

PUBLIC WORKS COMMITTEE REPORT relative to the Innovation and Performance Commission's (IPC) Innovation Fund (IF) funding for the Citywide Inclusion and Anti-Bias Plan Project from the Personnel Department.

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. ESTABLISH and APPROPRIATE a new appropriation account entitled Personnel Department - Citywide Inclusion and Anti-Bias Plan in the amount of \$250,000 within the IF Fund No. 105/10 from the available cash balance of the IF.
2. TRANSFER \$250,000 from the IF Fund No. 105/10, Account to be Established, Personnel Department - Citywide Inclusion and Anti-Bias Plan Fund No. 100/66 as follows:

<u>Fund</u>	<u>Account</u>	<u>Title</u>	<u>Amount</u>
100/66	003040	Contractual Services	\$250,000

3. INSTRUCT the Personnel Department to:
  - a. Separately track all encumbrances and expenditures of IF monies so that unspent funds can be returned to the IF at the end of the fiscal year.
  - b. Report to the IPC with an accounting of the funds, the lessons learned, and any obstacles faced.
  - c. Report to the IPC if, after the receipt of funds, the scope of the funded item differs from the scope approved for funding by the Mayor and the Council.
4. AUTHORIZE the City Administrative Officer (CAO) to make technical corrections as necessary to those transactions included in the CAO report, dated March 17, 2021, attached to the Council file, to implement Mayor and Council intentions.

Fiscal Impact Statement: The CAO reports that approval of these recommendations will allocate \$250,000 of the remaining \$716,112 IF 2020-21 available balance. The \$250,000 will be transferred to the Personnel Department to begin implementation of the pilot project that has been approved by the IPC. In some cases, departments will incur ongoing costs.

Financial Policies Statement: The CAO reports that the above recommendations are in compliance with the City's Financial Policies as IF monies are being utilized for an eligible project which will improve the quality, efficiency and effectiveness of City service through innovation, productivity, and performance measurement.

Community Impact Statement: None submitted.

## SUMMARY

At the meeting held on March 24, 2021, your Public Works Committee considered a CAO report

relative to funding from the IF for the Citywide Inclusion and Anti-Bias Plan Project. The CAO reports that the Personnel Department's Office of Workplace Equity (OWE) proposes the development of a Citywide Anti-Bias and Inclusion Plan to transform Citywide workplace culture and address structural inequities across City Departments and in service delivery. This pilot includes a Citywide cultural assessment, followed by tailored training, interventions, and the development of a process for increasing equity in service delivery. Through this pilot, OWE intends to develop ongoing engagement programs focused on mentoring, social interaction among diverse groups, and social accountability, contrary to the traditional approach focused on control of employees' thoughts and behavior. After an opportunity for public comment was held, the Committee moved to approve the CAO's recommendations, as detailed above. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

**PUBLIC WORKS COMMITTEE**

<b><u>MEMBER</u></b>	<b><u>VOTE</u></b>
BLUMENFIELD:	YES
LEE:	YES
DE LEON:	YES
O'FARRELL	ABSENT
KORETZ:	YES

ME 3/24/21

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**