



Department of Race and Equity

Equity Indicators Community Briefing # 2

West Oakland Public Library/7.24.2018

Present:	40 Community members
City Staff:	Darlene Flynn, Director, DRE, Jacque Larrainzar, DRE Analyst Roberto Bedoya, Director, Office of Arts, Public Library, Oakland Department of Transportation, Violence Prevention and Department of Planning Staff were in attendance.
Elected Officials:	None in attendance
Next meeting:	Downtown Oakland Briefing 7.31.2018. Oakland City Hall, 1 st Floor, Hearing room: 2 1 Frank H. Ogawa Plaza, Oakland, CA 94612 7:00-8:00 p.m.

1. Announcements

The Grassroots Racial Equity Task Force is gathering 500 stories from community members to document their life experiences around racial disparities and the equity indicators. To participate put a star next to your name in the signing sheet. The project coordinators will follow up with you with more information about the project.

Equity Indicators Community Briefings

City Hall - July 31, 7-8 p.m. City Hall first floor, Room HR 2

Oakland Hills – Per community suggestions our department is working to schedule one more community briefing at the end of August. The location, time and date will be posted in our [website](#).

2. Briefing

After a moment of silence in honor of Mia Wilson, Director Flynn started the meeting with brief introductions. Community members and city staff shared their names, and

what brought them to the briefing. After sharing the goals for the meeting and how the equity indicators could be used to eliminate racial disparities in Oakland by city staff and community members and organizations, she walked us through the executive summary of the report. She answered questions and provided additional information about the work of the department and its approach.

The conversation was difficult and passionate. The issues we face as a City to address the inequities identified in the report are very complex. Residents expressed their frustration with the tensions black residents are experiencing due to gentrification, lack of jobs and housing opportunities, trash and violence.

City staff sat- in to listen to the concerns of community residents and take back what they have learned to their departments.

It was clear that everyone in attendance shares a common interest: Make Oakland a better place for all who live in it.

Materials Provided

Copies of the executive summary of the report and a sample indicator (Homelessness) were provided to all in attendance.

Summary of Director Flynn presentation:

Director Flynn stated by stating the goal for the briefing:

- To answer questions from the community about the report and;
- Record their questions, suggestions and concerns regarding the report.

Key take-aways from community questions, concerns and suggestions.

Questions

Participants wanted to know how to they can be active participants in ending all level of racism (structural, institutional and individual) and how they can volunteer with the city to offer their expertise and help us support individuals in the community.

- If the Equity Indicators report confirms what we know, what strategies are needed to create change?
- How do we create a City culture of accountability?
- How has been the report received?
- What if any hope is there to bring Alameda County Behavioral Health and Public Health into this work?
- How will be progress measured?

- How can the city provide a mechanism to solve issues?
- How can individuals work with the city to address the needs of youth 18-24?

Concerns

The 4 areas of concern most mentioned during the meeting where:

- **City accountability**
- **Creating a City Where We All Belong**
- **Levels of Service in West Oakland**
- **Gentrification/ Housing Affordability**

Participants concerns reflect the following themes:

1. City Accountability

Creating the political will to achieve Racial Equity

Will data move the City towards racial equity? Is there the political will? Do they (the city elected officials) want to see equity?

Creating Measurable Goals and Bench Marks

Is there a plan with measurable goals? Bench marks? Will there be one?

2. Creating a City Where All Belong

Creating a City Culture of Belonging and Love for Our Diversity

- We need change now. How do we change what is happening with new white residents calling police on black residents that have been here for a long time? The City gives the appearance that does not care about black people. The mayor is not here and the announcement that she will attend the East Oakland meeting was sent at the last minute. The police actions at today's rally underline these assumptions.
- Overt anti-blackness: white people calling police on black people. The Wilson sisters attack.

- There is anger and hopelessness in our community (black) How do we change what is happening?

3. Levels of Service in West Oakland

- West Oakland Levels of Service
 - o Clean- up/abandoned trash
 - o City services in general, but specially for youth.
- Access to loans to improve homes.
- Access to true affordable housing.
- Access to livable wage jobs for low skill/low education workers
 - o The work world has changed. We live in a high-tech work world were people with low level skills has no options. How can the city create programs to help these individuals get the skills and education they need to get and keep a job?
 - o Many activities that workers carry out today have the potential to be automated. These shifts are creating considerable uncertainty in communities of color were low opportunity and low skills have been the result of year of divestment in education and access to jobs.

4. Gentrification/Housing Affordability

- The City has not done anything to address displacement
- The City has made policy decision that limit the ability of community organizations to provide affordable housing.
- Oakland has examples of good models that worked to create affordable housing for communities of color. Could the City look at those models and partner with community organizations to resolve the problem we have with homelessness?
- Many people who lived here lost their homes to higher rents and now live under bridges in tents or their cars. How can we help them get decent housing?

Suggestions

Outreach and Inclusive Engagement

- Look for new ways of doing engagement
- Pay grassroots people for their time and efforts
- Go to the Acorn to meet with and learn from grassroots folks
- The grassroots Race and Equity Task Force is getting ready to engage the community.
- Attend MPC meetings / Joe De Vries.

Results Based Accountability

- We (the West Oakland community) are ready for policy actions.
- City policy makers need to listen to youth and people like us
- Housing Policy, Public Lands Policy need to be drafted with racial equity results in mind.
- Budget is inconsistent with Equity intentions. There are no funds from the general fund going to Housing.
- Look at models used in the past in Oakland, i.e.: Oaks Center. And, change policies and procedures to support projects like Oaks Center.
- More support to the Department of Race and Equity to drive this broader, deeper.
- Look at options for low skill workers.

How to make the next briefings better:

There were no suggestions in this area.