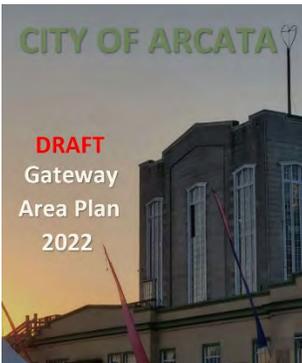


CalCities City Manager Conference: February 2022

City of Arcata: Racial Diversity, Equity and Inclusion Resources



Web Resource: www.equityarcata.com



Infill Strategic Plan with an Equity Goal

<https://www.cityofarcata.org/965/Arcata-Gateway-Area-Plan>

The purpose of the Strategic Infill Redevelopment Program (SIRP) is to align the City's policies with the needs of the community and available resources, so Arcata's housing and economic development needs can be met in the future by prioritizing [infill development](#).



Arcata Strategic Arts Plan with and Equity Focus

<https://www.cityofarcata.org/945/Arcata-Strategic-Arts-Plan>

The ASAP expands and formalizes the City's support for Arcata's arts & artists, and guides the City's engagement with community partners in the arts.

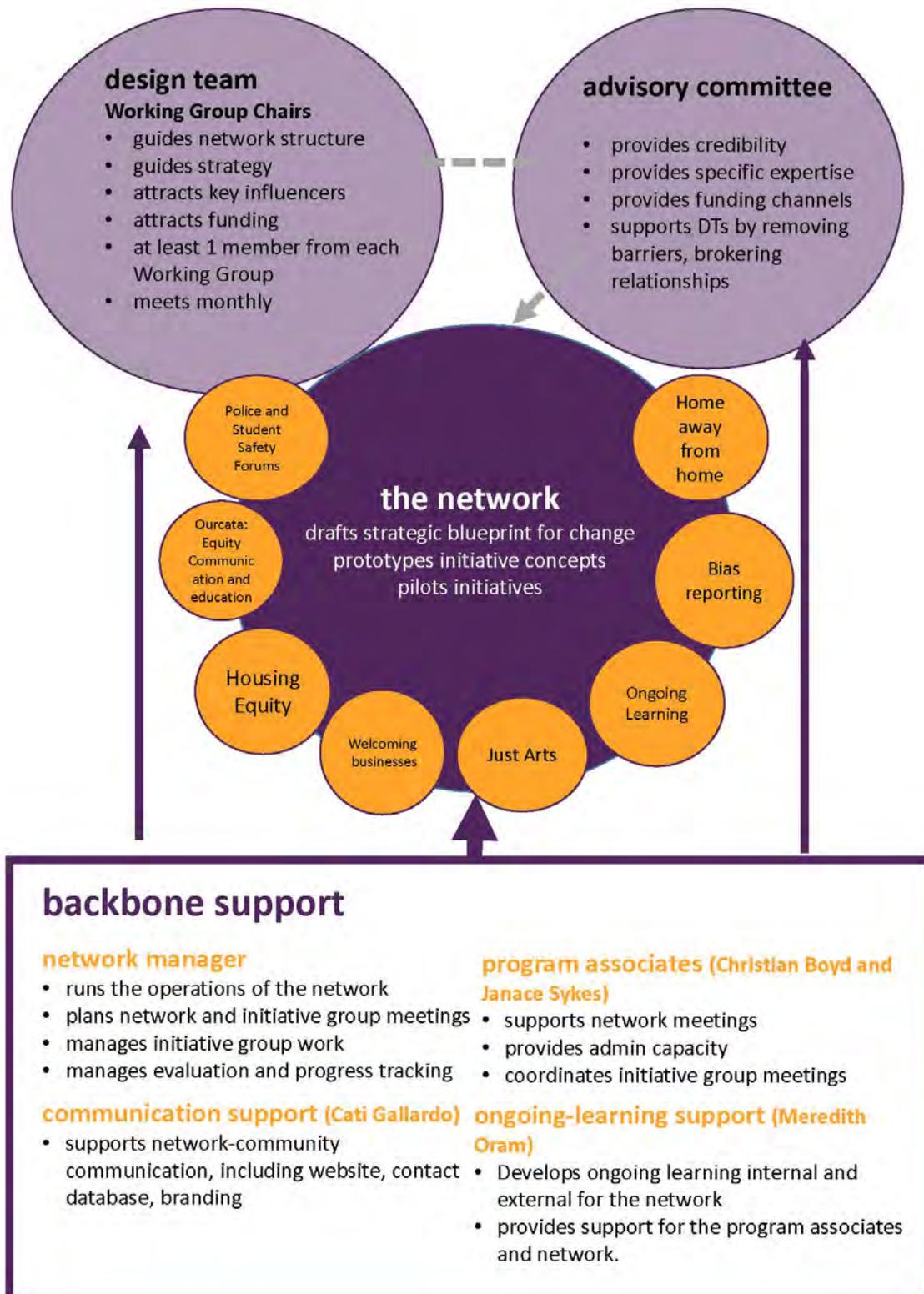


Humboldt Tenant Landlord Collaborative:

The 10-module certification program will help students, renters, and property owners build positive and equitable relationships. Individuals who complete the program will earn HTLC's "Good Neighbor" certificate, showing their commitment to improving community relations across Humboldt County.

equity arcata

the purpose of **equity arcata** is to create a welcoming, safe and racially equitable community.



Equity Arcata: Platform for Change

Partnership, Northern Humboldt Unified School District, Humboldt County Office of Education, Arcata Chamber of Commerce and many local Arcata Businesses.

The Arcata community has been consistently challenged in difficult ways, and equity arcata publically recognizes that our communities of color experience racial biases and often do not feel welcomed or supported.. We have started both a community dialogue around racial equity in our community, as well as action steps to create inclusive institutions in every sector. We also know that we are a community who values impact over intent and can carry through the work required to get us where we need to be. Since the start of equity arcata's implementation we knew that creating racial equity would be a lengthy journey. It will take intention, attention and time; and above all else the unity of our community.

Building a Strong Community Requires Unity

As a diverse multi-racial group of leaders of institutions, organizations, and businesses in our community, and as individuals with a deep personal commitment to this place and to this work, we stand firm behind our goal to create a welcoming, safe, and racially equitable community, for all people of color in housing, health, education and employment.

To achieve this audacious goal:

- We recognize and acknowledge the pain and trauma that has occurred for many communities of color at individual and institutional levels. In the face of these challenges, we believe it necessary to take a resiliency-building approach to build the strength of individuals and systems to be successful for the long-term.
- We need to stay focused on the big picture, while also driving real change for people most impacted by racial inequities. We believe this work is bigger than any one of us, and approach it with both deference and determination to transform our systems to create racial equity.
- We need to work together as a whole system to create solutions that will be effective and durable over time. We need to stand in solidarity with one another as we advance the solutions we design, and remain forward-looking at what we can do next to meet our goal.
- Narratives that seek to divide us will delay this work. If we want real change we need to build the community's strength together.

We believe Arcata is better because of our growing racial diversity. Our TK-12 system is becoming more racially diverse each year, as is HSU. We want our new student residents to be successful during their time here, and to build an atmosphere where students and new residents feel supported to become part of the community whether for a few years or a long time.

Equity Arcata Background

In 2017-2018, Equity Arcata partners participated in a series of facilitated conversations to develop an initial network framework and prioritize components that are important to communities of color within Arcata. Out of this work the network created 8 working groups that focus on the following aspects of racial equity. More information is available at www.equityarcata.com

Police and Student Safety Forums – The Chief’s Advisory Panel, Fostering Communications between law enforcement and Students. The Chief’s Advisory Panel (CAP) is a formal group that meets to provide perspective and advice for the purpose of: Improving transparency and fostering stronger relationships between students, the Humboldt State University Police Department (UPD) and Arcata Police Department (APD); Review policy, procedures, and concerns/complaints; Review current/contemporary events, occurring on or off campus, to help establish best practices, foster communication and understanding, and provide ethical and visionary community leadership.

Welcoming Businesses – A Business-Owner Partnership. The goal of this initiative is to establish partnerships amongst business owners in the community and to foster an environment of racial awareness and discussion as it relates to the safety, equal treatment and honest awareness of community and policies in interactions with People of Color in their collective and individual interactions with local city businesses.

Bias Reporting Tool and Community Response Team: Developing connections between vulnerable communities, and local support groups. This group is building an online mapping and reporting system that allows people to document their experiences of bias and discrimination in the community, as well as places that are welcoming and inclusive. The goal is to make connections which support individuals who are targeted by hate, and bring people together to heal. Community Response Teams will eradicate discrepancy of hate incidents and promote trust among community members.

Home Away from Home: A Community-building Program for the City of Arcata. Volunteer student and non-student community members and City of Arcata host community-building potlucks to create a cultural bridge between campus and the community..

Housing Equity: Building strategies that ensure accessible and affordable housing choices safe from discrimination, crime and environmental hazards.

Ongoing Learning: Focus on a spectrum of action steps via training and learning opportunities for Humboldt State University and City of Arcata staff and faculty; Arcata City and University Peace Officers (including specific focus on unbiased policing); Business Owners and Workers (starting with Retail and Food Service businesses); and General Arcata Community (including Students, Residents, Faith-based Communities, and Non-Profits).

Communications: This group’s goal is to create racially equitable marketing and communications practices with cultural humility top of mind. We believe in the importance of vetting marketing and communications using a racial equity lens to create inclusive messaging for all.

JustArts: Organizing opportunities for artistic expression, exhibition, performance and dialogue surrounding racial equity. Just completed their first project, *Art on the Fence* as part of an ongoing project, which uses the arts to encourage conversations surrounding racial equity, social justice and change.

The Equity Arcata Collaborative Network Manager

Equity Arcata is a collaborative network comprised of the City of Arcata, Humboldt State University, TK-12 Del Norte/Humboldt Equity Partnership, Northern Humboldt Unified School District, Humboldt County Office of Education, Arcata Chamber of Commerce and many local Arcata Businesses.

Network Goal: Create a welcoming, safe, and racially equitable community, for all people of color through engaging the community around housing, health, education art and employment.

The Network is actively recruiting for a Network Manager to support the collective impact model. Specific duties and responsibilities include:

1. Manage the equity arcata collective impact network ensuring the network maintains the five conditions of collective success; common agenda; shared management system; mutually reinforced activities; continuous communication and engaged backbone support organizations.
2. Manage internal communications and external stakeholder relations.
3. Produce key project deliverables - including meeting reports, special research projects, funding opportunities and data collection.
4. Develop and implement evaluation tools that measure progress of the equity arcata collective and informs decision making.
5. Oversee the management of the Advisory Team – develop meeting agendas, provide design team updates, identify areas where the working groups need Advisory Team input and support.
6. Provide high-level support to the Design Team - Develop and implement strategy and equity working group activities that will align with each group’s statement of purpose, objectives, and goals as well as the collective overarching goals. Ensure that working group members are effectively engaged; identify human resource gaps in equity working groups; and lead new working group member engagement, including conducting interviews with potential participants.
7. Provide planning and general support to the equity working groups - including those related to strategy, implementation, learning, budgeting, logistics and reporting.
8. Manage and support network research needs - work with the Design Team and working group members to identify research needs and carry out or fulfill research projects.
9. Assist in coordination of project staff - including Chair of the Student Diversity Committee, Arcata Racial Equity Intern and contract researchers and facilitators as needed.

This half-time position will be based out of Humboldt State University and report to the Office of the President.

Qualifications: Bachelor’s degree in related area. Master’s degree preferred. Experience in managing groups, running effective meetings, organizing for change work, planning, research, assessment/evaluation, and report writing. Excellent oral and written communication skills. Bilingual (Spanish/English) proficiency preferred. Demonstrated commitment to equity, diversity and inclusion.

To apply: Send electronically a letter of interest and resume to Dr. Lisa Bond-Maupin, Special Assistant to the HSU President using this email address: ljb20@humboldt.edu. Please include the names and contact information of three professional references. Deadline to apply: October 15, 2020

For inquiries about the opportunity, please contact Karen Diemer, Arcata City Manager (kdiemer@cityofarcata.org) or Lisa Bond-Maupin, Office of the HSU President (ljb20@humboldt.edu).



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equityarcata.org

About us

equity arcata

is a partnership working to create a welcoming, safe and racially equitable community by eliminating racial disparities for all people of color in housing, health, education and employment.



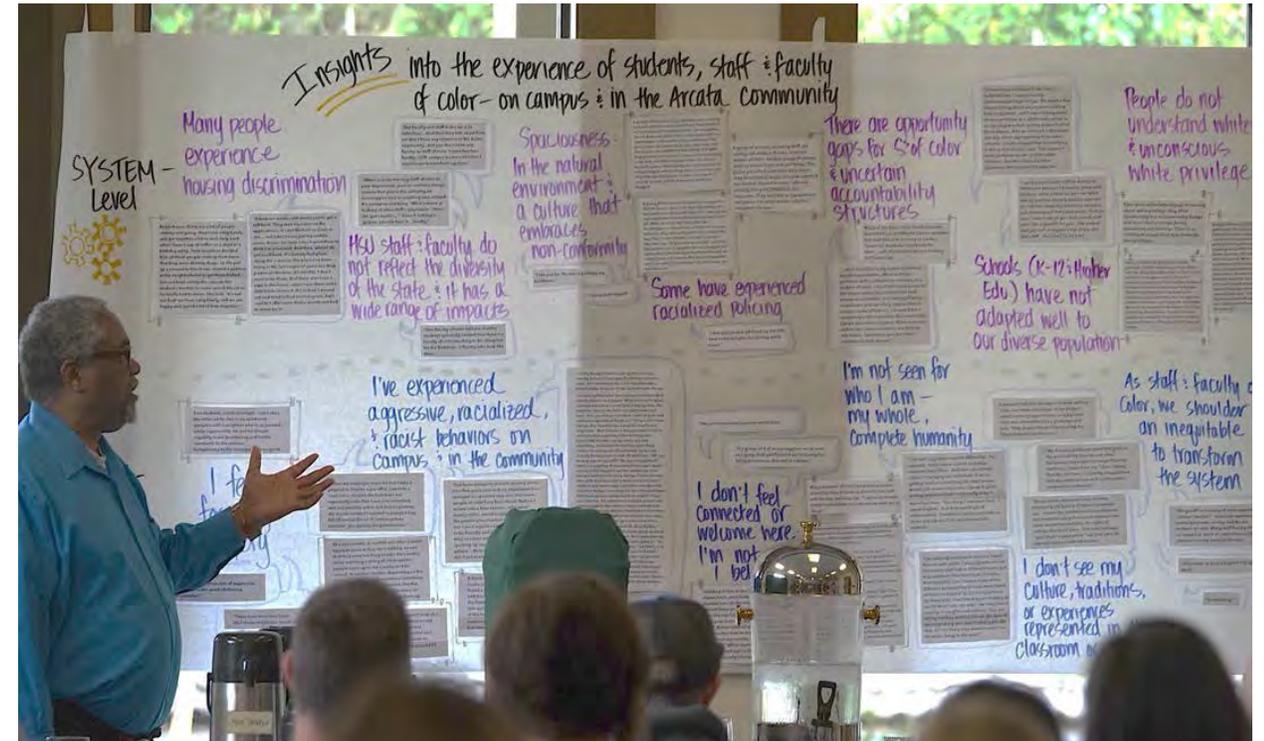
HUMBOLDT
STATE UNIVERSITY



history

In 2016, community members, local businesses, the City of Arcata and Humboldt State University first met to develop ideas to establish inclusive institutions and racial equity in every sector of the City.

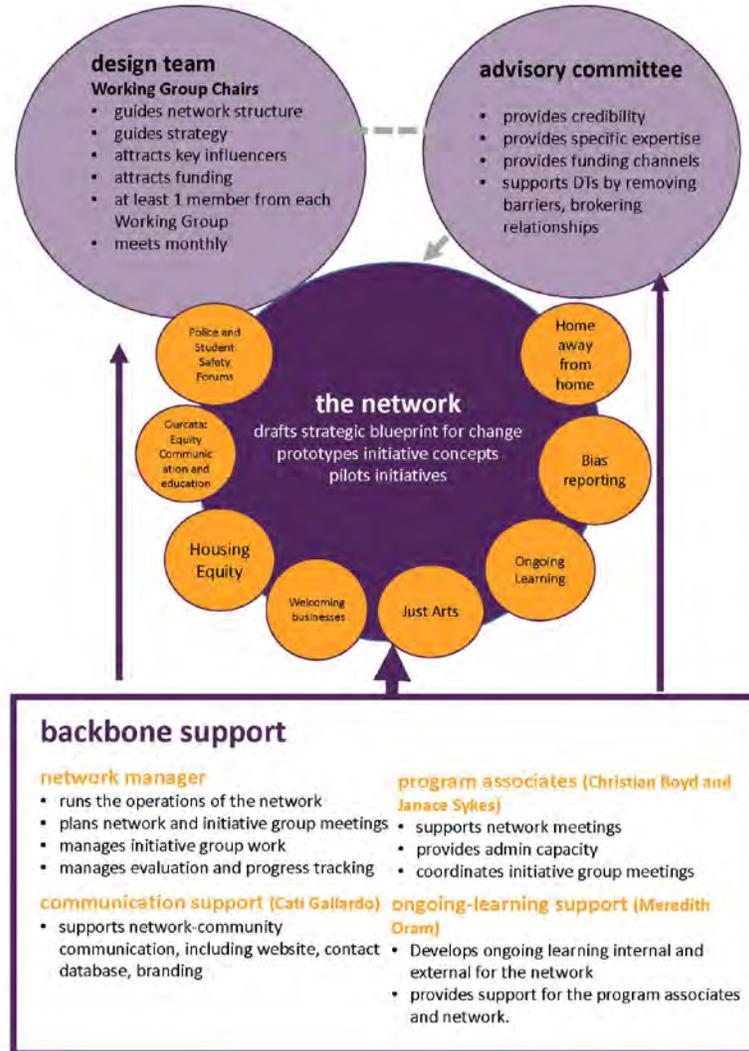
By 2017, several forums were held that culminated in a design structure for the network.



network structure

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equity arcata working groups

Police & Student Safety: foster stronger relationships between communities and the Arcata Police Department (APD) and the Humboldt State University Police Department (HSUPD)

Recent Accomplishments:

- HSUPD Student Escort Program developed, creating jobs on campus and filling student requests
- On-campus Chief's Advisory Committee
- Several events each year where officers, public safety staff interact with students; pizza events, panel discussions, volunteer days.



equity arcata working groups

Equity Communication & Education: create a pathway toward equity messaging to stop hate and build a safe, inclusive community for all

Recent Accomplishments:

- Public tabling at HSU Move-In Days, HSU Multicultural Center Open House, HSU Volunteer Fair and upcoming tabling events including the Home Away From Home Potluck, Convivio de Bienvenida, HSU Community Belonging Fair and North Country Fair.
- Press contacts and Facebook established, Instagram



equity arcata working groups

Housing Equity: ensure accessible and affordable housing choices safe from discrimination, crime and environmental hazard

Recent Accomplishments:

- Housing deposit initiative, currently in the works at HSU
- Educational modules for tenants and landlords in collaboration with HSU's housing department
- Advocacy during the pandemic for tenant support and bridging communication with landlords.



equity arcata working groups

Welcoming Businesses: establish partnerships amongst business owners in the community and to develop ways to make Arcata businesses safe places for everyone

Recent Accomplishments:

- Quarterly newsletters distributed through the Chamber of Commerce –short, easily digestible learning videos or articles for employees
- Supporting training and learning through business outreach



equity arcata working groups

Training & Learning: implement racial equity training for City government, HSU, TK-12 grade schools, business owners and employees and the general Arcata community

Recent Accomplishments:

- Designed year-long curriculum to support internal learning.
- Approximately 160 community members and 100 TK-12 school staff have participated in Learning Sessions on Racial Equity and Cultural Humility.



equity arcata working groups

Bias Reporting: build a system to report hate and bias incidents in the community and develop response team protocols

Recent Accomplishments:

- Received a \$14,500 grant from the Humboldt Area Foundation to develop a mobile app that allows people to document places/instances where they feel welcome and where they experience discrimination/harm.



equity arcata working groups

Home Away from Home: host community-building potlucks and events to create a bridge between students and non-student community members

Annual Events:

- 4 themed potlucks throughout the year
- Food security support for students
- Emergency food provisions for students during COVID-19



equity arcata working groups

JustArts: organizing opportunities for artistic expression, exhibition, performance and dialogue surrounding racial equity.

Recent Accomplishments:

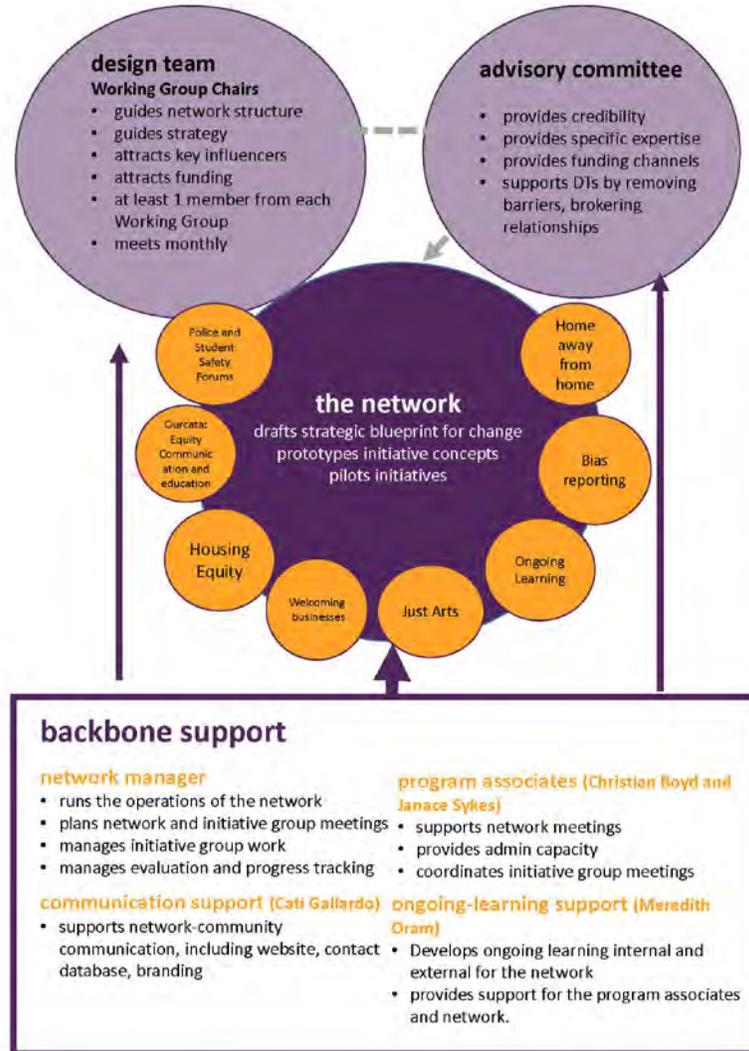
- *Art on the Fence* part of an ongoing project, which uses the arts to encourage conversations surrounding racial equity, social justice and change.



network structure

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working together



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about



equity arcata is a partnership between the city of arcata, Humboldt State University, local businesses and members of the community working to make Arcata a more inclusive and welcoming environment for people of color.





questions?

contact us

Send us an email at

kdiemer@cityofarcata.org

equityarcata@gmail.com

Give us a call at 707-822-5953.

Visit equityarcata.com.

Facebook: [@equityarcata](https://www.facebook.com/equityarcata)

Instagram: [#equityarcata](https://www.instagram.com/equityarcata)





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