



City Council AGENDA REPORT

DATE: 12/15/2023

AGENDA OF: 1/23/2024

DEPARTMENT: City Council

SUBJECT: 2023 Health in All Policies Progress Update and 2024 Health in All Policies Committee Workplan (CN)

RECOMMENDATION: Motion to:

- 1) Accept 2023 Health in All Policies (HiAP) progress update;
- 2) Adopt the 2024 HiAP Committee workplan and targets for increasing diversity in City committees and commissions;
- 3) Direct staff to prepare a commissioner/committee member compensation policy and process and provide an update to HiAP Committee; and
- 4) Direct staff to include HiAP committee recommended HiAP budget in FY 2025 proposals, and provide an update to the HiAP Committee on integrating HiAP into budget decision making for FY 2025 prior to budget hearings.

BACKGROUND: Recognizing that local governments play a role in community well-being through policy and decision making by prioritizing the three pillars of equity, public health and sustainability, the City Council adopted a HiAP ordinance (attached) and City Council policy (attached) in December, 2019. Subsequently, the City Council adopted a Year 1 Implementation Work Plan in January, 2020 and upon completion of that Work Plan, in November, 2021, adopted a multi-year workplan that extends through 2024. The City Council also adopted a set of Community Well-being Outcome indicator metrics (attached). The metrics are intended to be referenced to better understand the impact of the City and its partners' collective efforts over a decadal timeframe.

On November 9, 2021, City Council adopted a complementary resolution recognizing the history and current existence of racism and white supremacy in the community, reviving the HiAP committee and directing the committee to return to the council with concrete, actionable steps to work toward building a more just, inclusive and safe community. Each calendar year the City adopts an annual HiAP Committee workplan that guides the implementation of the direction contained in both the 3-year workplan and the anti-racial discrimination resolution.

DISCUSSION: In addition to a qualitative assessment of annual calendar year progress on the HiAP citywide workplan, staff track quantitatively in two ways. First, staff are in the process of updating the adopted Community Well-being Outcome indicator metrics. This will be the third biannual update of the metrics (last updated in February 2022) and staff will report on any significant trends, recognizing that trends usually are observable on a decadal timeframe at the next progress update.

Second, staff track the proportion of City Council agenda reports that address the three HiAP pillars in the discussion section of agenda reports as required by City Council policy. The goal is that every agenda report meaningfully addresses the three pillars so that Councilmembers have the wholistic information needed to make decisions and policy that improve community well-being. After several years where the proportion of agenda reports that meet this requirement remained static, in calendar year 2023, there was a significant increase in agenda reports that mention HiAP (from around 9% in 2022 to 33% in 2023) and a modest increase in the agenda reports that meaningfully address HiAP (from about 8% in 2022 to 11.3% in 2023). Staff will continue to provide training through the employee training catalog and leverage other opportunities to drive an increase in the latter statistic.

In terms of qualitative progress, the City reports on the status of progress on activities in the Citywide 2021-2024 HiAP workplan, the anti-racial discrimination resolution, and the annual workplan for calendar year 2023. Workplan activities denoted with an asterisk (*) also represent activities completed pursuant to the anti-racial discrimination resolution. The status of each activity is in *italics*.

Citywide 2021-2024 HiAP Workplan:

- All Depts: Workforce Development Initiative – ongoing initiative included partnering with Your Future is our Business on a Trades Day at the Civic Auditorium in November, 2022 and 2023 and receipt of a Department of Energy Weatherization Assistance Program grant to fund low income green and healthy home retrofits that includes a workforce development initiative in partnership with Central Coast Energy Services as well as ongoing support and coordination with other regional partners on various initiatives. *STATUS: Ongoing.*
- All Depts: Engagement for the purpose of relationship and capacity building – *STATUS: Ongoing. Staff conducted a wide variety of community engagement, notably the equity focused outreach conducted with homeless people and Beach Flats and Lower Ocean residents by the Climate Action Program to support the development of a coastal change monitoring program and a Housing and Urban Development (HUD) Grant proposal submission for or Affordable Housing and Climate Resilience in Frontline Communities in Santa Cruz was submitted to HUD on October 30, 2023 and resulted from community driven priorities identified during engagement.*
- CMO + Depts: Design standard operating procedure/best practices for equity focused community engagement. *STATUS: Completed. The communications team's*

community engagement subcommittee developed an internal translation and interpretation guide as well as an equity best practices in engagement guide and conducted employee training on both. Additionally, City contracted with 3 local translation/interpretation firms to provide added capacity for those activities within the City.

- CMO: community programs committee ongoing evaluation and recommendations for new CORE/Community Development Block Grant funding allocations based on equity *STATUS: Completed. Committee also received a “lessons learned” update from County staff on CORE process in 2023.*
- CMO: Join the Local and State Government Alliance for Racial Equity (GARE)* *STATUS: Completed. Staff utilizing for training, research and peer exchange on equity topics.*
- CMO: Equity based Community Climate Action Plan 2030 (CAP 2030) and Climate Adaptation Plan 2028 development. *STATUS: CAP 2030 was completed and adopted in September, 2022 with development and use of an equity screening tool and advisement from a dozen local equity advisors comprised of members of under-represented and under-served groups. Each department developed annual workplans for CAP 2030 implementation. The Climate Adaptation Plan 2023-2028 is under development.*
- ED: Active development of green mixed use affordable housing projects – ongoing with recent Congressional allocations and grant funding bringing the projects closer to construction. *STATUS: Ongoing*
- HR: Diversity, Equity and Inclusion (DEI) initiative* – *STATUS: HR provided an update at the October, 2023 HiAP Committee Meeting that staffing will enable progress on this effort in 2024. HiAP Committee recommended updating DEI to DEIA (Diversity, Equity, Inclusion and Accessibility).*
- HR + All Depts: More training for City Council and employees – *STATUS: In 2023, 30 staff members were provided training on HiAP through an agenda report preparation training session. Additional training content was included in the Advisory Bodies Handbook.*
- HR Employee Equal Opportunity Committee (EEOC)*: The EEOC will help the City explore avenues to apply the HiAP framework to its Human Resources policies. The EEOC will help the City explore avenues to apply the HiAP framework to its Human Resources policies – *STATUS: development delayed due to staff turnover on the EEOC. Recent staff hire will enable progress on this activity*

- PD: Develop oversized vehicle ordinance to reduce the environmental damage associated with dumping sewage, reduce litter and bring safe sleeping that would improve equity. *STATUS: adopted by City Council in 2022 and updated in 2023.*
- PL: Focus on sustainability, equity and inclusion in City's existing building electrification, objective standard project and Downtown Expansion project. *STATUS: Ongoing. Explicit outreach conducted with individuals from and organizations that serve historically under-represented or under-served people. See the HUD PRO Housing grant proposal for Affordable Housing and Climate Resilience in Frontline Communities in Santa Cruz to be submitted to HUD on October 30, 2023.*
- FN, PL: Develop list of prequalified local vet, BIPOC, small and women contractors for residents to reference. *STATUS: not yet complete*
- FN: Exploration and integration of Carbon and Equity Budgeting* *STATUS: integrated 3 HiAP pillars into FY23 and FY24 budget for informational purposes. Currently work between CMO and FN departments aims to further integrate these pillars into the FY25 budget for prioritization purposes. The HiAP Committee requests staff provide an update to the Committee on this work prior to FY25 budget hearings.*

Activities from the anti-racial discrimination resolution that remain to be implemented or are partially complete or ongoing include:

- Conduct authentic community engagement with communities of color that includes, but is not limited to, increasing access to government decision-makers, and engaging with the communities prior to making decisions.
- Serve as a resource to People of Color towards existing resources for People of Color agencies and community members.
- Support resources for racial equity processes and outcomes including to leaders of color serving communities of color, building capacity in the understanding of racism and equity and their impacts on community well-being, and engagement with trusted messengers who reflect the communities they serve.
- Pursue cross-sector and cross-jurisdiction partnerships within Santa Cruz County and alignment in dismantling white supremacy, fortifying our commitment to fostering antiracist and anti-discrimination community culture, and celebrating and highlighting past and existing culture and leadership of People of Color community members.

HiAP workplan for calendar year 2023

- Implementation of recommendations for diversity in committee/commission recruitment + representation. *STATUS: Included demographics on committee/commission member application, revised advisory body handbook to explain the initiative, coordinated with*

County staff on implementation, identified targets for diversity in committee/commissions and conducted a CORE Coffee Chat to receive feedback on implementation of recommendations. The HiAP Committee recommends two targets related to diversity in committees and commissions: Increase representation of LatinX community members by 60% and renters by 30%. The committee also recommends exploration of ways to include youth in committees and commissions.

- Review the Collective of Result and Evidence-based Investments Lessons Learned Evaluation Process Full report. *STATUS: complete*
- Review next steps for tobacco product waste options and engagement plan. *STATUS: complete and initiative deferred indefinitely*
- Review revised history of City for website. *STATUS: partially complete and work to include important historical figures (e.g., London Nelson) and places (e.g., Chinatown gate) is in progress.*

In addition to individual departments and HiAP-focused staff carrying out the ongoing activities noted above, the proposed HiAP City Council Committee 2024 workplan will guide the remaining and ongoing activities from the multi-year workplan as well as other Council directed work. Topics and timeline for the committee's calendar year 2024 workplan include:

February 2024

- Review and provide feedback on the Citizen Participation Plan that describes and documents efforts that will be undertaken to provide for and encourage residents to participate in the development and/or modification of the Community Development Block Grants and Home Investment Partnerships Program Consolidated Annual Performance and Evaluation Report (Economic Development).
- Review engagement for the exploration of an ordinance that bans gas powered leaf blowers
- Chair and Vice-chair elections.

April 2024

- Review gas powered leaf blower ban draft ordinance
- Review the Collective of Results and Evidence-based Investments Annual Progress Report
- Update from staff on including HiAP in FY 2025 budget decision making and a timeline on putting in place a process for compensation of commission and committee members who identify as representing a historically under-served or under-represented groups.

June 2024

- Review findings from City's internal equity readiness capacity assessment 2.0 to be conducted during the first quarter of calendar year 2024.

- Review Santa Cruz Like Me 2.0 report with new survey results from survey conducted during the first quarter of calendar year 2024.and representation goal progress
- Review scope of work for HiAP rebranding and change management

August 2024

- Review progress on EEOC DEIA initiative, receive annual report on Harassment/Discrimination and Respectful Workplan Conduct, City Workforce and Census Demographics Data and creation of an internal city-wide DEIA statement
- Update from Children’s Fund Committee and PR on integrating youth into City decision making

October 2024

- Review and finalize recommendations for rebranding and change management
- Receive report on status of EV employee rebate program for lower income employees and other equity centered grant funded projects.
- Update from County on Youth Advisory Task Force

December 2024

- Finalize 2024 progress report and 2025 calendar year HiAP workplan
- Schedule committee meetings for calendar year 2025

FISCAL IMPACT: HiAP routinely receives an annual status quo budget allocation of \$15,000 which funds consultant services to support and advise staff, modest engagement stipends and supplies and membership in the Government Alliance for Racial Equity. At the October 2023 HiAP Committee meeting, committee members also requested staff prepare a more robust budget for their consideration and recommendation to City Council. The committee recommends Council direct staff to include a proposed increased HiAP budget of \$51,500 in the FY2 2025 budget that would include:

- Equity advisory consultant, \$12,000 (status quo)
- GARE membership, \$1,500 (status quo)
- Change management, \$13,000 (new request)
- Committee/commission, engagement compensation, \$25,000 (new request)

**Prepared and Submitted
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ATTACHMENTS:

1. HEALTH IN ALL POLICIES ORDINANCE NO. 2019-22.PDF
2. COUNCIL POLICY 14.9
3. COMMUNITY WELL-BEING OUTCOME INDICATOR METRICS.PDF