



# Racial and Social Equity Ordinance

## Equity Values and Standards Council Policy

*City Council - May 14, 2024 - Item 3.5*

Presenter:  
Zulma Maciel, Director

Office of Racial Equity  
City Manager's Office

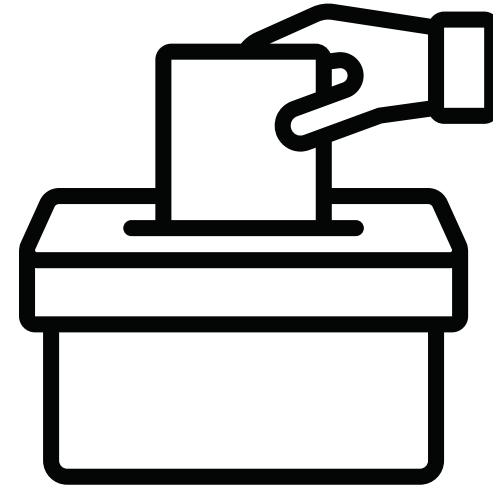
# Background

November 2022



April 2022

The **Charter Review Commission** recommended revisions and additional amendments to the City of San José Charter to require the City Council to “adopt equity values, standards, and assessments in making certain decisions.”



June 2022

The **City Council** approved a **City Council resolution** to include a ballot measure for the General Election on November 8, 2022, to amend the San José City Charter.



**Measure I** was put before voters in November 2022 and was approved by 58.03% of the voters.



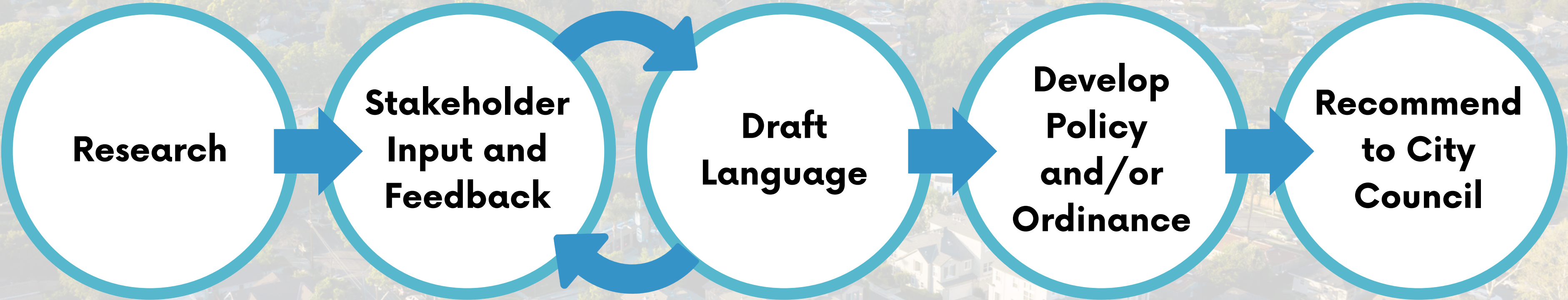
# Measure I

*The Mayor and City Council shall adopt and maintain a statement of values regarding racial and social equity, inclusion, and racial and social justice to provide guidance to City officers and employees in their conduct while discharging their public responsibilities, including development and implementation of decisions, policies, budgets, programs, standards, assessments, and practices of the City of San José.*



# Process

May 2023–March 2024





# Themes



**Implementation  
and  
Enforcement**



**Accountability  
and  
Transparency**



**Strengthen Skills  
and  
Promote  
Innovation**



# Summary

## 1.

### Proposed Ordinance

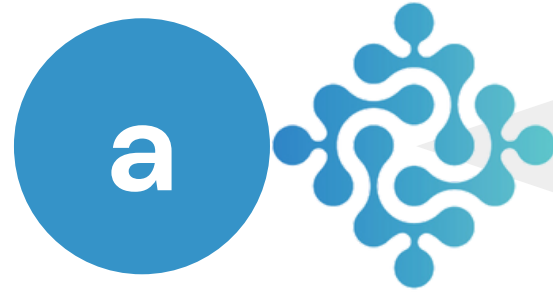
- Acknowledges past City Council actions that codify commitment to equity.
- Cites the **Equity Values and Standards Policy** which applies to the conduct of members of the City Council, City Boards, Commissions, decision-making bodies, and City employees.
- Officially establishes the **Office of Racial and Social Equity** and ensures that the Office's functions, powers, and duties are enshrined in the San José Municipal Code.

## 2.

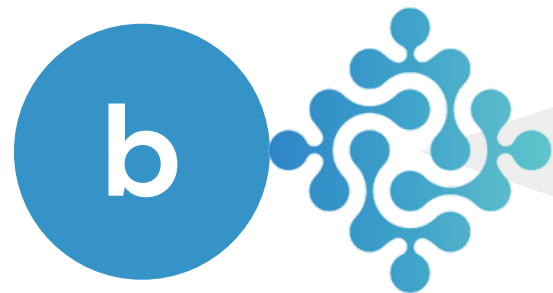
### Proposed Council Policy

- Delineates equity values and standards and a framework for how the City of San José will approach, implement, and demonstrate accountability.
- Outlines the outcomes the City will be driving towards.
- Lays out the duties of the City of San José in advancing racial and social equity.
- Provides mechanisms by which the City will demonstrate transparency, progress in its equity practices, and ensure accountability.

# Recommendations



Adopt the proposed  
**Racial and Social Equity Ordinance**  
amending Chapter 2.04 of Title 2 of the  
San José Municipal Code to add a new  
Part 43 establishing the Office of Racial  
and Social Equity.



Adopt a resolution approving the proposed  
**Equity Values and Standards Policy** that  
establishes a framework for advancing  
racial and social equity.