

Advancing Equity



EQUITY ROADMAP

The League of California Cities is dedicated to supporting its members by connecting them to resources and educational opportunities that strengthen their knowledge and capacity to eliminate racial disparities, heal racial divisions, and build more equitable communities.

Our goal is to meet our members where they are – ensuring that all cities, regardless of their size, resources, experience, and community engagement, can approach topics of equity using accessible language and concepts. Cal Cities aims to help cities normalize equity concepts so they become part of everyday conversation that results in actionable change.

The Cal Cities Equity Roadmap is an acknowledgment of the past, a celebration of the present, and a commitment towards the future. In the past, our founder left a legacy shaped by vision and by harm and we carry both, committed to healing and progress. In the present, we move with purpose, by opening what was closed, uplifting what was silenced, ensuring progress speaks in every voice heard. In the future, we hold ourselves to the work—each step of the equity road map walked, each promise fulfilled in the name of accountability.

Cal Cities Equity Roadmap Areas of Focus

**EDUCATION,
TRAINING, AND
PEER LEARNING**

**TOOLS AND
TECHNICAL
ASSISTANCE**

**ORGANIZATIONAL
CAPACITY**

Provide Education, Training, and Peer Learning

Create and expand equity discussions and learning opportunities for Cal Cities members.

- Explore options to expand equity training for local officials.
- Expand the use of Roundtable discussions to include regional-level programming and focus on member-driven diversity, equity, and inclusion (DEI) areas of concern and opportunity.
- Develop and implement strategies to ensure a more diverse and inclusive pool of speakers and planning committee members for Cal Cities events.
- Continue to include equity programming at Annual Conference and other Cal Cities events with an emphasis on current events.
- Review equity-related discussions, trainings, and sessions offered at Cal Cities events and evaluate needs for on-going trainings during the League of California Cities Annual Conference and Expo and Department conferences.
- Incorporate DEI concepts into the curriculum for newly elected officials, including styles of discourse and public engagement.
- Create an optional training on diversity, equity, and inclusion for the Board of Directors and League Leaders.
- Include strategic discussions and educational opportunities on DEI issues in Cal Cities leadership meetings, including board meetings.
- Create a Cal Cities equity self-assessment tool to help staff ensure that every training and event incorporates equity lens.
- Explore opportunities to provide resources that are not currently available to all members (example: Government Alliance on Race and Equity (GARE)).
- Survey Cal Cities members to gather input on their current equity needs and identify how Cal Cities can provide support.

Provide Tools and Technical Assistance

Help Cal Cities members address equity through concrete tools and guidance, which cities can tailor to their unique circumstances.

- Host regularly scheduled meetings for diversity practitioners to share tools, challenges, and lessons learned. Explore reactivating the Advancing Equity Community or similar space for practitioners.
- Facilitate conversations and information distribution about equity in response to federal restrictions.
- Collect and analyze data on member engagement with Cal Cities equity tools—including participation in webinars, use of online resources, and attendance at equity-related sessions at the Annual Conference.
- Engage Cal Cities partners — e.g. the Government Alliance on Race and Equity, NLC, International City/County Managers Association (ICMA), the Institute for Local Government (ILG) — and others, to support the development of a local equity assessment tool based on existing models and make training available to cities to conduct self-assessments and identify areas and strategies for improvement.

Increase Organizational Capacity

Expand Cal Cities' capacity to fulfill its goal of creating an equitable and just future within the organization and for all Californians.

- Develop a general timeline and measurable goals for items in the Equity Roadmap.
- Create a standing progress report for Board meetings for the Equity Roadmap that will continue to be updated as progress is made.
- Include progress on Cal Cities Advancing Equity Roadmap in the organization's Annual Report and during the State of the Organization session of the Annual Conference and Expo.
- Facilitate conversations to advance the Cal Cities goals and commitments to ensure continued progress on equity issues.
- Conduct an equity audit of Cal Cities and review relevant results of the 2021 Governance Report with the Committee for comparison and context.