

CITY OF ARROYO GRANDE

DIVERSITY, EQUITY, INCLUSION, AND JUSTICE POLICY

POLICY:

The City is committed to supporting diversity, equity, inclusion, and justice (DEIJ) in all facets of society, the principles of which include fairness of treatment, recognition of rights, acceptance of responsibilities, commitment to equity and justice, and dedication to expanding opportunities for all. The mission of the City is to make Arroyo Grande the best place possible for everyone who lives, works, and visits here. Valuing diversity is a core City principle that will be practiced and communicated at all levels of the organization.

PURPOSE:

Members of our community face challenges and opportunities related to their race, religion, gender, ethnicity, language, age, sexual orientation and gender identity, socioeconomic background, and diverse abilities. It is important for members of our community and the City as a whole to assume the responsibility of facing the challenges and seizing the opportunities created by diversity, and to identify opportunities in policies, regulations, and guidance to address systemic inequities.

Inclusion and equity do not seek to 'treat everyone the same,' but recognize that everyone is different, that there are strengths inherent in those differences, and that people's needs are met in different ways. This can be as a resident, visitor, City Council Member, City Advisory Body Member, or employee. Diversity awareness recognizes that each individual is unique, engendering recognition, respect, and celebration of the added value that differences bring.

DEFINITIONS:

Diversity

Diversity refers to the variety of similarities and differences between people based on which they experience advantages or encounter barriers to opportunities, including but not limited to: gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion/belief system, marital status, parental status, socio-economic status, appearance, language and accent, physical and mental ability, mental health, education, geography, and nationality.

Equity

Equity refers to the consistent and systematic, fair, just, and impartial treatment of all individuals, seeking to ensure that all people have access to the same opportunities and resources while recognizing that people do not all start from the same place due to systemic and individual advantages and barriers.

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Inclusion

Inclusion seeks to support people with different identities to feel valued and welcomed within a given setting, including fostering a sense of belonging by centering and amplifying the voices, perspectives, and styles of those who experience more barriers based on their identities.

Justice

Justice refers to the practice of directly dismantling barriers to resources and opportunities in society so that all individuals and communities can live a full and dignified life.

IMPLEMENTATION:

The City is committed to modeling and implementing diversity, equity, inclusion, and justice within the community and the City organization, and will do so through measures that include but are not limited to the following:

- A. Provide informed, authentic leadership supporting diversity, equity, inclusion, and justice by:
1. Connecting diversity, equity, inclusion, and justice to the City's mission as critical principles to ensure the well-being of the City's employees and the community;
 2. Acknowledging and dismantling inequities within the City's policies, systems, programs, and services, including continual review and updates to support ongoing progress;
 3. Embedding language in the City's plans, policies, and goals consistent with the intent of this Policy to promote diversity, equity, inclusivity, and justice;
 4. Exploring potential underlying, unquestioned assumptions that interfere with diversity, equity, inclusivity, and justice;
 5. Advocating for and supporting executive team-level thinking about how systemic inequities impact the City's work, and how best to address these inequities in a way that is consistent with the City's mission and this Policy;
 6. Challenging assumptions about what it takes to be a strong leader within the City organization and who is well-positioned to provide leadership;
 7. Practicing and encouraging transparent and inclusive communication in all interactions, including focus on and commitment to reducing and preventing incidents of prejudice;
 8. Committing time and resources to expand diverse leadership opportunities within the City Council, employees, committees, and advisory bodies, including outreach to diverse social and professional organizations and publications;
 9. Championing diversity, equity, inclusivity, and justice by leading with respect, awareness, and acceptance;
 10. Committing to keeping current on "best practices" that take place in other cities and government jurisdictions, and partnering with other cities in sharing information and efforts;

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11. Expecting all employees to exemplify this Policy in all workplace interactions and through everyday practices.

B. Abide by the following to help promote diversity and inclusion in the workplace:

1. Pursue cultural competency throughout the organization by creating substantive learning opportunities and formal, transparent policies;
2. Pursue and evaluate quantitative and qualitative research related to justice, equity, diversity, and inclusion initiatives and barriers to guide the implementation of effective measures;
3. Make incremental, measurable progress toward the visibility of the City's diversity, equity, inclusion, and justice efforts;
4. Improve the City's cultural leadership pipeline by creating and supporting programs and policies fostering leadership that reflects the full diversity of American society;
5. Identify and incorporate DEIJ efforts and components in the City's recruitment, retention, and training efforts;
6. Pool resources and expand offerings for underrepresented communities by connecting with other organizations committed to DEIJ efforts;
7. Develop and present sessions internally on DEIJ to provide education and resources and to support full implementation of this Policy;
8. Promote opportunities for organizations, businesses, and advocacy groups to share information with the City and with each other regarding the changing realities of the workforce and workplace;
9. Be intentional in bringing awareness and consciousness of bias during the hiring, promoting, and/or evaluating process and institute practices to increase DEIJ in all aspects of recruitment and retention;
10. Advocate for public and private-sector policies that DEIJ and challenge systems and policies that create inequity, oppression, and disparity.

C. Promote inclusive outreach to diverse communities by:

1. Identifying traditionally underrepresented or marginalized communities within the City and developing and implementing strategies to increase effective communication and engagement;
2. Regularly conferring with representatives of diversity groups to better understand and support the community and to ensure ongoing application and review of this Policy;
3. Work with community partners to support opportunities for professional leadership and DEIJ training for small businesses within the City;
4. Intentionally incorporate DEIJ initiatives into the City's economic development efforts, including support for small and diverse businesses;
5. Evaluating barriers to participation in decision-making processes by traditionally underrepresented or marginalized communities and developing mechanisms to reduce identified barriers;
6. Fostering an environment of inclusivity in internal and public-facing events, meetings, and processes through intentional application of this Policy.