

# The Path to Combat Racism and Foster Diversity in Adelanto

Resolution 20-59 passed on Aug. 23, 2020

## Introduction

[On August 23, 2020, the City of Adelanto passed Resolution 20-59](#) in which the City denounced racism, condemned police violence, affirmed that Black lives do matter, and proclaimed racism as a public health crisis. The City further resolved to:

- A. Make progress as an inclusive and equitable organization and seek to identify opportunities to combat racism and foster diversity in City leadership, staffing and contracting.
- B. Pursue educational efforts aimed at understanding and addressing bias and how it affects the delivery of City services and explore programs, tools and strategies that help advance equity.
- C. Cooperate with the San Bernardino County Sheriff to review excessive force policies and explore ways to instill public confidence that public safety is administered equitably.
- D. Support policies at the local, state and federal level aimed at improving public health and dismantling systemic racism.
- E. Build and strengthen alliances and partnerships with other organizations that are advancing initiatives to dismantle systemic racism and improve health outcomes for all residents.
- F. Support community efforts to amplify issues of racism and engage actively and authentically with diverse stakeholders within the City to advance racial equity.

Since that time, the City has organized an ad-hoc committee “Racism is a Public Crisis” working group to begin strategizing programs, resources, and policies that could be enacted to address the needs raised above. These meetings included a wide variety of community members, local leaders, and organizations. Meetings took place bi-weekly (most months) via zoom. We began by brainstorming and identifying broad areas of interest for development to arrive at our five pillar designations. We then met over the course of the year to discuss each pillar in detail including needs, concerns, and strategies for improvement. Our working group has worked with City council members and leaders to accomplish the following in alignment with Resolution 20-59:

- Name change: Kicks Kafe Senior Klub changed to Kicks Cafe Senior Club
- May 12 - City did not get enough votes to increase Sheriff's budget by 3%
- Coalition of community members convened to compile an equity report and put forward recommendations for the City

The five pillars will be explained in greater detail in the report:

1. Making progress as an inclusive and equitable organization by identifying opportunities to combat racism and foster diversity in City leadership, staffing, and contracting.

2. Pursuing educational efforts aimed at understanding and addressing bias and how it affects the diversity of City services and exploring programs, tools, and strategies that help advance equity.
3. Instilling public confidence that public safety is administered equitably.
4. Building and strengthening City alliances and partnerships with other organizations that are advancing initiatives to dismantle systemic racism and improve health outcomes for all residents.
5. Supporting community efforts to amplify issues of racism and engage actively and authentically with diverse stakeholders within the City to advance racial equity.

This report represents a collaborative effort of all involved and we are grateful to everyone who has contributed. For a list of those who have agreed to help move this work forward and a budget estimate of associated costs for these pillars, please see the appendix.

## **5 Pillars to Combat Racism and Foster Diversity in Adelanto**

**Pillar #1: Make progress as an inclusive and equitable organization by identifying opportunities to combat racism and foster diversity in City leadership, staffing, and contracting. This Pillar has three primary areas of attention: Public Bids and Contracts, Diversify City Staff, and Community Needs.**

### **I. Public Bids and Contracts**

- 1. City Aim to Increase Diversity in Public Contracting & Advertise Widely**
  - a. Contract with 30-35% Black-owned businesses and create specific outreach, incentives, and programs to achieve this goal.
  - b. Publish an annual accountability report including information about contracting demographics around budget time to be shared with the public and publicized on social media.
  - c. Advertise widely with minority-owned contractors by sharing opportunities with organizations such as (but not limited to) the [National Black Contractors Association Southern California chapter](#) and the [National Association of Minority Contractors](#).

- 2. Establish Certifications**

- a. Develop City certifications for minority-owned businesses.
  - i. Collaborate with non-profits that already provide this service.
- b. Work with 30-35% certified minority businesses.
- c. Host a workshop teaching businesses how to get certified as minority-owned.
- d. Maintain a publicly available list of minority-owned businesses on the City website to be updated by Building and Planning.

- 3. Provide Opportunities for Minority-Owned and/or Local Businesses**
  - a. Create a dedicated fund for local minority business owners to apply for small business loans
  - b. Provide support to assist business owners with applying for funds.
- 4. Advertise Widely for Diverse Candidates**
  - a. All bids and contracts should be made public and have a diverse pool of candidates which represent our local demographics.
  - b. List bids on the City website, social media, and major local newspapers as well as with local community-based organizations to help with recruitment and referrals.
  - c. Modify ordinance to include posting employment opportunities on the City website, social media, and Black spaces in our community.
- 5. Develop Policy**
  - a. All projects go to bid.
  - b. Develop a rubric for contractors to ensure we meet our diversity goals
    - i. 1<sup>st</sup> contracting priority: Black/minority-owned businesses, 2nd contracting priority: meeting percentage goals, and 3<sup>rd</sup> contracting priority: local businesses.
  - c. Establish a contracting limit floor.

## **II. Diversify City Staff**

- 1. Add Language to the [310 Ordinance](#) that Fosters Diversity, Equity, and Inclusion**
  - a. Publish an annual demographics report for all contractors and City employees which can be shared on the City website and publicized on social media platforms.
  - b. Ensure leadership and management staff reflect the demographics of the community.
    - i. New hires: 30% Black, 60% Latino, 5% other People of Color, and 60%/40% women/men.
    - ii. Leadership: 20% Black.
    - iii. Ensure minority pay is 100% equal to white counterparts' performing the same duties. Reduce and eradicate any like-for-like racial compensation gap. Compare work across different departments that make one job ranked higher than the other.
    - iv. Vendor spending: 30-35%, building and development spending: 12%
    - v. Establish \$109,600 minimum spending on equity-related causes, plus grants.
  - c. Build and shape an inclusive pipeline and equitable hiring process across all levels and functions and share publicly.
  - d. Research and implement equitable development opportunities for retention and promotion of diverse City employees.

## **2. Perform Targeted Outreach**

- a. Perform outreach at job fairs, City and group social media pages (i.e., [High Desert Jobs](#), [Indeed.com](#), [ZipRecruiter.com](#), etc.), with local news ([VV Daily Press](#), [VV News Group](#), [High Desert Daily](#), [HD Daily News](#), [San Bernardino County Sun](#), and the [Inland Valley Daily Bulletin](#)), as well as inside county buildings, schools, and nonprofits including: [American Job Center](#), [Goodwill](#), Churches (interfaith council), [CA Black Chamber of Commerce](#), [CHAN-HD](#), [NAACP](#), [National Black Contractors Association Southern California chapter](#), and the [National Association of Minority Contractors](#).

## **3. Establish Human Resources Diversity, Equity, and Inclusion Policies**

- a. Assemble a group of community leaders and/or experts on diversity, equity, and inclusion (DEI) to review existing HR policies related to DEI.
- b. Revise policies with community leaders and/or DEI experts.
- c. Re-examine policies on an annual basis with community leaders and/or DEI experts for necessary updating.

## **III. Community Needs**

### **1. Create a Joint Training Partnership (Youth Council)**

- a. Who: Work with the Associated Student Body (ASB), Black Student Unions, Latino Student Unions of Adelanto High School and other non-profit organizations who already work with youth to recruit participants on the Youth Council for the City.
- b. What: Provide opportunities for the Youth Council members to meet regularly and discuss issues of concern for young people in Adelanto and get them acquainted with civic life and responsibilities.
- c. Goals: Develop the next generation of leaders, involve our youth in political decisions and to create an opportunity for youth to participate in and learn about navigating local government.
- d. Youth Incentives:
  - i. Internship titles, letters of recommendation, networking opportunities
- e. How: Work with local educators to incorporate mentoring into the program, possibly pairing oldest and youngest children to work with and learn from each other.
- f. Establish a City council member or members to liaise and work with the youth council.
- g. Steps:
  - i. Establish or acquire a program/curriculum (maybe from San Bernardino City school district) (Stevevonna check with Jayshawn on the name of the program)

- ii. Work with Superintendent of Victor Valley Unified High School District (VVUHSD) and Superintendent of Adelanto Elementary School District (AESD) for approvals and support.
- iii. Reach out to Principal of Adelanto High School and Adelanto Elementary School to solicit interest.
- iv. Work with local educators and Principals to set up the program.
- v. Implement the program
- vi. Evaluate the program

## **2. Local Business Grants**

- a. Check for and inform local businesses about public and private business grants for which they may be able to apply.
- b. Maintain a listing of these grants on the City website/social media pages, and share with local BIPOC businesses.
- c. Highlight grants which support minority-owned businesses.
- d. For public funding opportunities, create flyers/reminders of deadlines and criteria which can be shared with local businesses and the public in advance via web and social media.

## **3. High Risk/Adult Business Tax Program**

- a. Establish tax for high risk/adult businesses (such as liquor stores, smoke shops, adult entertainment, etc.) to create a fund for DEI initiatives agreed upon by the resolution ([see appendix](#) for research).
- b. Direct 50% of cannabis tax revenue into funding the equity program.

## **4. Diversify Cannabis Industry**

- a. Obtain grant approval from the council on a cannabis equity program.
- b. Allot 3 dispensaries to be allocated to the equity program, provided the City increases the dispensary total to 6 (or half of the current permitted total).
  - i. Add demographic questions to cannabis applications to ensure ownership matches city demographics for all cannabis businesses (growing, sales, etc.).
  - ii. By establishing an understanding of our baseline figures for the City, with these percentage goals we can demonstrate numbers of people impacted.
- c. Include specifications on restrictive crimes on the cannabis permit application - these will be determined at a later time with the City Attorney.
- d. Provide legal aid to prospective applicants with criminal histories that may prevent them from obtaining a state license in accordance with City Attorney to ensure legality.
- e. Look at and consider changing the ordinance for outdoor grows.

## **5. Build Public Trust**

- a. Build trust in high quality resources/programming, open communication, and participation in decision making.
- b. Actively court the residents by soliciting opportunities for communication between City officials and residents such as:
  - i. Anonymous suggestion boxes (can be physical boxes in City Hall or an anonymous, always-open electronic survey which can be accessed on the Council webpage).
  - ii. Host Town Hall Events
  - iii. Utilize the City's autodial system to share important updates, events, and opportunities
  - iv. Post consistently on social media and perform regular web updates
  - v. The City can host local/public TV or radio spots
  - vi. Ensure council minutes are widely accessible and consistently updated online.
  - vii. And any other approaches which can increase communication between council members/the Mayor and residents.
- c. Inform residents of the programs the City is offering and market to the community.
- d. Transparent decision-making
- e. Timely, accurate, consistent reporting on the state of DEI in the City and progress on DEI goals/programs.

**Pillar #2: Pursue educational efforts aimed at understanding and addressing bias and how it affects the diversity of City services and explore programs, tools, and strategies that help advance equity.**

**1. Provide Information Online**

- a. Provide contact information to local organizations and programs that provide resources on City website (see [appendix](#)), including community-based support organizations, such as:
  - i. First responders
  - ii. Mental health hotlines
  - iii. Substance abuse/recovery
  - iv. Housing insecurity
  - v. Youth services
- b. Provide learning tools on the City website that are publicly available on a variety of important DEI topics, including, but not limited to:
  - i. Explicit versus implicit bias
  - ii. Institutional versus personal bias
  - iii. Microaggressions and use of coded language
  - iv. Hate speech versus free speech
  - v. Cultural competence and appreciation
  - vi. Allyship

- c. Provide a list on the City website of local, state, and national organizations which provide training opportunities that residents can pursue independently.

## 2. Create Inclusive Spaces

- a. Ensure City meetings and events are accommodating to all demographics.  
Include:
  - i. Language translation/interpretation services
  - ii. Physical/learning difference accessibility
  - iii. Childcare/youth activities
  - iv. Advertisement of events to diverse communities
- b. Co-host “Live Libraries” and other community educational events.
- c. Co-host and host cultural events and celebrations.
- d. Hold town hall events for residents to speak less formally with council members/mayor during or immediately following incidents of concern for the City.

## 3. Email/Social Media Campaigns

- a. Partner with nonprofit social media campaigns to educate on racism and equity.
- b. Create social media pages for “Racism is a Public Health Crisis” and share informational/educational posts.
- c. Advertise events and educational workshop opportunities in these spaces.

## 4. Host Community Educational Workshops

- a. Partner with local organizations and programs such as For The People, [Adelanto High School](#), [The Adelanto Branch Library](#), and [The Claremont Colleges](#) to host community educational workshops ([see appendix](#) for a complete list of organizations that have agreed to partner with the City).
  - i. Include funding for facilitators, food, child care, language interpretation, and advertising.
  - ii. Host specific, mandatory workshops for elected and appointed City staff.
  - iii. Base curriculum on the following topics:
    1. **Racism and Equity:** systemic racism, mass incarceration, the school-to-prison pipeline, bias transmission in institutions and individuals, and the intersections between different types of oppression (racism, sexism, homophobia, colorism, etc.).
    2. **Financial Literacy:** How to build and keep wealth, how to open a checking/savings account, credit, loans, taxes, entrepreneurship, home ownership/mortgages, renters’ rights, rental/leasing contracts, life insurance and investing.
    3. **Mental Health:** services and stigma, LGBTQ support, suicide, homelessness, abuse, relationships, substance abuse/recovery, and domestic violence.
    4. **Basic Life Skills:** trades/job/college readiness, FAFSA/financial aid, turning on utilities, scheduling health insurance/doctors/dentists appointments, preventative health care,

- conflict management, cooking/nutrition, simple repairs, getting an ID/passport/license, pursuing citizenship/documentation.
5. **Job Readiness:** writing a resume/cover letter, interview skills, interview clothing, transportation reimbursement for interviews, job talk panels, internship/shadowing opportunities.
  6. **Public Safety:** alternatives to calling 911, reimagining public safety with a racial justice & racial equity approach, restorative justice initiatives and alternatives to incarceration (see [Pillar #3](#)).

## 5. Ethnic Studies

- a. Council sign a letter of support to stand behind the K-12 Ethnic Studies and Critical Race Theory movement (AB 1460, AB 331, AB 101), stating that the City of Adelanto supports all initiatives promoting Ethnic Studies and Critical Race Theory for all.

## 6. Educate Youth on Racism and Equity

- a. Establish a Youth Committee/Youth Council open to Adelanto High School students. Include curriculum on and discussions of leadership, skill-building, conflict resolution, and DEI policy.
  - i. Incorporate youth leaders into planning and implementation of City training sessions.
- b. Work with ROC/Millionaire Mind Kids to educate youth on leadership pathways and power.
- c. Work with schools to raise graduation and college acceptance rates through incentive programs [such as those outlined here](#).
- d. Support and lobby for reading and literacy programs, such as Jumpstart/Headstart and tutoring which are proven to support overall community well-being.

## 7. Annual Equity Audit

- a. Conduct an annual audit of the programs and strategies outlined in this document to examine their effectiveness in impacting the intended populations.
- b. This tool should be utilized to ensure goals are hit in the following areas:
  - i. Diverse participation in programs by race/ ethnicity, language, gender, sexuality, disability, age, religion, etc.
  - ii. Audit for diverse participation in all of but not limited to the following programs:
    1. Small Business Loans
    2. City Contracts
    3. City Employees
    4. Attendance at Workshops, Trainings, and Events
    5. Presence of Translated Materials/Interpreters
    6. Minority-Owned Cannabis
    7. Arrests, Prosecution/Incarceration

- c. Revise policies annually as necessary based on audit results.

## Pillar #3: Instill public confidence that public safety is administered equitably.

1. **Follow Defunding/Reallocating Policies Implemented in Other Cities ([see appendix for more research](#))**
  - a. Work out City contracts with social services to reroute resources
  - b. Police officers can be on hand if needed
  - c. Research grant opportunities available to apply for as a regional area using government websites, such as [grants.gov](#).
  - d. Develop mental health hotlines, substance abuse/recovery numbers, housing insecurity resources, and youth services as alternatives to police involvement
2. **Establish a High Desert Police Department**
  - a. Would allow for changes beyond what the county is willing to adopt
  - b. This would allow the City council and mayor to have greater influence over local policing policies.
  - c. This may also increase the likelihood that officers will be from our own Adelanto/High Desert community.
  - d. Determine the amount of funding that is currently allocated to county sheriff's services to ascertain if this is a realistic figure for establishing a City department.
  - e. Research further using resources such as: [Guidelines for Starting and Operating a New Police Department](#) and [cost examples of comparable size/income CA cities like Banning, CA](#)
3. **Lobby for More Equitable Public Safety Policies**
  - a. **Require Body Cameras** – require officers to wear body cameras, present a petition in support signed by 33% of High Desert population (110,000), could be funded by grants, require officers be fined/held personally liable for cameras turned off.
  - b. **Revise Hiring Process** – ensure hiring/vetting process for officers is thorough and fair. Reexamine current hiring process and percentage of police officers living in the community
  - c. **Incorporate Anti-Bias Training for Officers** – require anti-racism, anti-bias, and de-escalation training, training for working with special needs/mental illnesses, homelessness support, drug/alcohol abuse referral services (continued education hours), and how to work in partnership with social services to decrease over-policing and over-incarceration.
    - i. Develop collaborative training with community leaders led by designated community liaison positions.
    - ii. Discuss training needs with community leaders

- d. **Update Mental Health Requirements for Officers** - rotate through contracts/psychologists performing evaluations for greater checks and balances particularly for repeat offenders or officers which receive more than two complaints.
- e. **Counseling** – increase frequency of officer counseling, ensure quality of counseling, host specialized mental health people/workshops working with police officers to reduce stigma around mental health
- f. **Complaint Policy Changes** – review current policies on dealing with officer records/complaints, ensure policies are enforced, properly investigate questionable actions externally - through rotating oversight, jury system, or a community oversight committee, establish an officer complaint threshold policy or public/published record/database/list that could result in dismissal
- g. **Policing Community Oversight Committee** – ensure leadership is from the community, not the sheriff's department, investigate officer complaints, families/loved ones could petition for involvement
  - i. Determine if/how community oversight committee could gain access to informations. May require another community petition.

#### **4. Create “Positive Policing” Opportunities for Community to Connect with Police**

- a. Increase accessibility of “community liaison” positions (Greg Jones, Danny Garcia) by asking them to regularly host town hall discussions on a consistent basis and especially when an incident of public concern happens.
- b. Bridge community/sheriff relationship through simple (unstaged/no media) interactions, with participation from community liaison and other officers, including:
  - i. Sports (Police officers acting as referees/umpires or playing with kids on a sports day)
  - ii. Sheriff-sponsored reading program/reading recordings/partnership with public library/schools
  - iii. Fundraiser to give to a community organization/schools
  - iv. Volunteer with the community: clean-up days, other events
  - v. Trainings led by Officer George on how to engage with residents/helping with community oversight
  - vi. Police should make efforts to attend voluntary public trainings and workshops hosted by the City to get to know residents and contribute to their own learning.
- c. Facilitate restorative justice circles such as the ones hosted by [Charter for Compassion](#).

#### **5. Decriminalize City Ordinances**

- a. Review new/current ordinances for opportunities to decriminalize
- b. Replace criminalization with warnings, community service, restorative justice, etc., where possible.

- c. Consistently enforce curfew and other ordinances to avoid opportunities for implicit bias.

## Pillar #4: Build and strengthen alliances and partnerships with other organizations that are advancing initiatives to dismantle systemic racism and improve health outcomes for all residents.

### 1. Identify and Support Organizations and Programs with Similar Goals

- a. Conduct research to identify outside organizations that are actively and explicitly fighting for diversity and equity and could benefit from City backing, including, but not limited to:
  - i. [Victor Valley Family Resource Center](#)
  - ii. [Millionaire Mind Kids' Reimagining Our Community](#)
  - iii. [El Sol Neighborhood Educational Center](#)
  - iv. [St. Joseph Community Building Initiative](#)
  - v. [Family Assistant Program](#)
  - vi. [Small Business Administration](#)
  - vii. [A Better Way](#)
  - viii. [Interagency Council on Homelessness](#)
  - ix. [Stop LAPD Spying Coalition](#)
  - x. [Greater Hope Foundation](#)
  - xi. [Goodwill Southern California](#)
  - xii. [Christ the Solid Rock](#)
  - xiii. [California Black Women's Health Project Inland Empire](#)
  - xiv. [Delta Sigma Theta Sorority](#)
  - xv. [NAACP](#)
  - xvi. [Inland Coalition for Immigrant Justice](#)
  - xvii. [National Urban League](#)
  - xviii. [National Council of Negro Women](#)
  - xix. [Color of Change](#)
  - xx. [Music Changing Lives](#)
  - xxi. [The Arts Council of San Bernardino County](#)
  - xxii. [My Brother's Keeper Alliance](#)
  - xxiii. [California Native American Heritage Coalition](#)
- b. Inquire about and provide the resources these organizations need from the City.

### 2. Increase Grant Opportunities for African American/ADOS people

- a. Research government grant opportunities available to African American/ADOS people through organizations such as:
  - i. [GrantWatch](#)
  - ii. [Grants.gov](#)
  - iii. [USDA Rural Business Enterprise Grant](#)
  - iv. [Non-Profit Trade Association for the Self-Employed](#)

- v. [FedEx Annual Small Business Grant Contest](#)
- vi. [Small Business Innovations Research and Small Business Technology Transfer](#)
- vii. [Minority Business Development Agency](#)
- viii. [Business Consortium Fund](#)
- ix. [Small Business Administration \(SBA\) 8-a Program](#)
- x. [Operation Hope -Small Business Empowerment Program](#)
- b. Add a tab on the City website listing these grant opportunities.
- c. Establish City-sponsored grants for minority-owned businesses and organizations ([see Pillar #1](#))
  - i. The City can consider hosting an annual fundraiser/community event or lottery to create this fund.

### **3. Establish Organization Offices in Adelanto/High Desert Area**

- a. Require community buildings and resource centers to provide physical space for community organizations to utilize.
- b. Research community-based organization contracts through the City, ensuring that they provide opportunities for meeting spaces.
- c. Work with private companies and the school district to provide use of unused office space to community organizations.
- d. Buy or build office space in the City for organizations' use.

### **4. Universal Basic Income (UBI)**

- a. Support universal free wifi in the City
- b. Look into exploring UBI grant options to establish a pilot fund for this program in the City.
  - i. Adelanto can join organizations such as these to learn more about programs, the process of getting started, and where to find funding to support these efforts:
    - 1. [Mayors for a Guaranteed Income](#) to learn more and gain access to grant funding for this program.
    - 2. [Income Movement](#) “A people powered movement working together to pass basic income legislation.”
    - 3. [The Economic Security Project](#) who challenge the status quo by catalyzing ideas that build economic power for all Americans.
  - ii. [See appendix](#) for further research and information

**Pillar #5: Support community efforts to amplify issues of racism and engage actively and authentically with diverse stakeholders within the City to advance racial equity.**

#### **1. Survey the Community**

- a. Assemble a group of researchers by partnering with a local college to design a comprehensive survey in partnership with area captains, community leaders, and

- the youth council to hear from City residents regarding needs and ideas about racism and equity in the City.
- b. Collect annual information anonymously from City residents that can be compiled into an accessible report which can then be posted on the City's website.
  - i. Area captains from different areas can report back to the City on how they will respond to resident ideas and needs by incorporating them into City activities and planning.

## 2. Listen to Community Feedback

- a. Establish a Facebook page/social media page or forum on the City website for community members to share thoughts on racism and equity, including
  - i. Experiences with racism in the City
  - ii. Ideas on how the City can combat racism
  - iii. Feedback on racism and equity to law enforcement and other government agencies such as the Department of Children and Family Services and Department of Social Services.
- b. Follow up with government agencies to ensure that community member feedback is heard and incorporated.
  - i. Report out publicly and visibly the steps that have been taken to respond to resident needs and ideas.

## 3. Build Opportunities for Community Members to Get Involved

- a. Maintain and update a list of [opportunities for community members to get involved in racism and equity work](#) (as soon as new opportunities become available or are no longer available).
- b. Publish these opportunities on the City website and social media pages.

## Budget & Accountability

**Pillar #1: Make progress as an inclusive and equitable organization by identifying opportunities to combat racism and foster diversity in City leadership, staffing, and contracting. This Pillar has three primary areas of attention: Public Bids and Contracts, Diversify City Staff, and Community Needs.**

| Sub-Section   | What  | Who | When | Cost |
|---|---|-----|------|------|
| <a href="#"><u>Public Bids and Contracts - Aim to Increase Diversity in</u></a> | Contract with 30-35% Black-owned businesses |     |      | \$0  |

|   |  |             |  |   |
|---|--|-------------|--|---|
| <u><a href="#">Public Contracting &amp; Advertise Widely</a></u>  |  |             |  |   |
| <u><a href="#">Public Bids and Contracts - Aim to Increase Diversity in Public Contracting &amp; Advertise Widely</a></u> | City sponsored hiring/contracting outreach/advertising   | City Clerk? |  | <b>\$0</b><br>(Free to Post Jobs)   |
| <u><a href="#">Public Bids and Contracts - Establish Certifications</a></u>   | Developing certification standards for minority-owned businesses   |             |  | <b>\$1250</b><br>(\$250 Stipend to each member of a 5 person ad-hoc committee to develop mechanism for certification)                   |
| <u><a href="#">Public Bids and Contracts - Establish Certifications</a></u>   | Work with 30-35% certified minority businesses   |             |  | <b>\$0</b>  |
| <u><a href="#">Public Bids and Contracts - Establish Certifications</a></u>   | Hosting a workshop on minority-owned business certification, including accessibility services, language translation, and childcare |             |  | <b>\$850</b><br>(\$250 honorarium for facilitator<br>\$100 for written translation<br>\$250 for interpreter fee<br>\$250 for childcare) |
| <u><a href="#">Public Bids and Contracts - Provide Opportunities for Minority-Owned and/or Local Businesses</a></u>       | "Minority-Owned" business benefits. Funds could come partially from high risk/adult business program                               |             |  | <b>\$50,000-\$200,000</b><br>*<br>(could secure through grants or as part of a City fundraiser)   |

|   |   |  |  |  |
|---|---|--|--|--|
| <a href="#"><u>Diversify City Staff - Add Language to the 310 Ordinance that Fosters Diversity, Equity, and Inclusion</u></a> | Adding language to 310 ordinance that fosters diversity                                     | Council Member Evans   |  | \$0  |
| <a href="#"><u>Diversify City Staff - Add Language to the 310 Ordinance that Fosters Diversity, Equity, and Inclusion</u></a> | Conducting/publishing annual demographics report for contractors, employees, and leadership | <p>Can require individual City departments to report these figures.</p> <p>Could partner with local college course to conduct free research or could pay someone to do this evaluation and assessment</p> <p>Should be organized by the City Manager (?)</p> |  | <b>\$0 - \$500</b><br>(Can require individual City departments to report these figures. Could also partner with local college course to conduct free research or could pay someone to do this evaluation and assessment) |
| <a href="#"><u>Diversify City Staff - Add Language to the 310 Ordinance that Fosters Diversity, Equity, and Inclusion</u></a> | Ensuring minority pay is 100% equal to white counterparts                                   |  |  | <b>\$0-\$500</b><br>(require City Council members to review annually as part of their positions; could also pay an external auditor to come in and examine/report)   |
| <a href="#"><u>Diversify City Staff - Add Language to the 310 Ordinance that Fosters Diversity, Equity, and Inclusion</u></a> | 2x spending on equity-related causes  |  |  | <b>TBD \$25,000 (?)</b><br>(need to know current cost for it to be doubled - should also state minimum spending)   |

|   |  |  |  |   |
|---|--|--|--|---|
| <a href="#"><u>Diversify City Staff - Add Language to the 310 Ordinance that Fosters Diversity, Equity, and Inclusion</u></a>   | New hires: 30% Black, 60% Latino, 5% other People of Color, and 60%/40% women/men. |  |  | \$0   |
| <a href="#"><u>Diversify City Staff - Add Language to the 310 Ordinance that Fosters Diversity, Equity, and Inclusion</u></a>   | Leadership: 20% Black  |  |  | \$0   |
| <a href="#"><u>Diversify City Staff - Add Language to the 310 Ordinance that Fosters Diversity, Equity, and Inclusion</u></a><br><a href="#"><u>InclusDiversify City Staff - Add Language to the 310 Ordinance that Fosters Diversity, Equity, and Inclusionion</u></a> | Ensure minority pay is 100% equal to white counterparts'                           |  |  | <b>TBD</b><br>(Only through conducting an equity audit can the gap between baseline figures and wage goals be identified).          |
| <a href="#"><u>Diversify City Staff - Add Language to the 310 Ordinance that Fosters Diversity, Equity, and Inclusion</u></a>   | Vendor spending: 30-35%  |  |  | <b>TBD</b><br>Work with the City's Finance Department and the City Manager to establish the gap between baseline figures and goals. |
| <a href="#"><u>Diversify City Staff - Add Language to the 310 Ordinance</u></a>   | Building and development spending: 12%   |  |  | <b>TBD</b><br>Work with the City's Finance Department and the City Manager  |

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| <a href="#"><u>that Fosters Diversity, Equity, and Inclusion</u></a>  |   |  |  | to establish the gap between baseline figures and goals.   |
| <a href="#"><u>Diversify City Staff - Establish Human Resources Diversity, Equity, and Inclusion Policies</u></a> | Adding diversity language to HR policies, including assembling a group of community leaders, youth council members, and/or experts to periodically review and revise existing HR policies |  |  | <b>\$0</b><br>(can be done with existing volunteers)   |
| <a href="#"><u>Community Needs - Create a Joint Training Partnership (Youth Council)</u></a>                      | Youth Council/joint training partnership leadership, programming, meeting space, etc.   |  |  | <b>\$10,000</b><br>(\$300 Certificates/awards for Youth Leaders + \$1700 Annual Appreciation Banquet + meeting snacks, \$2000 per quarter programming funds) |
| <a href="#"><u>Community Needs - Local Business Grants</u></a>  | Advertising for public funding/grant opportunities, including graphic design  |  |  | <b>\$1000</b>  |
| <a href="#"><u>Community Needs - Diversify Cannabis Industry</u></a>  | Legal aid to cannabis diversity applicants. Could be paid for with high risk/adult business program fund  |  |  | <b>\$10,000*</b><br>(could also partner with legal volunteers who do pro-bono or sliding scale clinics).   |

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| <a href="#"><u>Community Needs - Diversify Cannabis Industry</u></a>  | Dispensary ownership: 30% Black, 60% Latino |  |  | \$0                             |
| <a href="#"><u>Community Needs - Diversify Cannabis Industry</u></a>  | Dispensary ownership: 60%/40% women/men     |  |  | \$0                             |
| <b>Pillar #1 Sub-Total</b><br>(Using upper range estimates - also note *\$210,000 represent expenses which could be supplemented with grants) |   |  |  | <b>\$249,100*</b><br>(\$39,100) |

| Sub-Section   | What  | Who | When | Cost  |
|---|---|-----|------|---|
| <a href="#"><u>Provide Information Online</u></a>   | Maintaining a list of local organizations and programs on City website  |     |      | <b>\$2000</b><br>(pay a \$500 quarterly stipend to a student to maintain and update these lists)  |
| <a href="#"><u>Create Inclusive Spaces &amp; Host Community Educational Workshops</u></a> | City-sponsored meetings, events, and workshops, including programming, staff/leadership, location, food, translation/interpretation services, and physical/learning |     |      | <b>\$18,000</b><br>(4-8 trainings/ workshops includes cost of facilitator, food, translation/interpretation, and accessibility accommodations.) |

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|   | difference accessibility   |   |             |   |
| <a href="#"><u>Email/Social Media Campaigns</u></a>       | Communication systems (email, social media, text messaging, auto dialer, etc.)   |   |             | <b>\$0</b><br>(Can use systems that the City already employs)   |
| <a href="#"><u>Email/Social Media Campaigns</u></a>       | Maintenance/content creation for “Racism is a Public Health Crisis” social media pages   |   |             | <b>\$4,000</b><br>(Pay \$1000 stipend per quarter for someone to make daily posts which publicize the work of partners, the youth council, and community leaders on this topic) |
| <a href="#"><u>Ethnic Studies</u></a>                     | Council make a resolution to stand behind the ethnic studies movement (AB 1460, AB 331, AB 101) stating that the City of Adelanto supports all initiatives promoting ethnic studies for all. | Mayor and City Council Members, allow for public comments | Immediately | <b>\$0</b>  |
| <a href="#"><u>Educate Youth on Racism and Equity</u></a> | High School Youth Committee leadership, programming, etc.  |   |             | <b>\$0</b><br><a href="#"><u>(priced above in Pillar #1)</u></a>  |
| <a href="#"><u>Educate Youth on Racism and</u></a>        | Reading/literacy programs/   |   |             | <b>\$0</b><br>(This is usually  |

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| <a href="#"><u>Equity</u></a>                             | lobbying for programs like Jumpstart/ Headstart   |  |  | provided as a partnership between higher education institutions/ social service agencies and pre-school providers - it would cost the City nothing to explore/ encourage these options - need to verify) |
| <a href="#"><u>Educate Youth on Racism and Equity</u></a> | Work with schools to raise graduation and college acceptance rates through incentive programs |  |  | <b>\$250,000*</b><br>(this would provide a \$500 stipend each to 500 graduating seniors per year and could be secured by a grant)  |
| <a href="#"><u>Annual Equity Audit</u></a>                | Conducting/ publishing an annual equity audit   |  |  | <b>\$8,000</b><br>(work with a consultant/ expert to build systems for data collection/ analysis to put forth annual recommendations for equity improvements in the City)                                |
| <a href="#"><u>Annual Equity Audit</u></a>                | Annual review and revision of equity policies   |  |  | <b>\$0</b><br>(can be included in the work of the youth and community leadership volunteers and the City attorney which is already paid for - need to confirm)   |

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| <p><b>Pillar #2 Sub-Total</b></p> <p>(Using upper range estimates - also note *\$250,000 represent expenses which could be supplemented with grants)</p> | <b>\$282,000*</b><br>(\$32,000) |
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| <b>Pillar #3: Instill public confidence that public safety is administered equitably.</b>  |  |            |             |   |
|--|--|------------|-------------|---|
| <b>Sub-Section</b>   | <b>What</b>  | <b>Who</b> | <b>When</b> | <b>Cost</b>   |
| <a href="#"><u>Follow Defunding/ Reallocating Policies Implemented in Other Cities</u></a> | Developing mental health hotlines, substance abuse/recovery numbers, housing insecurity resources, youth services  |            |             | <b>\$45,000*</b><br>(May need to hire a program manager or pay stipends to City leaders to carry out planning and implementation) |
| <a href="#"><u>Establish a High Desert Police Department</u></a>                           | Establishing a High Desert Police Department. Could be paid for by current allocation to county sheriff's services |            |             | <b>\$8,000,000*</b><br>(based on costs of Banning police department with similar economic status/ population figures)             |
| <a href="#"><u>Lobby for More Equitable Public Safety Policies</u></a>                     | Lobbying for changes to Sheriff's Department policies  |            |             | <b>\$45,000*</b><br>(pay an experienced advocate to work annually with the sheriff's department)                                  |
| <a href="#"><u>Lobby for More Equitable Public Safety Policies</u></a>                     | Sheriff's Department body cameras  |            |             | <b>\$20,000*</b><br>(\$800-\$1000 per camera x 20 officers currently in Adelanto - could likely apply for a grant)                |

|  |   |  |  | to fund)   |
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| <a href="#"><u>Lobby for More Equitable Public Safety Policies</u></a>                               | Sheriff's Department hiring/complaint process revision                                    |  |  | <b>\$0</b><br>(Work with community and youth leader volunteers to establish revisions with the sheriff's department) |
| <a href="#"><u>Lobby for More Equitable Public Safety Policies</u></a>                               | Anti-Bias and mental health training for officers, including leadership/programming, etc. |  |  | <b>\$10,000</b><br>(to pay for facilitators,   |
| <a href="#"><u>Lobby for More Equitable Public Safety Policies</u></a>                               | Counselor/psychologist rotation   |  |  | <b>\$40,000*</b><br>(retention estimate for part-time cost for one year)   |
| <a href="#"><u>Lobby for More Equitable Public Safety Policies</u></a>                               | Increased frequency of officer counseling   |  |  | <b>\$6,000</b><br>(\$300 incentive for officers who attend follow-up wellbeing appointments)                         |
| <a href="#"><u>Lobby for More Equitable Public Safety Policies</u></a>                               | Policing Community Oversight Committee, including leadership, programming, location, etc. |  |  | <b>\$2,500</b><br>(\$100 per meeting/ 20 annual meetings for food)   |
| <a href="#"><u>Create “Positive Policing” Opportunities for Community to Connect with Police</u></a> | City-sponsored police/ community events (sports, reading,                                 |  |  | <b>\$8,000</b>   |

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|  | fundraisers, volunteering) including programming, staff, location, snacks, etc. |  |  |   |
| <a href="#"><u>Create “Positive Policing” Opportunities for Community to Connect with Police</u></a> | Facilitate restorative justice circles  |  |  | <b>\$6,000</b><br>(\$1500 per full day circle x 4 per year)                           |
| <a href="#"><u>Decriminalize City Ordinances</u></a>   | Reviewing of ordinances for opportunities to decriminalize                      |  |  | <b>\$0</b><br>(can be done with existing community leaders and youth council members) |
| <b>Pillar #3 Sub-Total</b><br>(*Includes at least \$8,150,000 that can likely be secured by grants)  |   |  |  | <b>\$8,182,500</b><br>(\$32,500)  |

| <b>Pillar 4: Build and strengthen alliances and partnerships with other organizations that are advancing initiatives to dismantle systemic racism and improve health outcomes for all residents.</b> |   |            |             |  |
|--|---|------------|-------------|--|
| <b>Sub-Section</b>   | <b>What</b>   | <b>Who</b> | <b>When</b> | <b>Cost</b>  |
| <a href="#"><u>Identify and Support Organizations and Programs with Similar Goals</u></a>  | Research to identify outside organizations to support                             |            |             | <b>\$1000</b><br>(Pay a college student \$500/2x yearly to do this research) |
| <a href="#"><u>Increase Grant Opportunities for African American/ADOS People</u></a>   | Research and advertisement of government grant opportunities available to African |            |             | <b>\$1000</b><br>(Pay a college student \$500/2x yearly to do this research) |

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|  | American/ADOS people  |  |  |  |
| <a href="#"><u>Increase Grant Opportunities for African American/ADOS People</u></a> | Establishing City-sponsored grants for minority-owned businesses and organizations ( <a href="#"><u>see Pillar #1</u></a> ).<br>City can consider hosting an annual fundraiser/community event or lottery to create this fund |  |  | <b>\$0</b><br>(priced above in Pillar #1)  |
| <a href="#"><u>Establish Organization Offices in Adelanto/High Desert Area</u></a>   | Establishing nonprofit organization offices in Adelanto, including buying/building office space for organizations or working with private companies and school district for office space                                      |  |  | <b>\$50,000-\$250,000*</b><br>(can be secured through grants)  |
| <a href="#"><u>Universal Basic Income (UBI)</u></a>                                  | UBI research  |  |  | <b>\$10,000*</b><br>(pay a consultant/ grant writer to research and apply for grants to create a system) |
| <a href="#"><u>Universal Basic Income (UBI)</u></a>                                  | UBI Program Administrator   |  |  | <b>\$45,000*</b><br>(may need to pay a program administrator)  |

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| <a href="#"><u>Universal Basic Income (UBI)</u></a>  | UBI implementation |  |                            | \$263,964,000*<br>(21,997 adult residents x \$1000/month for one year) |
| <b>Pillar #4 Sub-Totals</b><br>(Using upper range estimates - also note* \$264,269,000 represent expenses which could be supplemented with grants) |                    |  | \$264,271,000*<br>(\$2000) |  |

| <b>Pillar 5: Support community efforts to amplify issues of racism and engage actively and authentically with diverse stakeholders within the City to advance racial equity.</b> |  |     |      |  |
|--|--|-----|------|--|
| Sub-Section  | What   | Who | When | Cost   |
| <a href="#"><u>Survey the Community</u></a>  | Conducting/publishing a community survey on residents' opinions            |     |      | \$0 - \$2000<br>(can work with a college course or department who specializes in survey/research methods to produce a report or pay a small fee to a private researcher) |
| <a href="#"><u>Listen to Community Feedback</u></a>  | Managing a social media platform for residents to share experiences        |     |      | \$0-\$2000<br>(could be managed by a volunteer or pay a \$500 stipend per quarter to an intern to manage)  |
| <a href="#"><u>Build Opportunities for Community Members to Get Involved</u></a>   | Maintenance of a list of opportunities to get involved on the City website |     |      | \$0<br>(local organizations can submit their opportunities on a rolling basis and these can be updated on the City website by those who                                  |

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|  |  |  |  | already do web updates)              |
|  |  | Pillar #5 Sub-Total  |  | <b>\$4,000</b>                       |
|  |  | Grand Total (All Pillars)<br>(Using upper range estimates - also note* \$272,988,600 represent expenses which could be supplemented with grants) |  | <b>\$272,988,600*</b><br>(\$109,600) |

## Appendix

[310 Ordinance](#)

[Research](#)

[Cannabis/High Risk/Adult Business Tax Program](#)

[Police Defunding/Reallocating Policies](#)

[Universal Basic Income](#)