

## NEWS RELEASE

**For Immediate Release:**

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### **CITY OF STOCKTON ANNOUNCES STRATEGIC INTEGRATION OF DIVERSITY, EQUITY AND INCLUSION INITIATIVES**

Evidence-Based Approach Embeds Equity Principles Throughout City Operations

**STOCKTON, CA** – The City of Stockton today announced a strategic evolution of its diversity, equity, and inclusion efforts, integrating diversity, equity and inclusion functions directly into Human Resources operations to deliver measurable outcomes for residents through all City departments. The decision, developed through extensive collaboration between Vice Mayor Jason Lee and the Interim City Manager's office, reflects best practices showing that embedded diversity, equity and inclusion approaches produce superior results compared to standalone programs.

"After a thorough review of outcomes data and extensive conversations with the Interim City Manager, I'm energized about this evidence-based direction," said Vice Mayor Jason Lee. "Our historically marginalized communities deserve more than good intentions; they deserve measurable progress. This integration creates the accountability and transparency our residents expect, with clearly defined goals and concrete outcomes they can see in hiring data, compensation practices, and equitable opportunities."

The new approach embeds equity considerations into every hiring decision, promotion, compensation review, and workplace policy across all city departments. This model, used by 56% of successful local governments according to MissionSquare Research, ensures diversity, equity and inclusion principles become integral to daily operations rather than operating in isolation.

"This strategic integration represents our commitment to moving from symbolic gestures to systematic change," said Interim City Manager Steve Colangelo. "Research consistently shows that the most successful diversity, equity and inclusion implementations happen when these principles are woven throughout core business operations rather than treated as add-on programs. We're not reducing our commitment. We're making it more systematic, more sustainable, and more accountable."

**City of Stockton**

**News Release – Joint Statement on Diversity, Inclusion and Equity**

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The strategic shift positions Stockton's Human Resources department, which already maintains systems for tracking hiring patterns, analyzing pay equity, and managing performance evaluations, to implement equity initiatives with maximum operational impact.

Vice Mayor Lee continued, “The heart and soul of Stockton are the people who live and work here. Our commitment to diversity, equity, and inclusion must be more than words — it must live in our policies, our practices, and in how we show up for the community we serve. I want to thank Interim City Manager Colangelo for responding to my concerns, working to expand our diversity, equity and inclusion programs, and striving to honor the spirit of the 2022 Council resolution. This is how we ensure Stockton reflects the strength and richness of all its people.”

The city expects this integrated model to deliver enhanced recruitment of diverse candidates, improved retention rates, and more equitable advancement opportunities across all departments. This subject has been added to the June 24<sup>th</sup>, 2025, council agenda for further acknowledgement.

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