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From:

Sent: Saturday, January 15, 2022 8:16 PM

To:

Subject: Re. council agenda item 10-2 (the survey)

Warning: This email originated from outside the City of Albany. Think before you click!

Hello, everyone. I hope you are well. This email is being sent to all councilmembers, Nicole Almaguer, Annemarie Heineman (support staff person for the SEJC), in addition to Karen Zapata and Sierra Kenoly of the SEJC subcommittee. Everyone except Nicole and Annemarie are being bcc'd to better comply with the Brown Act.

Please see the attached Memo from the SEJC Racial Equity Subcommittee to the Council. To comply with Brown, if anyone emails me back, their response will not be shared with any other councilmember, directly or indirectly.

Best,

-- Jim

MEMO RE. COUNCIL ITEM 10-2

Date: 1/16/22

From: The Racial Equity Subcommittee of the Albany SEJC

To: The Albany City Council

Re. Agenda Item 10-2. Community Satisfaction & Racial Equity Survey Services Contract Award Follow Up

Whereas:

- 1) We unfortunately can not trust the current company that has been provided to the council. While they may be very experienced in doing community satisfaction surveys, they do not seem to have done much in the way of Racial Equity surveys. In addition, their claim to be Latina owned and operated appears to be quite disingenuous from a very simple look at their website. Mr. Probolsky is the President, and his wife is the CEO. All of the important staff appear to be White, no one has a Latino surname. There is one Black person -- the Equity Officer. Mr. Probolsky is the one who showed up for the council meeting.
- 2) The Racial Equity Survey is extremely important for Albany. We very much appreciate the council moving forward with it, but we need to find an experienced DEI survey company that we can all trust.
- 3) It would be in the best interest of the City to have Councilwoman Gary sit on the council's Survey Subcommittee.
- 4) The SEJC already has a Racial Equity sub-committee. It is the same three-person committee that proposed the survey in the first place. It consists of Karen Zapata, Sierra Kenoly, and Jim Lindsay. This committee is ready and eager to immediately collaborate with the city to help make this process a success.
- 5) By combining the professionalism, experience, and expertise of the city staff in the RFP process along with the experience and expertise in DEI work of the SEJC sub-committee and the council experience of the council sub-committee, we will achieve an optimal result.

Recommendation:

That on item 10-2, that the council adopt Option 2, with the following clarifications:

- (1) That the council reopen the RFP process and find an experienced DEI survey company that we can all trust.
- (2) That the council's survey sub-committee includes Councilmember Gary.
- (3) That the council sub-committee and the SEJC's sub-committee meet with city staff and assist in modifying the RFP to emphasize that it is a DEI survey first, but is also to include a community satisfaction survey.
- (4) That the sub-committees assist city staff with finding companies to invite to respond to the RFP.
- (5) That the sub-committees assist city staff with reviewing the proposals that come back to the city.

From:
Sent: Tuesday, January 18, 2022 1:35 PM
To: citycouncil
Subject: Racial Equity Contract/ Subcommittee Members

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: Finance/MUNIS

Dear Council,

Wishing you and all a good new year. To that end I offer the following.

One, Please send out another RFP to people with actual experience in racial equity research.

Two, appoint Ge'Nell Gary to subcommittee working on equity issues.

Julie Winkelstein and Bart Grossman have provided you several crucial reasons Probosky Research is wrong for the job and a waste of taxpayer money. They offer better alternatives. Mr. Grossman lists some of his own relevant experience. Ge' Nell Gary's lived experience makes her the most logical choice for the subcommittee, if she chooses to accept.

Sincerely, Signe Mattson