



Memorandum

TO: HONORABLE MAYOR AND
CITY COUNCIL

FROM: Zulma Maciel
Jim Shannon

SUBJECT: BUDGETING FOR EQUITY

DATE: May 26, 2021

Approved

Date: 5/27/2021

BACKGROUND

The Mayor's March Budget Message for Fiscal Year 2021-2022, as approved by the City Council, directed the City Manager to routinely report through the budget process on the City's specific efforts to integrate equity into budgeting and to report to the full City Council during the Budget Study Sessions on the equity analysis conducted for any reductions in service to community-facing services, such as in our libraries and our parks.

Due to the anticipated use of funds from the American Rescue Plan, the 2021-2022 Proposed Budget does not result in substantive reductions to City services, including community-facing services. As the City is able to use resources from the American Rescue Plan to help resolve the General Fund shortfall in 2021-2022, the Proposed Budget makes use of: 1) available one-time funds in the General Fund to continue the extension of a number of community-facing services funded on a one-time basis in 2020-2021, such as Project Hope, Police Activities League Facilities Support, Welch Park and Eastridge Recreation, Volunteer Management, Foot Patrol in Downtown and High Needs Neighborhoods, and Domestic Violence – High Risk Response Team including; and 2) direct spending within the American Rescue Plan Fund to expand the Beautify San José program and continue the hybrid vehicle abatement program to address blight, and deploy the San José Abierto program for enhanced placemaking and activation throughout the City.

With this as context, this memorandum:

1. Provides a summary of the City's efforts to integrate equity into the 2021-2022 budget development process, including the first-year deployment of the "Budgeting for Equity Worksheet";
2. Provides example for how the consideration of equity influenced the development of two budget recommendations: the restoration of hours at library branches serving lower-resourced communities, and the extension of the hybrid vehicle abatement program; and
3. Provides an update on the allocation of funding directed through previous Mayor's June Budget Messages through the use of an equity lens.

Over the past two budget cycles, the City of San José has expanded the City-wide practice of intentionally integrating equity questions into the budgeting process. During the 2020-2021 budget process, departments conducted an equity review and analysis on one or more of their budget proposals and were provided a toolkit to help guide that process. A total of 15 items across all departments were submitted to the Budget Office, with varying levels of detail. As described in more detail in Manager's Budget Addendum (MBA) #31, *Equity Analysis and the Budget Process*¹, several insights were gained from this process, including:

- Departments were open to and excited about explicitly engaging questions of equity into budget development, but more training and coaching needed to occur earlier in the budget development process;
- Access to data, especially disaggregated by race, was (and still is) one of the biggest challenges to advancing equity in the budget process; and
- A consistent, Citywide Equity Framework would be helpful to evaluate future work and would assist departments in framing results and naming equity impacts. A clear link between the equity analysis, equity impacts, and decision-making should be built into the City's budget process.

With the City Council's approval of the Mayor's June Budget Message for Fiscal Year 2020-2021, as amended, one-time funding was provided to establish the Office of Racial Equity (ORE) in 2020-2021, which is recommended for permanent establishment with the 2021-2022 Proposed Operating Budget.² While an important step to advancing racial equity within the City organization, the immense and prolonged impact of the COVID-19 pandemic – which dramatically impacted service delivery within departments and the Emergency Operations Center – and the time necessary to hire the ORE Director and other key staff, made it impractical for the Administration to design, implement, train, and launch a comprehensive budgeting for equity process.

However, despite these limitations, the Administration made meaningful progress to deepen the influence of equity on the budget development process, including the rollout of the Budgeting for Equity Worksheet designed to:

1. Identify whether budget proposals advance equitable outcomes for residents.
2. Assess the equity impacts of budget decisions for potential burdens and benefits for communities of color and low-income communities.
3. Ensure or consider how departments help reduce disparities.
4. Reflect on ways to increase and improve community engagement efforts.

Further, the deliberate consideration of equity was foundational to the General Fund Budget Balancing Strategy, and heavily influenced the development of several proposals included in the 2021-2022 Proposed Operating Budget.

¹ MBA #31: <https://www.sanjoseca.gov/home/showpublisheddocument/59602/637272436858970000>

² Office of Racial Equity Staffing and Consulting Services, VIII-62:
<https://www.sanjoseca.gov/home/showpublisheddocument/72245>

ANALYSIS

Budgeting for Equity Worksheet

The goal of integrating equity into decision-making is to ultimately improve outcomes for communities of color in San José. To this end, ORE is working with the Budget Office to institutionalize the concept of equity into the complex City and departmental budgeting requirements and decision-making processes.

However, it is important to note that, while the following discussion acknowledges that embedding equity into development of the annual budget is an iterative process, the City has not been simply learning. With guidance and direction from the City Council, the Administration moved quickly to leverage equity principles into its pandemic response and relief efforts. Examples include the prioritization of food and necessities distribution to economically vulnerable residents, developing a wi-fi hotspot lending program informed by an equity index that ranks the relative need within a census tract for digital access, equity driven assessment of small business needs impacted by COVID-19 that will result in a virtual incubator program on the East Side, providing rental relief to low-income families, financial assistance to extremely low-income families, and use of an equity lens to establish and operate child care learning pod locations. Currently, staff is also building a Place-Based Mapping tool that will help assess need and track recovery. As discussed at the May 4th Study Session, we will build upon and expand this equity-focused approach as we move from emergency response and relief to community and economic recovery. We will also apply these skills into the broader budget development context.

During this year's 2021-2022 budget process, all departments were required to complete a Budgeting for Equity Worksheet (worksheet) (please see Attachment A) on their overall proposal package and were expected to engage department leadership teams in discussions about how equity considerations were integrated into their complete budget package. While using the worksheet does not immediately result in improved outcomes for communities of color, it indicates the start of a City-wide culture shift that is necessary for institutional systems change towards racial equity and equitable budgeting. It is important to stress that embedding equity into the budgeting process is a multi-year effort that requires the development, implementation and refinement of new tools and training. Though progress has been made, more work needs to be done.

Based on successful examples from other local governments, ORE developed the worksheet in collaboration with the Budget Office. The worksheet facilitated a critical thinking exercise about how departments are accounting for underserved communities, and a structured way to apply equity to decision-making. The process was intentionally framed as a learning exercise, as this was a first step of requiring departments to deliberate on questions about **impact**, disaggregated **data**, and **community engagement** as foundational principles in advancing racial equity. The ORE provided some guidance and consultation to support the departments' worksheet development prior to submitting their proposal package to the Budget Office, and provided general feedback to departments afterwards. The following are some key findings grouped by the three framing strategies of the worksheet.

Strategy 1: Apply an equity lens to assess impact. This section of the worksheet is intended to assess if Departments' budget development process considered potential benefits and burdens to communities of color and low-income communities. In December 2020, the preliminary forecast indicated a significant General Fund shortfall for 2021-2022. In addition, the prospect of additional relief funding from the Federal government was unknown. As a result, the City Manager's Office directed departments to prepare ongoing budget reduction proposals – not for the purposes of cutting uniformly across the organization – but to help the organization evaluate options that could best address the General Fund budgetary shortfall while still prioritizing the most critical needs of our community.

In general, this direction necessarily resulted in budget proposal packages with reduced service levels, especially from departments that provide community-facing services primarily reliant on the General Fund. A number of these departments explicitly called out the resulting negative impacts to communities of color. Efforts to mitigate the impacts were sometimes raised, including strategic targeting of one-time funding, but the options presented were limited. This is primarily due to the time constraints of the budget process and the additional work that would be needed to identify mitigating strategies that did not, themselves, also require significant additional resources.

As the City is generally thinly staffed, departments recognized the benefit of adding positions to better serve underserved communities, or hiring positions dedicated to equity work, if resources were available. An intentional focus on recruiting and hiring staff with diverse lived experiences was highlighted. While some departments grappled with how to apply an equity lens to their specific work products, they were open to guidance, training, tough conversations, and a willingness to learn and reflect – all characteristics upon which to build for the next budget development cycle.

Strategy 2: Be data driven. This section of the worksheet is intended to assess how equity data indicators informed departmental budget decision-making. Robust disaggregated racial and economic data is critical to informing strategies for equitable community and economic growth. The City's recent work on data has resulted in the creation of a San Jose Equity Atlas and Place-Based mapping. The Public Works Department, in partnership with ORE and the Office of Economic Development and Cultural Affairs, built a [San Jose Equity Atlas](#) (beta version) - a visual, dynamic and iterative tool. Upcoming releases will add data and a variety of benchmark indicators and other features to enable the City to leverage the full power of data. The Equity Atlas currently highlights basic demographic indicators of race and income, and integrates a scoring process that uses national best practices. These tools, coupled with recommendations offered by Councilmembers Esparza and Arenas in the March Budget Message 2021-2022 memorandum, to “define high-need neighborhoods ... as Low Resource census tracts, designated by the California Fair Housing Task Force” can be used to help inform “an equitable standard of service”.

As the Equity Atlas was only first available in early January 2021, most departments were not able to leverage its use to understand equity scores of different neighborhoods, and instead often relied on their own data sets or those related to their industry. These internal data sets are not often easily shared across departments and functions. There were various levels of understanding around definitions, metrics and how to measure progress. However, departments

were aware that leveraging disaggregated demographic data is key to target, drive and measure equitable outcomes in City services and programs. Additional work is necessary to provide increase access to disaggregated data and training in how its use can inform decision-making. The City is in the process of building upon the Equity Atlas and will add maps and layers of data to guide work citywide, with urgent focus on the recovery process through a place-based approach.

Strategy 3: Equitable community engagement and inclusion (Nothing About Us Without Us).

This section of the worksheet is intended to assess community engagement in the budget development process, and how departmental budgets support adequate listening to and meeting the needs of people of color and low-income communities. Community engagement is central to incorporating equity because it provides an opportunity for staff to check their assumptions, verify the community's understanding of the problem that is being solved, and vet possible solutions. While doing these things will make for more informed, effective, and equitable decisions on the part of local government, community engagement also does much more – it builds community trust, cooperation and collaboration and allows staff to understand what the community truly needs, in the words of the people who live there. Given the history of government involvement in institutional racism, this trust building is critical for better community relationships in the future.

Due to the compressed timeline of the budget proposal development process, the worksheet asked departments to reference previous community input where applicable, and to assess how the department would support future community engagement to inform departments' assessment of policies, programs, and processes for future budget actions. Departments recognized the challenges of meaningful community engagement, which requires both additional investments and time commitment to build effective community engagement practices into their operations to achieve meaningful results. In addition, some departments found it difficult to appropriately budget for language access services, especially for departments based on project funding rather than another ongoing programmatic revenue stream. Finally, departments highlighted the need to build a mechanism that allows staff to coordinate their respective community engagement efforts across departments, so that it is accessible and efficient for community partners and residents.

Equity Commitments

As part of the exercise, each department was asked to identify explicit steps that will be taken in 2021-2022 to focus existing resources to advance equity. Given the current budget situation, this is a key component of advancing racial equity internally through a variety of activities and commitments at the departmental level. This, too, will help build culture change throughout the City and encourage department staff to create impact within their own sphere of influence and apply an equity lens in their everyday work. Examples of departmental responses include:

- creating staff “Equity and Inclusion” groups to engage in more “normalizing” work;
- increasing translation and interpretation services;
- identifying programs and strategies for disaggregating and collecting data by race;
- providing staff training on implicit bias;
- exploring re-assigning staff to more underserved areas;

- additional efforts around digital inclusion; and
- acknowledging the needs of San José’s unbanked population.

The ORE learned some key lessons that will guide the design and methodology for the next budget cycle and looks forward to supporting departments toward accomplishing the commitments delineated in their worksheets. It is clear the City organization needs more training, guidance, and resources to fully embed a racial equity practice that will improve San José’s internal policies, programs, and decision-making so that ultimately, we improve outcomes for the most marginalized communities. As such, ORE will focus its efforts to develop and implement a city-wide training program to better support the departments, as well as create an infrastructure for accountability, a key component to demonstrate the actions that have been implemented achieve the desired results.

Examples of Intentional Considerations of Equity – Library Branch Hours

While the Budgeting for Equity worksheet took the holistic approach of considering the process by which departments assembled their overall budget proposal package as submitted to the City Manager’s Office, equity was also deliberately considered in the development of several proposals included in the 2021-2022 Proposed Operating Budget. A one-time restoration of Library Branch hours and the vehicle abatement program are highlighted below as examples.

To address the 2020-2021 General Fund budget shortfall of \$77.6 million, the 2020-2021 Adopted Operating Budget included the elimination of 27.8 vacant positions in the Library Department effective July 1, 2021 (through the use of one-time funding in 2020-2021, this ongoing service reduction was delayed by one year to 2021-2022). This ongoing reduction of vacant positions will result in a reduction of four branch library public service hours per week at 23 branches and four public service hours per week at the Dr. Martin Luther King, Jr. Library.

The 2021-2022 Proposed Operating Budget adds back \$900,000 from the 2020-2021 reduction of \$1.5 million on a one-time basis. The reinvestment in public service hours is shared between the General Fund (\$675,000) and the Library Parcel Tax Fund (\$225,000) and will “restore” branch library operating hours on a one-time basis at 13 branches identified as serving lower resourced communities by adding 16.20 Library positions: 13.2 FTE Library Page, 1.0 Librarian PT, and 2.0 Literacy Program Specialist through June 30, 2022.

History of Library Development of the Equity Index

For the purpose of understanding community demographics and need to inform Library services and programs, each Library branch has a defined service area of census tracts that it supports. Demographic census data and information about the services available in these areas is combined and analyzed by Branch staff on an annual basis and becomes the foundation of their program planning and the development of the Library collection selections for the year.

The value of equity is fully integrated into the purpose and mission of the San José Public Library. In 2019, the Library began to aggregate the demographic information of the Library service areas as a way to consider how services may be modified to ensure equitable access to resources and programs. In 2020, the Library added an Equity and Inclusion Manager on a one-time basis to support additional analysis and programming to further enhance the equitable distribution and development of Library services. The Library compiled the Department's first "equity index," which collected external data by census tract, internal library output data, and aggregated results by library branch service area. The data that serves as the basis for the equity index includes:

- Internal Library data:
 - Average monthly computer bookings
 - Average monthly wi-fi sessions
 - Average monthly gate count (visits)
- Census data:
 - Population under the age of 18
 - Population over the age of 60
 - Households earning under \$15,000 annually
- Social Progress Index Indicators:
 - Housing/Homelessness - overcrowding, cost burden-owners, cost burden-renters, displacements risk, homelessness
 - Access to Basic Knowledge - population w/o high school diploma/GED, preschool enrollment, third grade reading proficiency, eighth grade math proficiency
 - Access to Information and Communications - average broadband speed, broadband subscription rates, cellular data subscription rates
 - Access to Advanced Education - Associates degree holders, Bachelors degree holders, Advanced degree holders
 - Inclusiveness - residential isolation (non-white/white), residential segregation (non-white/white), gender pay gap, linguistic isolation
- Additional Information for Awareness (not included in calculations):
 - Council District
 - Public transportation routes serving branches
 - Outside library systems providing service to the branch service area

The base data index may be augmented or modified to provide a tailored and more precise outcome that may inform specific service decisions.

Partial Restoration of Public Library Hours

Upon consideration of a partial restoration of public operating hours, the Library utilized the equity index as a starting point for understanding which communities may experience a greater negative impact due to the loss of Library access. Additional data was discussed and integrated into the index, including:

- Community Development Block Grant Low and Moderate Income Census Tracts
- Digital Inclusion priority index produced by the EOC Digital Inclusion team
 - Census data including: childhood poverty, K-12 population, access to home broadband, access to a home computer, and language spoken other than English

- County’s Public Health data on COVID-19 transmission rates

The data in each indicator area was indexed and totaled, producing a stack ranking of branches stratified by the needs in San José. As a whole, the integrating data sets are intended to demonstrate which neighborhoods surrounding a branch library may be considered “lower-resourced” and therefore experience a higher demand for City services, and those that may be considered “higher-resourced” and therefore may not experience as great a negative impact resulting from the reduction of Library hours.

Thirteen (13) branch locations were identified as serving lower-resourced communities, requiring the much-needed access to the services provided by their neighborhood library.

| Branches Serving Lower-Resourced Communities | Branches Serving Higher-Resourced Communities |
|---|--|
| East Branch | Pearl |
| Alum Rock | Rose Garden |
| Tully | Berryessa |
| Educational Park | Willow Glen |
| Hillview | Santa Teresa |
| Bascom | Cambrian |
| Biblioteca | Almaden |
| Seven Trees | Vineland |
| Edenvale | Calabazas |
| West Valley | Village Square |
| Joyce Ellington | |
| Evergreen | |
| Alviso | |

Branches in bold include an existing Family Learning Center.

It should be noted that:

- 1) The small population size of Alviso makes comparative analysis unreliable and, therefore, this branch is treated as an outlier. Alviso is a geographically isolated community with few resources available to residents. For the purpose of this analysis, staff recommends placement of Alviso in the lower-resourced category to ensure appropriate and equitable resources are available to residents within this remote geographic area.
- 2) The Mt. Pleasant Bridge Branch data places it in the low-resourced community category. The 2019-2020 Adopted Operating Budget provided one-time funding to increase the Bridge Branch to 40 hours of service per week, and the Bridge Branch has been closed due to the COVID-19 Pandemic since March 2020. Upon reopening, the Mt. Pleasant Bridge Branch will revert to its permanently funded 24 hours per week.

Analysis of all data sets in the index, in stack ranked format, is available as Attachment B. In addition to the recommended placement of Alviso Branch, Attachment B also details the partial

scoring of the Dr. Martin Luther King Jr. Library, and the scoring of the Mt. Pleasant Bridge Branch Library.

The Library welcomes feedback on the methodology presented in this analysis. In 2021-2022, the Library Data Unit, in partnership with the Office of Racial Equity will further examine the branch service areas, add a geographic distance score, and continue to refine the methodology embedded in the equity analysis to better inform future decision making.

Examples of Intentional Considerations of Equity – Hybrid Vehicle Abatement Program

For the past several years, abatement of blighted vehicles has been primarily funded by the General Purpose Parking Fund. However, due to the significant parking revenue loss due to the pandemic, the Administration recommends utilizing external Federal relief funding, likely the American Rescue Plan, to continue the program in 2021-2022. The service delivery model for vehicle abatement was recently revised with the onset of the pandemic to achieve a more equitable outcome, and is recommended to continue next year.

Pre-pandemic the Transportation Department's Vehicle Abatement Program utilized a single input source to allocate available resources and direct service delivery. As a result, 98% of vehicle abatement service requests were received via San José 311, an app or web reporting method that was not equally available to or used by community members for a variety of reasons, including limited access to technology or connectivity, language barriers, limited understanding of City process and reporting options, limited understanding of parking rules and regulations, and concerns about remaining anonymous when reporting. Every service request regardless of the underlying reason for the request was investigated, resulting in services being directed solely in areas that reported the most (or were the "loudest"), not necessarily where the need for services was greatest.

The Hybrid Vehicle Abatement model introduces a second input source, proactive citywide vehicle patrols, that provide services to areas identified as having need. City staff proactively drive every city street approximately every 14 days identifying vehicles to be investigated for abatement due the vehicle being inoperable, or being a blight, safety or health concern. These proactive patrols are bringing vehicle abatement services to areas that have historically underreported their need for service. As an example, between July 2020-March 2021, 885 vehicles were removed from City streets that would not have been under the pre-pandemic VA model as they were unreported by San José 311 and only identified via proactive patrols. The unreported tows represent 65% of towed vehicles that were identified by proactive patrols.

Attachment C displays the locations in the City where the 885 unreported tows occurred between July 2020 and March 2021. The majority of the unreported tows occurred within Council Districts 3, 5, & 7, all of which have significant pockets of low-income and neighborhoods of color. In addition, the areas of the City with the highest concentrations of unreported tows during this nine-month period (15 or more vehicles towed), are highlighted in Attachment D.

While further analysis is still needed, these areas are under consideration to receive enhanced or more frequent proactive patrols as a result of demonstrated need.

Status Update for Projects Identified for Equity Screen Review


Both the 2019-2020 and 2020-2021 Mayor's June Budget Message gave direction to the Administration to allocate specified funding amounts with the deliberate use of an equity screen or lens. Last year, as part of Manager's Budget Addendum (MBA) #31, *Equity Analysis and the Budget Process*,³ a status report was given on items included in the 2019-2020 Mayor's June Budget Message. Attachment E to this memorandum, provides an update to those projects still underway, as well as the new projects added in the 2020-2021 Mayor's June Budget Message. On a going forward basis, the Administration anticipates using the MBA format to report on these types of projects during the budget review process.

It is important to note that additional discussion on equity is included in a forthcoming MBA describing the Office of Racial Equity workplan and in MBA #16, *Community and Economic Recovery Budget*.

COORDINATION

This memorandum was coordinated with the Library and Transportation Departments.

/s/
ZULMA MACIEL
Director, Office of Racial Equity


JIM SHANNON
Budget Director

- Attachment A:** Budgeting for Equity Worksheet
- Attachment B:** SJPL Branch Equity Index
- Attachment C:** Vehicle Abatement – Unreported Tow Locations
- Attachment D:** Vehicle Abatement – Concentration of Unreported Tows
- Attachment E:** Status Update for Projects Identified for Equity Screen Review

³ MBA# 31: <https://www.sanjoseca.gov/home/showpublisheddocument/59602/637272436858970000>

Budgeting for Equity - 2021

Overview

Budgeting is the annual decision-making process about resource allocation and, by extension, City priorities. The Budgeting for Equity (BE) Worksheet is a general set of questions to guide departments in assessing the impact of budget requests on the advancement of equity and service levels to those who are most in need. As the coronavirus has spiraled into a global pandemic, [data shows that Black, Indigenous, Latinx and other people of color bear an unequal burden](#). Centering questions of race and equity in budgeting will help our city take a meaningful step towards improving the conditions of well-being for the people most impacted by structural racism, the pandemic, and the struggling economy.

The BE worksheet is a first step to invite departments to integrate explicit considerations of racial equity into decisions in developing department budgets. Please keep in mind that while race is a predominant predictor for inequity in outcomes, other factors such as income level, gender, sexual orientation, residential zip code, language ability can also contribute to disparities.

The worksheet is a process and a product – i.e., the process of using these guided questions is as valuable as the information that it yields. We encourage departments to adopt the process, reassured that the Office of Racial Equity (ORE) will be a partner in learning together, asking questions of each other, and finding ways to transform our work/systems to better serve Black, indigenous and people of color (BIPOC) communities in San José.

The Framework

The worksheet integrates racial equity principles in the budgeting process.

Racial Equity Principles in Budgeting for Equity

- | | |
|---|---|
| <p>1. Focus on impact: Consider how the department's budget proposal package impacts the <u>well-being</u> of the community</p> | <p>3. Center Community Voices: To the extent feasible, include the considerations of those for whom the resources/services are intended, especially <u>BIPOC community</u> members</p> |
| <p>2. Leverage City Data: <u>Disaggregate</u> and analyze existing data or gather evidence to support or guide your proposal package development</p> | <p>4. Establish Accountability: Use performance measures to assess progress - how much, how well, and the extent to which anyone is better off</p> |

Instructions for Using the BE Worksheet

- Submit only one completed worksheet per department.
- The worksheet should reflect a summary of how your department is analyzing the impact of the overall budget on communities of color and low-income communities.
- Since we anticipate budget cuts for this cycle, be mindful of those who will benefit and those who will be burdened by your decisions.
- Gather demographic data and use disaggregated data by race, income, and other indicators to inform your decisions.
- Reach out to ORE (zulma.maciел@sanjoseca.gov) and/or Budget Office if you have any questions.
- ORE is offering technical assistance. [Sign up here](#)
January 14-15: general questions
January 19-26: department specific questions

Data Tools



- [San Jose Equity Atlas](#)
- [Demographic Explorer](#)
- [National Equity Atlas](#)

Budgeting for Equity Worksheet

Department: _____

Department Contact: _____

Reviewed/Approved by: _____ (Director Signature)

Strategy 1: Apply an equity lens to assess impact (limit 1-page)

This section is intended to assess if Departments' budget development process considered potential benefits and burdens to communities of color and low-income communities.

1. When looking at the proposal package (and from your response to Sections 2 and 3 of the worksheet), who is burdened, who is benefitted?
 - a. For those who are burdened, what steps will you take to partially mitigate any potential adverse impacts? (For example, if a program is being recommended for elimination, are other resources available to be shifted to help offset the impacts of that program's reduction?)
2. What explicit steps will be taken in 2021-22 to focus existing resources to advance equity? (e.g. staffing allocation shifts for the purposes of advancing equity, diversity, and inclusion; equity groups or trainings that are happening in the Department; and/or programmatic commitments that are intended to reduce or eliminate disparities experienced by communities of color and low-income communities.)

Strategy 2: Be data driven (limit 1-page)

This section is intended to assess how equity data indicators informed Departmental budget decisions.

1. What was the source and type of data used to analyze and develop the proposal package? How does disaggregated data and analysis inform the proposal package?
2. What areas of the city or what groups of people are most impacted by your program/service reductions, reallocations, or additions? Is there a larger than average population of people of color and/or low-income communities in the affected areas?
3. Moving forward, what disaggregated data will you collect and track to evaluate community/equity impact for future budget decisions?

Strategy 3: Equitable community engagement and inclusion (limit 1-page)

This section is intended to assess community engagement (especially BIPOC) in the budget development process, and whether the budget supports your department in adequately listening to and meeting needs of BIPOC and low-income communities.

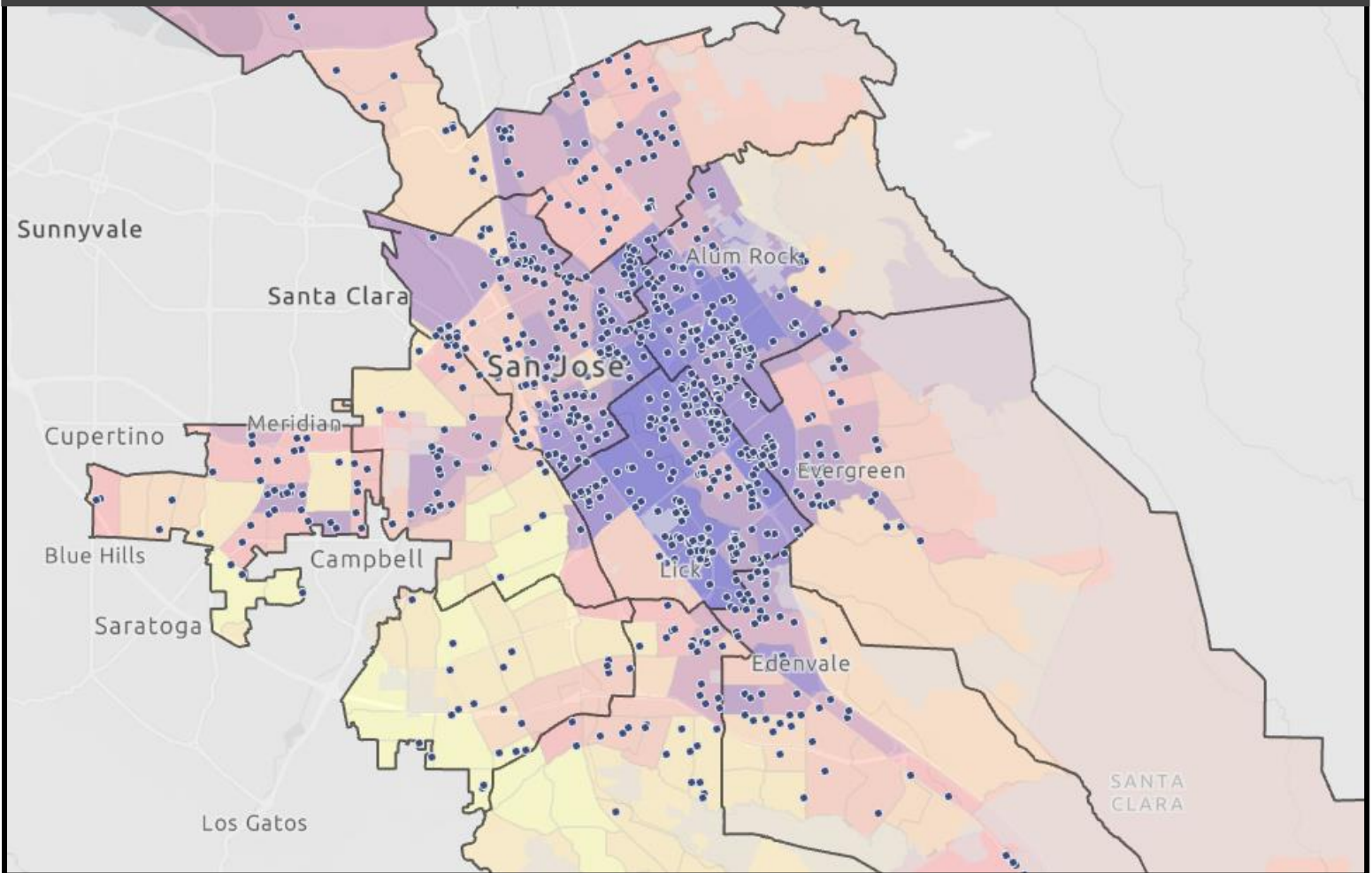
1. How was previous input provided by community members, especially BIPOC and low-income communities, used to inform the budget proposal package? If none, please explain reason(s) for not engaging with community/collecting community input.
2. Moving forward, how will the department support community engagement and include communities of color and low-income communities in the department's assessment of policies, programs, processes for future budget decisions?
3. How will your department allocate funding towards ensuring language access for all San Jose residents (both written documents and multi-lingual community meetings)?

| Branch | City Council District | Number of Public Transportation Access Routes | Number of Outside Library Systems Providing Local Services | Index: Average Monthly Gate Count | Index: Average Monthly Computer Bookings | Index: Average Monthly Wi-Fi Statistics | Index: SPI Housing / Homelessness | Index: SPI Access to basic knowledge | Index: SPI Access to Information and Communication | Index: SPI Access to Advanced Education | Index: SPI Inclusiveness | Index: Households with Income <\$15,000 | Index: Population <18 years old | Index: Population 60+ years old | Index: DI Priority Max | Index: Covid rate | Index: Average Low-Mod Households | Resource Equity Index 20210330 | | | |
|---------------------------------|-----------------------|---|--|-----------------------------------|--|---|-----------------------------------|--------------------------------------|--|---|--------------------------|---|---------------------------------|---------------------------------|------------------------|-------------------|-----------------------------------|--------------------------------|-------------|-------------|-------------|
| 1 East Branch | | 3 | 4 | 0 | 1.131579529 | 2.542647059 | 0.911545346 | 1.353290659 | 1.270208934 | 2.389948507 | 1.112052065 | 1.860291082 | 6.178137652 | 4.346224908 | 5.18383317 | 4.174964877 | 0 | 0 | 32.45472379 | | |
| 2 Alum Rock | | 5 | 3 | 0 | 3.621193707 | 3.085661765 | 2.643794749 | 2.499033012 | 1.455393274 | 2.292654106 | 1.836534143 | 2.090307581 | 3.101214575 | 2.048925087 | 1.468271044 | 1.048438561 | 0.993636008 | 6.343350317 | 34.52840793 | | |
| 3 Tully | | 7 | 3 | 0 | 4.111691784 | 5.25 | 2.988365155 | 2.437223477 | 2.087855007 | 2.583045589 | 1.511234792 | 2.034431302 | 0 | 2.293970401 | 2.823126579 | 2.853143354 | 3.005829165 | 2.110780353 | 36.09069696 | | |
| 4 Educational Park | | 4 | 5 | 0 | 3.758783754 | 3.241360294 | 3.038484487 | 2.390496138 | 2.119888863 | 2.065932269 | 2.218432745 | 1.817319801 | 2.817813765 | 2.894930717 | 2.314289432 | 0 | 1.562486214 | 6.013682931 | 36.25390141 | | |
| 5 Hillview | | 5 | 2 | 0 | 2.574998895 | 4.811213235 | 1.75574284 | 1.40415588 | 1.645863837 | 1.767407029 | 0.565872155 | 2.444088911 | 6.493927126 | 3.50721106 | 4.352265406 | 4.621673452 | 1.71464305 | 1.327520293 | 38.98658317 | | |
| 6 Bascom | | 6 | 3 | 0 | 2.231371812 | 1.459191176 | 0.411918258 | 2.294408258 | 1.787318008 | 2.328896285 | 2.594067704 | 2.984822054 | 5.109311741 | 3.630399602 | 3.599081333 | 4.664148173 | 3.480276021 | 5.668571142 | 42.24378157 | | |
| 7 Biblioteca | | 3 | 3 | 0 | 1.4329783 | 4.700551471 | 3.467631265 | 1.461372696 | 1.937319471 | 2.865291304 | 1.825235421 | 2.313678051 | 4.469635628 | 4.406820353 | 4.928100903 | 3.107874295 | 2.798821552 | 3.218651045 | 42.93396175 | | |
| 8 Seven Trees | | 7 | 2 | 0 | 2.371050073 | 3.314705882 | 2.366572196 | 2.186452678 | 1.889041998 | 2.478602145 | 1.531848984 | 2.768792167 | 7.425101215 | 4.307270694 | 4.630768353 | 4.320601845 | 3.726517472 | 3.676506994 | 46.99383269 | | |
| 9 Edenvale | | 2 | 3 | 0 | 3.157610377 | 4.445772059 | 2.327416468 | 2.813159823 | 1.801243394 | 2.734207509 | 2.257406865 | 3.119395991 | 5.67611336 | 2.124502922 | 2.864726862 | 3.802649865 | 3.861418759 | 7.807334001 | 48.79295825 | | |
| 10 West Valley | | 1 | 2 | 0 | 3.988023158 | 4.845955882 | 2.844272076 | 3.182195926 | 3.288349524 | 2.795739231 | 2.992100391 | 3.086158063 | 1.55465587 | 0 | 1.055015792 | 5.215811847 | 5.594735617 | 11.7556411 | 51.29865447 | | |
| 11 Joyce Ellington | | 3 | 1 | 0 | 1.87892783 | 4.266911765 | 1.088529236 | 2.731450928 | 1.875016687 | 2.987615776 | 2.73369493 | 2.096715387 | 6.307692308 | 3.836157759 | 4.127185979 | 6.992895025 | 3.849677169 | 7.92386226 | 52.69633304 | | |
| 12 Evergreen | | 8 | 2 | 0 | 3.460633314 | 4.282352941 | 3.182577566 | 2.823297451 | 2.753379213 | 2.20560856 | 2.269474625 | 2.435544989 | 5.311740891 | 3.219882112 | 2.306845171 | 6.639772395 | 3.252770275 | 10.26625227 | 54.41013178 | | |
| 13* Alviso | | 4 | 1 | 1 | 0.924846422 | 3.781801471 | 2.592109189 | 3.769667746 | 2.551591292 | 3.892444795 | 2.753574987 | 2.71539746 | 8 | 4.761070644 | 5.759230769 | 10 | 3.442592331 | 14.18150752 | 69.12797691 | | |
| 14 Pearl Avenue | | 9 | 1 | 0 | 2.964566668 | 2.873345588 | 1.920196897 | 2.884753377 | 2.742652017 | 3.110737595 | 2.932856319 | 3.281658773 | 6.331983806 | 2.21572903 | 1.960468077 | 7.342309373 | 4.98043893 | 12.07866685 | 57.6203633 | | |
| 15 Rose Garden | | 6 | 3 | 0 | 2.598897335 | 3.979963235 | 2.18175716 | 2.598876881 | 1.968711895 | 2.888514285 | 2.923983939 | 2.823291002 | 4.421052632 | 4.042248859 | 3.161183616 | 7.552038382 | 4.778298562 | 12.46024545 | 58.37906323 | | |
| 16 Berryessa | | 4 | 2 | 0 | 5.25 | 2.789705882 | 2.028266706 | 3.196897131 | 3.338763782 | 2.570331456 | 3.45605232 | 2.361320267 | 5.238866397 | 3.224876242 | 1.633358483 | 7.154540409 | 4.290790922 | 12.9829899 | 59.5167599 | | |
| 17 Willow Glen | | 6 | 2 | 0 | 2.586832103 | 2.480882353 | 1.627312053 | 2.938396269 | 2.951920202 | 3.391193915 | 3.471731084 | 3.587222863 | 6.599190283 | 4.043580627 | 3.271533841 | 6.473820182 | 5.182592561 | 13.99278209 | 62.59899043 | | |
| 18 Santa Teresa | | 2 | 3 | 0 | 3.791731118 | 3.807536765 | 3.021255967 | 3.196388762 | 2.770149839 | 2.827023961 | 2.837366306 | 3.518214548 | 6.518218623 | 1.144987549 | 0.775954754 | 8.181729451 | 4.885881694 | 16.54128311 | 63.81772245 | | |
| 19 Cambrian | | 9 | 1 | 0 | 3.675023202 | 2.195220588 | 3.486426014 | 3.694621829 | 3.731183926 | 3.259178531 | 3.354798035 | 3.707896107 | 6.307692308 | 1.317451506 | 0 | 9.422179081 | 5.766681769 | 16.6810801 | 66.599433 | | |
| 20 Almaden | | 10 | 2 | 0 | 4.326777743 | 2.173345588 | 3.357995227 | 4.157688768 | 3.658690549 | 3.244543795 | 3.417853614 | 3.349498329 | 6.558704453 | 2.256347955 | 1.284354003 | 7.202030973 | 5.72071288 | 18.90898491 | 69.61752878 | | |
| 21 Vineland | | 10 | 2 | 0 | 3.398915013 | 3.470404412 | 2.85523568 | 3.674641104 | 3.578770078 | 3.112132693 | 3.606636012 | 3.781996856 | 5.79757085 | 2.712811441 | 3.03200379 | 8.550689644 | 6.088713752 | 17.12166082 | 70.78218215 | | |
| 22 Calabazas | | 1 | 3 | 1 | 2.932779423 | 3.986397059 | 1.218526253 | 2.861967295 | 3.396767625 | 3.028668424 | 2.967087208 | 2.214074545 | 7.951417004 | 3.721292768 | 3.768547749 | 8.932983298 | 6.538461538 | 20 | 73.51897019 | | |
| 23 Villaae Saucare King Library | #N/A | #N/A | #N/A | 0 | 4.775975604 | 2.632720588 | 5.25 | 4.079287688 | 3.786314515 | 3.482436127 | 3.731832343 | 2.191645271 | 7.457489879 | 2.905251919 | 1.959592282 | 9.185090214 | 4.186451745 | 19.44219122 | 75.06627939 | | |
| Mt. Pleasant | | 5 | 0 | 0 | #N/A | #N/A | #N/A | #N/A | 0 | 3.304822417 | 2.172044969 | 3.033418955 | 2.14416753 | 2.525594397 | 6.412721893 | 4.442132038 | 4.453432061 | 4.03223871 | 2.534116127 | 6.326664697 | 41.38135379 |

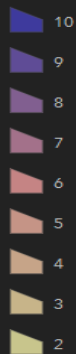
*Alviso's small population makes comparative data unreliable. Due to the geographically isolated nature of the Alviso Branch, staff recommends including it as a low-resourced community.

HYBRID VEHICLE ABATEMENT PROGRAM

UNREPORTED VEHICLE IMPOUNDS IDENTIFIED VIA PROACTIVE PATROLS



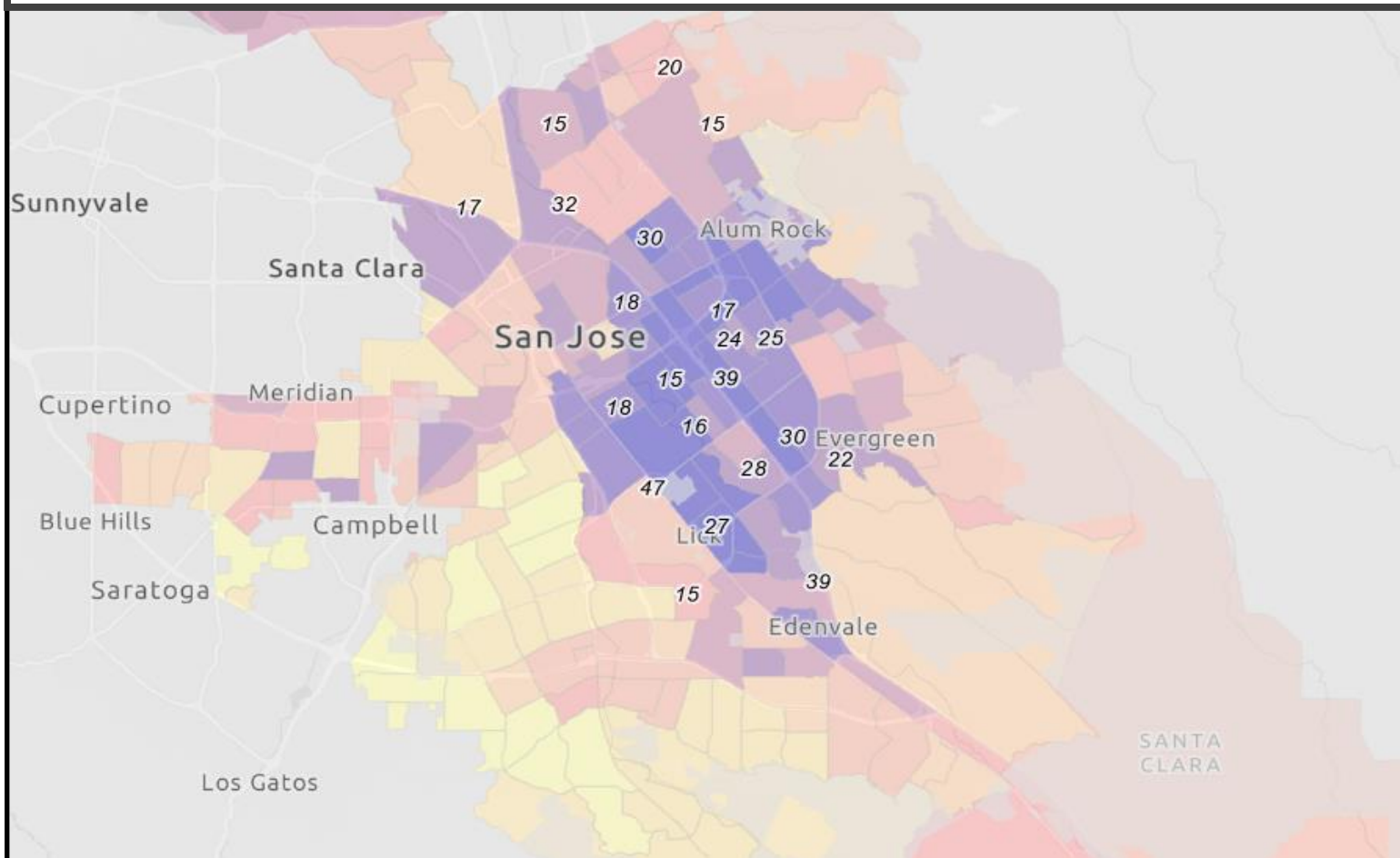
San Jose Equity Atlas [Beta]



COMBINED SCORE

The combined score includes both race and income data. The higher the number, the higher the concentration of both people of color and low-income households in the noted census tract.

AREAS WITH THE HIGHEST CONCENTRATION OF UNREPORTED VEHICLE IMPOUNDS



San Jose Equity Atlas [Beta]

COMBINED SCORE

The combined score includes both race and income data. The higher the number, the higher the concentration of both people of color and low-income households in the noted census tract.

| |
|----|
| 10 |
| 9 |
| 8 |
| 7 |
| 6 |
| 5 |
| 4 |
| 3 |
| 2 |

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

Family-Friendly City Facilities (\$403,500)

2019-2020 Mayor's June Budget Message

Some of our City-owned facilities lack changing tables and private areas for mothers of newborns who require clean, private lactation areas. In my June Budget Message two years ago, I recommended funding these private areas at select locations. This year, I direct the City Manager's Office to support this effort further and allocate \$103,500 to install 207 changing tables at Parks reuse sites, Convention and cultural facilities, the Environmental Innovation Center, libraries, Municipal Stadium, and police facilities, from the Parks Construction and Conveyance (C&C) Tax City wide Fund, the Convention and Cultural Facilities Capital Fund, the Integrated Waste Management Fund, the Library C&C Tax Fund, and the General Fund. Pending feedback from departments on feasibility, I additionally recommend funding up to \$300,000 from the Library C&C Tax Fund (\$150,000) and the Parks C&C Tax Central Fund (\$150,000) to pilot lactation pods at library and community center locations with the greatest need, utilizing an equity screen.

Status Update and Equity Screen Criteria

The prioritization and placement of the lactation pods were determined based on the following factors: 1) facilities that can accommodate pods; 2) Community Need, (Income below poverty level/Median household income/Population Density & census tracts); 3) female population and % infants and toddlers in need of care; and, 4) program attendance. For further information, please refer to the Lactation Pods Information Memorandum dated December 15, 2019.

As COVID-related procurements have taken primary precedence over the past year, the CSJ-Lactation bid package is expected to be released before the end of the current fiscal year. The RFB-PO process is an estimated 6 months. Once a contractor is on board, the City will issue permits to the awarded contractor. The lactation sites are: 6 Libraries - Alum Rock Branch Library, Education Park Branch Library, Hillview Branch Library, Dr. MLK Library, Tully Branch Library, and Evergreen Library; and, 3 Community Centers: Mayfair, Roosevelt, and Seven Trees.

Diaper changing tables were installed at City Hall, with partial completion of the units installed at other city facilities. Approximately 70 of the targeted 207 units were installed as Facilities staff were directed to assist with COVID-19 response priorities related to testing sites, shelters, and safety improvement work. Staff is in the process of determining the best use of the remaining capital funds to continue installation work with in-house staff and contractual services while best balancing the COVID-19 recovery work. Remaining funds are expected to be rebudgeted for use in 2021-2022.

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

Project Title **Sexual Assaults Law Enforcement Training and Supportive Services (\$690,000)**

2019-2020 Mayor's June Budget Message *...During this year's Budget Study Session, Police Chief Garcia committed to the development of a workplan to address this serious issue. In the meantime, he has already embarked on expanding sexual assault education and training to all high schools in the ESUHSD and middle schools in the Oak Grove School District, and is filling four additional positions in the Sexual Assaults Investigation Unit (SAIU). The County has also launched an effort to identify critical gaps in support for sexual assault survivors, and they'll release the details of their own funding plan this summer. I direct the City Manager to allocate \$750,000 in one-time funding from the Essential Services Reserve to be allocated upon Council approval of the SJPD workplan, which may include joint City/County efforts, and should be crafted with an equity screen. (BD #101 & BD#102 Arenas). The YWCA of Silicon Valley's Clinical Counseling Program serves survivors of domestic violence, sexual assault, and human trafficking, and I know well from my own work as a Deputy District Attorney of the critically important work of their rape crisis counselors and advocates. I direct the City Manager to allocate \$60,000 from the aforementioned \$750,000 handing to support YWCA's two Clinical Supervisors, who have the critical role of supervising the program's 26 trainees and presiding over 1,700 counseling sessions conducted.*

Status Update and Equity Screen Criteria The Police Department consulted with academic intuitions to review current methods and to look for ways to improve outreach to our diverse communities. This includes reviewing best practices when investigating sexual assault cases and incorporating the Department's Trauma Informed Care training curriculum. The department planned to collaborate with community-based organizations to create advertisements, outreach campaigns and increase advocate response for sexual assault victims.

On April 28, 2020, City Council approved the spending plan for the Sexual Assaults Law Enforcement Training and Supportive Services Reserve in the amount of \$515,000. The plan includes equipment and materials for the new Special Victims Units, partnering with an academic institution to conduct further evidence based research, conducting additional educational outreach, and trauma informed care training to Department staff. The balance of the Reserve of \$175,000 was used to help address the 2019-2020 budget shortfalls due to the COVID 19 pandemic but was later restored in the 2019-2020 Annual Report.

As part of the 2020-2021 Adopted Operating Budget, a 1.0 Police Lieutenant was added to the Bureau of Investigations to support the creation of a new Special Victims Unit (SVU), facilitating an internal reorganization of the Sexual Assaults Investigative Unit (SAIU) to more effectively prioritize sexual assault response. The SVU focuses on proactive enforcement to combat computer-facilitated sexual exploitation and human trafficking crimes, as well as the investigation of reoffending sexual registrants.

Below is a summary of the elements of the Sexual Assaults Law Enforcement Training and Supportive Services Spending Plan:

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

- Equipment and materials for SVU:
 - SVU was approved for five vehicles, with only one vehicle received.
- Human Trafficking hardware / software purchases are in process obtaining required competing quotes and completing purchase requests.
- Sexual Assault Study:
 - Bid was released publicly but no academic institutions applied.
 - RFP being reviewed for re-posting.
 - Unknown timeline for re-posting.
- Sexual Assault Educational Outreach:
 - Launched human trafficking campaign focus on the API community
 - Collaborated with the South Bay Coalition to End Human Trafficking, Community Solutions, YWCA, and AACI to create the ads and messaging.
 - In process with finalizing the messaging.
 - Advertising to be completed by June 2021.
- YWCA Silicon Valley Clinical Counseling Program:
 - There was an additional \$10,000 added to this project, bringing the total to \$70,000. Only 13 trainees (deliverable was 26) were trained; however, the group is on pace to conduct the 1,700 counseling sessions.

Any remaining funding will be rebudgeted to 2021-2022 to continue the Spending Plan as needed.

Project Title **Project Hope (\$684,000)**

2019-2020 Mayor's June Budget Message *Project Hope, a program of the Mayor's Gang Prevention Task Force, improves neighborhood safety and resilience by building community, and identifying and growing neighborhood leadership. The Hoffman-Via Monte neighborhood—a diverse, low-income neighborhood—has long been identified by MGPTF as a gang hot spot. The City successfully piloted the SYPD Safe Communities program within Hoffman-Via Monte to engage residents and reduce gang activity and graffiti, but that funding has run out. The City Manager's Proposed Operating Budget for this year expands Project Hope to a total of six neighborhoods. I direct the City Manager to allocate \$684,000 in one-time funding from the Essential Services Fund to expand Project Hope to three additional neighborhoods. One of these three additional sites should include the Hoffman-Via Monte neighborhood (BD #62 Khamis), and the other new sites should be identified using an equity screen.*

Status Update and Equity Screen Criteria The Parks, Recreation, and Neighborhood Services Department equity analysis for site selection began with the identified Mayor's Gang Prevention Task Force (MGPTF) neighborhood hotspots, and layered data that included community vulnerability and risk-factor information (such as poverty; youth arrests; graffiti; the presence of illegal firearms; high-priority calls to police; and educational achievement) provided by partners such as

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

the San José Police Department, Santa Clara County Probation, and Santa Clara County Public Health. New sites identified are Hoffman/Via Monte, Poco Way, Santee, Foxdale, Jeanne Avenue and Washington.

Project Hope has a five-phase implementation plan. Of the nine Project Hope sites, Winchester/Cadillac, Roundtable/Edenvale, and Welch Park are currently up and running and completed all five phases. Three neighborhoods, Hoffman-Via Monte, Santee, and Poco Way are in Phase 3 (Identify key community members and host neighborhood academy). Implementation of the last three Project Hope sites has started at Foxdale, Jeanne Avenue, and Washington, with all three transitioning from Phase 1 (hire staff; develop the Implementation team; establish project boundaries; and develop the staff work plan) to Phase 2 (launch the project officially; hold large community events and resource fairs, establish outreach efforts with residents; secure office space; host town hall meetings; business meetings, and properly-owner meetings; and implement a baseline survey on community conditions).

The Project Hope expansion has been hampered by the County Shelter-in-Place Order, as well as challenges with the hiring freeze and recruitments. However, PRNS has been able to assist our communities by hosting community meetings via Zoom, dumpster day, litter pick-up, small internet, and food distribution events. Local health orders will continue to guide our community engagement process during this time.

Currently, two Community Coordinator positions are filled, and the third is filled on an acting basis. Of the six Community Activity Worker positions, five have been filled, two of them within the past two months, and the sixth is in the process of being filled by interim staff. The hiring of Community Coordinators and Community Activity Workers was delayed by hiring freezes from pandemic-related budget constraints. However, the 2021-2022 Proposed Budget provides the necessary funding to continue to fund Project Hope positions for one more year, which include: Recreation Superintendent, Community Services Supervisor, three Community Coordinators, and six Community Activity Workers. Since all staff positions are now filled, advancing this work can occur at a faster pace.

Project Title **Turf Replacement (\$700,000)**

2019-2020
Mayor's
June Budget
Message

The juxtaposition of recent droughts with heavy rains has created headaches for our parks maintenance crews. Using proceeds from the Coleman Avenue Property Sales (MBA #7), the City Manager is investing \$23.35 million of the \$24.8 million in sale proceeds for park improvements, for everything from pest management to replacement and repair of water fountains, benches, and playgrounds. An investment in turf repair would support these efforts by allowing for needed restoration following the City's pest management work. I recommend the City Manager allocate \$700,000 in one-time funding from within the \$23.35 million of the Coleman Property Sale Proceeds (MBA #7) already dedicated to parks, drawn pro rata from each of the categories described in the Attachment to MBA #7,

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

or in any other proportion that staff deems appropriate. The funds will support turf repair efforts, using an equity screen to identify high-need parks.

Status Update and Equity Screen Criteria PRNS has implemented a process to select parks for heightened attention based on their Park Condition Assessment (PCA) and California Healthy Place Index (HPI) scores. Parks that have low scores are prioritized for enhanced services like volunteer events, pest management, and turf renovation. The majority of parks chosen to be on the Turf Replacement work plan were done so based on the safety concerns arising from PCA scores and an HPI score in the area which indicated the community lacked other recreational turf area to utilize. Parks with completed rodent abatement or turf renovation efforts in neighborhoods with HPI scores below the 50th percentile- among San Jose's Census tracts- include Bernal, Canoas, Capitol, Martin, Metcalf, Overfelt Gardens and Tully Ball Fields. A small number of parks in areas with higher HPI scores were prioritized due to being in the sports field reservation program and having hazards that needed to be addressed immediately to ensure the safety of turf users. Replacement work is expected to continue into 2021-2022.

Project Title **Child Care (\$1,500,000)**

2020-2021 Mayor's June Budget Message *With limitations on summer school, child care, and potentially fall schooling imposed by public health orders, the lack of available child care remains a huge obstacle for thousands of our parents—particularly of modest incomes—needing to work outside the home. Due to City staff's prudent management of the CARES Act funding, we can assist struggling child care providers to keep them afloat, and to open work opportunities to many more parents struggling to find child care options. I direct the City Manager to allocate \$1 million from the Coronavirus Relief Fund's Small Business Assistance allocation, and \$500,000 from CRF's allocation for Resident Assistance (MBA #20), for loans and grants to home-based and small childcare providers, with the condition that these businesses continue to actively provide service to families. An equity screen should be applied to provide priority to high-need neighborhoods. Any unused funds for home childcare providers should be reallocated back into CRF with sufficient time to spend before the December 30, 2020 federal deadline.*

Status Update and Equity Screen Criteria The City of San José partnered with FIRST 5 Santa Clara County (FIRST 5) to provide one-time \$10,000 grants to Family Child Care Homes (FCCH) to stabilize childcare. Although the 2020-2021 Mayor's June Budget Message stated an original allocation of \$1.5 million, the number of eligible applicants exceeded the budget funding. On December 8, 2020, the City Council approved increasing the allocation to \$3.6 million.

In the end, 351 FCCH San José providers each received \$10,000 Stabilization grants totaling \$3.5 million. The remaining amount, \$250,000, supported FIRST 5 Santa Clara County administrative fees.

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

A weighted-priority-selection criteria used to determine who had priority to receive stabilization funds included those providers who served children and families who were unhoused, experienced family violence, child abuse, in foster care, receiving special education services, English language learners, and/or serving infant/toddlers. Ninety-two percent of grantees served one or more of these priority populations.

The following summarizes key findings of FCCH providers who received City of San José funding:

- Grantees served 2,279 of the most vulnerable children across 28 zip codes within San José. The top five zip codes to receive stabilization grants include: 95111, 95121, 95122, 95123, and 95127 accounting for 43% of the total number of providers who received a grant and 38% of the total number of children served. Of these, 95111, 95122, and 95127 were priority areas for Local Assistance funding outreach efforts (along with 95110, 95112, and 95116) due to COVID-19 rates and pandemic-related job loss. Funding in the six Local Assistance priority zip codes accounted for 39% of the total providers who received a grant and 35% of the total number of children served.
- Children served were identified as Hispanic/Latino/Chicano (48%), followed by Non-Hispanic White (12%) and East Asian (11%).
- The data shows half of providers (52%) identified themselves as Hispanic/Latino. The remaining providers show diversity from Non-Hispanic White (13%), South Asian (9%), East Asian (9%), Black/African Descent (4%), and Vietnamese (4%). Each of the remaining ethnic identities account for less than 4% of providers each.
- There were 214 providers (70%) who indicated their FCCH business as the sole source of income for their household, and 65 providers (19%) indicated they were one or more months behind in rent or mortgage. There were 25 providers (7%) who indicated they had temporarily closed at the time of the application submission.

Project Title **Small Business Support**

2020-2021 Mayor's June Budget Message *Many small businesses shut down upon the issuance of the public health orders, and too many will struggle to reopen. As a part of Silicon Valley Strong, we have already committed \$4 million in grants and loans for small businesses with a combination of philanthropy and federal funds. As recommended in the City Manager's Budget Addendum #20, we can bolster these efforts through the Coronavirus Relief Fund. I direct the City Manager to apply an equity screen to the distribution of these dollars to prioritize businesses in neighborhoods heavily impacted by COVID, as well as businesses afflicted by damage, vandalism, and looting from recent civil unrest.*

Status Update and Equity *To support coronavirus relief efforts, beginning in October 2020 the City of San José provided 296 small businesses with \$3.76 million in up to \$15,000 San José Small Business Rent Relief grants funded by federal Coronavirus Relief Funds (CRF). This was*

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

Screen Criteria

part of a larger effort between March and December 2020 during which the City of San José also offered Silicon Valley Strong Small Business Grants of \$10,000 funded through corporate donations and San José Community Development Block Grant-funded (CDBG) Microenterprise Grants of \$15,000 using the City's redirected federal FY 2019-20 CDBG funds. In total, these three grant programs disbursed \$6.09 million in grants to support 499 San José small businesses owned by low- or moderate-income individuals, primarily from communities of color located within San José.

Business applicants for the San José Small Business Rent Relief grants were required to:

- Have had an economic injury from COVID-19 of at least 20% reduction in gross revenue or in staffing,
- Be for-profit and located in a commercial building within San José,
- With ownership living in Santa Clara County,
- Having 10 or fewer full-time employees including the business owner,
- Be active and working to continue, though Businesses in Chapter 11 bankruptcy proceedings were able to apply for the grant,
- Have been in business prior to January 31, 2020,
- With at least 51% of the business ownership in one household, and
- Total family income of business' owner had to have been at or below 80% of area median income by family size.

The following businesses were NOT eligible to apply:

- Businesses that were franchises, chains, or restricted to patrons above the age of 18 will not be eligible for the grant.
- Nonprofit organizations were not eligible.
- Childcare businesses were not be able to take advantage of this grant, though a separate program was offered by the Library Dept.
- Home-based businesses were not eligible.

For the San Jose Small Business Rent Relief Grants, the equity results were as follows:

- 92% awarded to business owners of color
- 100% distributed to low- or moderate-income applicants
- 52% awarded to businesses located in targeted zip codes most heavily impacted by COVID-19
- 100% distributed to businesses with 10 or fewer employees

More information about the San Jose Rent Relief and other grants is available at <https://www.sanjoseca.gov/home/showpublisheddocument?id=68890>.

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

Project Title **Community Walking Beats in High-Need Neighborhoods (\$750,000)**

2020-2021 Mayor's June Budget Message *The City Manager's Budget Addendum #3 recommends continued one-time funding of Foot Patrol in High Need Neighborhoods. Studies have repeatedly demonstrated that sustained presence of foot patrol within a defined geography can substantially deter and reduce criminal activity and build more positive communication between police and residents, at a time when community policing is sorely needed. The City Manager is directed to include the deployment of foot patrol in the locations requested by Councilmember Esparza in Budget Document #45, and utilize an equity screen to prioritize other neighborhoods needing this service. This patrol should not only respond to calls, but must also proactively and constructively engage with residents and businesses.*

Status Update and Equity Screen Criteria Police Department has spread resources among all four police divisions in every part of the city. From there, Captains look at the following:

- Data on where violent crime is occurring and where would officers make the most impact.
- Data on where victims of crime are and where officers would make the most impact.
- Information from sources outside the department like council, MGPTF, community, local businesses, and non-profits on where regular contact with officers would make a difference.
- The walking beats/hotspots move based on necessity, crime trends, and assessment by the divisional captain. This is important, because no one neighborhood is included or excluded for any reason other the criteria listed above.

Officers work with divisional Captains and report back larger issues (unhoused, nuisance, or illegally operating businesses) and staff are able to adapt and resolve those concerns. The Captains report that this project raised the Department's level of community engagement, even during a pandemic. The walking beats were deployed in various locations around the four Divisions to address specific issues that were expressed to the Department by the community as concerns, including in the locations requested by Councilmember Esparza in BD #45. Officers interacted with members of the community from all walks of life, and relationships were built and strengthened. Enforcement action was not the emphasis, as much as meeting and talking to residents and business owners to learn how the Police Department can best serve them. Expenses by division through April 30, 2021 are shown below.

| Division | Budget | Actuals through Apr. 30 |
|-----------------|------------------|--------------------------------|
| Central | | \$94,170 |
| Western | | \$233,442 |
| Southern | | \$150,355 |
| Poco-Foothill | | \$112,517 |
| Total | \$750,000 | \$590,484 |

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

Project Title **Outdoor Park Activations (\$336,000)**

2020-2021
Mayor's
June Budget
Message

Viva Parks offers a series of free events focused on health and wellness resources, physical activity, and community building. When permissible under the public health order, Viva Parks and movie nights will offer much-needed opportunities to socialize in family-friendly, safer outdoor settings, which will become especially important for older adults. I direct the City Manager to set aside \$336,000 in one-time funding from the Essential Services Reserve for at least 50 park activations citywide in Summer 2021-2022, with at least four activations occurring within each of Districts 2 and 7, and eight in District 8. Depending on our fiscal recovery, the City Manager is further directed to assess the availability of funds during the year to increase this allocation of funding. The City Manager should evaluate the location of remaining park activations using an equity screen, to benefit communities in the most need, such as East San Jose. (BD #30 Jimenez, BD #40 Esparza, BD #64 Arenas)

Status
Update and
Equity
Screen
Criteria

PRNS provides outdoor public space activation at both downtown and city-wide venues through our Viva Parks, and Viva CalleSJ programs. Both programs use a targeted reach for activation that provides access to some of our most disadvantaged neighborhoods, parks, and business areas. Both programs utilize census data, county income and access data, as well as crime and other indicators to produce activation that helps bring resources and opportunities to residents. The majority of our parks are vetted through the Council Offices to ensure the ever changing "Hot Spots" are included in the planning process. These parks are: Meadowfair Park, Capitol Park, Plata Arroyo Park, Brigadoon Park, Mayfair Park, Solari Park, Aborn Park, Welch Park, Miner Park, Bellevue Park, Cataldi Park, George Page Park, West Evergreen Park, Vista Park, Branham Park, Roosevelt Park, Children of the Rainbow Park, Dana Rock Park, Chris Hotts Park, Rocksprings Park, Cahill Park, Emma Prusch Park, Starbird Park, De Anza Park, Flickenger Park, Hillview Park, and Calabazas Park, Palmia Park, and Watson Park. The Viva CalleSJ Program uses the same screening process and includes small business districts and purposefully connects low-middle-and higher income areas via car free streets and disguised social integration.

Project Title **Volunteer Management (\$100,000)**

2020-2021
Mayor's
June Budget
Message

Our recent success with volunteer recruitment and engagement through Silicon Valley Strong showcases the power of the San Jose community spirit. Since March, we have benefited from more than 3,300 volunteers providing support in food distribution and other COVID-19 response efforts. We will need this continued level of engagement in the difficult fiscal years ahead, particularly in our parks system. I direct the City Manager to allocate \$100,000 from the Essential Services Reserve to add one-time volunteer coordination and management capacity. This additional capacity should be deployed using an equity screen where new volunteer efforts are needed. (BD #55 Khamis).

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

Status Update and Equity Screen Criteria PRNS has implemented a process to select parks for heightened attention based on their Park Condition Assessment (PCA) and California Healthy Place Index (HPI) scores. Parks that have low scores are prioritized for enhanced services like volunteer events, pest management, and turf renovation. Recent and upcoming volunteer events in neighborhoods with HPI scores below the 50th percentile- among San Jose's Census tracts- have been held or are scheduled to be held at the following parks: Alviso, Arcadia Ballpark, Biebrach, Canoas, Capitol, Melody, O'Connor, Overfelt Gardens, Playa del Rey, Ramblewood, Roosevelt, Rubino, Ryland, Selma Olinder, Solari, Starbird, Stonegate, and Vista Montana. The volunteer program has also recently begun to outreach to communities in multiple languages and to volunteers of all ability levels.

Project Title **Neighborhood Association Start Up Impact Fund (\$50,000)**

2020-2021 Mayor's June Budget Message *Many neighborhoods in the City need assistance to start and strengthen their associations, a precursor to participation in such programs as Neighborhood Watch, National Night Out, or BeautifySJ. Last June, I provided direction to allocate \$50,000 in one-time funding to increase outreach efforts and support the formation of neighborhood associations. These funds went unutilized in 2019-2020. I direct the City Manager to rebudget these funds for 2020-2021 with the same direction, including the use of an equity screen to identify targeted neighborhoods with willing residents citywide, starting with three neighborhoods identified in District 7. (BD #46 Esparza).*

Status Update and Equity Screen Criteria The work with the neighborhood associations is being led by District 7 staff in conjunction with PRNS support. In March 2021, in consultation with the Council Office, the full \$50,000 allocated to the Neighborhood Association Startup Impact Fund was shifted to support the Better Blocks Program within the BeautifySJ Unit. This direction aligns with the broader BD#46 direction, which noted that the resources were to be used to provide leadership development opportunities among neighborhood groups in pursuit of formal neighborhood associations; and specifically, that the rebudgeted funds were to be used to expand efforts to provide more dumpster days and other community requested cleanup events. Since March 2021, resources have been used to host Dumpster Days in District 7's highest need areas, including Santee, Tropicana Lanai, Rocksprings and Seven Trees neighborhoods. With a view towards applying an equity lens as these resources were allocated, staff worked with the Council Office to determine locations based on the overall impact of blight to neighborhoods, number of encampments within proximity to neighborhoods and illegal dumping collected from areas within District 7.

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

Project Title **Parking Compliance (\$23,100)**

2020-2021
Mayor's
June Budget
Message

Abandoned vehicles exacerbate parking shortages in overcrowded neighborhoods. DOT's Parking Compliance Unit (PCU) is able to conduct special operations aimed at mitigation of vehicle abatement issues in underserved, densely populated parts of our city. However, current staffing levels limit the ability for PCU to conduct more than a total of 18 single-day special operations in the next fiscal year. I direct the City Manager to allocate \$23,100 in one-time funds from the Essential Services Reserve to enable 18 single-day special operations. PCU receives approximately 60,000 requests for vehicle abatements annually and collects geographical data through San Jose 311. This data and an equity screen should be used to target special operations in high-need neighborhoods, but with the requirement that at least six of these special operations should occur in Council District 7, and two in Council District 8. The issuance of citations could partially offset the cost of operations with an estimated \$8,100 in additional General Fund revenue. (BD #42 Esparza, BD #72 Arenas).

Status
Update and
Equity
Screen
Criteria

At the onset of the COVID-19 pandemic, the Parking Compliance Unit was deemed non-essential and all DOT parking enforcement activities were temporarily suspended. Since June 2020, Parking Compliance activities have been phased back thoughtfully, addressing potential health and safety concerns while remaining sensitive to our community's economic concerns, as well as, public health order protocols. As limited Vehicle Abatement services were reengaged and despite reduced resources, the Parking Compliance Unit, in collaboration with our partners, the San Jose Police Department, Foothill Division and the Department of Motor Vehicles (DMV), was able to initiate several special operations. The Police Department's Foothill Division reports the criteria used to select the locations for the special enforcement were the following: community complaints, onsite visual confirmation of impacted areas, routine follow-up on impacted areas, and additional consultation with city staff. Attendance at community meetings was important to understand impacted areas combined with observations and follow-up to gauge success of the response. The Police Department used a multi-faceted approach where staff have mapped out where the City has provided service and then continue with follow up inspections and hope to move on to other zones for additional relief.

Between September 2020 – April 2021 nine (9) single-day special operations were conducted resulting in the removal of 113 inoperable, hazardous and unregistered vehicles from public streets and the issuance of nearly 60 citations. The chart below outlines the specific outcomes of the nine special operations by council district.

Status Update for Projects Identified for Equity Screen Review Mayor's June Budget Messages for 2019-2020 and 2020-2021

Attachment E

| <i>Council District</i> | <i>No. of Special Ops:</i> | <i>Vehicles Towed:</i> | <i>% of Towed Vehicles Not Previously Reported for Abatement</i> |
|-------------------------|----------------------------|------------------------|--|
| 3 | 1 | 12 | 91% |
| 4 | * | 9** | 88% |
| 5 | 1 | 29** | 89% |
| 7 | 5 | 40** | 90% |
| 8 | 2 | 23** | 95% |
| TOTAL | 9 | 113 | 90% |

*A dedicated special operation focused on an area within the council district was not conducted; however, a special operation held in an adjacent council district crossed council district borders and resulted in tows.

**Includes tows that may have occurred during special operations that were primarily focused within an adjacent council district

Special operations occurred in densely populated, low-income neighborhoods and neighborhoods of color predominately within the Foothill Division identified by SJPD as being impacted by gang or high crime activity. Approximately 90% of the vehicles removed were not previously reported to the City as needing to be investigated for abatement and were only identified and removed as a direct result of special operations. This indicates that the special operations were successful in providing Vehicle Abatement services to under or non-reporting areas of the city.

It is anticipated that 3-5 additional special operations will be conducted during the months of May and June resulting in a total of 12-14 special operations conducted in FY 2020-21. The remaining 4-6 special operations will be completed during the summer/fall of FY 2021-22. At least one of the additional special operations will occur in Council District 7.

Project Title **Arts and Cultural Grants (\$2,000,000)**

2020-2021 Mayor's June Budget Message *... Based on those amounts outlined in the City Manager's Budget Addendum #20 from the Coronavirus Relief Fund, I direct the City Manager to allocate \$1.5 million for grants to arts and cultural organizations from the Small Business Assistance allocation, and \$500,000 from the Nonprofit Assistance Allocation, for a total of \$2 million. The City Manager is directed to report the criteria for that allocation to the Council, and it shall employ an equity screen to prioritize arts organizations serving high-need communities.*

Status Update and Equity Screen Criteria This item is complete. Through the Office of Cultural Affairs, these CRF funds were granted to arts organizations and an equity lens was applied. The criteria was reported to Council through an information memo (<https://www.sanjoseca.gov/home/showpublisheddocument/64159/637360304871430000>). Among other criteria, organizations that served communities that were hardest hit in the pandemic based on zip code received additional weight and funding.