

Memorandum

TO: ALL PROFESSIONAL STAFF

FROM: Anthony Mata
Chief of Police

**SUBJECT: RACIAL EQUITY TRAINING –
PART TWO**

DATE: May 4, 2022

APPROVED

Memo# 2022-015

BACKGROUND

On April 15, 2022, the Department issued memorandum #2022-012 regarding the two-part Racial Equity Training for City Employees. That memorandum noted registration links for Part 2 would be sent at the conclusion of Part 1. This memorandum contains the information for Part 2 of the training.

For any Department members who missed the live presentations of Part 1, the training materials and resources may be found [REDACTED]. Please note, these resources were created and intended for City of San José employees. If you would like to share these materials externally, please contact the Office of Racial Equity.

As a reminder, **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.

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 Part 2 of this training series by June 30, 2022.**

*Register below to attend a live session of Part 2:
You only need to attend one of the two sessions listed below.*

- [REDACTED]
- [REDACTED]

Here are two immediate ways to stay engaged:

1. Complete a post-survey. *This survey is optional, anonymous, and managed by The Justice Collective:* [REDACTED]

2. Have follow up questions? Need a space to decompress? Attend office hours hosted by the Justice Collective happening next week: [REDACTED] to find registration dates and times.

If you have any questions, please feel free to contact Capt. Greg Lombardo.

ORDER

All **professional staff** shall complete Part 1 and Part 2 of the training by **June 30, 2022**. This training is not for sworn employees. This training must be completed on-duty. No overtime is authorized for this training.



Anthony Mata
Chief of Police

AM:SD:GL