



## EQUITY IN GOVERNANCE FRAMEWORK

CITY COUNCIL STRATEGY SESSION  
OCTOBER 10, 2022



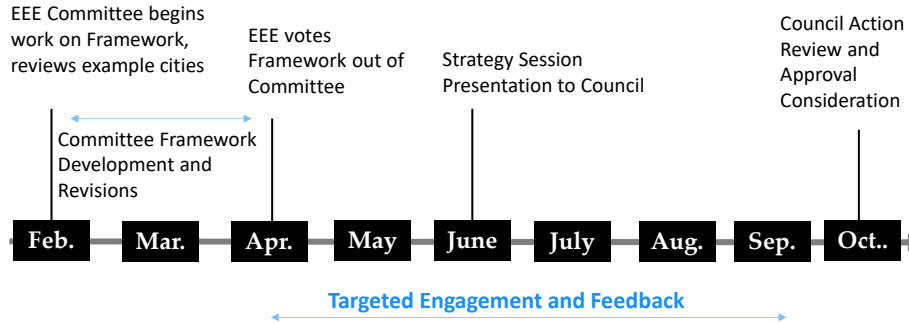
### Purpose

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- To provide an overview of:
  - Equity in Governance Framework

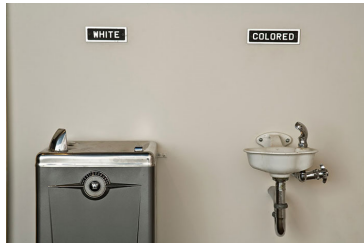
Path forward: Seek Council approval of the Equity in Governance Framework, as a tool to support Council policy development and decision making.

## Timeline of Development

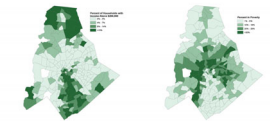


*Committee Identified Goal: Provide a high-level framework that can be used as a tool in Council policy and decision-making.*

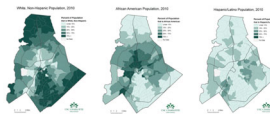
## Context: Our History



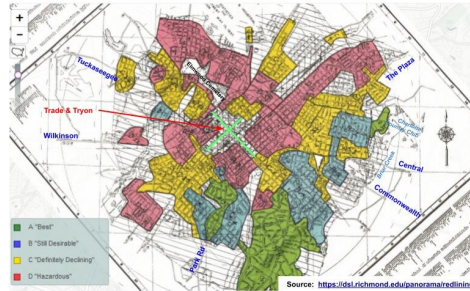
Segregation by Wealth Segregation by Poverty



Segregation by Race and Ethnicity



Mapping Inequality: Redlining in New Deal America



 Context: How Equity Shows Up



**Corridors of Opportunity**

**ATV / ALTERNATIVES TO VIOLENCE**  
Real Change

**CHARLOTTE FUTURE** 2040 COMPREHENSIVE PLAN

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@cityofcharlotte

Office of Equity, Mobility and Immigrant Integration 5



EQUITY IN GOVERNANCE FRAMEWORK

## Framing Statement

The City of Charlotte **recognizes and acknowledges** its role in the creation and perpetuation of systemic inequities through policies enacted and practices committed throughout its history.

Charlotte is dedicated to undoing the impacts of these decisions through **an intentional, strategic approach that incorporates an equity lens** in decision-making processes.

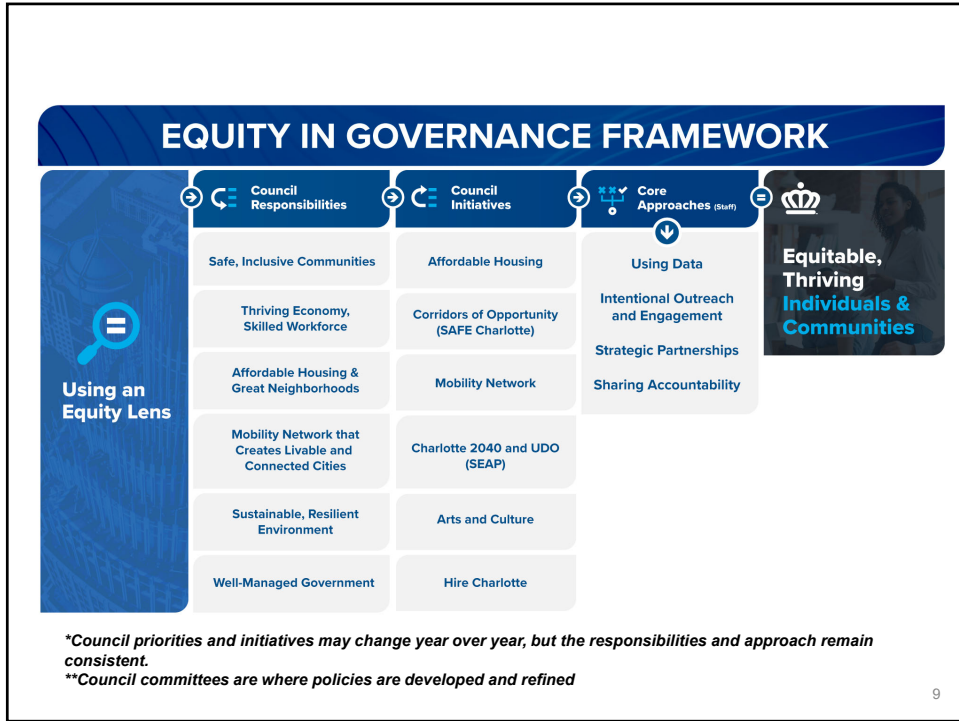
To serve our community with integrity, we **must address racial and other inequities and exclusion by:**

1. Prioritizing disenfranchised residents
2. Mitigating disproportionate impacts
3. Acknowledging and addressing historic inequities
4. Creating more opportunities for upward mobility
5. Consistently evaluating government systems
6. Meaningfully engaging residents

By taking this approach Charlotte City Council will strive towards a more inclusive, healthy, thriving, equitable Charlotte.

## EQUITY IN GOVERNANCE FRAMEWORK





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## EQUITY LENS TOOL: GUIDING QUESTIONS

- 🔍 What does this policy seek to accomplish?
- 🔍 Have people most impacted by this policy been engaged? How?
- 🔍 Who benefits or could be burdened by this policy proposal?
- 🔍 What benefits or adverse impacts could result from this proposed policy?
- 🔍 How was addressing racial or other inequities considered in this policy?
- 🔍 Will it reduce disparities?

10



EXAMPLE

### Practical Application Example

#### **Case Study: Neighborhood Traffic Calming**

- In June, City Council approved an update to the program to no longer require a petition signed by homeowners and property owners before a speed hump or multiway stop can be added to eligible residential streets.
- Prior to the change, the city required a resident to submit a petition indicating support from 60% of property owners within 1,200 feet of the speed hump or stop.
- This placed the burden of traffic calming on the public, and it could be difficult in neighborhoods that are not formally organized, or have a high number of renters.
- Through this change, it is more equitable for neighborhoods throughout Charlotte to get the tools they need to calm traffic.





## WHAT WE HEARD

### Framework Engagement Strategy

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- Conducted individual/small group meetings with City Council members
- Presented the Acknowledgement, Tool, and Equity in Governance Framework for feedback by City Council appointed Boards and Commissions:
  - *Community Relations Committee*
  - *NEST*
  - *Charlotte International Cabinet*
  - *CBI Advisory Committee*
  - *Charlotte Equitable Development Commission*
  - *Citizens Review Board*
- *Sought feedback through representatives of community-based organizations including the United Way, Knight Foundation, New Generation of African American Philanthropists, Charlotte-Mecklenburg Youth Council, LISC, Leading on Opportunity, Greenlight Foundation, NC Chief Equity Officer workgroup, etc.*

 **Feedback Received**

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- Desire from several Boards to use the guiding questions and framework in their advisement to Council and in reviewing their own board practices
- Appreciation for Council's approach and focus on Equity
- Visually illustrate the iterative nature of the framework process
- Importance of accountability to the tool and development of measures/metrics as next step
- Prioritization of diverse voices in ongoing engagement – youth, immigrants, disengaged residents
- Communication around equity-focused work should be prioritized



**MOVING FORWARD**



## Using the Framework

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Moving forward, Council can use it as a guide to:

- Develop short, medium, and long term goals, for example:

*Short term (Immediate)*

- Council uses framework when developing new policy proposals
- Current City Council policies are identified for review and changes are proposed to achieve more equitable outcomes

*Medium term:*

- Develop Equity indicators using various data sources

*Long term:*

- Publish an Equity Dashboard

\*In parallel, staff will continue to develop its processes for applying an equity lens in alignment with its approved Equity Statement



QUESTIONS?