

# Memorandum

**TO: ALL PROFESSIONAL STAFF**

**FROM:** Anthony Mata  
Chief of Police

**SUBJECT: RACIAL EQUITY TRAINING**

**DATE:** April 15, 2022

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APPROVED

Memo# 2022-012

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## **BACKGROUND**

The City of San José Office of Racial Equity is launching a mandatory, two-part foundational Racial Equity Training for City Employees. **This training is to be completed by all professional staff, not sworn.** The Department is developing a separate Racial Equity Training program for sworn that will be implemented in the fall of 2022. The purpose of these trainings is to provide employees a foundational understanding of racial equity. City staff will develop a shared common language and understanding of why racial equity is a priority and gain awareness on ways to improve the lives and well-being of communities of color and other marginalized groups. While the City's approach is to lead with race, we recognize and consider other marginalized groups such as but not limited to, gender, sexual orientation, immigration status, ability, age, and more.

## **ANALYSIS**

The mandatory two-part webinar training series for **professional staff** will be offered "live" and will be recorded for those unable to attend the live sessions. **Professional staff are expected to complete both Part 1 and 2 of this training series by June 30, 2022.**

*Register below to attend a live session of Part 1: \**  
*You only need to attend one of the two sessions listed below.*

- [Session 1: Tuesday, April 26, 2022, 10:00-11:30 AM \(link\)](#)
- [Session 2: Friday, April 29, 2022, 9:00-10:30 AM \(link\)](#)

*\*Note: Registration links for Part 2 will be sent after Part 1 sessions are complete*

- To learn more about racial equity: <https://www.racialequitytools.org/resources/fundamentals>
- Who is The Justice Collective? click here: <https://www.thejusticecollective.org/>
- Why the City of San Jose leads with race: <https://www.racialequityalliance.org/about/our-approach/race/>

In advance of the trainings, we are asking professional staff to complete a pre-survey. ***This survey is optional, anonymous, and managed by The Justice Collective.***

[REDACTED]

[REDACTED]

[REDACTED]

**ORDER**

All **professional staff** shall complete Part 1 and Part 2 of the trainings by **June 30, 2022**. Registration links for Part 2 will be sent after the completion of the Part 1 sessions. These training are not for sworn employees. These trainings must be completed on-duty. No overtime is authorized for these trainings.



Anthony Mata  
Chief of Police

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