"General City Operations

**City Operations and Inclusivity:**

Greater representation and intersectionality in City leadership.

Improved protections and accommodations for people with disabilities.

Enhanced ties and collaborations with community members, especially those of color.

Increased cultural competence and awareness of biases in City approaches.

Acknowledgment and responsiveness to antisemitism within the community.

**Community Engagement and Resources:**

Community-specific resources for engaging with the City.

Training for community members to understand City services and meet their needs.

More communication channels for feedback and frequent listening sessions.

Sincere commitment to equity demonstrated by leadership.

Creation of a racial equity report card.

Establishment of an intersectional commission for marginalized identities.

Discussions on the City's initiatives for indigenous communities.

Increase language and cultural sensitivity for trust-building.

Hiring City staff with multilingual abilities, including Spanish and Amharic.

**Economic Development**

Initiatives for economic and workforce development focused on marginalized communities.

Incentives for minority-owned and queer-owned enterprises.

Incentives for local hires from communities of color.

Enhanced enforcement against hiring discrimination.

Provision of financial literacy courses.

Establishment of culturally relevant and specific farmers markets.

Loans to support entrepreneurs of color.

Internship programs for youth to gain work experience.

Increased partnerships promoting commerce in communities of color.

Creation of special overlay zones to encourage development in areas like Belmar.

Hosting job fairs specifically for individuals with less-than-perfect records.

**Housing-**

Create more affordable housing opportunities with specialized services for:

* Seniors
* Communities of color
* Students
* People with disabilities

Increase homeownership opportunities for Black residents and other residents of color.

Expand rent control and implement other affordable housing measures.

Ease proof of eligibility requirements to increase Right to Return participation.

Combat gentrification and rising rent costs to prevent further displacement of Black, Latino, and other residents of color.

Expand opportunities for Section 8 housing.

Increase construction of public housing.

**Public Safety**

Police Training and Diversity:

Increased DEI training and cultural competency for SMPD officers.

Increase in the number of police officers who are people of color.

Antisemitism Response and Hate Crimes:

Developed plans to respond to incidents of antisemitism.

Combat the recent increase in Santa Monica hate crimes and antisemitic activity.

Queer Community and Senior Protections:

Increased training for Police and Fire staff on assisting queer individuals in distress.

Enhanced protections for seniors, addressing their growing sense of insecurity in the city.

Hate Incident Support and Community Assistance:

Provide assistance for people who experience hate incidents, including a dedicated phone number.

Public Safety Funding and Legal Actions:

Divest from and defund SMPD.

Oppose suing LA County over the cash-bail program.

**Community Programs/Events-**

Community Engagement Programs:

Offering mentorship programs between older residents and youth.

Creation of news/media outlets for the Black community and other communities of color.

Community dinners celebrating different cultural communities to foster connections.

Cultural Competence and Inclusion:

Offering cultural competence training to the community.

Culturally inclusive storytelling to celebrate and highlight different communities.

Town Hall meetings and community events aimed at decreasing fear across differences.

**Celebratory Events and Exposure:**

Increase in the number of festivals celebrating diversity in the community.

Creation of community toolkits explaining City and community resources.

Increased partnerships and City support for existing community initiatives.

Diverse Community Centers and Cultural Exposure:

Creation of an LGBT community center and centers for other groups, such as the Ethiopian community.

Increase in cross-cultural exposure through multicultural art, entertainment, and food events.

Host panel discussions featuring youth organizers.

Community Education and Assistance:

Hold ballot briefings in low-income communities.

Establish community benefit agreements allocating units for community use.

Provide assistance for non-English speakers to understand correspondences from landlords, healthcare providers, etc.

Education- (Note: not all of these needs are addressed by the City, and partnerships with Santa Monica-Malibu Unified School District (SMMUSD) and Santa Monica College (SMC) may be required to meet some of them.)

**Equity in Education Resources:**

Increase resource equity among different schools.

Ensure schools include African American history.

Add stipulations to funds given to the school district to prioritize those in need.

Student Development and Support:

Provide grants for students pursuing higher education.

Increase the number of mentorship opportunities between students and industry leaders.

Provide mentorship and leadership opportunities for youth.

Community Learning and Collaboration:

Partnership with SMC to offer certifications meeting community needs.

Create Project-Based Learning curriculum.

Opportunities for ongoing learning for Black business owners.

Develop collaborations for community learning opportunities.

Enrichment Programs and Special Needs Support:

Increase access to affordable after-school enrichment programs.

Provide more support for children with special needs.

**Healing Historical Harms-**

Addressing Historical Biases and Racism:

Acknowledge historical biases and racism in housing.

Implement initiatives for reparations to address historical harms.

Structural Analysis and Policy Changes:

Perform analysis and dismantle policies structurally responsible for racial injustices.

Turn over the deed to Belmar Triangle, including Civic Auditorium, to the Belmar Triangle Community Benefit Trust.

**Community Empowerment and Initiatives:**

Address noise ordinances suppressing communities of color.

Create Belmar Triangle Zone, tax-exempt for 100 years.

Truth-telling initiatives about the Black history of Santa Monica.

Follow-through on promises made from the "Black Apology."

Diverse Community Stories and Restorative Justice:

Create an initiative to gather stories from LGBTQ+ and other diverse communities.

Provide training and develop an understanding of restorative justice principles for problem-solving.

**City Communications:**

Leverage community newsletters to disseminate information about City programs.

Provide digestible information on civic engagement to empower residents in the democratic process.

Accessibility for Seniors and Non-Internet Users:

Provide non-technological alternatives for seniors and those without internet access to access City news.

Transparency and Information Dissemination:

Enhance transparency about grants, programs, and available resources.

Provide more information about elections and host election-related events.

**Transportation-**

Develop transportation access for people with disabilities and across the lifespan.

Improved public transportation during non-MODE hours.

Deploy cultural competence training for Motor Coach Operators, as well as trainings on resources available to riders.

Create North/South hub, or loop shuttle for elderly and disabled.

Increase parking.

Public campaign acknowledging that transit riders, who are stigmatized (“crime train”) keep the city running.

**Homelessness-**

Provide housing and drug rehabilitation support programs.

 Develop programs tailored to supporting Black families experiencing homelessness.

Establish 3-day shelter program to support those seeking sobriety, and bridge to transitional housing.

Free clinics and better public restrooms.

 Redistribution of funds currently allocated to homelessness.

Providing non-punitive housing solutions for homeless members of the community (with a particular eye to queer and trans homeless folks).

**Health-**

Create mental health and wellbeing organization focused on cultural competence and the unique mental health needs of Black community.

 Provide cultural competence trainings for mental health professionals.

Support inclusive and diverse access to health care.

Provide healthcare specific to the trans community.

Develop enriched mental healthcare system.

Address lack of case management for seniors and those with mental health issues.

**Other –**

Provide platform for youth who are transitioning to find support.

Provide support for immigrants and asylum seekers.

Provide support to people in other states whose human rights are being curtailed (Such as LGBTQ+ community).

Improve technology equity by helping people access smartphones.

Support Latinos/Latinas protesting the low wages they receive.

Rename Virginia Avenue Park after Lloyd Allen. "</div>Save & SubmitCancel