



UPDATE ON EQUITY IN GOVERNANCE FRAMEWORK

CITY COUNCIL STRATEGY SESSION
JUNE 6, 2022

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Purpose

- Walk through background and shared definitions
- Provide update on EEE committee drafts:
 - Equity in Governance Framework
 - Guiding Questions
 - Engagement Strategy
- Hear feedback from City Council on the approach and work-to-date

Goal: Receive feedback and move forward with targeted engagement; Return to Council for approval at end of August.

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Shared Definitions

Individual/Personal Racism - An internalized bias that takes place when a person's beliefs, attitudes, fears, behaviors, and actions are both based on and driven by racial biases/prejudices. Individual/personal racism are the conscious and unconscious beliefs we have that Whiteness is superior.

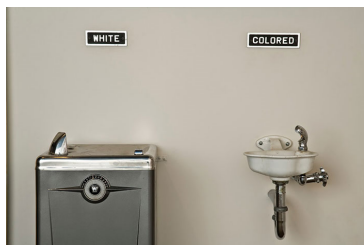
Equity - The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

Racial Equity - The absence of institutional and structural barriers experienced by people, based on race or color that impede opportunities and results.

Institutional/Structural Racism - The practices that perpetuate racial disparities, uphold White supremacy, and serve to the detriment and harm of persons of color and keep them in negative cycles. Institutional/systemic racism also refers to policies that generate different outcomes for persons of a different race. These laws, policies, and practices are not necessarily explicit in mentioning any racial group, but work to create advantages for White persons and disadvantages for people of color.

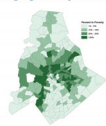
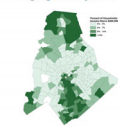
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Our History

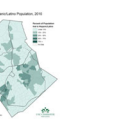
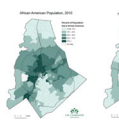
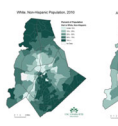


Segregation by Wealth

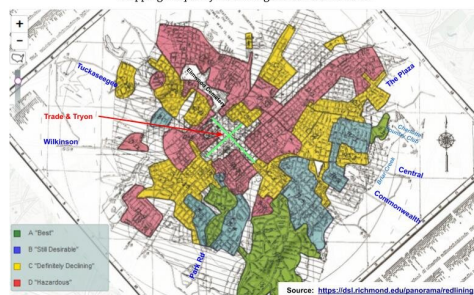
Segregation by Poverty



Segregation by Race and Ethnicity



Mapping Inequality: Redlining in New Deal America



Source: <https://dsl.richmond.edu/panorama/redlining>

Office of Equity, Mobility and Immigrant Integration

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Charlotte's Equity Initiatives



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RAMP

RENT AND MORTGAGE
ASSISTANCE PROGRAM



Office of Equity, Mobility and Immigrant Integration

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Equity in Action: City Equity Statement (Internal)

*The City of Charlotte is committed to creating and **inclusive culture** where our employees can show up and belong as their **full authentic selves**. **Diversity is our strength**, as an organization and a community, and this strength is amplified through our **pursuit of justice and equity**.*

*To serve our community with integrity, we must **address racial and other identity based inequities, historic exclusion, and upward mobility**.*

Richmond, Virginia

The Richmond Equity Agenda

- | | |
|---|--|
| 1 Addressing and Preventing Health Disparities | 6 Creating Equitable Climate Action and Resilience |
| 2 Housing as a Vaccine for Poverty | 7 Reimagining Public Safety |
| 3 Equitable Transit and Mobility | 8 Telling the Real History of Richmond |
| 4 Community Wealth to Combat Economic Inequity | 9 Community Engagement and Trust |
| 5 Supporting and Caring for our Children and Families | 10 Economic Development |

Our roadmap to a more inclusive and thriving city is the Equity Agenda, which will be formally introduced to Richmond City Council as a resolution. But before it's introduced, we want to be sure it reflects the city's vision - **that includes yours**.

SCAN HERE:

Do you see any gaps?

ADD YOUR INPUT
BEFORE APRIL 18.
RVA.GOV/RVAEQUITY



Advancing Racial Equity for Black Louisville

In light of the tragic death of Breonna Taylor and recognizing the imperative need to address the impacts of racism and dismantle systemic racism, Mayor Greg Fischer is issuing an executive order declaring racism as a public health crisis to acknowledge and address the societal, physical and mental health impacts on Black residents and all Louisvillians. In addition, the Mayor is pursuing a robust state legislative agenda that includes changes to promote transparency and accountability in police-involved disciplinary matters, equity initiatives, bail reform and voting rights. In addition, many of these steps will take budget approval from the Metro Council. This plan, which includes several strategies that can be accomplished in Mayor Fischer's remaining two years in office but many that will require additional time to complete, will be monitored and include community input in internal and external programmatic and policy work. Mayor Fischer's strategy includes the following seven areas of work:

Becoming *One Fairfax* is Fundamental to Fairfax County's Continued Success



APPLYING AN EQUITY LENS

- **Proposals:** What is the policy, program, practice or decision under consideration?
- **Desired Results:** What are the community-level conditions we aim to impact?
What are the outcomes we want to achieve?
- **Analysis of Data:** What data do we have? What data do we need? What does the data tell us?
- **Community Engagement:** How have communities been engaged?
Are there opportunities to expand engagement?
- **Strategies for Equity:** Who will benefit from or be burdened by these actions?
What strategies will advance equity or mitigate unintended consequences?
- **Implementation:** Is the plan feasible? Is it adequately resourced?
- **Accountability:** How will impacts be documented and evaluated? Are anticipated outcomes being achieved? How can we course correct?
- **Communications:** How are we changing the narrative? What messages will we use to counter implicit bias?

We ALL do better when we ALL do better!

Other Efforts

City of Long Beach

Equity indicators framework

The indicators in this profile are presented in five sections. The first section describes the city's demographics. The next three sections present indicators of the city's economic vitality, readiness, and connectedness. The final section explores the economic benefits of equity. Below are the questions answered within each of the five sections.

Demographics:

- Who lives in the city, and how is this changing?
- Is the population growing?
- Which groups are driving growth?
- How diverse is the population?
- How does the racial/ethnic composition vary by age?

Economic vitality:

- How is the city doing on measures of economic growth and well-being?
- Is the region producing good jobs?
- Can all residents access good jobs?
- Is growth widely shared?
- Do all residents have enough income to sustain their families?
- Are race/ethnicity and nativity barriers to economic success?
- What are the strongest industries and occupations?

Readiness:

- How prepared are the city's residents for the 21st century economy?
- Does the workforce have the skills for the jobs of the future?
- Are all youth ready to enter the workforce?
- Are residents healthy? Do they live in health-promoting environments?
- Are health disparities decreasing?
- Are racial gaps in education decreasing?

Connectedness:

- Are the city's residents and neighborhoods connected to one another and to the region's assets and opportunities?
- Do residents have transportation choices?
- Can residents access jobs and opportunities located throughout the region?
- Can all residents access affordable, quality, convenient housing?
- Do neighborhoods reflect the city's diversity? Is segregation decreasing?

Economic benefits of equity:

- What are the benefits of racial economic inclusion to the broader economy?
- What are the projected economic gains of racial equity?
- Do these gains come from closing racial wage or employment gaps?



We exemplify and instill diversity, equity, and inclusion as essential parts of internal and external policy-making and the delivery of City services.

EquityNYC

Explore the economic, social, environmental, and physical health of New York City across race/ethnicity, gender, location, and income.

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Not Linear



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What we heard from the Committee

- Acknowledgement of our role
- Equity lens should be embedded in core responsibilities that do not change over time, in addition to our priorities
- Don't center the conversation around unintended consequences.
 - Make sure they do not occur and reflect that commitment in our language
- Engagement is important, specifically who will steer this effort?



Framing Statement

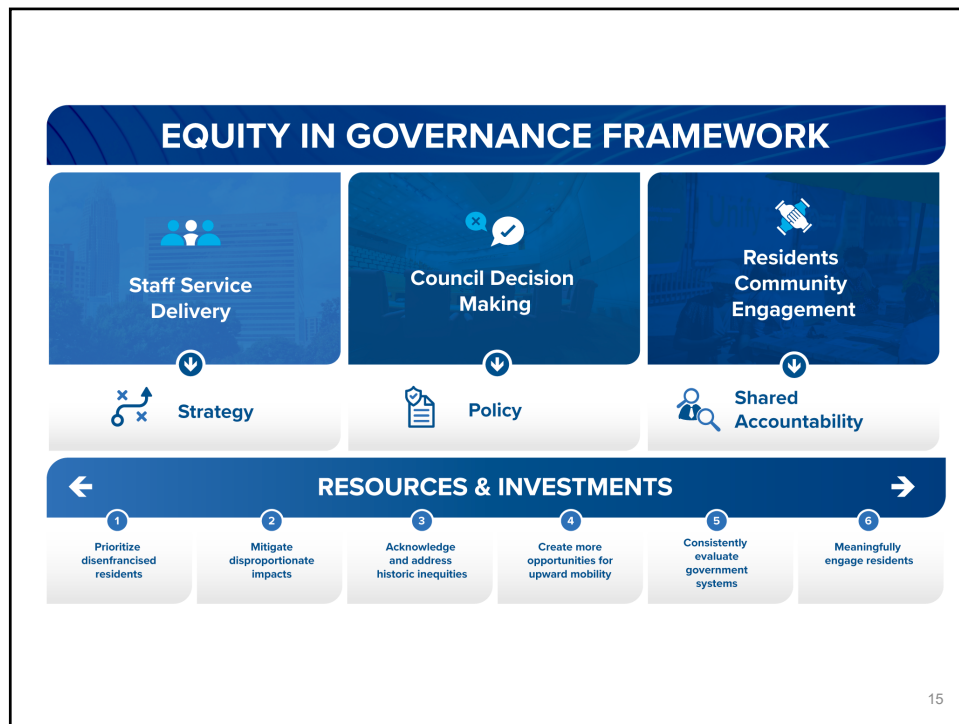
*The City of Charlotte **recognizes and acknowledges** its role in the creation and perpetuation of systemic inequities through policies enacted and practices committed throughout its history.*

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

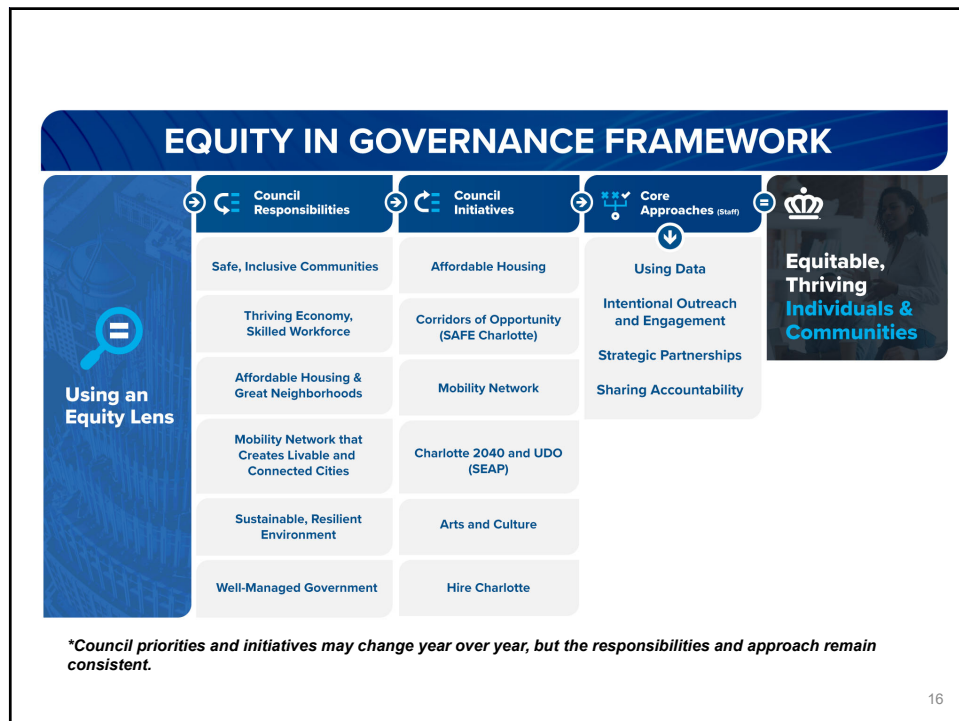
*To serve our community with integrity, we **must address racial and other inequities and exclusion by:***

- 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.



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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?



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Framework Engagement Strategy

Step 1: Leverage Existing Groups and Relationships

- Individual/small group meetings with City Council members
- Present 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*
- *Seek feedback from community-based organizations*

Step 2: Partner with the Duke Sanford Policy Lab on researching the questions - How can policy debates include an equity lens? What is the best public policy definition of equity?

Step 3: Report back on suggested incorporations into the Framework for Council proposed adoption August 22

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Questions?