CITY of BRISBANE

Inclusion, Diversity, Equity & Accountability Committee Special Meeting Agenda

Wednesday, March 19, 2025 at 6:00 PM ● Hybrid Meeting 50 Park Place, Brisbane, CA 94005

The public may observe/participate in IDEA Committee meetings using remote public comment options or attending in person. Committee Members shall attend in person unless remote participation is permitted by law. The IDEA Committee may take action on any item listed in the agenda.

TO ADDRESS THE COMMITTEE

IN PERSON
Location: 50 Park Place, Brisbane, CA 94005, Annex Conference Room and Maria Marc will be teleconferencing from 52-72, Iuliu Maniu, Bl 3, Sc A, Ap 34, Sector 6 Bucharest, Romania

Masks are no longer required but are highly recommended in accordance with California Department of Health Guidelines. To maintain public health and safety, please do not attend in person if you are experiencing symptoms associated with COVID-19 or respiratory illness.

REMOTE PARTICIPATION

Members of the public may observe/participate in the IDEA Committee Meeting by logging into the Zoom Webinar listed below. Archived videos can be replayed on the City's website, http://brisbaneca.org/meetings . Please be advised that if there are technological difficulties, the meeting will nevertheless continue.

The agenda materials may be viewed online at www.brisbaneca.org at least 24 hours prior to a Special Meeting, and at least 72 hours prior to a Regular Meeting.

Remote Public Comments:
Meeting participants are encouraged to submit public comments in writing in advance of the meeting to **Email**: ipadilla@brisbaneca.org or Address: Brisbane Annex (Attention: Ingrid Padilla), 25 Park Place Unit A, Brisbane, CA 94005

Join Zoom Meeting:
https://us06web.zoom.us/j/81609799931
Meeting ID: 816 0979 9931
Call In Number: 1 (669) 900 9128

SPECIAL ASSISTANCE

If you need special assistance to participate in this meeting, please contact the City Clerk at (415) 508-2113. Notification in advance of the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.

COMMITTEE MEMBERS:

Quita Highsmith, Alex Horton, Masha Kohn, Maria Marc, Anna Dennis (Chair), and Carol Zoltowski

6:00 P.M. CALL TO ORDER

ROLL CALL

A. Consider any request of a Committee Member to attend the meeting remotely under the "Emergency Circumstances" of AB 2449

B. Introduction

APPROVAL OF AGENDA

PUBLIC COMMENT

APPROVAL OF MINUTES

C. Approve IDEA Committee Special Meeting Minutes of February 25, 2025

NEW BUSINESS

D. Selection of Chair and Vice Chair

OLD BUSINESS

E. Report out of Liaison Meeting

F. Work Plan Review

ANNOUNCEMENTS

G. Staff Announcements

H. Member Announcements

ADJOURNMENT

BRISBANE COMMITTEE

ACTION MINUTES

BRISBANE INCLUSION, DIVERSITY, EQUITY AND ACCOUNTABILITY

COMMITTEE SPECIAL MEETING

Tuesday, February 25, 2025

Hybrid Meeting 50 PARK PLACE, BRISBANE, CA 94005

COMMITTEE MEMBERS:
Quita Highsmith, Alex Horton, Lailah Khalil, Anna Dennis (Chair), Masha Kohn, and Maria Marc and Carol Zoltowski

6:00 P.M. CALL TO ORDER

Chair Anna Dennis called the special meeting to order at 6:02 PM. The regular meeting on January 15, 2025 was cancelled due to lack of quorum. As noticed, Committee Member Zoltowski will be teleconferencing from 37181 Old Stage Road, Gualala, CA.

ROLL CALL
A. Consider any request of a Committee Member to attend the meeting remotely under the "Emergency Circumstances" of AB 2449

No requests were made under Roll Call Item A.
Committee Members Present: Alex Horton, Masha Kohn, Maria Marc, Carol Zoltowski and Chair Anna Dennis
Committee Members Absent: Quita Highsmith and Lailah Khalil

B. Welcome new members and introduction

Newly appointed IDEA Committee Members Maria Marc and Masha Kohn were welcomed to the Committee. Staff and Committee members introduced themselves. Committee members Marc, Zoltowski, Horton, and Dennis opted to join the Policy Subcommittee. Committee member Kohn opted to join the events subcommittee.

APPROVAL OF AGENDA

Committee Member Zoltowski made a motion, seconded by Committee Member Horton, to adopt the agenda as it stands. The motion was carried unanimously by all present.

Ayes: Committee Members Alex Horton, Masha Kohn, Maria Marc, Carol Zoltowski and Chair Anna Dennis
Noes: None
Absent: Committee Members Highsmith and Khalil
Abstain: None

PUBLIC COMMENT

Committee Member Khalil sent a letter of resignation earlier that evening effective immediately.

APPROVAL OF MINUTES

A. Approve IDEA Committee Special Meeting Minutes of January 21, 2025

Committee Member Zoltowski made a motion, seconded by Committee Member Horton, to adopt the approve the minutes of January 21, 2025. The motion was carried unanimously by all present.

Ayes: Committee Members Alex Horton, Masha Kohn, Maria Marc, Carol Zoltowski and Chair Anna Dennis
Noes: None
Absent: Committee Members Highsmith and Khalil
Abstain: None

NEW BUSINESS

B. Selection of Chair and Vice Chair

This item was tabled to a future meeting.

Committee Member Zoltowski requested a workshop to learn from Committee Member Quita Highsmith as a Diversity Equity and Inclusion expert.

C. Advancing Equity in San Mateo County Update

City Clerk Padilla reported that San Mateo County has a resolution template inviting different jurisdictions to advancing equity, and share prosperity and affirming support and protections for vulnerable communities.

After questions and no public comment, Staff was directed by the committee members to share the resolution with Councilmember Davis and Mayor Lentz during the IDEA Committee Liaison Subcommittee Meeting.

OLD BUSINESS

D. Work Plan Review
-notable dates and upcoming events
- liaison meeting and selecting a committee representative

Staff reviewed the work plan that was submitted to the IDEA Committee Liaison Subcommittee Meeting for discussion. Staff reported that the Chair Dennis and Committee Member Horton will be attending the liaison committee meeting on February 27, 2025 because they are the longest standing committee members who worked on the work plan. After Committee questions, and no public comment, the Committee members will await the Liaison's direction on the work plan.

E. Public Meeting Guidelines and Meeting Time

Staff reviewed the public meeting guidelines. After no public comment, Committee Member Marc will be teleconferencing from Romania at the next IDEA Committee Meeting.

DRAFT

ANNOUNCEMENTS

F. Staff Announcements

Committee members were invited to the Kara Facilitated Grief Process Gathering on March 10, 2025 at 7pm.

G. Member Announcements

None

ADJOURNMENT

The meeting was adjourned at 6:59 P.M.

_____
Ingrid Padilla, City Clerk

DRAFT

CITY of BRISBANE

Liaison to IDEA Subcommittee Agenda

Thursday, February 27, 2025 at 5:00 PM • Hybrid Meeting
Brisbane City Hall Annex, Annex Conference Room, 25 Park Place, Brisbane, CA

The public may observe/participate in the Subcommittee meetings by using remote public comment options or attending in person. Subcommittee members shall attend in person unless remote participation is permitted by law. The Subcommittee may take action on any item listed in the agenda.

JOIN IN PERSON
Location: 25 Park Place, Brisbane, CA 94005 - Annex Conference Room
Councilmember Davis will join via teleconference at 251 Mendocino St. Brisbane, California
Masks are no longer required but are highly recommended in accordance with California Department of Health Guidelines. To maintain public health and safety, please do not attend in person if you are experiencing symptoms associated with COVID-19 or respiratory illness.

JOIN VIRTUALLY
Join Zoom Webinar (please use the latest version: zoom.us/download):
https://us06web.zoom.us/j/81609799931

Meeting ID: 816 0979 9931
Call In Number: 1 (669) 900 9128
Note: Callers dial *9 to "raise hand" and dial *6 to mute/unmute.

The agenda materials may be viewed online at www.brisbaneca.org at least 72 hours prior to a Meeting. Please be advised that if there are technological difficulties, the meeting will nevertheless continue.

TO ADDRESS THE SUBCOMMITTEE

IN PERSON PARTICIPATION
To address the Subcommittee on any item on or not on the posted agenda, please wait until Public Comments are being accepted.

REMOTE PARTICIPATION
Members of the public may observe/participate during the Subcommittee meeting by logging into the Zoom Webinar. Public comments received one hour prior to the meeting via email will be noted for the record. Written comments after that time will not be responded to or brought to the attention of the Subcommittee during the meeting.
Email: ipadilla@brisbaneca.org

SPECIAL ASSISTANCE
If you need special assistance to participate in this meeting, please contact Ingrid Padilla at (415) 508-2113. Notification in advance of the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.

SUBCOMMITTEE MEMBERS:

Mayor Lentz, Councilmember Davis, 2 Representatives from the IDEA Committee

ROLL CALL

A. Consider any request of a City Councilmember to attend the meeting remotely under the "Emergency Circumstances" of AB 2449

PRESENTATIONS AND DISCUSSION ITEMS

B. Advancing Equity in San Mateo County Update

C. Work Plan Review

PUBLIC COMMENT

ADJOURNMENT

IDEA LIAISON SUBCOMMITTEE AGENDA REPORT

Meeting Date: February 27, 2025

From: Ingrid Padilla, City Clerk

Subject: Advancing Equity in San Mateo County Update

Recommendation

It is recommended that the Liaisons:

1. Provide direction to staff and IDEA Committee whether to draft a resolution to join the County's efforts and commitment to advancing equity and shared prosperity and affirming support and protections for vulnerable communities

Background

Since 2022, San Mateo County's Chief Equity Officer has hosted quarterly convenings of local jurisdictions and organizations to build a community of practice that addresses how to advance equity across San Mateo County. The group provided a Resolution Template to Advance Equity and Share Prosperity to support the conditions needed for everyone in the jurisdiction to reach their full potential.

The San Mateo County Board of Supervisors adopted resolutions in the last four years to promote racial and social equity, inclusion and belonging, namely:

- On September, 2021 the Board adopted a resolution to improve racial equity efforts, establish an Office of Racial and Social Equity, and acknowledge the historical systemic inequities faced by vulnerable populations.
- On April 23, 2024 the San Mateo County Board of Supervisors adopted Chapter 1.50 of the SMC Ordinance code to promote racial and social equity, inclusion, and belonging, setting forth specific goals including integrating equity as a core value for strategic and budgeting decisions, increase diverse representation on County boards and commissions and increasing community engagement efforts to ensure all residents can fully participate in civic life.
- Nine months later, on January 28, 2025, the San Mateo County Board of Supervisors adopted a resolution reaffirming the County's support and protections for vulnerable communities to acknowledge the immense fear, anxiety, and uncertainty for vulnerable communities.

Resolution Template

EQUITY IN GOVERNMENT: [[LOCAL JURISDICTION]] COMMITTMENT TO ADVANCE EQUITY AND SHARED PROSPERITY

The purpose of this resolution is to declare that the *[[jurisdiction]]* will intentionally address issues of inequity within our institution, proactively advance equity, and promote a culture of belonging, as permitted by law. Many current inequities are sustained by historical legacies, structures, and systems that repeat and maintain patterns of exclusion. Without the intentionality stated in this Ordinance, inequitable outcomes linked to race, socio-economic status, and other identities will persist. The charge of the resolution is for all aspects of *[[jurisdiction]]* to address and implement lawful strategies that target inequities that exist within the *[[jurisdiction]]* organization and throughout our *[[jurisdiction]]* and to implement strategies to affirmatively advance equity and promote belonging, resulting in more equitable outcomes for all residents. The goal is to support the conditions needed for everyone in the county to reach their full potential.

SECTION 1. FINDINGS. The [jurisdiction] hereby finds and declares as follows:

WHEREAS, *[[jurisdiction]]* is committed to advancing equity by creating the conditions that allow all *[[jurisdiction]]* residents to fully participate in the economic and social opportunities of the *[[jurisdiction]]* and prosper; and

WHEREAS, the statistics from national assessments indicate troubling limitations to shared prosperity in the Bay Area and San Mateo County, with the San Francisco-San Mateo-Oakland-Berkeley metropolitan area ranking first for economic prosperity but forty-sixth out of fifty-six large metropolitan areas on racial inclusion in that prosperity as analyzed by the Brookings Institute's Metro Monitor 2023; and

WHEREAS, in the United States, Black, Indigenous, and People of Color (BIPOC) experienced centuries of inequality and systemic, institutionalized racism that have created a degree of racial inequity that cannot be remedied without deliberate, conscious efforts; and

WHEREAS, government agencies have played a painful and significant role in creating and maintaining racial and social inequities through explicit and implicit policies and practices; and

WHEREAS, equity occurs when institutions, systems, and structures create the conditions needed for all people, including BIPOC, to reach their full potential, and when race and ethnicity, or other demographic identities no longer determine life outcomes; and

WHEREAS, *[[jurisdiction]]* is committed to advancing equity throughout all of its departments and operations in order to reduce and eliminate barriers for marginalized people and create the conditions for all to reach their full potentials; and

WHEREAS, *[[jurisdiction]]* recognizes that economic opportunity and advancement and skill building is inextricably linked to the long-term well-being of those we serve; and

WHEREAS, *[[jurisdiction]]* acknowledges its unique position to better align its business practices and policies with its commitment to lawfully advance equity and serve the community by leveraging its assets and economic activity to improve economic vitality, racial equity, and shared prosperity; and

WHEREAS, *[[jurisdiction]]* is committed to creating systems and structures that reduce and eliminate barriers for marginalized people; and

WHEREAS, *[[jurisdiction]]* can serve as a leader and model for other agencies and institutions and catalyze partners across sectors to prioritize the values of equity, inclusion, and belonging, accompanied by concrete structural policies and practices; and

WHEREAS, *[[jurisdiction]]* can join other local jurisdictions, including the County of San Mateo, who have adopted similar equity-focused resolutions or otherwise commits to advancing equity to reinforce and support our efforts to maximize the impact for our community; and

WHEREAS, *[[jurisdiction]]* acknowledges the need for learning in the institution in order to effectively implement an equity lens across all operations, and the importance of learning, adjusting, adapting, and growing; and

WHEREAS, *[[jurisdiction]]* remains committed in the long term to our mission of advancing equity, belonging, and diversity in all aspects of government and program structure.

NOW, THEREFORE, IT IS HEREBY RESOLVED that *[[governing body]]* confirms its commitment to institutional changes at the individual staff, department, and structural levels the advance the following outcomes within *[[jurisdiction]]*:

- Equitable resource allocation
- Equitable policies
- Equitable service provision
- Equitable processes
- Equitable democracy

AND BE IT FURTHERED RESOLVED that to achieve the aforementioned outcomes within *[[jurisdiction]]*, *[[governing body]]* commits to promote racial and social equity utilizing the following approaches:

1. Diverse and representative decision-making bodies,
2. Data-driven decision making that ensures disaggregation of data and impacts where possible.
3. Prioritization of equity within and across efforts,
4. Thoughtful and intentional engagement of impacted communities in public decisions that impact their lives,
5. Analyses of existing community and partner strengths to build on,
6. Accountability to all stakeholders, particularly our historically marginalized communities.

AND BE IT FURTHER RESOLVED that staff will develop an action plan, identifying a minimum of one action item under each of the bulleted outcome areas utilizing the approaches enumerated above, to bring to the *[[governing body]]* for review.

Menu of Actions

	Resource Allocation	Policies	Service Provision	Process	Democracy
Adopt Governing Board Resolution		x		x	x
Collaborate with Other Jurisdictions				x	x
Community Leadership Development	x				x
Community Needs Assessment			x	x	
Create a Community Engagement Toolkit	x	x	x	x	x
Create Equity Action Plans	x		x	x	
Create Program Performance Metrics	x		x	x	
Create Staff Affinity Groups	x				x
Create Staff Training Plan	x				x
Dedicate Staff Time to Equity Initiatives	x		x	x	x
Diversify Boards and Commissions	x				x
Appointed Official Demographic Review			x	x	x
Implement Equitable Budgeting Tools	x	x	x	x	x
Implement Equity Impact Statements	x	x	x	x	x
Organizational Assessment	x	x	x	x	
Policy Reviews	x	x		x	
Public Communication Plan			x		x
Public Reports on Progress			x		x
Staff Demographic Review	x			x	x
Staff Survey	x	x	x	x	x

Options for Support

- Templates and examples
- Technical Assistance & presentations and outreach to city leadership
- Outreach through Equity in Government, City Managers, Council of Cities, Progress Seminar, and more..
- Provide office hours and time for discussion at quarterly convenings

RESOLUTION NO. 080865

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

* * * * * *

RESOLUTION REAFFIRMING THE COUNTY OF SAN MATEO'S SUPPORT AND PROTECTIONS FOR VULNERABLE COMMUNITIES

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, the County of San Mateo is a diverse community of residents of all abilities, gender identities, sexual orientations, socioeconomic statuses, and racial, ethnic, and national backgrounds, all of whom contribute to the cultural, social, and economic vitality of our community; and

WHEREAS, the San Mateo County Board of Supervisors recognizes that our diversity is one of our greatest strengths and remains committed to working towards a society where all residents feel welcomed, valued, and protected in the County; and

WHEREAS, the Board of Supervisors acknowledges that the rhetoric and anticipated policies of the new federal administration have created immense fear, anxiety, and uncertainty for many communities, particularly immigrant populations, women, Indigenous People, People of Color, LGBTQIA+ individuals, individuals with disabilities, and other historically marginalized groups; and

WHEREAS, the County of San Mateo is committed to advancing equity and belonging, where all residents can live, work, and thrive, free from discrimination, harassment, or harm;

WHEREAS, on September 14, 2021, the Board of Supervisors adopted Resolution No. 21-672 to advance and improve the County's racial equity efforts, acknowledge the historical and systemic inequities faced by Black, Indigenous, and People of Color (BIPOC) communities, and commit to establishing an Office of Racial and Social Equity, a Chief Equity Officer position, and a Racial and Social Equity Action Plan to guide countywide efforts; and

WHEREAS, on April 23, 2024, the San Mateo County Board of Supervisors adopted Chapter 1.50 of the San Mateo County Ordinance Code to promote racial and social equity, inclusion, and belonging, setting forth specific goals including integrating equity as a core value for strategic and budgeting decisions, increasing diverse representation on County boards and commissions, and increasing community engagement efforts to ensure all residents can participate fully in civic life; and

WHEREAS, San Mateo County was nationally recognized in January 2024 as a "Certified Welcoming County," reflecting actions the Board of Supervisors and County officials have taken to ensure residents of all socioeconomic, racial, ethnic, and national backgrounds are welcomed, valued, and protected; and

WHEREAS, San Mateo County has supported its diverse immigrant communities by providing funding for arriving unaccompanied immigrant minors and immigration legal services, establishing the Removal Defense Fund and Rapid Response Network, holding "Know Your Rights" trainings, contributing to the Immigrant Families Recovery Fund to provide financial assistance to immigrant families ineligible for the federal child tax credit, and taking other actions to provide support to immigrant communities; and

WHEREAS, the San Mateo County Board of Supervisors has demonstrated its commitment to advancing the rights and dignity of LGBTQIA+ individuals by establishing and supporting the County's LGBTQIA+ Commission, which advises on policies, programs, and initiatives that address the needs and priorities of LGBTQIA+ residents; and

WHEREAS, the San Mateo County Board of Supervisors has demonstrated its commitment to advancing equity for women and children by establishing a dedicated Women and Children's Officer position and adopting a comprehensive Women and Children's Action Plan, which identifies key strategies to address inequities, promote safety and well-being, expand access to services, and enhance opportunities for women and children across the County; and

WHEREAS, the San Mateo County Board of Supervisors has supported people with disabilities by hosting and promoting events such as the annual Inclusion Festival, which celebrates the County's diversity and fosters understanding, acceptance, and inclusion of individuals of all abilities through interactive activities, performances, and resources for the community.

NOW, THEREFORE BE IT RESOLVED that the Board of Supervisors of the County of San Mateo reaffirms its unwavering support and protections for immigrants, women, People of Color, Indigenous People, LGBTQIA+ individuals, individuals with disabilities, and other vulnerable communities across San Mateo County;

BE IT FURTHER RESOLVED that the Board of Supervisors of the County of San Mateo reaffirms its support for numerous efforts that protect and uplift vulnerable communities, including, but not limited to: the Action Plan for economic mobility for women and children, the San Mateo County Pride Center and Pride Celebration, the

County Office of Community Affairs Immigrant Services team, outreach to immigrant communities regarding immigrant rights and available resources, the County Office of Racial and Social Justice, and the annual Inclusion Festival celebrating diversity and inclusion of people with disabilities.

* * * * * *

RESOLUTION NUMBER: 080865

Regularly passed and adopted this 28th day of January, 2025

AYES and in favor of said resolution:

Supervisors: *JACKIE SPEIER*

NOELIA CORZO

RAY MUELLER

LISA GAUTHIER

DAVID J. CANEPA

NOES and against said resolution:

Supervisors: *NONE*

President, Board of Supervisors
County of San Mateo
State of California

Certificate of Delivery

I certify that a copy of the original resolution filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.

Assistant Clerk of the Board of Supervisors

County Executive's Office

Board of Supervisors Reaffirm Commitment to Equity, Safety and Inclusion for All Communities

January 28, 2025

Share This Article Facebook Twitter Email Print

Redwood City — The Board of Supervisors today reaffirmed its commitment to diverse and historically marginalized groups, assuring the public that values and local protections have not changed in the face of new federal priorities.

Watch video

"We know there is a growing effort to dehumanize, degrade and tear apart our vulnerable communities and it is on us as County leaders to protect our most vulnerable communities during this time of fear and uncertainty," said District Two Supervisor Noelia

Corzo who co-sponsored the resolution. "Here in San Mateo County, we can make a choice not to backslide decades in our social progress."

The Board reaffirmed several past steps it has taken to ensure populations such as immigrants, people of color, LGBTQIA+ and those with disabilities feel welcome and secure in San Mateo County. These include:

- A resolution to advance and improve the County' s racial equity efforts, including the creation of an Office of Racial and Social Equity and a chief equity officer position;
- An ordinance to promote racial and social equity through specific goals including integrating equity as a core value for strategic and budgetary decisions;
- Establishing a removal defense fund and the Rapid Response Hotline;
- Hosting "Know Your Rights" trainings and contributing to the Immigrant Families Recovery Fund;
- Establishing the County's LGBTQIA+ Commission and supporting the San Mateo County Pride Center;
- Establishing a dedicated women and children's officer position and adopting a comprehensive Women and Children's Action plan to address inequities, expand services and enhance opportunities for economic mobility;
- Promoting inclusive and accessible activities and resources for those with disabilities, including the annual Inclusion Festival.

These actions held lead to San Mateo County being nationally recognized in January 2024 as a "Certified Welcoming County" — a first for any county in the country. Supervisors also hope the historical support will help quell current anxiety which may keep some from seeking services, education and employment.

District Three Supervisor Ray Mueller, the resolution's other co-sponsor, noted that some students are avoiding school and adults are not attending work out of fear of immigration officials.

"It's just horrific to be watching," he said before speaking directly to transgender youth: "To those kids right now, you are loved and you are valued and this county will stand behind you."

Today's vote also provided new Supervisors Jackie Speier, District One, and Supervisor Lisa Gauthier, District Four, the opportunity to voice their support for the Board's previous commitments. Gauthier successfully suggested adding indigenous people to the list of populations specifically named in the resolution.

Media Contact

Michelle Durand

Chief Communications Officer

mdurand@smcgov.org

500 County Center
Redwood City, CA 94063
(650) 363-4000

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IDEA LIAISON SUBCOMMITTEE AGENDA REPORT

Meeting Date: February 27, 2025

From: Ingrid Padilla, City Clerk

Subject: Work Plan Review

Recommendation

It is recommended that the Liaisons:

1. Review and edit the IDEA Committee Work Plan

Background

IDEA Committee drafted their workplan based on their extended definitions of the City Council's Community Goal Results. The activities were also based on community input from tabling events and survey results.

Discussion

The Committee would also like to ask for funding to support the IDEA events mostly for food and refreshments and artists. The Committee would like to request $2000 ($500 each for 4 events: the Brisbane, Diwali, Asian American Pacific Islander Heritage Festival and short film festival)

The Committee would also request approval of the final draft of their work plan at a future Council meeting.

Fiscal Impact

The Committee would like to request $2000 ($500 each for 4 events: the Brisbane, Diwali, and short film festival, and Asian American Pacific Islander Heritage Festival 2026)

Attachments

1. Workplan

Ingrid Padilla

Ingrid Padilla

IDEA LIAISON SUBCOMMITTEE AGENDA REPORT

Meeting Date: February 27, 2025

From: Ingrid Padilla, City Clerk

Subject: Work Plan Review

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Fiscal Impact

The Committee would like to request $2000 ($500 each for 4 events: the Brisbane, Diwali, and short film festival, and Asian American Pacific Islander Heritage Festival 2026)

Attachments

1. Workplan

Ingrid Padilla

_____

Ingrid Padilla

Version 022725

Draft IDEA Committee Workplan

Council-Adopted Community Goals/Results

- **Safe Community –** Residents and visitors will experience a healthy and safe community (physical, emotional, mental) and a sense of inclusiveness in the community
  1. Hold one United Against Hate Event during the second week of November
  2. Partner with the Brisbane Police Department to further promote the anonymous tip line and web form
- **Community Building –** Brisbane will honor, promote, strengthen, and foster the rich diversity of our city (residents, organizations, businesses) and strive to create inclusive and equitable experiences, interactions, and policy recommendations through community engagement, good governance and participation including educational and youth development opportunities

1. Hold or Co-sponsor three #WeAreBrisbane Events
2. Table at Day in the Park
3. Coordinate Brisbane 101 to increase diversity on various City Committees and Commissions
4. Participate in Age-Friendly Cities Task Force
5. Launch a Service Learning Project in honor of Martin Luther King Jr.
6. Use the Notable Dates & Celebrations calendar to celebrate holidays, heritage months, and history months with proclamations and web based platforms
7. Drafted the Flag Guidelines and Keep the Flag Guidelines current

- **Ecological Sustainability –** Brisbane will be a leader in setting policies and practicing service delivery innovations that promote ecological sustainability

1. Participate and represent the IDEA Committee on the Sierra Point Park and Open Space Master Plan Subcommittee

- **Fiscal Prudence –** Brisbane's fiscal vitality will reflect sound decisions which also speak to the values of the community

1. Promote and Track BETSY Activities

- **Economic Development –** Brisbane will work with the businesses and residents to provide for economic vitality/diversity while recognizing historical inequities in economic opportunity with an intent to provide redressal where appropriate

1. Research Safe Exchange Zones

IDEA Committee Work Plan 2025

SAFE COMMUNITY	ACTIVITIES	STATUS	PARTNERS	% COMPLETE	EVAL & NOTES	EVENT DATE
1. United Against Hate Week	Short Film Festival		None			
2. Brisbane Police Dept. promote anonymous tip line						
COMMUNITY BUILDING	**ACTIVITIES**	**STATUS**	**PARTNERS**	**% COMPLETE**	**EVAL & NOTES**	**EVENT DATE**
1. #WeAreBrisbane event	Young Adult Series					
2. #WeAreBrisbane event	MLk Service Project		CWHHSB			
3. #WeAreBrisbane event						
4. Day in the Park Tabling						
5. Brisbane 101						
6. Recruitment						
7. City Groups	-Housing Element program -Represent Age-Friendly Task Force -Park and Rec Festival of Lights Subcommittee					
8. Community Requests	Diwali, AAPI Festival, Mexican Independence Day					9/16/25
9. Notable Dates & Celebrations		On going				
10. Drafted & Maintain Flag Guidelines						

11. District Vs At Large District Elections						
ECOLOGICAL SUSTAINABILITY	**ACTIVITIES**	**STATUS**	**PARTNERS**	**% COMPLETE**	**EVAL & NOTES**	**EVENT DATE**
1. Participate in Sierra Point Park and Open Space Master Plan Subcommittee						
FISCAL PRUDENCE	**ACTIVITIES**	**STATUS**	**PARTNERS**	**% COMPLETE**	**EVAL & NOTES**	**EVENT DATE**
1. Promote and Track BETSY activities						
ECONOMIC DEVELOPMENT	**ACTIVITIES**	**STATUS**	**PARTNERS**	**% COMPLETE**	**EVAL & NOTES**	**EVENT DATE**
1. Research Safe Exchange Zones						

DRAFT

Park and Rec Possible Joint Initiatives

- older adults programming
- younger adults programming
- Banner Set Policy
- Festival of Lights
- Sustainability--- Indigenous Shellmound; Environmental Justice
- working with YAC
- Cultural Celebrations (e.g., Diwali, United Against Hate Campaigns, Short Film Festival, and Asian American Heritage Month Celebration, International Feast)
- Researching a Cultural Grant Program

All Dept Joint Initiatives

-Ambassador Program

-Americans with Disability Act Initiatives

Other Possible Policy Initiatives

- County's Racial and Social Equity Ordinance
- Banner Set Policy
- Equitable Procurement Policy, Promoting Vendor Diversity and RFP Process
- District Elections & Maps
- Researching Safe Exchange Zones with PD

DRAFT