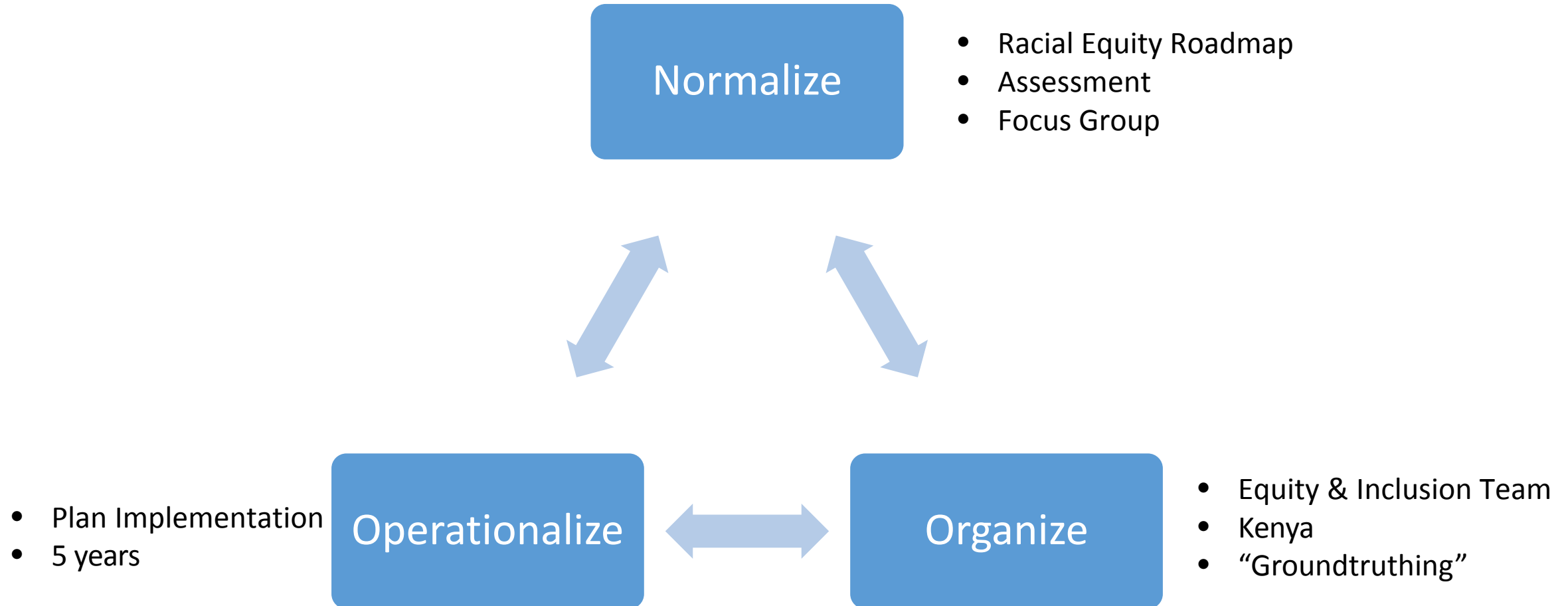


Racial Equity Plan

Workforce Development Team Planning
Implementation

Advancing Racial Equity



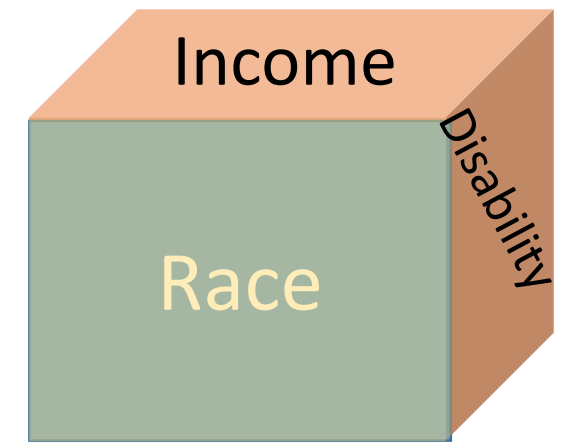
Equity Lens



Equity Tool



Equity Matrix (index)



Equity Plan



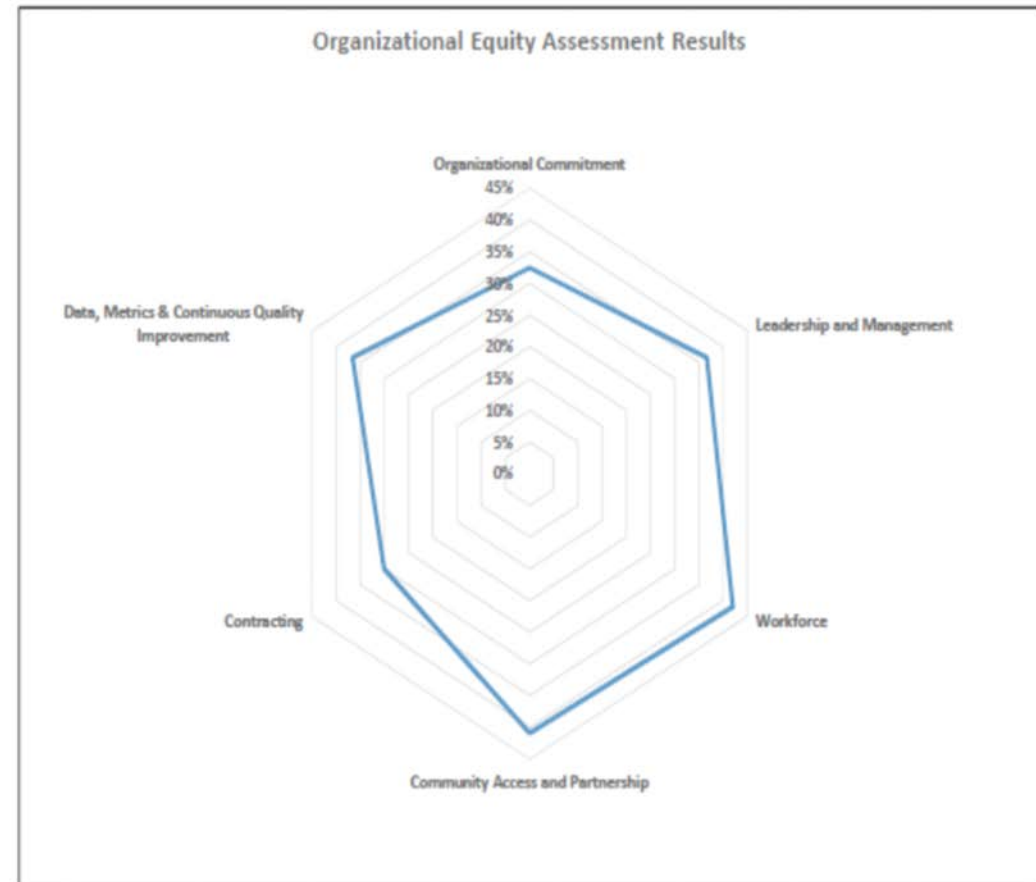
0		Equity Baseline Assessment					0
Responses Include:		<i>Directions:</i> In the blanks cells below each program or department select the number from the drop down list that best describes how your organization addresses the 43 equity practices listed below in the Column to the left. Possible responses are listed at the top left. Cells will become colored once a number is selected. Follow this by reviewing the analysis tab to consider next steps.					
0	This is not relevant or does not exist in our Bureau of department						
1	Haven't started work in this area yet or this may happen on an 'as-needed' basis						
2	Plans exist to do this but have not yet been implemented. It may happen but inconsistently and with limited success						
3	This is in place, or occurs regularly. We have evidence of its use and are assessing its effectiveness.						
4	This is in place with clear evidence of success. Structural change has been made in order to be effective in this area						
5	This is part of our routine, and identity. We model it for others. Practice has resulted in effective sustainable changes						
A. Organizational Commitment		Asset, Development & Construction	Land Stewardship Division	Support Services Division	Recreation	Urban Forestry	
1	Public written commitment to address/eliminate racial and ethnic inequities exists in guiding documentation: mission, vision, goals.	2	1	2	2	1	
2	Operational commitment to address/eliminate racial and ethnic inequities is visible in the organization. (i.e. physical characteristics of offices and location, Standard Operating Procedures)	2	1	2	2	1	
3	Development and monitoring of racial equity plan, or strategy integrates perspectives from staff and constituencies of color.	1	1	2	2	1	
4	Representatives from communities of color are participants in strategy development for any program, policy, or service that impacts them.	3	1	3	2	1	
5	There is ongoing evaluation of policy, service, or program impacts and progress towards racial equity.	1	1	2	1	1	
6	Staff have a shared language on race, racism, and social justice and are culturally responsive and inclusive in communication	2	1	2	1	1	
7	Difficult conversations about race are encouraged and supported in safe, confidential and/or private spaces.	2	2	2	2	2	
8	Racial equity innovation and problem solving is rewarded and recognized.	2	2	2	1	2	
9	Funds are allocated to support programs/policies vital to or disproportionately needed by particular disadvantaged racial/ethnic communities	2	2	2	1	1	
B. Leadership and Management							
1	Management understands power and privilege and consistently applies a racial equity lens.	3	2	2	2	2	
2	Management consistently champions racial equity goals through the work of the Bureau.	3	2	2	2	1	
3	Management supports staff who bring forward racial equity concerns using formal and informal complaint resolution processes.	1	2	2	2	1	
4	Internal structures exist to address issues of racial equity (i.e. a functioning equity committee, formal or informal complaint resolution process, caucusing and community advisory body)	1	2	2	2	2	

Racial Equity Roadmap

1. Organizational Commitment
2. Leadership & Management
3. Workforce
4. Community Access & Partnership
5. Contracting
6. Data Metrics & Continuous Improvement

0	Exclusive
1	Passive
2	Symbolic
3	Identity Change
4	Structural Change
5	Full Inclusion

A.	Organizational Commitment	1.6	32%
B.	Leadership and Management	1.833333	37%
C.	Workforce	2.1	42%
D.	Community Access and Partnership	2.0	41%
E.	Contracting	1.5	30%
F.	Data, Metrics & Continuous Quality Improvement	1.8	37%





Five-Year Racial Equity Plan

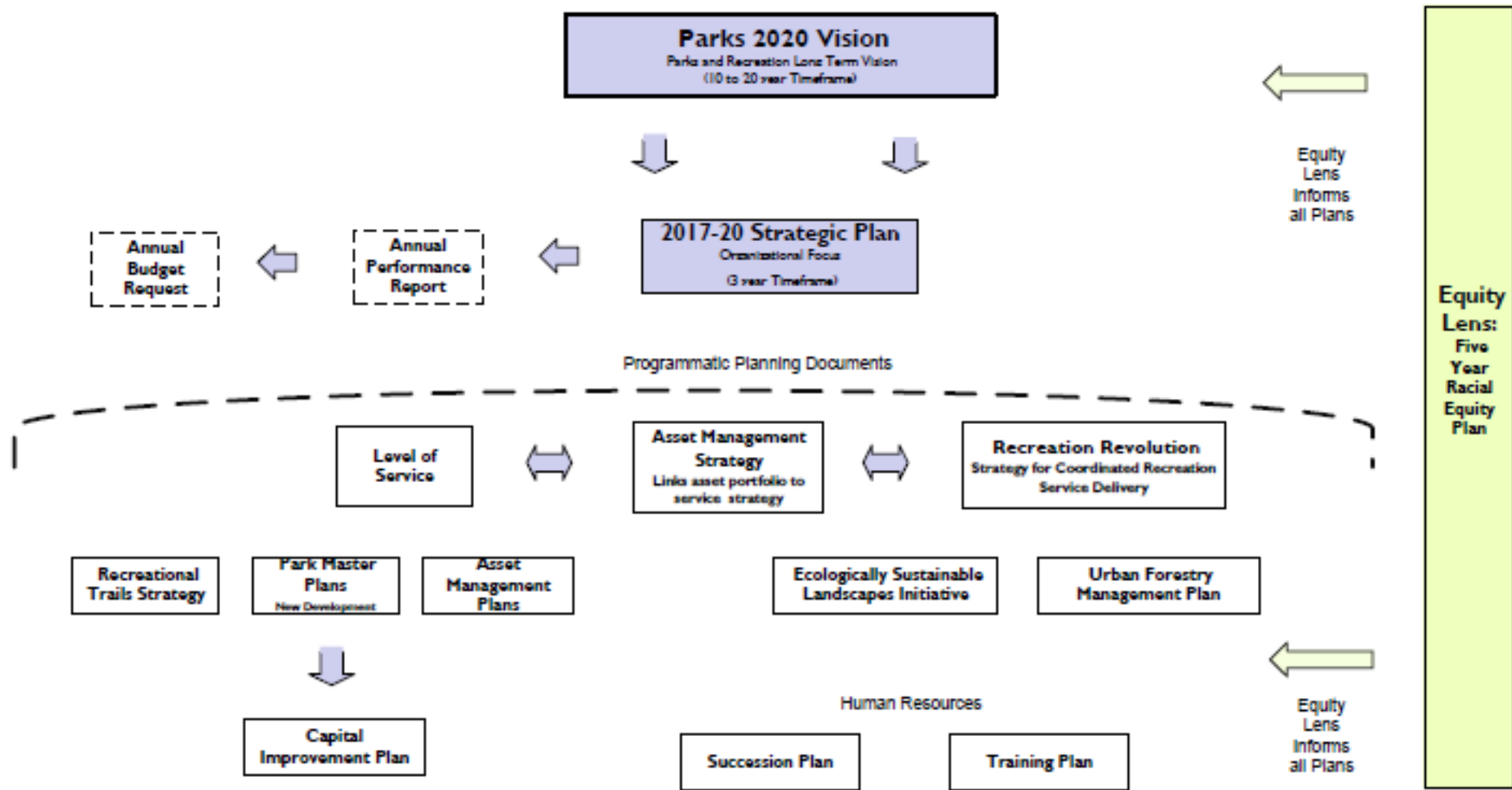
Furthering Citywide Racial Equity Goals and Strategies

November 2016

Racial Equity Plan

1. Change existing services within the bureau using racial equity best practices
2. End disparities in City government hiring and promotions
3. Strengthen outreach and public engagement for communities of color and refugee and immigrant communities
4. Increase access to culturally and linguistically responsive services for communities of color and refugee and immigrant communities
5. Provide equitable access to City services to all residents
6. Meet or exceed Citywide contracting goal for Minority Business Enterprises (MBE)

2017 PP&R Planning Framework



Next Steps

- Ground team in a firm understanding of how these goals and actions were established
 - Rationale
 - Gaps
 - Barriers
- Review Goal 2 Objectives, Strategies and actions
- Confirm project manager or lead
- Identify key stakeholders
- Review and revise timeline where needed
- Identify what measurements need to be changed (to be revised by Jason & Kenya)

Questions ??