



OFFICE OF RACIAL EQUITY (ORE) Briefing

UPCOMING LOCAL EVENTS | POLICY UPDATES | TOOLS & RESOURCES

Office of Racial Equity's Efforts on Equity and Inclusion

The Office of Racial Equity (ORE) is thrilled to announce the launch of its Civics Master Class in partnership with local non-profit, Only in San José. This free online and self-paced program is designed to equip community members with the knowledge and tools needed to make a meaningful impact in our community and is available in [English](#), [Spanish](#), and [Vietnamese](#).

ORE has partnered with the Human Resources Department to offer city staff [Candidly Speaking](#) sessions. The objective of these sessions is to learn techniques for improved communication and understanding among diverse groups, provide opportunities that foster safe spaces for staff and enhance trust levels among colleagues, and ultimately better serve the community with more understanding and empathy.

"It is a great opportunity to talk to people across departments to see/ understand different perspectives/ situations but also see we often go through similar things with slight differences." - City Staff Participant.

The Office of Racial Equity is also offering Candidly Speaking sessions in the community to build connection across cultures at various locations. [Follow along](#) to see where our next event will be held!



LOCAL UPCOMING EVENTS

April 20: As part of the New Citizen Project, CET-Immigration & Citizenship Program, AILA Santa Clara Valley, Council on American Islamic Relations, Asian Law Alliance, the International Rescue Committee, Catholic Charities, and Pars Equality Center are hosting their annual Citizenship day 2024! Receive free information, a consultation, and application assistance with volunteer attorneys and trained community members. Translators will be available in Spanish, Vietnamese, Mandarin, Cantonese, and Tagalog! Visit the [e-immigrate.info webpage](#) to learn more and register to attend!

April 21: Viva Calle SJ! From 10am - 3pm Viva Calle takes over SoFA District, SCC Fairgrounds, and Martial Cottle Park with open streets, resources, food trucks, vendors, performances, family activities and more!

May 8: Civics Master Class launches in person with creator, Only in San José, at CreaTV. Visit the [website](#) to register and learn more!

May 29 : Save the Date! [Mosaic America](#) is launching their new Equity Atlas, a suite of innovative cultural equity and inclusion tools created in partnership with San Jose State University. It includes a comprehensive database on thousands of assets- people, places, organizations, events- rooted in over 120 culturally distinct communities of the San Francisco Bay Area. Come learn about the inspiring narratives combining text, interactive maps, and multimedia to deepen understanding of neighborhoods and cultural communities.

June 9: Save the Date, [Viva Calle SJ](#) will be back!

June 14: Save the date! The [Santa Clara County Refugee & Immigrant Forum](#) is hosting their annual World Refugee Day at the Campbell Community Center from 5pm - 7pm! An event dedicated to celebrating and honoring the strength, courage and perseverance of refugees from around the world.

Follow along with us [Website](#) | [Facebook](#) | [Instagram](#)

City of San José's Efforts on Equity and Inclusion

- *San José for All Advisory Group (SJ4All)* was so-created between the City of San José's Office of Racial Equity and community-based organizations in 2023. SJ4All provides valuable feedback and recommendations to improve City processes, practices, and services that elevate racial equity and focus on the lived experiences of the historically most impacted communities.

The current SJ4All Advisory Group consists of twelve community members with extremely diverse expertise and lived experiences with members' ages ranging from 17 to 65. [Visit the website](#) to learn more and to read the [Member's Bios](#).

- Do you know where to access Citywide Disability Resources? The City of San José has published a new webpage on [Disability Access Programs!](#) Explore this resource hub to access information about everything from how to request an ADA Curb, to learning about the City of San José's All-Inclusive Parks and Playgrounds.
- The Office of Racial Equity (ORE) has completed its first Year in Review Report that provides the Office's highlights and accomplishments for the calendar year along with how City Departments are pushing for equitable change. You are invited to [view the report](#) and see what the City is doing to advance racial equity!



NEW RESOURCES & TOOLS

Racial Equity

- The [Bay Area Equity Atlas](#) serves as a resource for community leaders committed to fostering equitable, sustainable, and resilient communities that are data-informed. Access to comprehensive, disaggregated data is imperative in crafting effective strategies for inclusive growth. Despite the abundance of data and technological resources in the Bay Area, community leaders have encountered challenges in accessing the specific data required to propel solutions forward. The Bay Area Equity Atlas endeavors to bridge this gap by furnishing the necessary data and insights. We invite you to explore their many data dashboards and narrative profiles that illustrate the realities of Bay Area communities.

Immigration

- The [Katharine & George Alexander Community Law Center \(KGACLC\) Workers' Rights Practice Area](#) provides free legal services to low-income individuals who have experienced unfair and illegal treatment at their place of employment. They've created resources in [English](#), [Chinese](#), [Spanish](#), [Tagalog](#), and [Vietnamese](#). The major types of issues that they handle include:
 - Unemployment issues
 - Wrongful termination
 - Unpaid wages (meal and rest break violations, unpaid overtime, unpaid vacation, etc.)
 - Harassment and discrimination at the workplace for various reasons (race, color, national origin, gender, sexual orientation, pregnancy, age, disability, etc.)
 - Retaliation from employers
 - Help with Family and Medical Leave Act and California Paid Family Leave Act issues
- The American Immigration Council launched its first "The Reality at the Border" three-part webinar series where their team shared insights from recent trips to the border, interviewed migrants, and spoke with local organizations to uncover the nuances of the current situation. Watch "[Episode 1: What We Saw At The Border](#)" [here](#).

**This Briefing is not intended to be comprehensive. Please contact the Office of Racial Equity, with comments and suggestions of additional items to be included or any questions on the topics listed above. The Office can be reached at OfficeofRacialEquity@sanjoseca.gov. Thank you.*