



COMMUNITY
DIVERSITY, EQUITY, INCLUSION
& BELONGING (DEIB)
COMMITTEE

May 2021 – November 2021

Community DEIB Committee

6 Months of Activity thus far (Jun – Nov 2021)

Organization

43 individuals on distribution list. Jennifer Wakeman is City liaison.
Members made 3-month commitment windows (Jun-Aug, Sep-Nov...)

26 weekly (Jun-Sep) and bi-weekly (Oct –Nov) ZOOM meetings, four sub-committee meetings and one presentation to DEI City Task Force

- Discussed relevant news articles, local incidents, GPAC, group's role and purpose
- Drafted a Mission and Vision Statement for our DEIB committee
- Planned three "Community Conversations" & other events
- Maintained focus on community awareness and education
- Continued looking at ways Lafayette can be more inclusive and welcoming

6 Months of Activity Actions

DRAFTED MISSION and VISION STATEMENTS for our DEIB Committee

MISSION STATEMENT

The Lafayette DEIB Committee is committed to building awareness, solutions and leadership for racial, social and economic justice by generating transformative ideas, information and experiences. We do this through:

- Community Engagement
- Continuous Learning
- Advocacy and Action

VISION STATEMENT

The DEIB committee envisions a society where all systems (e.g. education, healthcare, housing, criminal justice, the economy) are just, fair and inclusive, enabling all people to participate and reach their full potential. We believe in the dignity and humanity of all people, and strive for a healthy and prosperous community that promotes all people having equitable access and opportunity.

6 Months of Activity Actions

Community Conversation #1 – July 27, 2021

PTA/Chamber/Town Hall/Temple Isaiah representatives shared views on DEIB and noted challenges.



6 Months of Activity Actions

Community Conversation #2 – August 30, 2021

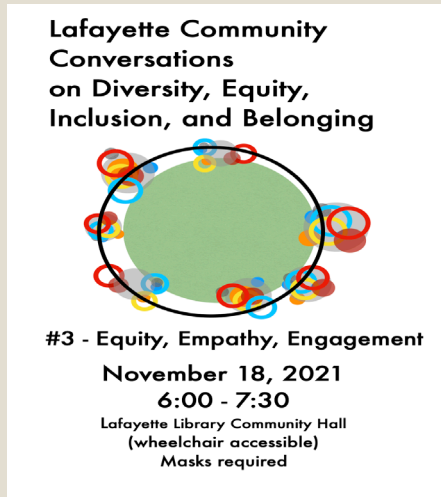
Student representatives talked about DEIB issues at schools and in community.



6 Months of Activity Actions

Community Conversation #3 November 18, 2021

Equity, Empathy & Engagement - Steve Poling, MHS teacher & students from AUHSD facilitated conversation with the community at the Lafayette Library and Learning Center.



This event was held in conjunction with Lafayette Stands United Against Hate Week.



6 Months of Activity Actions

Tabled at the Reservoir Run's (rainy ☺)
Healthy Lifestyles Fair – October 2021



Had lengthy discussions about GPAC's drafts of Vision, Mission & Values statements. Communicated with the GPAC members about two sets of suggested DEIB edits.

Tabled at Chamber's Res Walk – November 19, 2021

Formalized Publicity Practices

Drafted recommendations for presentation to City Council tonight

Future Actions

- Continue to meet at least monthly through February 2022
- Plan “Community Conversation #4” with homeowners’ groups and realtors to discuss welcoming of diversity in Lafayette
- Explore options for communicating bias-related incident reports made to police and schools for public awareness.
- Organize a racial bias bystander training workshop, open to all community members
- Continue collaboration with schools and other organizations, with sharing of all DEI resources with entire community
- Work with City Council, DEI Task Force and City Staff to formalize recommendations presented tonight

Recommendations to City Council for Action

WEBSITE and CALENDAR

Recognizing that we don't have a designated City webmaster and we have a website that community members are used to navigating, we feel the following recommendations would be relatively easy to include on our current website while making a commitment to DEIB much more visible to visitors and to the community:

1) On the HOME PAGE, under the following links, we suggest adding a "Diversity, Equity, Inclusion and Belonging" sub-link: Hot Topics (on Home page), City Hall, Residents, Business, Visitors and Why Lafayette.

2) When clicking on the sub-links (i.e. DEIB) we suggest having the following appear for each of the sub-links:

Making Lafayette More Inclusive

From VISTAS, published by the City of Lafayette

Spring 2021

Lafayette, since its incorporation in 1968, has always sought to be a fair, open-minded, and accepting city. And in large part we have kept to those values. But as we have seen across the nation in recent years, systemic racism still exists in our country and in our community. In an effort to better understand the nature and the extent of systemic racism in Lafayette, the City launched last year an Equity and Inclusion Task Force. The Task Force, led by the Mayor and Vice Mayor, has held several meetings, including two town halls, which were very well attended.

This is a difficult subject for us to face, and some in Lafayette do not think that implicit bias and racism exists in our town. But they do. If one simply took a moment to walk in another's shoes, and to experience what some of our residents experience, as detailed in a few of the stories they have told during our town halls, it's very clear that we can and should do much better here in Lafayette.

Lafayette has a multi-pronged approach to addressing systemic racism. First, our schools are reaching out to parents and students to address the issue. The Chamber of Commerce has made Diversity, Equity, and Inclusion a top priority as well. And as far as the City of Lafayette goes, the Council's Public Safety Task Force, which addresses policing, will monitor progress on recommendations regarding training and reporting in the police department. The City is also participating in a countywide effort to improve behavioral health services. City staff has completed implicit bias training, and soon so will City Council and Commissioners. And finally, our Equity and Inclusion Task Force aims to address broader issues of racism in our community.

The City is also working with the Chamber of Commerce to develop a system that encourages all of our businesses to foster a stronger message of inclusion throughout Lafayette. It is our hope that anyone who lives or even just visits Lafayette has the same impression that most of us have: we are a strong and caring community, one that accepts and appreciates all of the different people we encounter, and that we treat everyone with the same dignity and respect that all of us deserve. Help make Lafayette more inclusive.

3) In addition, for the Home Hot Topics, City Hall and Residents DEIB sub-links, we suggest adding the National PTA calendar <https://www.pta.org/docs/default-source/files/runyourpta/2020/diversity/multicultural-calendar.pdf> . **We recommend that the City adopt this National PTA calendar as an official diversity and inclusion calendar for the City of Lafayette**

This calendar is updated annually by the PTA and includes almost all cultural and religious holidays and designated months and days of recognition. Adopting it could preclude having multiple City proclamations as is our current method of recognizing many cultural events and social issues. This calendar could be a reference for our publicist Suzanne Iarla with direction to her to include regular information or statements about multi-cultural or diversity topics in our WEEKLY ROUNDUPS and DAILY BRIEFINGS. Also, we could encourage community members to share their experiences relative to these cultural events and holidays.

4) Under the Business DEIB sub-link, we also recommend adding the Chamber's own recently adopted DEI statement:

The Lafayette Chamber believes that diversity, equity, and inclusion (DEI) are critical to the success and well-being of our staff, our members, and our community.

The Lafayette Chamber will be a leader in reaching this by:

- Setting an example of respect and tolerance in everything we do
 - Educating our members so they may improve their own diversity, equity, and inclusion
 - Engaging underrepresented businesses to become members
 - Encouraging diverse leadership within our board, staff, and membership
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Additional recommendations to City Council for Action

Maintain funding for a staff member liaison to work with the Community DEIB Committee and City DEIB task force to assist with activities

Fund up to \$10,000, allocated in the Council's December 2021 budget, for

- Compensation for guest moderators/instructors for DEIB-related workshops or events, such as a racial bias bystander training
- Community event posters, supplies, refreshments and educational resources

Take a stand on DEI Values

- Maintain a DEIB lens with regard to all City roles, including police expectations, housing, General Plan
- Maintain a continued presence on City's website
- Continued training of Council, Commissions and Staff

Questions or comments ?

Thank you for your time and consideration.

The Community DEIB Committee

