

Racial Equity Plans

November 11, 2016

Center for Social Inclusion

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City of Portland

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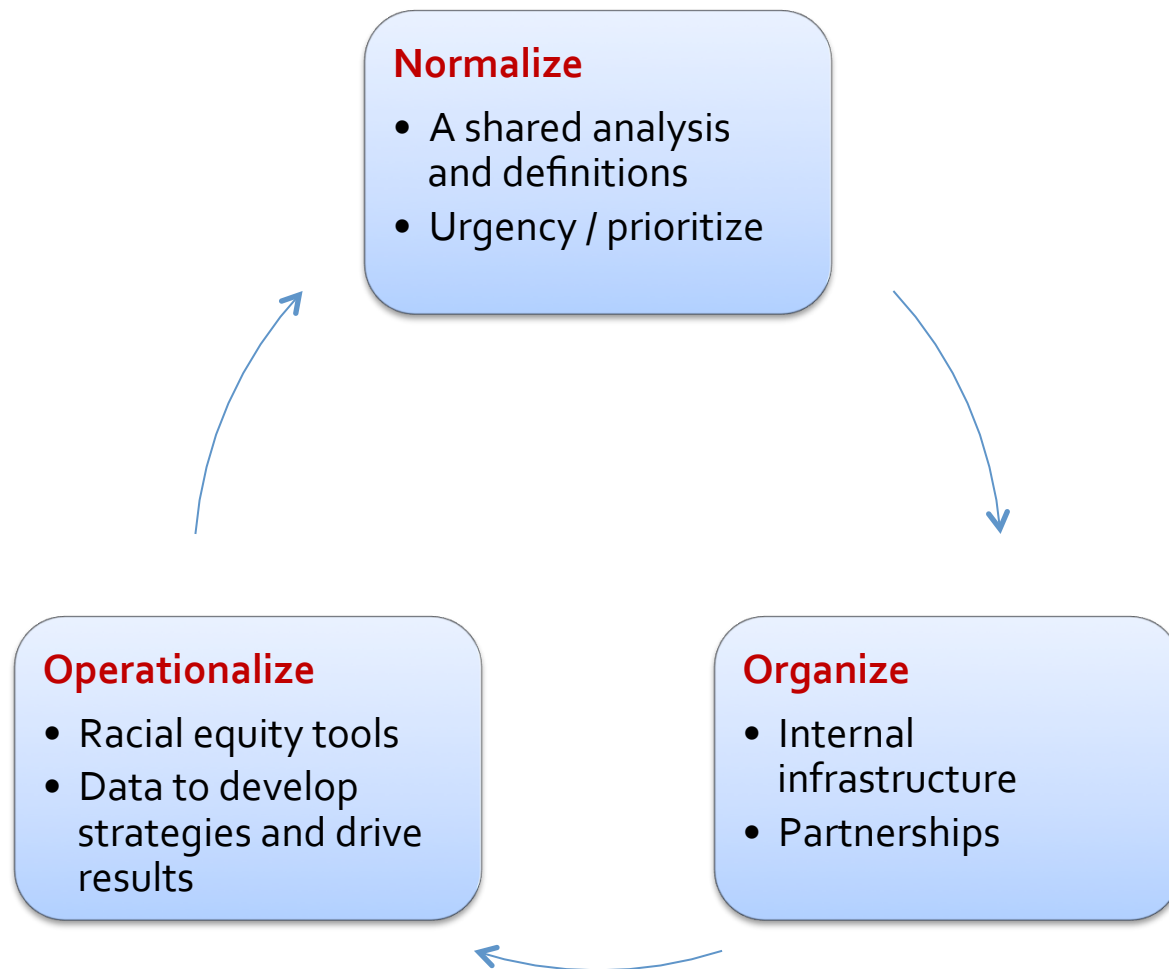
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Getting Started

- Objectives
 - Gain understanding of concepts, terms, and tools
 - Develop skills for a good process and outcome

- Warm-up conversation
 - What did you come for?
 - What do you hope to gain?

National effective practice



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Racial Equity Action Plans



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Step 1: Preparation

Are you ready enough?



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Transactional approaches

- Issue-based
- Help individuals negotiate existing structures.
- Solutions “transact” with institutions
- Short-term gains for communities, but leave the existing structure in place

Transformative approaches

- Cut across multiple institutions
- Focus on policy and organizational culture
- Alter the ways institutions operate
- Shifting cultural values and political will to create racial equity



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Community Engagement

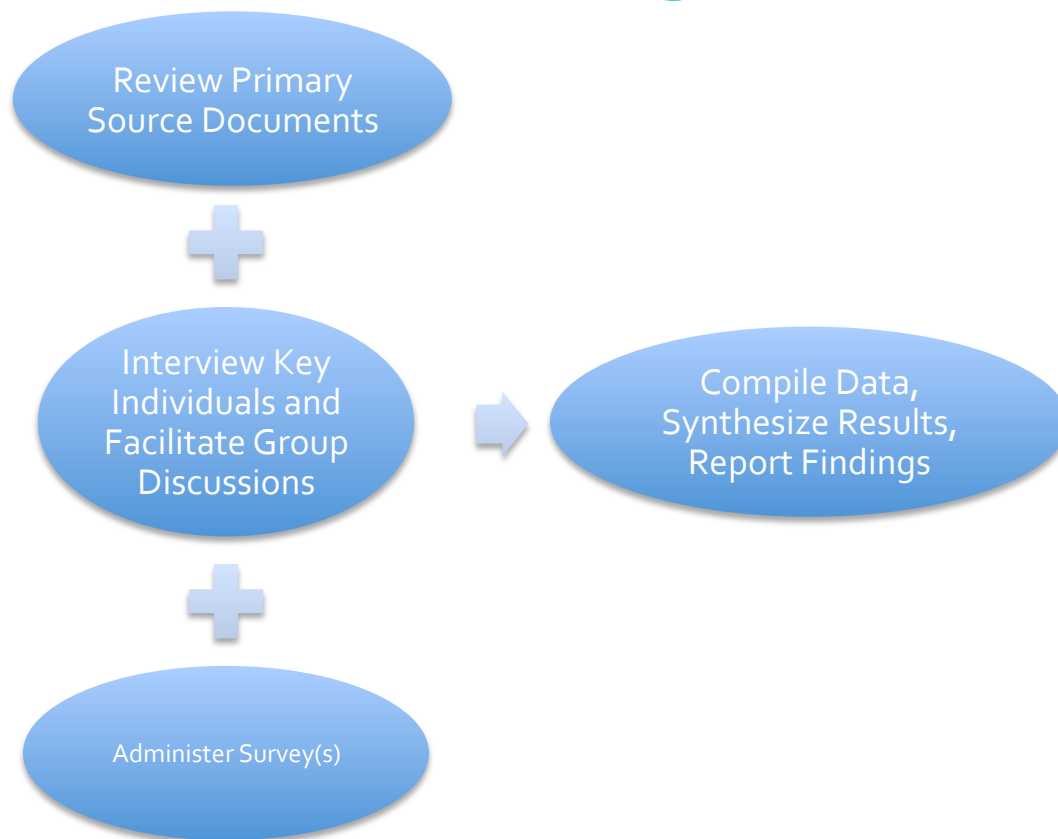


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Step 2: Research and Information Gathering



Racial Equity Assessment

Workforce
demographics,
hiring, retention,
and promotion

Contracting
practices

Jurisdiction
commitment,
leadership, and
management

Community access
and partnership

Data, metrics, and
on-going focus on
improvement



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Step 3: Develop a Plan

RACE & SOCIAL JUSTICE WORK PLAN Working for racial equity in the community For the Period January 1 to December 31, 2014

Department:

Director:

RSJI Work
Plan Lead:

Change Team Lead(s):

EQUITY AREA: EDUCATION

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
Click here to select an outcome from the list.	Strategy 1: Use departmental programs and projects to eliminate racial inequity				
	•			Click here to select neighborhood.	Click here to select the opportunity area that will be secondarily impacted.
	Strategy 2: Build racial equity into departmental policies				
	•			Click here to select neighborhood.	Click here to select the opportunity area that will be secondarily impacted.
	Strategy 3: Partner with City departments, the community and other institutions to achieve racial equity in the community				
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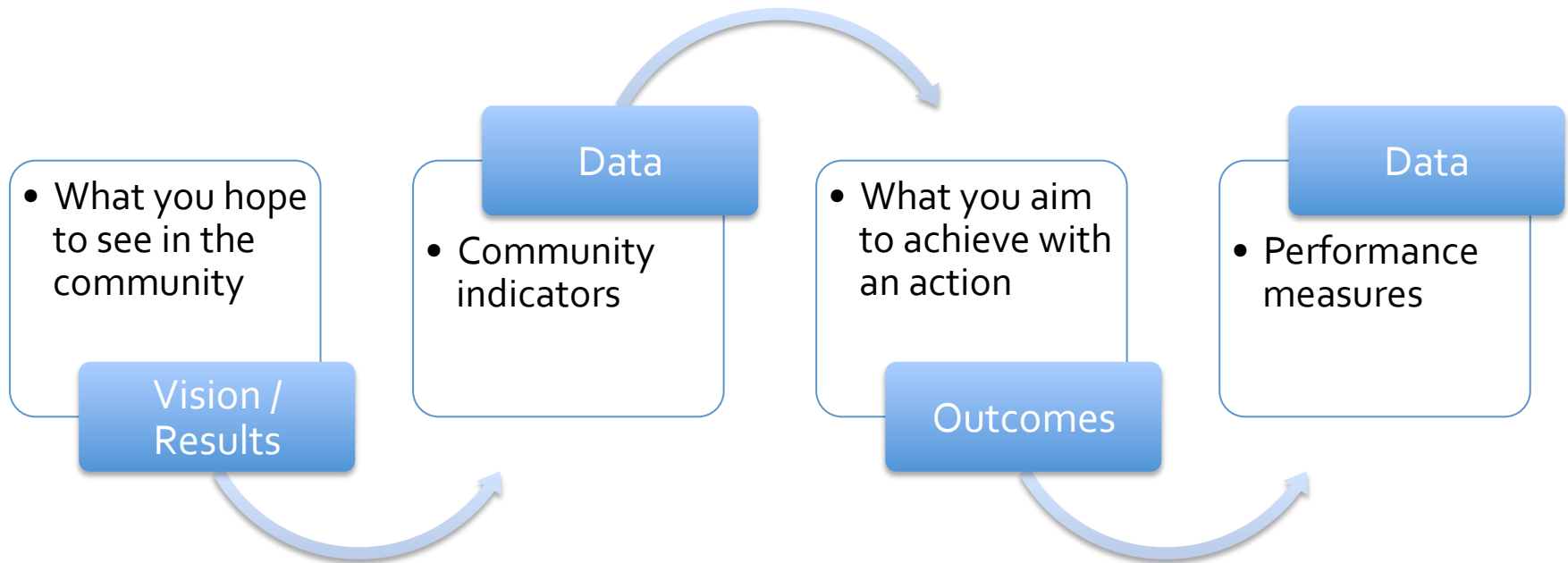


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Key Measurement Principles



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Definitions

RESULT

A community level condition of well-being.

i.e. Babies Born Healthy, Economically Self-Sufficient Communities, Safe Communities, Clean Environment

COMMUNITY INDICATOR

A measure which helps quantify the achievement of a result – always disaggregated by race

i.e. Rate of low-birth weight babies, unemployment rate, crime rate, air quality index

PERFORMANCE MEASURE

A measure of how well an action is working.



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Performance Measures

**How much will we
do?**

Workload

Output
Products
Community meetings
Contracts
Hires
Trainings

**How well can we
do it?**

Quality

Perception of quality
Efficiency measure

**Will anyone be
better off?**

Effectiveness

Impact
Outcome
Succeeded
Met/Exceeded
Disparity reduced



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Example

Result – Increase healthy life outcomes

- **Indicator** – Overall rate of obesity decreases from 18% to 5% in ten years, and the disproportionality by race is eliminated (currently ranges from 11.6% of Asians to 22% of Latinos)
- **Indicator** – Disproportionality in life expectancy is eliminated (current gap – is 10 years)

Actions– what you are going to do to achieve the result

- Increase access to healthy foods, parks and open space in neighborhoods where access is lacking

Performance measurements – how you measure your success

- Pass “healthy retail” legislation
- Increase “safe routes to school” % of students walking to school



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Look for cross-departmental strategies and structural issues

- Workforce: hiring, retention, promotion
- Community engagement
- Contracting
- Budgeting
- Capital projects

Step 4: Review, Rollout, Implement and Evaluate



**VIEW THE
CITY BUREAU
RACIAL EQUITY PLANS:**

PORTLANDOREGON.GOV/OEHR/EQUITYPLANS

#pdxequitymatters



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and HUMAN RIGHTS**
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Small group discussion

Four Groups:

- Haven't started but curious
- Just starting
- Mid-stream
- Have a plan, implementing

Questions:

- What are the assets you have in place to support a process and plan?
- How can you use organizing strategies to build skills and relationships for the work?



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Racial Equity Action Plans: Seattle

RACE & SOCIAL JUSTICE WORK PLAN

Working for racial equity in the community

For the Period January 1 to December 31, 2014

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Racial Equity Action Plans: Dane County

Dane County Template for 2016 Departmental Racial Equity Action Plans
Department:

1. Dane County employees understand and are committed to achieving racial equity.				
Outcomes and Actions	Department Performance Measure	Timeline	Person responsible	Progress report
A. Dane County employees understand, are committed to, and have the infrastructure needed to advance racial equity.				
1) Leadership – Department director or designee assigned to participate on the Countywide Racial Equity Strategic Leadership Team.	Assignment made	Dec 2015		
2) Racial Equity Plan – Plan is developed and progress reports take place twice a year.	Plan developed	Dec 2015		
	Progress reported	July 2016		
3) Racial Equity Team – Team is convened and assists departmental leadership with the development and implementation of the Action Plan.	Team is convened	Dec 2015		
4) Training leads – Identify employees to lead Introductory Racial Equity Training for their colleagues. Participate in a countywide “train-the-trainer” session.	Trainers identified and participate in train-the-trainer session	Q1		
5) Training for all employees – Conduct Introductory Racial Equity Training for all employees.	Percent of departmental employees who have	2016		

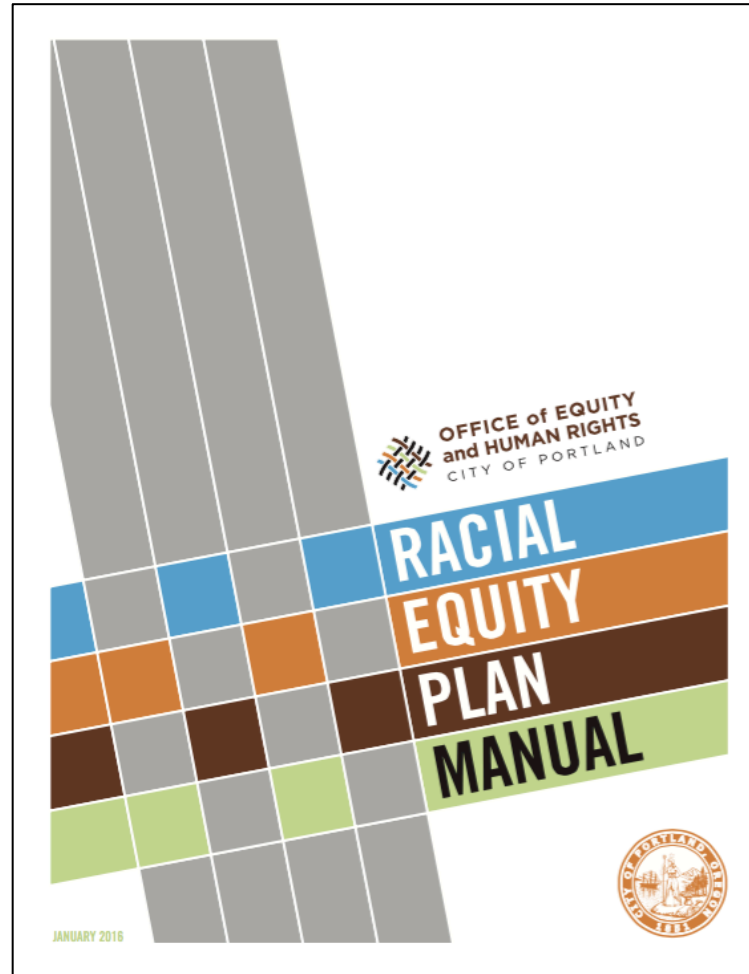


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