

Human Relations Commission

May 14, 2025





CITY MANAGER'S BUDGET MESSAGE

- Equity in Resource Allocation:**

- Emphasis on long-range planning to ensure targeted investments in service levels that benefit the broader community.

- Community Resilience and Stability:**

- Continued investment in infrastructure and services to maintain long-term stability and support community well-being.

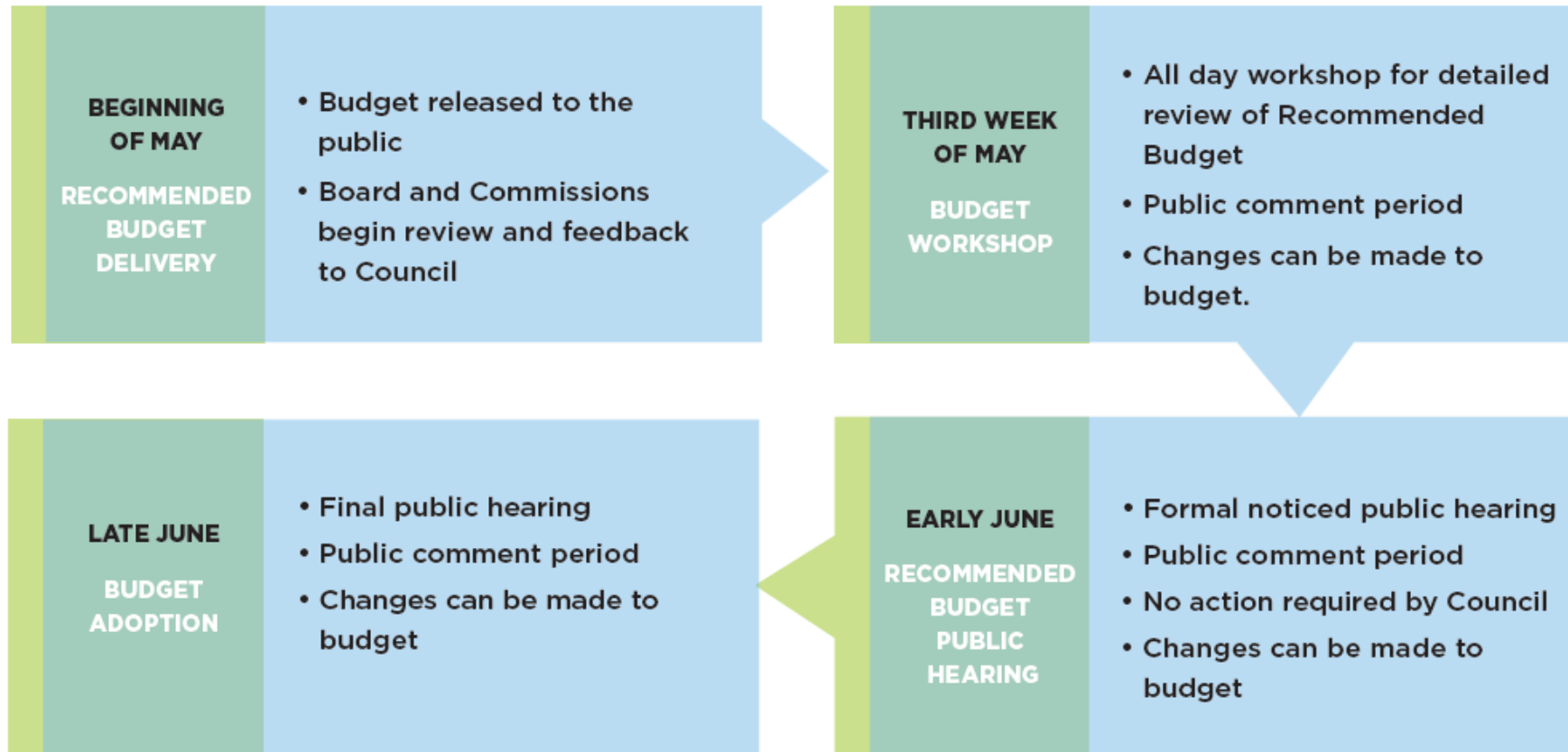
- Federal Program Funding at Risk (Relevant to Community Support):**

- NOVA Workforce Services** – \$2.3 million (supports workforce development and employment access).
- Community Development Block Grant (CDBG)/HOME** – \$411,000 (supports low-income housing and community services).

FY 2025/26 Budget

- Continues performance based long-term planning and short-term action planning
- Volume 1 – Summary and Operating Budget
- Volume 2 – Projects Budget
- Meets all City Charter and Policy Requirements
- Supports Council Strategic Priorities

Budget Approval Process



Council's Policy Priorities

A responsive, transparent and efficient city government

An accessible, engaged and welcoming community

A sustainable city

A model to prevent homelessness, prioritize new housing and support the unhoused community

A city that invests in modern public infrastructure

Equity, Access, and Inclusion (EAI)



Guides the Sunnyvale Employees for Equity and Diversity



Leads, consult, advice to City departments on equity and inclusion principles and practices



Provides strategic technical guidance & policy direction of the City's DEIAB efforts



Staffs the Human Relations Commission



Collaborate with community partners and institutions and to identify and address cumulative impacts of institutional and structural inequities in the City.



Build relationships with diverse organizations and community groups to enhance access, inclusion, equity and belonging

EAI Goals & Objectives

DRAFT PRESENTATION

Goals

Continue advancing the SEED recommendations through cocreation and collaboration with leadership and employees.

In collaboration with the Human Relations Commission, deliver cultural sensitivity and awareness training and presentations to the Sunnyvale community.

Lead the Community Needs-Assessment process and develop an action plan based on findings.

Objectives

Support the organization in improving internal communications and fostering an organizational culture of trust, well-being, and inclusivity.

Plan cultural sensitivity training and presentations that align with heritage/cultural celebrations.

Present findings and recommendations to the Human Relations Commission and Council.

Provide equity, access, and inclusion training to employees using different learning tools, such as people centered innovation, web-based interactive training, and dialogues.

Provide safe spaces for the community to explore issues of race, ethnicity, and religion in a way that develops understanding and a sense of belonging through Sunnyvale Unity events.

Develop an action plan to implement key recommendations based on Council direction.

Governance and Community Engagement Major Projects

DRAFT PRESENTATION

- **Community Needs Assessment:** The Community Needs Assessment is focused on equity, access, and inclusion in Sunnyvale.
- **EAI Training:** Ongoing equity, access, and inclusion training and support for the City's Equity, Access, and Inclusion program and the Sunnyvale Employees for Equity and Diversity Team.
- **Community Events & Neighborhood Grants:** The Community Events & Neighborhood Grants that seek to build community engagement in Sunnyvale and strengthen neighborhood groups.
- **Translation of Library & Recreation Services Policy Documents:** To provide more equal access to documents and information for all patrons and program participants, beginning FY 2025/26, budget is appropriated for translation of the most-used Recreation and Library Policy and Program documents.
- **Electronic ADA Compliance:** The Americans with Disabilities Act (ADA) requires all state and local government agencies to comply by providing accessibility options for people with disabilities. The project brings the City's forward-facing technologies into compliance with the ADA.

DEAIB in the City Budget

Library

- Goal 5: Provide programs and services that support the City Council's Priority of equity, access, and inclusion that reflects the needs of the Sunnyvale community.

Recreation:

- Goal 1: Ensure equal opportunities for participation and provide for a variety of general and special interest uses of parks and facilities. Deliver a wide range of services, programs, and special events to meet the community's recreational needs while supporting the City Council's equity, access, and inclusion priorities.
- Goal 2: Acquire artworks contributing to the public identity, where all residents experience public art as part of their daily lives. Celebrate the City's history, people, and culture through connected neighborhoods and interesting and accessible gathering places. Public art acquisition will be based on community interests and needs outlined in the Master Plan for Public Art.

836260 - Sunnyvale Unity

Originating Year:	2023	Project Type:	Governance and Community Engagement	Department:	130 - Office of City Manager
Planned Completion Year:	2025/26	Category:	Special	Project Manager:	Fernanda Perdomo Arciniegas

Project Description/Scope/Purpose

This project supports community engagement events included in the Human Relations Commission (HRC) Work Plan. The Sunnyvale Unity Series is an event series much like the Sustainable Speaker Series sponsored by the Sustainability Commission. It supports 3-5 smaller community dialogues or speaker events sponsored by the new HRC. The series focuses on equity, access and inclusion (EAI) topics based on direction from the Commission.

Project Evaluation and Analysis

These 3-5 events align with the Council's EAI goals and help build a culture of belonging in Sunnyvale.

Per event estimated costs:

1. Speaker honorarium or training fee (\$1000-\$10,000)
2. Refreshments (\$200-\$500)
3. Marketing (\$300-\$700)
4. Other potential needs: childcare (unknown), interpretation (\$2,000)

Fiscal Impact

\$15,000 has been budgeted for three years through FY 2024/25. The budget increased to \$20,000 in FY 2025-26 based on prior year actual costs.

Funding Sources

General Fund

Plans and Goals

CV - Community Vision - CV-1: Community Participation and Engagement

Project Financial Summary

	Project Costs	Revenues	Operating Costs
Prior Actual	1,510	-	-
2024-25	15,000	-	-
2025-26	20,000	-	-
2026-27	-	-	-
2027-28	-	-	-
2028-29	-	-	-
2029-30	-	-	-
2030-31	-	-	-
2031-32	-	-	-
2032-33	-	-	-
2033-34	-	-	-
2034-35	-	-	-
2035-36	-	-	-
2036-37	-	-	-
2037-38	-	-	-
2038-39	-	-	-
2039-40	-	-	-
2040-41	-	-	-
2041-42	-	-	-
2042-43	-	-	-
2043-44	-	-	-
2044-45	-	-	-
20 Year Total	20,000	-	-
Grand Total	36,510	-	-

836270 - Community EAI Needs Assessment

Originating Year:	2023	Project Type:	Governance and Community Engagement	Department:	130 - Office of City Manager
Planned Completion Year:	2025/26	Category:	Special	Project Manager:	Connie Verceles

Project Description/Scope/Purpose

This project would fund consultant support to conduct a community needs assessment focused on equity, access, and inclusion in Sunnyvale. Staff would prepare a request for proposal for consultant support. The scope of work would include: 20 focus groups with stakeholders and target population groups most impacted by social inequities and an analysis of demographic data. The deliverable would be a report detailing the equity, access, and inclusion issues identified in the assessment. The report would be reviewed by the Human Relations Commission (HRC).

Project Evaluation and Analysis

The HRC would use this assessment to identify opportunities to increase justice and belonging in Sunnyvale. It would allow the HRC to use data to develop recommended action steps for Council consideration.

Fiscal Impact

Initial \$75,000 is funded by the General Fund for the community needs assessment only. Implementing results of the needs assessment may result in additional costs. Increase budget to \$180,000 in FY2025/26 based on expanded scope and revised cost based on consultant proposal.

Funding Sources

General Fund

Plans and Goals

CV - Community Vision - CV-1: Community Participation and Engagement

Project Financial Summary

	Project Costs	Revenues	Operating Costs
Prior Actual	-	-	-
2024-25	75,000	-	-
2025-26	105,000	-	-
2026-27	-	-	-
2027-28	-	-	-
2028-29	-	-	-
2029-30	-	-	-
2030-31	-	-	-
2031-32	-	-	-
2032-33	-	-	-
2033-34	-	-	-
2034-35	-	-	-
2035-36	-	-	-
2036-37	-	-	-
2037-38	-	-	-
2038-39	-	-	-
2039-40	-	-	-
2040-41	-	-	-
2041-42	-	-	-
2042-43	-	-	-
2043-44	-	-	-
2044-45	-	-	-
20 Year Total	105,000	-	-
Grand Total	180,000	-	-

836280 - Equity, Access, and Inclusion (EAI) Training

Originating Year:	2023	Project Type:	Governance and Community Engagement	Department:	130 - Office of City Manager
Planned Completion Year:	2025/26	Category:	Special	Project Manager:	Fernanda Perdomo Arciniegas

Project Description/Scope/Purpose

This project funds employee and community equity, access and inclusion (EAI) training (\$50K) and support for our internal equity team (\$15K).

All training and presentations will include consultant support to continue normalizing conversations about equity and operationalizing equity tools.

Sunnyvale Employees for Equity and Diversity (SEED) Team activities and events include GARE membership, conferences, individual member training, books or other reading material, and SEED sponsored employee events.

Project Evaluation and Analysis

The City has begun building the foundation of understanding for EAI internally. It's clear from staff feedback that additional training is needed to better understand the role of local government in addressing inequities both organizationally and in our community. We need additional training and support on tools to operationalize EAI in our day-to-day work. We will likely need to do some specialized training/coaching based on work levels (supervisor/manager) or work area (Finance vs. Public Works). The training program will be refined by our EAI Manager. The SEED team will continue to advise our approach to fostering a culture of belonging within our organization.

Fiscal Impact

\$85,000 is funded from the General Fund annually until FY 2025/26 with a corresponding reduction in project 835620 - Cultural Inclusion. During this time, the City's EAI training needs will be assessed for incorporation into the department's operating budget. Associated operating impacts start in FY 2026/27.

Funding Sources

General Fund

Plans and Goals

CV - Community Vision - CV-1: Community Participation and Engagement

Project Financial Summary

	Project Costs	Revenues	Operating Costs
Prior Actual	51,135	-	-
2024-25	78,865	-	-
2025-26	65,000	-	-
2026-27	-	-	65,000
2027-28	-	-	65,000
2028-29	-	-	65,000
2029-30	-	-	65,000
2030-31	-	-	65,000
2031-32	-	-	65,000
2032-33	-	-	65,000
2033-34	-	-	65,000
2034-35	-	-	65,000
2035-36	-	-	65,000
2036-37	-	-	65,000
2037-38	-	-	65,000
2038-39	-	-	65,000
2039-40	-	-	65,000
2040-41	-	-	65,000
2041-42	-	-	65,000
2042-43	-	-	65,000
2043-44	-	-	65,000
2044-45	-	-	65,000
20 Year Total	65,000	-	1,235,000
Grand Total	195,000	-	1,235,000

