
**SAN DIEGO**



THE DEPARTMENT  
OF RACE & EQUITY



# Challenges: Equity Opportunities



## Talent Management

Candidates apply for city jobs; assessments accepts offers; onboarding; retention; turnover; compensation.



## Prioritization

Fixing broken streets and sidewalks, repairing miles of levees, fixing broken pipes, and cleaning our drainage channels.



## Programs

City services or programs like trash and recycling collection, parks and recreational programs, library services.



## Operations

Social equity cannabis business program; climate and environmental justice.



# Key Terms



- ❑ Equality is defined as each individual, family, neighborhood, or community being given the same resources and opportunities without recognition that each person has different circumstances.
- ❑ An Equity Lens is a set of specific questions we ask to critically and thoughtfully analyze policies, programs, practices, and budget decisions to achieve equitable outcomes.
- ❑ Equity is defined as what occurs when we eliminate institutional racism and systemic disparities, providing everyone with equitable access to opportunity and resources to thrive, no matter where they live or how they identify.



# EQUITY LENS QUESTIONS:

*How does/will this program enhance access to City services or programs?*



*How does this policy directly benefit specific neighborhoods and City employees?*

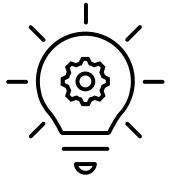
*What are the operational impacts to policy, programs or practices?*



*What are the potential unintended consequences and/or burdens to specific neighborhoods and City employees?*



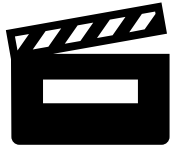
# Equity Mindset



What we think



What we say



What we do



How we Interact



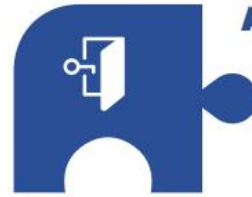
# Equity Factors



- ❑ Racism is a salient and pervasive force that creates racial disparities at the institutional and systemic levels of society. These far-reaching and generational disparities reflect the totality of the injustices and prejudices that are deeply embedded in our society's policies and practices
- ❑ Equity Factors are never in competition with each other, they co-exist and need to be consciously considered as parts of a whole.



# EQUITY FACTORS



## Access



- Enhance access to City services or programs, and schools, (i.e. trash and recycling collection, parks and recreation, library, safety response, etc.)
- Interpretation and translation

## Assets



- **Infrastructure:** streets, sidewalks, miles of levees, miles of pipes, miles of channels, miles of street sweeping annually, watersheds, pump stations, safety assets, drain structures, facilities, etc.



## Neighborhood Demographics



- Communities of concern
- Structurally excluded communities

## Framework



- Budget Equity
- Tactical Equity Plans
- Policy



Systemic  
Racism

Equity

Avoidance

Approach

Fearful

Color blind  
perspective

Communities of  
concern

Decisions-  
Practices, Policies,  
budget decisions):  
Dismantle structural  
racism

1. Access

2. Assets

3. Demographics  
(LGBTQIA+, people with  
disabilities)

4. Process

Equality as a  
universal goal\*







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