



REDI INITIATIVE

- Council Approval – 7/14/2020
- NLC's Race, Equity and Leadership (REAL) Initiative
- Core Principles
 1. Normalize Conversation
 2. Operationalize Action
 3. Organize Sustainable Effort

Phase One – Normalize Conversation

City Council Engagement / Involvement



Each Council Member equally engaged and involved; Brown Act applies to internal and external meetings

Resolution Supporting Unity and Racial Equity



Public declaration supporting unity and denouncing hate and racism

Professional Diversity/Equity Training (Internal)



Contract with NLC/other professional to provide diversity, inclusion, unconscious bias, race, equity training for Council / Directors / Commissions / Employees

Professional Media Relations Training (Internal)



Contract with professional firm to provide public communication and media training to City Council / Directors

Phase One – Normalize Conversation

Communication with Law Enforcement (Initial)



Conversations to understand existing RSO policies for hiring, training, community policing, and opportunities for improved communication

Communication with Community (Initial)



Opportunities for one-way listening and learning from community by attending educational events/meetings organized by community groups

Diversity/Equity Board or Commission



Creation of citizen commission to advise Council on matters of diversity, inclusion, race, equity, etc., similar too existing board and commissions



Phase Two – Operationalize Action

Note: Contingent Upon Phase I Completion and/or COVID-19 Pandemic Conditions

Professional Assistance for Community Dialogue

Contract with NLC or other professional outlet to help facilitate conversations on diversity, inclusion, race and equity within the community

Communication with Community (Ongoing)

Opportunities for two-way dialogue between the City, law enforcement and community on topic of race, equity, diversity in small group gatherings, homeowners associations, coffee with council members in districts

Communication with Law Enforcement (Ongoing)

Ongoing conversations with RSO to build stronger community policing model based on overall needs of City, business community and residents; partnering with school district options



Phase Two – Operationalize Action

City Council Protocol Manual

Creation of Council Protocol Manual, similar to other cities, specialized for Temecula, for orientation, education and accountability purposes; content could include rules of decorum, code of ethics, standards for communication

Citywide Policies and Programs

Review of citywide policies and programs to determine opportunities for diversity and inclusion of underrepresented community populations



Phase Three – Organize Sustainable Effort

Budget

Refreshed budget process with ability for additional public engagement utilizing new outreach methods, internal Council/department considerations for spending priorities based on service needs of underrepresented community populations

Quality of Life Master Plan

Addition of equity value to demonstrate City's long-term commitment to equity for all residents of the City