

#TogetherTKPK



Racial Equity Initiative Update

Jessica Clarke, Deputy City Manager

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Racial Equity Initiative Recent Developments

- **Deputy City Manager is a member of the new COG Chief Equity Officers Committee (previously the COG Racial Equity Work Group)**
 - Cooperative/rideable contracts for racial equity training and consulting
 - Regional training opportunities
- **Discussion with Deputy City Manager of Gaithersburg on possible collaboration**
- **GARE cohort completed the GARE “Train the Trainer” course at the end of October**
- **Created new Racial Equity Task Force made up of 8 mid-level staff members**
- **5 task force members completed the GARE Role of Government training**
- **Held first quarterly meeting of the Racial Equity Task Force**
 - Reviewed history of the Takoma Park Racial Equity initiative and member roles
 - Introduced GARE Racial Equity Toolkit concept
- **Public Administration Specialist work plan focused on disaggregating data by race & ethnicity; technical assistance for senior leadership team**



Racial Equity Initiative Recent Developments

- **Discussion with Boulder, CO Chief Equity Officer on Community Connectors program**
 - Trust-building with underrepresented communities e.g. Latinx manufacturing communities
 - Community Connectors receive \$25/hour, 6 hours per week plus \$400 stipend for childcare
 - ✓ Weekly meetings with Chief Equity Officer, sign Partnership Agreement
 - ✓ Rapid Response Racial Equity Assessments (RRREAs)
 - ✓ Design community engagement activities with City staff from the ground up
 - COVID-19 Recovery Equity Connector - \$20/hour, 3 hours per week, weekly call
- **MML Intern Matrix on Hiring a Racial Equity Officer**
- **Partnerships with anchor institutions in the area – e.g. UMD Consultancy**
- **New strategies for online engagement & Communications integration**



Council Priorities Framework

Goal: Further efforts related to racial equity.

Strategy:

- Develop strategy to address racial equity issues, including how we organize, institutionalize, and operationalize the racial equity framework; explore possible task force on racial equity.
- Continue to provide racial equity training to members of Council-appointed committees and other residents; seek grant funding for training.
- Conduct racial equity survey among City staff members.
- **Desired outcome:** Progress toward a more racially equitable community and government.



What can we do over the long-term?

Ideas from Other Cities

- Racial Equity Strategic Plan
- Racial Equity Task Force with Community Stakeholders
- Participatory Budgeting/Outcome Budgeting
- Racial equity provisions in Procurement code
- Equity Dashboards & Impact Assessments by Department
- Racial Equity Community Roundtables
- Racial Equity Brown Bag lunch series
- Racial Equity internal survey for staff



What three words best describe Takoma Park?

