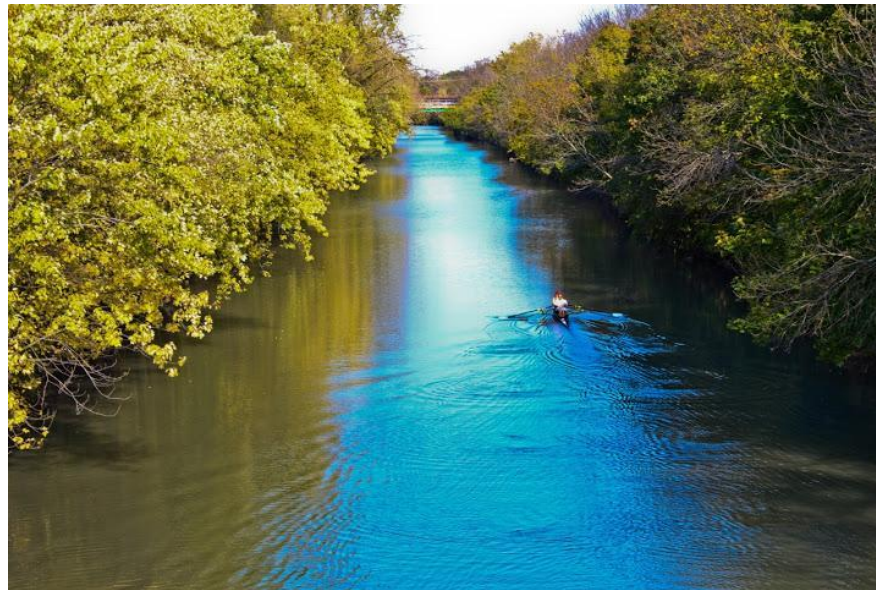


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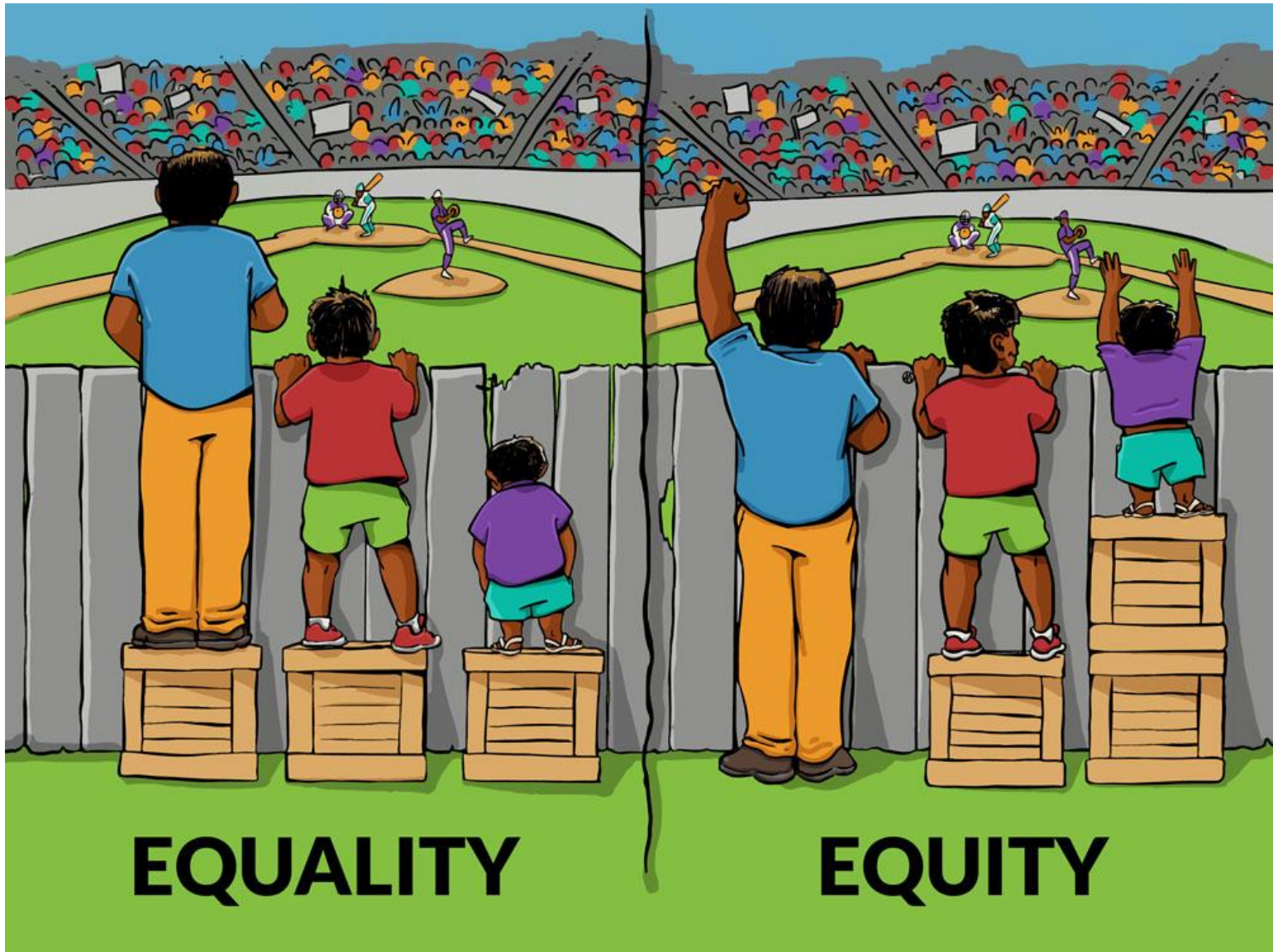
2019-2020 City Council Goal

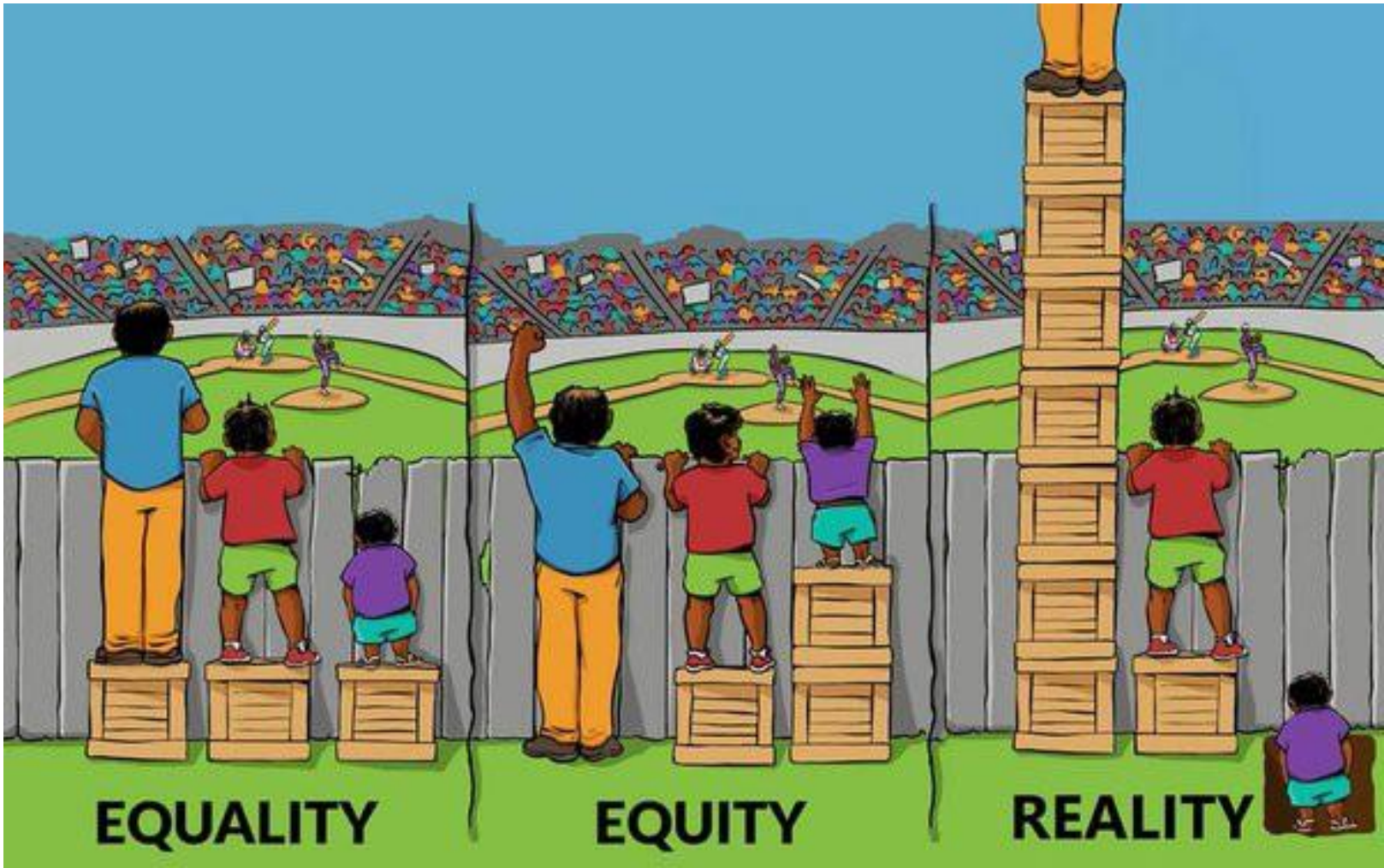
Ensure Equity in All City Operations



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A Focus on Racial Inequity

- Race predicts how well one does in life.
- Government plays a primary role in the creation of racial inequities, including laws, policies, and practices.



Racial Equity means:

Racial equity is realized when race can no longer be used to predict life outcomes, and outcomes for all groups are improved.

Racial Equity is a Process

In order to increase impact, we must...

- Normalize the conversation about race.
- Organize to build staff skills and competencies.
- Operationalize and integrate racial equity into routine decision-making processes.

It is both a concrete policy tool and a values-driven public service approach

When we use a racial equity analysis we begin to place at the center of our leadership style an informed and authentic acknowledgement that barriers still exist and bridges must be built so that....

Democracy is strengthened....

Through more impactful and equitable public policies.

Taking Steps to Ensure Equity in City Operations in 2019-2020

Goal 1: Organizational Assessment

Goal 2: Develop a Racial Equity Action Plan

Goal 3: Training to Operationalize Equity

Goal 1: Organizational Assessment

- **Recommended Areas of Assessment**
 - Workforce
 - Contracting practices
 - Organizational leadership
 - Community access and partnership
 - Data, metrics, and ongoing focus on improvement

Goal 2: Equity Action Plan

- Develop a Racial Equity Guiding Statement
- Identify Results/Community Indicators to Create Outcomes
- Develop Actions to Achieve Each Outcome
- Create Performance Measures for Each Action

Goal 3: Training

To advance racial equity, it is critical to build organizational capacity.

Elected Officials and City Staff:

- Training on the understanding of institutional and structural racism
- Training on use of Racial Equity tools

Training for elected officials be held before the social services review final report is submitted to City Council.

Training schedule for staff is in development and will be based off of the organizational assessment.

Equity in Progress

- Development of an Equity Framework
- Social Services Review
- Language Access Policy
- Incorporation of Equity into CARP
- 9-month SEED training of the City Equity Advocates