

**July 13, 2020 Staff Recommendation:**

- 1) Adopt a statement of commitment to Diversity, Equity, and Inclusion**
- 2) Adopt proposed amendments to governance and operational documents including:**
  - A. Mission Statement**
  - B. Zero tolerance for Hate Speech at District meetings and gatherings**
  - C. Board Handbook**
  - D. Election Procedures**

**1) Diversity Equity and Inclusion Statement of the District:**

*This organization is committed to incorporating the values of diversity, equity, and inclusion in the governance and operations of the District. The diversity of businesses, visitors, and residents of this neighborhood are its strength and should be celebrated, reinforced, and expanded. This neighborhood is a cultural gem and nightlife destination with a broad variety of entertainment venues, a publicly accessible waterfront, a transportation and logistics hub, a residence for over 4,000 people, a one-hundred-year-old wholesale produce market, a home to legendary black-owned establishments, an artist and fabricator district, and more. As neighborhood stewards and community builders, this Improvement District is working to ensure all are welcome and can thrive in this dynamic place.*

**2) Proposed Amendments [Amendment texts are highlighted in yellow below]**

**A. Proposed Amendment to District Mission**

Our mission is to create, promote and maintain an inviting environment for people who visit, live or work in the Jack London District, and **build an inclusive and resilient commercial community that values the diverse history, economies, culture and people of this place.** Through programs focused on beautification, safety and promotion, we foster economic vitality and quality-of-life in Oakland’s unique, historic urban waterfront community.

**B. Zero tolerance for Racism and Hate Speech at District meetings and gatherings**

The Board decrees that racist, discriminatory, or hateful remarks are not acceptable and will not be tolerated at any District Gathering or Forum. Furthermore, Staff and Board Members adopt a commitment to speak up at any District Gathering or Forum against any racist, discriminatory, or hateful remark—every time, in the moment, without exception. If someone else speaks up, echo them and thank them for speaking up.

**C. Proposed Amendment to Board Member Handbook**

**Board Member Duties**

- Board members are encouraged to bring their perspectives, identity, and life experience to their board service.
- Board members are asked to actively seek input from views, professions, and groups different from their own to bring to their decision-making.

**4) Proposed Amendments to Board Member Election Procedures of Bylaws**

#### SECTION 4. QUALIFICATION, ELECTION, AND TERM OF OFFICE

All Directors shall meet the qualifications listed in this section, shall be elected in accordance with this section, and shall serve one or more term as listed below:

- (a) Board Members shall represent the diversity of the community served by the District, in particular representation of Black, Indigenous, and People of Color (BIPOC). Each Director must be
  - i) A property owner or the nominee of a property owner within the boundaries of the Jack London Improvement District or
  - ii) An Oakland business licensee or nominee of a business licensee within the boundaries of the district.
  - iii) At least one Director shall be a business licensee or nominee of a business licensee within the district who is not also a property owner within the district.
  - iv) Stakeholders at large who further the mission of the organization
- (b) A call for candidates shall be solicited through direct mail to all members, e-mail, and public posting on website by August 1<sup>st</sup> prior to the meeting of the Board in November. On an annual basis and prior to the November Board Meeting, the Board will assess gaps in community representation and seek to gain input and recruit diverse candidates, in particular representation of BIPOC. Eligible applicants received as of October 15<sup>th</sup> will be considered as candidates.
- (c) Directors shall be elected at the meeting of the Board in November each year, by a majority vote of the Directors then in office, including Directors whose term of office expires with such meeting. Cumulative voting by Directors for the election of Directors shall not be permitted. The candidates receiving the highest number of votes up to the number of Directors to be elected shall be elected. Each Director shall cast one vote, with voting being by ballot only.
- (d) Each candidate will be offered 1 minute to introduce themselves and their interest in Board membership. Board members will be provided a ballot with the names of the candidates and able to vote for as many candidates as there are seats vacant. A member of the Jack London Improvement District Staff will count the votes. In case of a tie, voting Board members will vote in a runoff to determine the final member. Ballots are anonymous.
- (e) Each Director, including a Director elected to fill a vacancy, shall hold office until the expiration of the term for which elected and until a successor has been elected and qualified.
- (f) Each Director shall hold office for a term of two years. A Director may succeed himself or herself in office. There shall be no limit to how many terms any individual may serve on the Board. The term shall begin on the date of the November Board Meeting, and terminate two years later.

#### Sources:

Tolerance.org – [Speak Up Pocket Guide](#), a project of the Southern Poverty Law Center  
Boardsource.org – [Diversity, Inclusion, Equity](#) and [Board Composition and Recruitment](#)  
Compasspoint.org – [Diversity Principles](#)  
NYC BID Association