

Legislation Text

File #: 15-18995, Version: 2

Equity in Governance Framework

Action:

Approve the Environment, Engagement and Equity Committee recommended Equity in Governance Framework as an approach to address racial and other inequities and work towards a more inclusive, healthy, thriving, and equitable Charlotte.

Committee Chair:

Dimple Ajmera, Environment, Engagement and Equity Committee

Staff Resource(s):

Shawn Heath, Housing & Neighborhood Services
Federico Rios, Housing & Neighborhood Services

Proposed Framework

- The Equity in Governance Framework (Framework) establishes an approach for Council to intentionally incorporate an equity lens in policy development and other decision-making processes.
- The Framework is comprised of a statement of commitment and intention, a visual representation of how equity in governance is structured, and a set of equity lens guiding questions that act as a tool for policy development and review.
- The approach established in the Framework seeks to advance equity by:
 - Prioritizing disenfranchised residents
 - Mitigating disproportionate impacts
 - Acknowledging and addressing historic inequities
 - Creating more opportunities for upward mobility
 - Consistently evaluating government systems
 - Meaningfully engaging residents
- The Framework outlines a set of questions that Council can use to guide the development, implementation and evaluation of policies and decisions through an equity lens, including:
 - What does the policy seek to accomplish?
 - Have the people most impacted been engaged and how?
 - Who benefits or could be burdened by the proposal?
 - What benefits or adverse impacts could result from the proposal?
 - How was addressing racial or other inequities considered?
 - Will the proposal reduce disparities?
- The Framework is a living document that will continue to be refined based on continuous community engagement and lessons learned through implementation.
- In support of Council's approval of the Framework, the City Manager will direct staff to ensure that Council members are provided with information that supports the use of the equity lens guiding questions in policy development and decision-making.

Committee Discussion

- In February 2022, the Environment, Engagement and Equity (EEE) Committee began developing the Framework.
- On April 18, 2022, the EEE Committee voted unanimously (Ajmera, Winston, Johnson) to send the Framework to the full Council for consideration.

- On June 6, 2022, Council discussed the Framework and the engagement plan to seek feedback from Council-appointed boards and commissions, and community-based organizations.
- On October 10, 2022, Council received an update on and discussed the Framework.

Attachment(s)

Equity in Governance Framework