

Racial and Social Equity Action Plans

- An Equity Action Plan is a **two-year plan** that helps departments recognize and drive targeted strategies to address inequities, unfair differences in how people are treated based on their race, age, country of origin, gender, disability, sexual orientation etc. These plans examine potential inequities in services and decisions, aiming to create better outcomes for everyone.

Airport

FRAMEWORK	OBJECTIVE	ACTION ITEM	TIME FRAME
Normalize	Promote a culture of diversity, equity, and inclusion (DEI). and Hear voices of All (Internal)	Continue to hold small group discussions on inclusion and diversity to inform leadership.	ongoing
Normalize	Promote a culture of diversity, equity, and inclusion (DEI). and Hear voices of All (Internal)	Identify and develop accessible educational and training materials for sharing with staff.	ongoing

City Council Focus Areas

The purpose of the City Council Focus Areas is to hold the City of San José accountable to driving positive outcomes and performance on a very limited number of priorities most greatly impacting the community and to generate actionable and measurable solutions to address these priorities.

CITY COUNCIL FOCUS AREA SCORECARDS AND DASHBOARDS



Back

Attracting Investment in Jobs and Housing

Category

Ethnicity

City Council Focus Area Scorecard



City of San Jose Equity Policy & Ordinance

On May 14, 2024, the Mayor and City Council adopted the Racial and Social Equity Ordinance and the Equity Values and Standards Policy. This solidified San Jose's commitment to ensuring all residents thrive and have opportunities to live well. It also emphasized the collective responsibility of city leaders to make decisions that promote equity.

In the Equity Standards & Values Policy:

The City shall implement the following practices in its efforts to advance racial and social equity:

Anchor analysis in disaggregated data, both qualitative and quantitative, and longitudinal as applicable