

**Recommendations of the Ad-hoc Sub-Committee  
of the Santee Community Oriented Policing Committee  
November 9, 2020**

We the Ad-hoc Sub-Committee of the Santee Community Oriented Policing Committee recommend the following actions in response to passage of Santee City Council resolution 066-2020 affirming the city's commitment to equality, promoting tolerance, and denouncing hate speech and racism:

1. Within the next three months, the city hosts a virtual meeting, that includes:
  - a. A presentation by city staff that shows the internal efforts the city is undertaking to promote Diversity, Equity, and Inclusion (DEI).
  - b. A presentation by the San Diego Sheriff's Department showing what the department is doing to promote DEI internally and in their work in the community.
  - c. Announcement of a community focused assessment effort by the city to gather information regarding the community's knowledge and understanding of DEI.
  - d. Commitment to a series of community town halls to provide a safe, healthy, respectful, and meaningful dialogue on racial, social, and economic justice and other topics related to DEI.
  - e. Commitment to the development of a written set of Community Values utilizing information collected in the assessment and town hall processes.
  - f. Commitment to provide regular updates on these initiatives during City Council, COMPOC, and other city committee meetings, as appropriate, as a standing agenda item.
2. Within the next 3 months, city staff shall prepare and present for comment a project plan with action items and timelines for achieving items 3 and 4 below.
3. The city shall develop and implement an assessment of DEI focused on the Santee community. This assessment should be developed in partnership with a Diversity, Equity, and Inclusion focused organization. The purpose of the assessment is to get a sense of the community's understanding of DEI and to also collect information that can be used to create a written set of community values.
4. The city shall host a series of community town halls facilitated in partnership with Diversity, Equity, and Inclusion organizations to serve as an opportunity for the community to learn about and engage in a safe, healthy, respectful, and meaningful dialogue on racial, social, and economic justice and other topics related to DEI. These town halls should be conducted in a way to allow for the broadest participation possible. The town halls should also serve as a mechanism to collect information to create a written set of community values.
5. Through the above process, the city shall adopt a written set of Community Values to provide guidance and insight for how we live, work, and interact with each other in the City of Santee. It also provides a statement to the community as to what Santee values and gives a common sense of identity to the City.
6. The community values developed shall be used to guide city government decisions (I.e. how decisions and actions of the City Council, City Departments, City Committees, etc. are in alignment with the community values).
7. Based on the findings of the assessment, town halls, input of DEI community organizations, and other resources, the city shall develop a DEI framework to guide city activities in promoting Diversity, Equity, and Inclusion. Implementation of this framework and subsequent city activities should be guided by the community values and supported by a dedicated city entity. (Examples of a city entity include, but are not limited to: the creation of an independent DEI committee, the designation of a DEI staff member, assignment to an existing city committee, assignment to a subcommittee of an existing city committee)