



## City Council AGENDA REPORT

**DATE:** 12/28/2022

**AGENDA OF:** 01/10/2023

**DEPARTMENT:** City Manager

**SUBJECT:** Health in All Policies: 2022 Progress Report and 2023 Work Plan (CM)

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**RECOMMENDATION:** Motion to accept the Health in All Policies (HiAP) 2022 progress report and approve the proposed 2023 work plan.

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**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 Health in All Policies (HiAP) ordinance, <https://www.cityofsantacruz.com/government/city-council/publication-of-ordinances/2019-ordinances>, and City Council Policy 14.9 (<https://www.cityofsantacruz.com/government/city-council/council-policy-manual>) 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 work plan that extends to June 30, 2024. The City Council also adopted a set of community well-being outcome indicator metrics. The data for the metrics were updated in February 2022 and the metrics are intended to be referenced to better understand the impact of the City and its partners' collective efforts over a decadal timeframe.

Also 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 (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.

The purpose of this agenda report is to provide an annual progress update on the implementation of the HiAP multi-year work plan, describe the efforts to implement the racial discrimination resolution, and provide a specific work plan for calendar year 2023.

**DISCUSSION:** The HiAP ordinance and City Council policy set forth the expectation that all commission and City Council agenda reports will include language in the discussion section as to how the three pillars of HiAP were considered in the item's development. Staff analysis of the agenda reports presented to City Council in 2020, 2021 and 2022 revealed that 10.0%, 13.5% and 7.7% of all agenda reports, respectively, addressed the three pillars of HiAP in the discussion section. This low rate of compliance indicates the need for more staff training on the ordinance requirement and the tools available to assist staff to thoroughly yet efficiently prepare the HiAP language for agenda reports.

The following activities were included in the multi-year work plan adopted in November 2021, to be completed by June 30, 2024. The current status of each is indicated. City staff will report back on the progress of these activities again at the end of calendar year 2023.

- 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 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.
- All Depts: Engagement for the purpose of relationship and capacity building – 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.
- City Manager’s Office (CMO) + Depts: Design standard operating procedure/best practices for equity focused community engagement – 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.
- CMO: Community Programs Committee ongoing evaluation and recommendations for new CORE/Community Development Block Grant funding allocations based on equity – completed and new, three-year term contracts awarded in June 2022.
- CMO: Join the Local and State Government Alliance for Racial Equity (GARE)\* - completed
- CMO: Equity based Community Climate Action Plan 2030 (CAP 2030) and Climate Adaptation Plan 2028 development – 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 has developed a 2023 work plan for CAP 2030 implementation and the city will conduct an implementation partners roundtable at the start of 2023. The Climate Adaptation Plan 2028 development has not commenced due to the pending decision of a grant award to fund consultant services to develop that plan with the City and community.
- Economic 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.
- Human Resources (HR): Diversity, Equity and Inclusion (DEI) initiative\* – development delayed due to staff turnover on the Employee Equal Opportunity Committee (EEOC) tasked with this initiative

- HR + All Depts: More training for City Council and employees – ongoing: over two dozen staff participated in trainings on Health in All Policies, equity best practices in engagement and Climate Action Plan 2030 Implementation in 2022. A HiAP training was also conducted for the Arts Commission at a regular meeting and the Parks and Recreation Commission at its annual retreat.
- HR EEOC\*: The EEOC will help the City explore avenues to apply the Health in All Policies framework to its Human Resources policies. The EEOC will help the City explore avenues to apply the Health in All Policies framework to its Human Resources policies – development delayed due to staff turnover on the Employee Equal Opportunity Committee
- Police Department (PD): Develop oversized vehicle ordinance to reduce the environmental damage associated with dumping sewage, reduce litter and bring safe sleeping that would improve equity – adopted by City Council in 2022.
- PD: Implementation of 26 policies, approved by Council, that improve social equity for people of color and indigenous community – ongoing
- PR: Equity work in strategic planning – PR staff initiated strategic planning process with a HiAP framework to guide its development.
- Planning and Community Development (PL): Focus on sustainability, equity and inclusion in City’s existing building electrification, objective standard project and Downtown Expansion project – ongoing with explicit outreach conducted with individuals from and organizations that serve historically under-represented or under-served people.
- Finance (FN), PL: Develop list of prequalified local vet, BIPOC, small and women contractors for residents to reference – not yet completed.
- FN: Exploration and integration of Carbon and Equity Budgeting\* – integrated 3 HiAP pillars into FY 2023 budget for informational purposes. Currently work between CMO and FN departments aims to further integrate these pillars into the FY 2024 budget for prioritization purposes.

Workplan activities denoted with an asterisk (\*) also represent activities to be completed pursuant to the racial discrimination resolution. To implement one of the activities contained in the racial discrimination resolution, staff and the Committee commissioned a demographics survey and study of commission and committee members conducted by Santa Cruz Ventures. This study supports an effort to diversify recruitment to and representation on commissions and committees. Santa Cruz Ventures produced the attached report entitled, “Santa Cruz Like Me,” containing recommendations that the City has adapted for implementation over 2023 and 2024.

Other activities from the 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.

In addition to individual departments carrying out the activities noted as ongoing or incomplete above, the following HiAP 2023 work plan will guide the remaining and ongoing activities from the multi-year workplan as well as other Council directed work:

#### **January**

- Implementation of recommendations for diversity in committee/commission recruitment + representation
- Review the lessons learned evaluation process full report for Collective of Result and Evidence-based Investments
- Review next steps for tobacco product waste options and associated engagement plan

#### **March**

- Review tobacco product waste charter and resource and cost estimate analysis for possible next steps
- Report out on Phase 2 HiAP in budget

#### **May**

- Review engagement to date / conduct engagement at meeting on single use tobacco ban
- Review revised history of City for website

#### **July**

- Review progress on Council direction on tobacco waste products
- Review progress on EEOC DEI initiative, receive annual report on Harassment/Discrimination and Respectful Workplan Conduct, City Workforce and Census Demographics Data and creation of an internal city-wide DEI statement

#### **September**

- Review progress on recommendations for diversity in committee/commission recruitment + representation in preparation for calendar year 2024 recruitments

#### **November**

- Review progress on Council direction on tobacco waste products

- Review draft committee work plan for calendar year 2024

**FISCAL IMPACT:** HiAP receives an annual budget allocation of \$20,000 and this supports limited consultant services and membership in GARE. Centralized staffing and coordination of HiAP continues to be very challenging from a capacity standpoint.

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**ATTACHMENTS:**

1. CITY LIKE ME REPORT.PDF