

**CITY OF ALBANY
CITY COUNCIL AGENDA
STAFF REPORT**

Agenda Date: July 6, 2021
Reviewed by: NA

SUBJECT: Racial Equity Impact Plan Final Draft Presentation by Consultant Nicole Anderson & Associates, LLC

REPORT BY: Isabelle Leduc, Assistant City Manager/Recreation & Community Services Director
Nicole Almaguer, City Manager

SUMMARY

Nicole Anderson & Associates are presenting the final draft of the City's Racial Equity Impact Plan.

STAFF RECOMMENDATION

That the Council receive the presentation of the final draft of the City's Racial Equity Impact Plan and accept the plan.

BACKGROUND/DISCUSSION

On June 15, 2020, the Council considered a request from then Mayor Pilch to authorize the Social and Economic Justice Commission (SEJC) to add to their work plan discussion of how Albany might confront institutional racism. The Council directed staff to provide recommendations on a consultant to assist with this initiative. Staff reached out to neighboring cities and agencies, including the Albany Unified School District, to identify consultants with expertise in the fields of social justice, inclusivity and equity, policy development, action planning and community building.

On July 6, 2020 Council approved a contract with Nicole Anderson & Associates, LLC to develop a racial equity impact plan to address systemic racism and further inclusivity and social equity within the City. The purpose of a racial equity impact plan is to establish a clear vision and systemic approach to addressing identified racial equity gaps. This 10-year plan is designed to include components that will guide the process for identifying racial equity gaps that can be addressed over time. The Consultants worked closely with the SEJC to develop a draft equity statement and draft survey questions. The SEJC explored equity issues that are impacting the community and participated in learning opportunities to further their collective understanding of equity. Community listening sessions were held to gather information from and hear the voices

of the community and begin the process of learning and understanding the history of racial oppression not just in the United States as a whole, but specifically within the City of Albany.

The final draft report includes an equity framework that incorporates five overarching goals and associated indicators to support diversity and inclusion, and nine clear recommendations as next steps as the City moves forward in its efforts to build a culture of equity, belonging, inclusion and anti-racism. Reference material is also included as additional information in appendices A, B, C & D.

SOCIAL EQUITY AND INCLUSIVITY CONSIDERATIONS

The proposed Racial Equity Impact Plan aims to forward the principles of social equity and inclusivity into actionable goals by development of an action plan for the City of Albany.

CITY COUNCIL STRATEGIC PLAN INITIATIVES

This item helps achieve City Council Strategic Plan Goal 2: Engage our Diverse Community, Objective 3: Continue to Promote Community Inclusivity.

FINANCIAL CONSIDERATIONS

N/A – there is no cost associated with the presentation.

Attachments

1. Racial Equity Impact Plan Final Draft Report