

# Race and Equity Updates

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Office of Equity and  
Inclusion



# Strategic Plan



## New Vision, Mission and Core Values

**Our Vision:** The Office of Equity and Inclusion aspires to help create and sustain a city-wide culture that understands that diversity, equity, and inclusion are essential to the City's mission and strategic direction.

**Our Mission:** Our Office provides expertise, tools, data and programming to promote diversity, equity and inclusion.

**Core Values:** Each member of our team approaches our work with the heart of a public servant. We are dedicated to fostering an environment of transparency, equity, integrity and accountability.

# Equity Strategies



- 1) Increase education and awareness of diversity, equity and inclusion.
- 2) Enhance policy developments using an equity lens.
- 3) Expand outreach to include more small, minority and women business owners.
- 4) Provide timely, fair and objective responses to complaints and concerns.

# Our Training Rollout



## GARE Training Set through FY21

### **Advancing Racial Equity: The Role of Government (full day workshop for Elected Leadership, two full day workshops for Department Leadership) –**

This workshop provides an orientation to the role, responsibilities and opportunities for government to advance racial equity. We focus on normalizing racial equity as a core value with clear definitions of key terminology, operationalizing racial equity via new policies and institutional practice, and organizing, both internally and in partnership with other institutions and the community. We introduce a racial equity tool that can be used in decisions relating to policies, practices, programs and budget and share effective communications strategies. Participants gain increased understanding of racial equity terminology, including implicit and explicit bias and individual, institutional, and structural racism; gain skill at identifying and addressing institutional and structural racism; and increase capacity to advance racial equity in the work place.

# Our Training Rollout



## GARE Training Set through FY21

### A full day and a half for Core Equity Team

In addition to what has been discussed, GARE will provide tailored programming which is specific to the objectives and realities for Core Equity Team members. These include relationship & team building exercises, an analysis of the racial history and timeline of Gainesville, GARE's Logic Model, and an organizational assessment – the goal of which being to create a baseline understanding of the policies, practices, and procedures of members' positional authority which are leading to disparate outcomes for those they serve.

- Using a Racial Equity Tool
- Communicate for Racial Equity
- Tools for Organizational Change
- Developing a Racial Equity Action Plan

# Let's talk about the Commission adopted goals



But first...



# Results Based Accountability

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# What is RBA?

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- A disciplined way of thinking and taking action to improve the lives of community builders and neighbors.
- Uses plain language
- Gets to action quickly
- It's built into the equity toolkit



# Results Based Accountability – Key Terms



**Outcomes:** The conditions of well-being we want for our community. Outcomes are stated in plain language and are not about a program or data.

**Indicators:** How we measure the conditions of well-being for the community. Indicators refer to whole populations, not programs.

**Strategies:** What works to improve the conditions of well-being (actions). These may be a policy change, partnership, program, initiative etc.

**Performance Measures:** How we measure how well a program or service is working.

# Results Based Accountability: Examples



**Outcome** – Safe community for youth

**Indicator** – Youth crime rate

**Strategy** – Increase youth after school programs

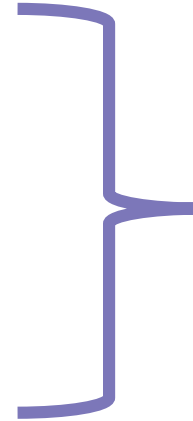
**Performance Measure** – Percent of youth enrolled in after school programs

# Why RBA language matters



**Outcomes**

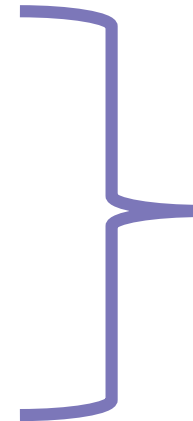
**Indicators**



Ends

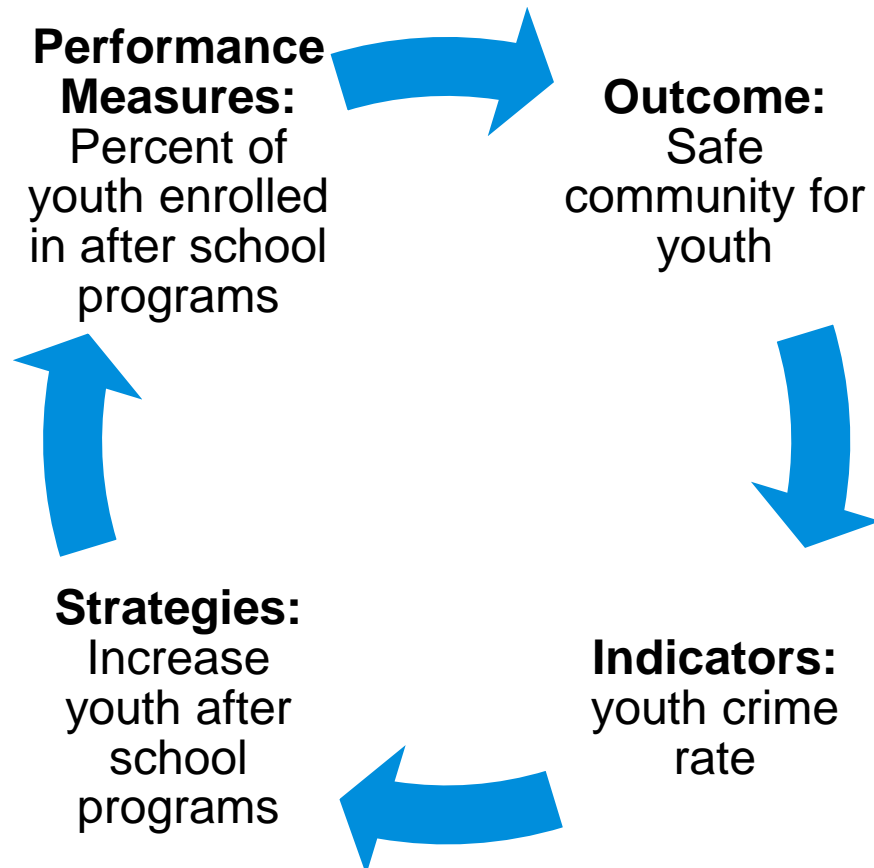
**Strategies**

**Performance  
Measures**

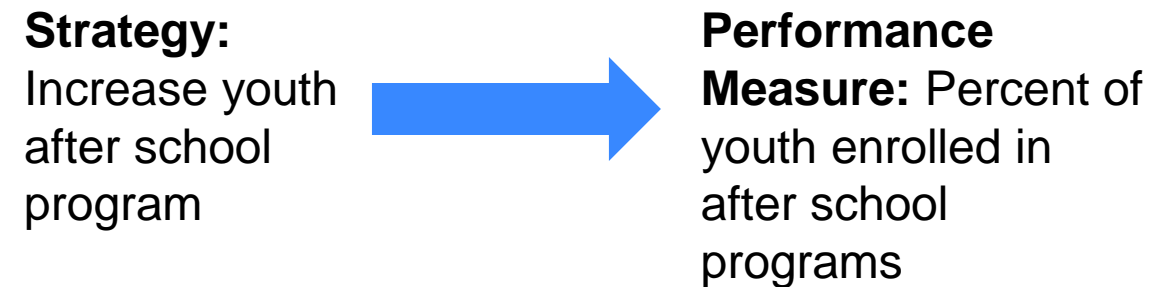


Means

# Why RBA language matters



**When strategies are mistaken for outcomes, performance measures are mistaken for indicators...**



# Action Plan for City Goals

| <p><b>Outcomes:</b> The conditions of well-being we want for our community. Outcomes are stated in plain language and are not about a program or data.</p> | <p><b>Indicators:</b> How we measure the conditions of well-being for the community. Indicators refer to whole populations, not programs.</p> | <p><b>Strategies:</b> What works to improve the conditions of well-being (actions). These may be a policy change, partnership, program, initiative etc.</p> | <p><b>Accountability:</b> Who is involved in the strategies/actions. Who is responsible for completion.</p> | <p><b>Timeline:</b> When strategies and actions will be complete. When we hope to see changes.</p> | <p><b>Performance Measures:</b> How we measure how well a program or service is working. The 3 questions we ask about program or service are:<br/>           1. How much did we do?<br/>           2. How well did we do it?<br/>           3. Is anyone better off?</p> | <p><b>Progress Report:</b> When we will check-in and report back on actions and outcomes. How data/progress will be shared with stakeholders.</p> |
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Thank you!

