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# RACE AND EQUITY UPDATES

Office of Equal Opportunity

# AGENDA

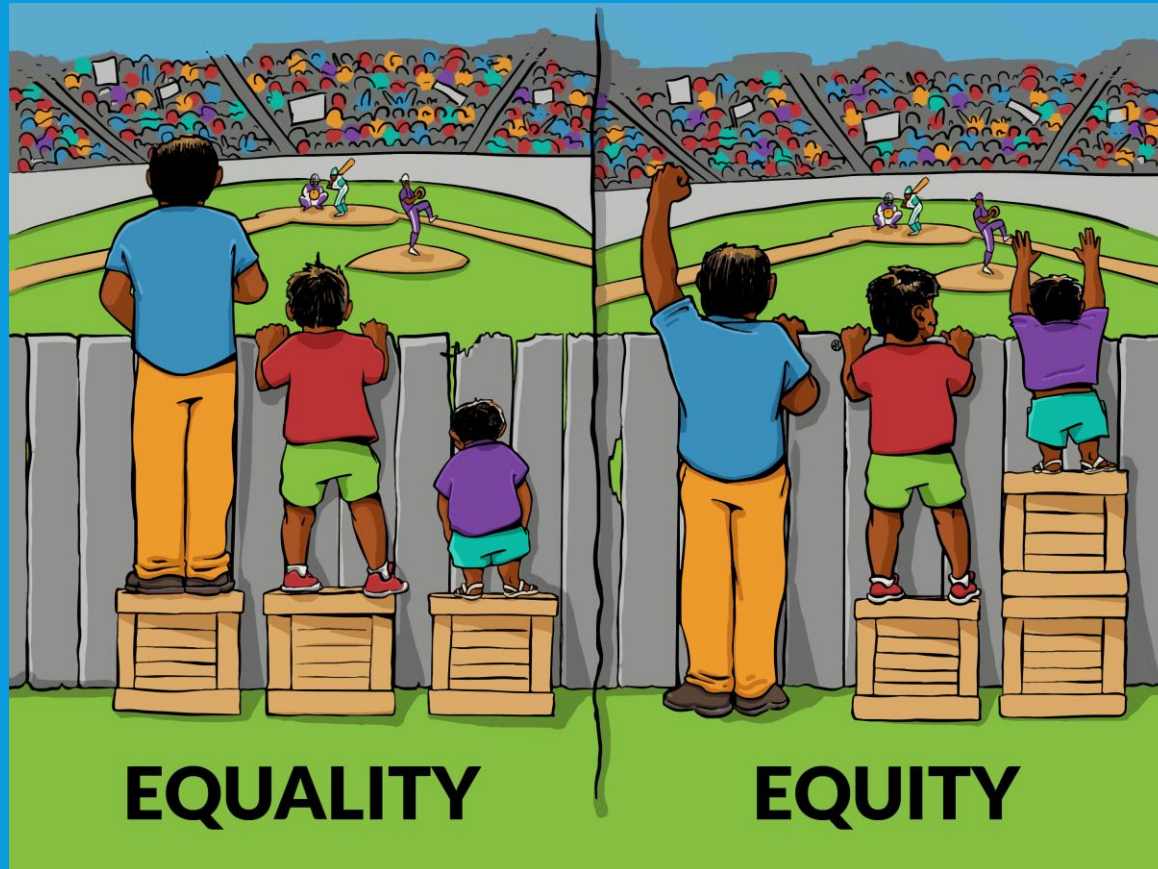
- **New Office**
  - Office Name
  - Mission
  - Vision
  - Goals
- **New Office Structure**
- **Equity Core Teams**
- **Proposed Training**
- **Racial Equity Tools**
- **Priorities**

# WE ARE REBRANDING!!!

- In April 2019, the office staff decided on a new office name that would be fitting for the direction the office is moving in.
- Current Office Name-**Office of Equal Opportunity**
  - Traditional EO Offices are mainly compliance and compliance based programs.
- New Office Name- **Office of Equity and Inclusion**
  - Does not change core services (compliance)
  - Adds new office functions
  - Updated with current industry

# WHY OUR NEW NAME IS IMPORTANT...

There is a difference between equality and equity



Equality assumes that we are all starting from the same place, so we treat everyone the same. Equality aims at promoting fairness, but it only works if everyone starts from the same place and needs the same help.

Equity recognizes that people may need varying degrees of support or help to be successful. Equity is needed to achieve better outcomes.

# MISSION, VISION AND GOALS

## MISSION

- To create awareness through education, tools and resources that ensure diversity, equity and inclusion for all.

## VISION

- To become a premier resource that promotes equity and equips individuals with knowledge and cultivates a safe, diversity, equity and inclusion for all.

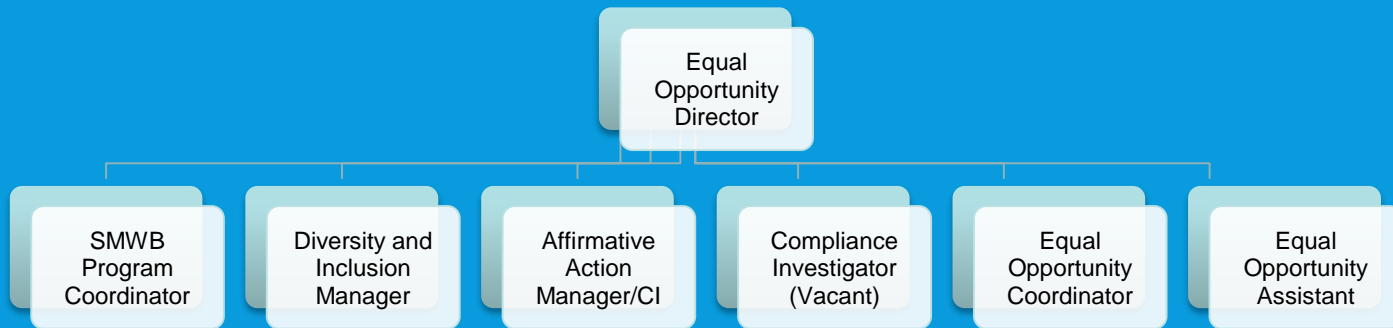
## GOALS

- The number one goal of our office is to create and implement equity tools in every city department.

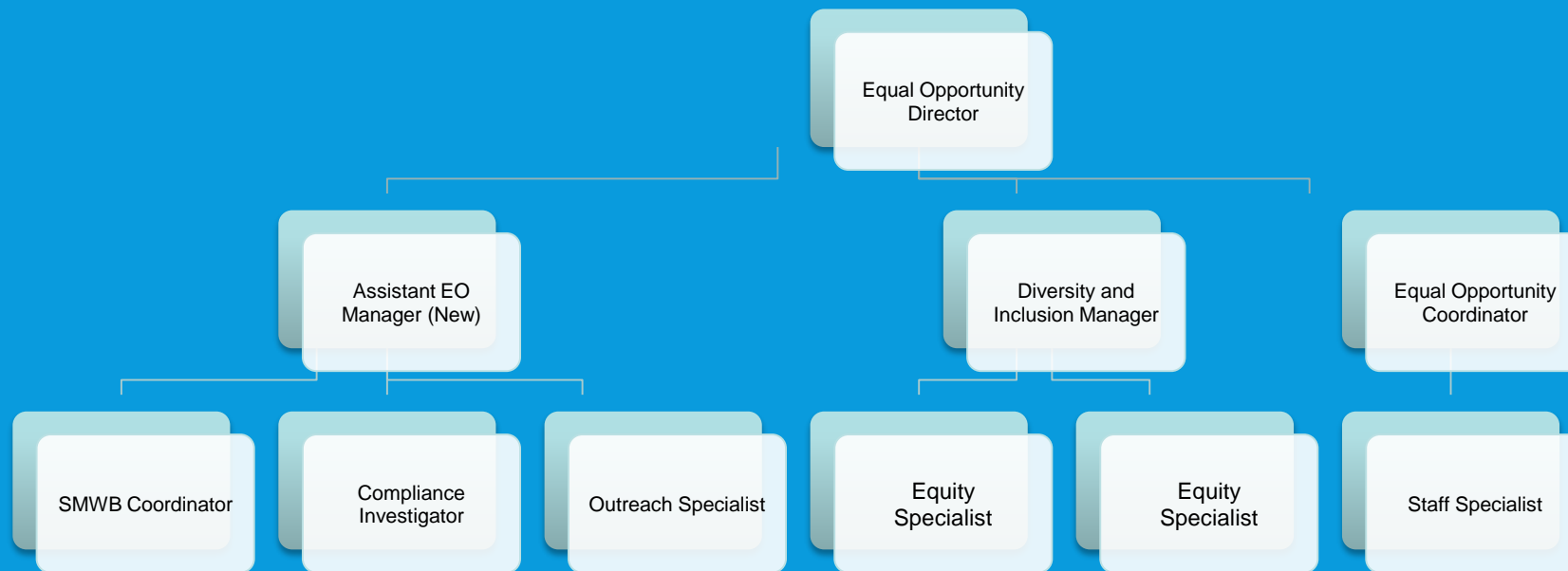
# OFFICE STRUCTURE

## Current Office Structure

Current structure is very flat, with all direct reports to the EO Director.



# NEW OFFICE STRUCTURE



# COMPLIANCE SECTION

Section consists of:

- **Equal Opportunity Manager**
  - SMWB Coordinator
  - Compliance Investigator
  - Outreach Specialist (formally Affirmative Action Manager)



# DIVERSITY, EQUITY AND INCLUSION SECTION

Section consists of:

## **Diversity and Inclusion Manager**

- Equity Specialists (2 FTEs)

# ADMINISTRATION

Section consists of:

## Equal Opportunity Coordinator

- Staff Specialist
- Interns
- Temporary employees

# EQUITY CORE TEAMS

- In August 2019, the OEO solicited for employees to apply to be members of the City's first Equity Core Team. The team's function is to design, coordinate and organize equity tools across our organization, that is committed to equitable systems change.
- First team of two to be created.
- Eleven departments were invited to participate.
- Great feedback from departments invited.

# EQUITY CORE TEAM #1

**GRU**-Yvette Carter

**Department of Doing**- Juan Castillo

Elizabeth Chazulle

**Human Resources**-Audrey Gainey

**Clerk of the Commission**- Lindsay Hoffman

**Finance (Accounting)**-Christina Holmes

**Code Enforcement**-Brey Moore

**Communications**-Laura Rawson

**Budget & Finance**-Jennifer Rivers

**Fleet Management**-Joseph Sandridge

**GFR**-Cary Williams

**Strategic Initiatives**-Anne Wolf

# PROPOSED TRAINING FROM GARE

GARE has proposed the following trainings to kickoff the equity work in Gainesville:

- **Context setting and assessment**
  - In-person, introductory meeting
  - Employee Equity Assessment (Deliverable-summary report of results)
  - Interviews with 5-10 key stakeholders

# PROPOSED TRAINING FROM GARE

- **Leadership training (includes Charters and Senior Leadership)**
  - Normalizing: Two full day workshops on Advancing Racial Equity in Government
- **Core Equity Team Training**
  - Normalizing-Day and a half workshop on Advancing Racial Equity in Government
  - Operationalizing/Organizing: Three full day workshops (Use of the racial equity tool-2 days; emergent workshop-1 day)
- **Train-the-Trainer**
  - One half day-Advancing Racial Equity Workshop for non-Core Team members
  - One full day train-the-trainer for Core Equity Team

# THE RACIAL EQUITY TOOL KIT

**Racial Equity Tools are designed to integrate explicit consideration of racial equity in decisions including policies, practices, programs and budgets.**

- Proactively seeks to eliminate racial inequities and advance equity;
- Identifies clear goals, objectives and measurable outcomes;
- Engages community in decision-making processes;
- Identifies who will benefit or be burdened by a decision, examines unintended consequences of a decision and develops strategies to advance racial equity and mitigate unintended negative consequences; and,
- Develops mechanisms for successful implementation and evaluation of impact.

# WHY SHOULD WE USE A RACIAL EQUITY TOOL?

From the inception of our country, racial inequities were built into the fabric of local, regional, state and federal government.

Without intentional intervention, institutions and structures will continue to perpetuate racial inequities.



# WHO SHOULD USE A RACIAL EQUITY TOOL?

**Government Staff**-routine use of the tool provides opportunities to integrate racial equity across all government functions.

**Elected Officials**-routine use of the tool can help set broad priorities, bringing consistency between values and practice.

**Community Based Organizations**-routine use of the tool can help their own organizations advance racial equity in their everyday job functions.

# WHEN SHOULD YOU USE THE RACIAL EQUITY TOOL?

**The earlier, the better! Use of the tool early means:**

- Decisions can be aligned with the City's racial equity goals and desired outcomes.
- Incorporating use during all phases of development, from implementation to evaluation.

# WHAT IS THE RACIAL EQUITY TOOL?

The Racial Equity Tool is a simple set of questions:

1. **Proposal:** What is the policy, program, practices or budget decision under consideration? What are the desired outcomes?
2. **Data:** What's the data? What does the data tell us?
3. **Community Engagement:** How have communities been engaged? Are there opportunities to expand engagement?
4. **Analysis and strategies:** Who will benefit from or be burdened by your proposal? What are your strategies for advancing equity or mitigating unintended consequences?
5. **Implementation:** What is your plan for implementation?
6. **Accountability and communication:** How will you ensure accountability, communicate and evaluate results?

# STEP #1

## What is your proposal and desired results and outcomes?

- Clear description of policy, program, practice of budget decision.
- Begin with a focus on the desired “end” condition. What are the intended results in the community and outcomes in the organization?
- What does the proposal have the ability to impact? For example: Housing, jobs, transportation, workforce equity, etc.

# STEP #2

## What does the data tell us?

- **Review Community Indicators**
- **Ask questions**
  - Will the proposal have impacts on specific geographic areas (neighborhoods, areas or regions)? What are the racial demographics of those living in that area?
  - What does the population level tell you about existing racial inequities? What does it tell you about root causes or factors influencing racial inequities?
  - What performance level data do you have available for your proposal? Are there any gaps?

# STEP #3

**Have communities been engaged? Are there opportunities to expand engagement?**

- Involve communities throughout all phases of a project, while maintaining clear and transparent communications.
- Engage communities of color, but also other communities who are impacted by a topic/project.
- Make community engagement accessible to all, but providing language assistance, transportation options, options for childcare, etc.

# STEP #4

**Who benefits from or will be burdened by your proposal? What are the strategies for advancing racial equity or mitigating unintended consequences?**

- Given what you have learned from the data and community involvement, how will the proposal increase or decrease racial equity? Who would benefit from or be burdened by your proposal?
- What are the potential unintended consequences? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
- Are the impacts aligned with your community outcomes defined in Step #1?

# STEP #5

## What is your place for implementation?

- Describe your plan for implementation
- Ask yourself if the plan is:
  - Realistic?
  - Adequately funded?
  - Adequately resourced with personnel?
  - Adequately resourced with mechanisms to ensure successful implementation and enforcement?
  - Adequately resourced to ensures on-going data collection, public reporting, and community engagement?



# STEP #6

## **How will you ensure accountability, communicate and evaluate results?**

- How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having an impact in the community?
- What are your messages and communications strategies that will help advance racial equity?
- How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long haul?

# BARRIERS

- Time
- Lack of support from leadership
- Racial equity tool being used in isolation
- Lack of support for implementing changes
- Perfection

# OVERCOMING BARRIERS

How do we overcome these barriers?

- Building racial equity teams that are embedded into every City department.
- Training
- Integrating the use of the racial equity tool into routine operations
- Recognizing complexity
- Accepting failures and using them in positive ways
- Accountability

# HOW DO WE MOVE FORWARD?

**With the support of the City Commission, the Office of Equal Opportunity is prepared to:**

- Review ways the racial equity tool can be implemented throughout City policies, practices and programs.
- Work with GARE staff on creating a racial equity tool specifically for the City of Gainesville.
- Work with GARE staff on the development of a Racial Equity Action Plan.
- Conduct training and education on equity and the use of the racial equity tool.

# PRIORITIES

Some issues listed as priorities for equity have been:

- Workforce development
- Procurement and contracting
- Economic development
- Housing
- Equitable City programs

# CONCLUSION

We stand committed to making equity a priority and embedding it in all City processes.

We are committed to working with each respective Charter on what a racial equity tool will look like in their departments

# QUESTIONS?

Office of Equal Opportunity

(352) 334-5051