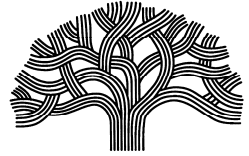


CITY OF OAKLAND



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Office of the Mayor
Libby Schaaf

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January 19, 2017

Dear Valued City of Oakland Employees,

As our nation prepares for its new president to take office, I want to take this opportunity to thank each of you for the unwavering commitment you demonstrate daily to serving Oaklanders equitably.

Regardless of the personal and political beliefs any of us hold, it is clear that this is a time when many people in our community are fearful and unsure of what the future will hold under the new presidential administration.

It is imperative that as City workers we continue to make every Oakland resident feel honored and safe; it is imperative we educate and inform Oaklanders of the local laws we've proudly put in place to protect them and their families:

- As a sanctuary city, we do not ask about, nor do we collect information about anyone's immigration status. We have recognized the need for legal services for undocumented residents and unaccompanied minors, and have sought to provide emergency funds for deportation defense.
- As a city committed to inclusive diversity, we were early adopters of some of the most progressive equal access laws in the country that help ensure public access to multi-lingual workers in key areas of public service.
- As a city that is home to one of the nation's largest and most active LGBTQ communities, we prohibit discrimination in public facilities, including access to and use of public restrooms.
- As a community that lives its values, the City of Oakland restricts travel, contracting and purchasing with states that have enacted laws that discriminate against LGBTQ and immigrant communities.
- As a city committed to fair and just policing, Oakland has been recognized as a leader in using body-worn cameras, developing community-informed procedural

justice training, and conducting groundbreaking research in policing disparities to end racial profiling.

- As a city with a deep and abiding commitment to equity, Oakland has established a Department of Race and Equity and a Black Arts District, while the Oakland Unified School District was the first school district in the nation to create an Office of African American Male Achievement. Oakland was selected by the Obama Administration as the first My Brother's Keeper (MBK) city to host a Young Men of Color Career Summit and create an Equity Intelligence Platform. This recognition has attracted more than \$2 million in philanthropic investments, and has already resulted in 350 young men of color securing meaningful, career track employment.

The work you do every day makes you the first point of contact for many residents who are looking to our city government and the services we provide to make them feel safe and valued in this community.

I am so proud of the work you do every day to achieve that end.

With Oakland-Love,

A handwritten signature in cursive script, appearing to read "Libby Schaaf".

Libby Schaaf
Mayor of Oakland