

PROGRESS REPORT

ad hoc Committee on Equity & Inclusion

September 21, 2021



The Committee's sole function was to review and determine whether any policies, practices, and procedures of the City of Monrovia are:

- **unjust or unfair;**
- **perpetuate systemic racism in city government; or**
- **create structural barriers to diversity, equity and inclusion in city governance, employment or enforcement.**

ad hoc Committee on Equity & Inclusion

- From August 13, 2020, to April 15, 2021, the Committee assembled virtually on a biweekly basis to individually review each city department's policies and procedures.
- On May 4, 2021, the Committee presented a 21-page comprehensive report with recommendations to the Monrovia City Council.

Recommendations are centered around the topics of:

GENERAL

- *Recommendation:* Establishing goals to increase ethnic, racial, and linguistic diversity in the staffing of all departments, and to encourage all personnel to be more sensitive to cultural bias in their dealings with clients and customers.

RECRUITMENT

- *Recommendation:* Departments should strive to ethnically diversify its staff.

TRAINING AND POLICY

- *Recommendation:* Onboarding/training might include more discussion of Monrovia's history and commitment to diversity, equity, and inclusion.

COMMUNITY INITIATIVES

- *Recommendation:* Enhance outreach – especially to marginalized niches and non-users.

ACCOUNTABILITY

- *Recommendation:* The City Manager and departments should respond in written form to the City Council within six months of this report submission. By November 2021, the Manager and departments should highlight their responses to these Ad-Hoc Committee recommendations. In April of 2022, there should be a follow-up review of this report by City Council.



Out of the 52 recommendations presented for consideration, 19 have been completed to date.

Recommendations

37%
Completed

63% Pending

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Administrative Services

- Forms at the water counter are available in both English and Spanish.
- Surveys are in process
- A guide has been published on the City's website, providing step-by-step instructions on how to change the language to suit the user.

Community Development

- Established in 2004, the Art in Public Places program extends the reach of public art into the community by sponsoring the artists to paint utility boxes, murals, Samson the Bear statues and more. This past year, the pioneer Japanese Monrovia mural and Tuskegee Airman Leroy Criss were both honored with Neighborhood Treasure plaques, and more are in the queue.
- In the upcoming year, Community Development plans on using the theme of “Celebrating Monrovia’s Diversity” for artists to propose their Art on the Box design.



City Manager's Office

- Human Resources has updated all job flyers to state - the ability to work with diverse groups is highly desirable in order to exercise cultural sensitivity and awareness.
- Quarterly meetings are held to discuss the demographic of applicants. Through these discussions, staff disaggregates candidate pools for race/ethnicity, age, and gender at each stage of the hiring process to ascertain “bottleneck” problems and potential changes to alleviate such “bottlenecks.”
- When conducting recruitment interviews panel members are selected with diversity (age, gender, ethnicity, etc.) in mind, and all panel members are advised the importance of diversity and an acknowledgement form is signed.

Community Services

- Staff is reviewing outreach strategies to ensure all segments of our community are reached, including the underserved and unrepresented communities.
- Staff partnered with BLM Monrovia in hosting the Juneteenth event in 2021, and will continue to seek opportunities to partner with the community to celebrate our diversity.
- A Parks Master Plan was completed in 2018, which outlined key objectives including: 1) Encourage and support active and ongoing participation by diverse community members in the planning and decision-making process for parks and recreational opportunities.; 2) Secure land for future park and open space needs.; 3) Create great parks and public spaces while striving to reduce barriers.; 4) Foster a Healthy Community.; 5) Ensure sound management and maintenance.

Fire Department

- The Fire Chief had discussions with the Director of the Women's Fire Alliance, who conducted a needs analysis. The alliance is a resource that support individual departments, the region, and most importantly women who are pursuing a career in the fire service or are currently employed by a department.
- Monrovia Fire & Rescue uses mySidewalk, a data tool that analyzes the department's responses to all incidents from several angles to assess community risk and produce successful and effective results. The types of service the department provides and how that has changed informs decision-making for resource allocation, service planning, and ensuring community needs are addressed and resolved.

Police Department

- All trainings for the Monrovia Police Department are given by subject matter experts. Training in areas of race and cultural awareness are conducted by outside experts such as the Museum of Tolerance, “Why Did You Stop Me” etc.
- Specified training for personnel are job specific to their assignment, and officers can and do request for specified training. A monthly training bulletin is published for personnel to review and request additional training.
- The Monrovia Police Department offers the “de-escalation simulation training” at numerous community events. Through the Community Activist Policing Bureau (CAP), officers are able to build in-depth connections and strengthen relationships with the community.

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An aerial photograph of a city with a mountain range in the background. A large, semi-transparent green rectangle is centered over the image, containing the word "QUESTIONS" in white, bold, sans-serif capital letters.

QUESTIONS