



OFFICE OF RACIAL & SOCIAL EQUITY - BRIEFING

UPCOMING LOCAL EVENTS | POLICY UPDATES | TOOLS & RESOURCES



The Office of Racial & Social Equity (ORSE) along with various community partners celebrated the national [#WelcomingWeek](#) and [#UnitedAgainstHateWeek](#) this past September. We hosted our bi-monthly [Conversations Across Cultures](#) with Educational Branch Library's new ESL class, collaborated with the Vietnamese American Roundtable and the [Vietnamese American Service Center](#) to screen the [Liquor Store Dreams](#) documentary with a post viewing discussion, and partnered with the Libraries to facilitate in-person *Intro to Civics Master Class Session*. Our Office and the City of San José is committed to being a welcoming and inclusive place for all who want to call San José home!

Office of Racial and Social Equity's Efforts on Equity and Inclusion

The Office of Racial and Social Equity (ORSE) partnered with [California Civil Rights Department's](#) Community Conflict Resolution Unit to offer 101 City Staff De-Escalation Training. The training aimed to equip staff with important strategies and steps to use to de-escalate tension as well as important resources and support services for victims of hate crimes and hate incidents through the [CA. vs. Hate](#) campaign.

The Office has also been offering a new round of equity centered trainings to City staff this quarter. We had 43 City staff racial equity practitioners attend the Government Alliance on Race and Equity's Advancing Racial Equity: The Role of Government virtual training. The Justice Collective also provided a two part training for Inclusive Facilitation and Storytelling that engaged 34 City staff on how to lead and plan for more inclusive facilitation and community engagement.

LOCAL UPCOMING EVENTS

Sept 6 - Dec 15: Chopsticks Alley Presents [Under One Moon](#), an immersive video mapping experience celebrating the traditions of the Mid-Autumn Festival. The storyline highlights our connection to the earth, moon, water, animals, plant life, and each other, and calls viewers to take action and protect our water, juxtaposed with animations from Moon Festival folklore and myths from various cultural traditions. Personal narratives are synthesized with iconic folklore and collected stories from the San José community.

Oct 10: [16th Annual Disability Awareness Day!](#) Disability Awareness Day, happening at San José City Hall Plaza & Rotunda from 10am-1pm is a celebration dedicated to fostering an inclusive and supportive community. This free event will feature a wide range of opportunities in employment, education, and recreation ensuring everyone has access to resources and activities that promote empowerment and inclusion. More information can be found on the [website](#).

Nov 8: The [Disability, Race, and Equity: Exploring Intersectionality and Advancing Justice Conference](#) from 8:45am - 12:15pm is hosted by Parents Helping Parents and Santa Clara County. Join public and nonprofit leaders, advocates, parents, students, and the larger community in exploring disability and racial equity and discover how we can advance justice within the education, health, and justice systems.

November: Join the ORSE and [Candidly Speaking](#) for another engaging community session to build belonging with our Conversations across Cultures event. We'll be hosting our last community session of this year so be sure to stay tuned and register at the link above!



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

New Tools and Resources

Accessibility

Digital accessibility is the practice of making websites and content usable by people with disabilities. Often, people with disabilities utilize assistive technology such as screen reading, magnification, captioning, and speech to text software to experience digital content. Ensuring a digital experience is accessible enables efficient use of these technologies, removes barriers, ensures compliance with federal and state regulations, and makes our society more welcoming and inclusive for all. For more information about digital accessibility, visit [Microsoft's resource webpage on accessibility](#).

Immigration

Preparing for this election season it's important to remember that if you are a new U.S. citizen, you have the opportunity to take part in U.S. elections. Voting is your right – and a great way to make a difference in your community. However, before you can vote, you need to register! You may have already registered to vote at your naturalization ceremony. If you're not sure, you can [check your registration status online](#) or visit your [local election office](#). You may have also received a voter registration card by mail. If your name or address has changed, you will need to update your voter registration. If you haven't registered, don't wait! You can [register to vote](#) any time after your naturalization ceremony.

Racial Equity

The City of San José will be publishing Racial and Social Equity Action Plans (RSEAPS) for each department in October! RSEAPs are tools used by local governments to address and eliminate racial inequities in their communities. These plans help governments identify areas where racial disparities exist and take concrete steps to create fairer outcomes for all residents. Stay tuned for more!



CITY OF SAN JOSÉ'S EFFORTS ON EQUITY AND INCLUSION



- Last month over 100 City Senior and Executive Staff participated in a session to share ORSE's key initiatives, departmental updates on City's progress towards equity leadership and practices, and celebrate accomplishments.
- Accessibility is the practice of making information, activities, and environments sensible, meaningful, and usable for as many people as possible. It allows all to contribute and benefit regardless of race, religion, culture, age, disability, sex, gender identity, language and immigration status. In an effort to support and normalize equitable and accessible service to community, the City Manager's Office of Communications and Office of Racial and Social Equity partnered to conduct citywide accessibility site visits with every department and launch a cross-departmental Accessibility Liaison working group. This collaboration will help cultivate a pro-active approach to accessibility through language and disability access. It is the first of several steps to help foster inclusion and belonging for our communities historically disadvantaged by our systems. This effort aligns with the tenets of the City's [Racial and Social Equity Ordinance](#), [Disability Inclusion Equity Pledge](#), and [Language Equity Policy](#).
- As a part of [#UnitedAgainstHateWeek](#), ORSE is partnering with CAIR, Council on American-Islamic Relations, to sponsor bystander intervention trainings for the community and partner organizations. Bystander Intervention Trainings teach bystanders about the principles of nonviolence and de-escalation techniques. In this training participants learn hands-on skill about how to de-escalate a hate incident before it leads to violence, how to create a safe space, and how to support the person being targeted. Each training is roughly one hour and available in various languages. In a time of heightened tension around elections and the various conflicts happening around the world, we're hoping to equip our community with the knowledge and tips to better support targets of hate crimes and hate incidents. We're looking to partner with organizations within San José, to collaborate and co-host this training. If your organization is interested we'd be happy to chat more about this effort and look forward to hopefully working with you soon! Please fill out the [interest form](#) and/or contact us with any questions.

**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.*