



AGENDA NO.  
MEETING DATE

22.  
June 23, 2020

**TITLE PRINCIPLES AND ACTION PLAN FOR DISTRICT'S RESPONSE TO RACIAL DISCRIMINATION AND VIOLENCE AGAINST BLACK AND AFRICAN AMERICANS AS MOST RECENTLY EXEMPLIFIED BY THE KILLING OF GEORGE FLOYD**

MOTION \_\_\_\_\_  RESOLUTION \_\_\_\_\_ ORDINANCE \_\_\_\_\_

**RECOMMENDED ACTION**

Adopt the resolution authorizing principles and an action plan for the District's response to racial discrimination and violence against Black and African Americans as most recently exemplified by the killing of George Floyd.

**SUMMARY**

At the June 9, 2020 Board meeting, the Board discussed guiding principles for the District's response to address individual and systemic racism, and established an Ad Hoc Committee to draft a resolution for consideration at its June 23, 2020 meeting.

**DISCUSSION**

The Ad Hoc Committee is comprised of Board members, District staff, and labor union representatives. The Committee worked collaboratively to develop the District's guiding principles and implementation strategies in the action plan.

The resolution is consistent with the District's core values and the principles used in accomplishing the District's mission.

The purpose and intent of this resolution is to establish the District's response to individual and systemic racism and its commitment to taking meaningful action, internally and externally to address the impacts of acts of prejudice, abuse of power, racial bias, or racism and barriers to diversity, equity and inclusion.

**SUSTAINABILITY**

**Social**

This resolution will help guide the District to further improve diversity, equity and inclusion in the District's culture and practices of hiring, contracting, and employee support. In addition, the resolution will inform potential changes to District policies and procedures to ensure the workplace makes no

Funds Available: FY		Budget Code:	
DEPARTMENT SUBMITTING	DEPARTMENT MANAGER or DIRECTOR	APPROVED	
Human Resources	 Laura A. Acosta	 General Manager	

Contact the Office of the District Secretary with questions about completing or submitting this form.