

Tammy Cloud-McMinn

From: Augustin Dao <daoaugustinn@gmail.com>
Sent: Monday, June 17, 2024 7:15 PM
To: City Clerk
Subject: 6/18- Agenda Item 11

All Receive - Agenda Item # 11
For the Information of the:
CITY COUNCIL
Date 6/18/24 CA CC
CM ACM DCM (3)

Dear Mayor and City Council,

As the 2024-2024 budget nears adoption, it is incredibly disheartening to the Carlsbad community that the City is heavily considering the elimination of 12 positions which include the *Senior Program Manager for Diversity, Equity & Inclusion (DEI) - Human Resources*, the *Chief Innovation Officer- Innovation & Economic Development*, and the *Senior Environmental Specialist - Environmental Sustainability*, broadcasting its outright disregard for DEI, climate action, and more.

The budget shows generous savings, with savings at year five at an expected \$6.63 million, and a surplus in the future. While these cut positions accumulate savings of \$1.11 million, it is clear that the budget will be fine even with them. This is not a cost-saving measure. Rather, it deliberately undercuts and attacks the programs that put our city on track for the future.

With this budget, the City of Carlsbad signals that it will not prioritize a welcoming workplace that recognizes and works to tear down social disparities. The City will not prioritize recognizing and condemning discrimination. With this budget, the City disregards the work of the Innovation & Economic Development Department in supporting businesses, attracting investment, investing in key sectors, and improving city operations, even saving the city \$750,000. With this budget, the City tells its children that it will not make the effort to ensure that it will make their futures will be livable.

Throughout 2022 and 2023, the Carlsbad community mobilized for the implementation of a robust Diversity, Equity, and Inclusion Plan in the Carlsbad Unified School Districts. It was the second-largest economy in San Diego County thanks to its ability to rely on data and streamline operations. There has been considerable progress on all fronts to make Carlsbad more inclusive, more economically vibrant, and more prepared for the future. This is not the time to reverse course.

We strongly recommend that the City Council take up the recommendation put forth by Mayor Blackburn and Mayor Pro-Tem Bhat-Patel in the Economic Development Subcommittee, not defund progress in the City of Carlsbad.

Sincerely,
Augustin Dao
Hannah Summerhill
Brandon Tiongison
Nicole Johnston
Chih-Wu Chang
Diana Aguirre

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