



Memorandum

Education and Lifelong Learning Element Advisory Committee

June 8, 2021

SUBJECT: Equity/Inclusiveness in ELL

Background

We love everyone in American Canyon. Yet, Marginalized Communities exist nearly everywhere. They are people who, for whatever reason, are often denied meaningful involvement in mainstream economic, political, cultural and social activities.

The purpose of this Memorandum is to conduct a “high level” introduction of Equity and Inclusiveness concepts to the Education and Lifelong Learning (ELL) Committee.



Recognizing that the ELL Committee members may have different exposure to issues facing Marginalized Communities, the Group Discussion is intended to begin a dialog but not necessarily “find the answers” on how equity will improve access to ELL resources in American Canyon.

This subject is important to many people. Knowing we may come from different backgrounds, experiences, and perspectives will require open minds, kindness, and patience. Assume everyone has good intentions. We are here to learn from one another.

Broad “Picture” of Inclusiveness

The United States, California, and all levels of public agencies have adopted policies and laws to foster greater inclusiveness and representation. In recent history, and today, there continue to be new laws that seek to further reduce barriers and structural discrimination to all members of our society. Listed below are just a few examples:

- California Fair Housing Act (1968)
- California Environmental Quality Act (1970)
- Americans with Disabilities Act (1990)
- Family and Medical Leave Act (FMLA) (1993)
- California Multilingual Education Act (1998)
- Same Sex Marriage Act (2015)
- California Environmental Justice laws (2016)

Group Discussion: Even with many laws in place, does work remain to obtain true inclusiveness for all members of our society?

What is ELL?

Education is highly valued in American Canyon and a cornerstone of the quality of life enjoyed throughout the City. ELL is the collective availability of educational, physical, creative, and social activities that enrich our lives and enable American Canyon residents to gain knowledge and skills throughout their life. A small sample of ELL activities is listed below:

- Parent Education
- Arts for all Age groups
- Cultural Celebrations
- Include Youth in Governance “Youth Commission”
- Outreach, Inclusiveness with marginalized communities
- Health advocacy training
- Education about Napa River
- Newell Open Space Education Facility
- And Many Others!



The 21st century will continue to bring new technologies and, along with them, need for an ever-growing body of knowledge and information. From preschool to collegiate levels and beyond, a variety of lifelong education opportunities provide the foundation upon which a vital economy, healthy community, and personal satisfaction will thrive.

Why add Equity/Inclusiveness in ELL?

Equity and Inclusiveness is a right many of us enjoy. Yet all Marginalized Communities experience institutional racism and bias. The (MBK) Alliance and the National League of Cities (NLC) Race, Equity and Leadership (REAL) [REAL “Compass”](#) initiative report shows that lifelong education intervention can have a positive impact on life outcomes. Thus, improving ELL with an equity lens will improve life skills and outcomes for everyone.

What is Equity?

Equity is defined as an *inclusive* society that enables everyone to participate, prosper, and reach their full potential. Equity is different from *equality*.

- *Equality* aims to ensure everyone *gets the same things*, no matter their starting place.
- *Equity* involves people having *what they need* to enjoy full, healthy lives.

Historically marginalized groups of people — based on race, ethnicity, gender, age, religion, immigration status, sexual orientation, socioeconomic status, and many others — may need different types or amounts of resources to support and enjoy full, healthy lives.

What is Inclusion?

Inclusion is creating an environment in which any individual or group can be and *feel welcomed, respected, supported, and valued* in full participation. Inclusion also includes bringing Historically Marginalized individuals or groups into policymaking.

Group Discussion: Are there any Historically Marginalized individuals or groups in American Canyon that we should reach out to?

What is Inequality?

Inequality leads to disparities that can be seen in many cities and communities. Inequity doesn't happen by chance. Rather, it is a legacy of intentional and unintentional laws, policies, and practices that perpetuate harm to low-income people, communities of color, and other marginalized groups. For example, there is a growing awareness of the consequence of inequality related to our health and the places we live.

ELL Path to Equity

The Path to Equity has three Components:

- A. **Procedural Equity** Public decision-making that is transparent, accessible, fair, and inclusive (i.e.: public meetings, notification, outreach).
- B. **Structural Equity** Government institutions and systems have the 1) Processes, 2) Practices, and 3) Policies to incorporate equity in the City's Decision-making process. (i.e.: formal public hearings, adopted guidance policies, and others).
- C. **Distributional Equity** An equitable distribution of resources, community burdens, and benefits. (i.e.: State-mandated programs, City allocation policies, fee and tax programs, and budget process to fund specific programs).

Group Discussion: What efforts could each of the three Equity Components contribute to greater Equity in the General Plan ELL Element?

Are there other components on the Path to Equity that should be identified?

Next Steps (for next meeting)

Group Discussion:

What ELL policies are needed to improve each of the three Path to Equity Components?

What groups are missing from the conversation?

Progress "Check-In" with the City Council.

Ideas from the ELL Committee.
