

# CITY OF TAKOMA PARK - RACIAL EQUITY INITIATIVE - DRAFT ROAD MAP

March 2019

	Establish and Promote a Shared Vision for Racial Equity	Engage Diverse Stakeholders	Define and Implement Comprehensive Racial Equity Strategies	Share Accountability, Disaggregate Data and Measure Outcomes	Create and Sustain a Local Coordinating Infrastructure (Backbone)
<b>What have you done or are you currently doing to...?</b>	<ul style="list-style-type: none"> <li>&gt; See City's Racial Equity webpage here: <a href="https://takomaparkmd.gov/initiatives/project-directory/racial-equity/">https://takomaparkmd.gov/initiatives/project-directory/racial-equity/</a></li> <li>&gt; Adopted a Resolution "Committing the City Council to Systematically and Deliberately Apply a Racial Equity Lens in Decision-Making"</li> <li>&gt; Including a "Racial Equity Considerations Statement" on all agenda items that go before Council for discussion and/or action</li> <li>&gt; Joined Government Alliance on Race and Equity (GARE) / Participate in NLC's REAL (Mayor recently appointed as Chair of the REAL Council)</li> <li>&gt; Council included a new goal in its 2018-21 Priorities focused on racial equity</li> <li>&gt; The focus of the 2019 Council retreat is/will be on racial equity</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Believe we do a decent job of disseminating information to all residents (but there is room for improvement)</li> <li>&gt; Currently conducting a resident survey which has very direct questions about equity in service provision</li> <li>&gt; Held focus groups comprised of African immigrants and Spanish speaking residents; will supplement survey results with focus group reports; the consultants who conducted the focus groups noted how helpful it was to go get their feedback/input.</li> <li>&gt; Council appointed committees - not sure what the demographics are of these committees.</li> <li>&gt; Have quarterly meeting with Takoma Park Providers council (25ish area non-profit leaders in area that serve City residents)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Racial equity consideration in council decisions. (Don't have the same structure/formal mechanism in place across other depts.)</li> <li>&gt; Prioritized the development of a racial equity framework (as evidenced by the theme of this year's Council retreat)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Not disaggregating data by race/ethnicity</li> <li>&gt; We will be gathering data on perspectives of residents via community survey; developing measures and indicators of success for our affordable</li> <li>&gt; They want to and are trying to get a better grasp on who they are providing services to/who benefits most from various services and programs</li> <li>&gt; City provides scholarships on need basis for programs offered for residents - don't have data that tracks who the City is serving</li> </ul>	<ul style="list-style-type: none"> <li>&gt; This is effectively our City Council, but we are working with local service providers and residents and will possibly be formalizing a coordinating body in the future</li> </ul>
<b>What are steps you would like to take in the next 1 to 2 months to...?</b>	<ul style="list-style-type: none"> <li>&gt; Engage Council appointed Committee members and residents in bias training</li> <li>&gt; Conduct Council retreat, facilitated by racial equity experts</li> <li>&gt; Finalize Road Map</li> <li>&gt; Conduct community survey that includes pointed racial equity questions</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Awaiting results of survey and report on focus groups; will use to inform some next steps</li> <li>&gt; Awaiting report out from bias training consultant</li> <li>&gt; Increase the amount of PoC to engage in public discourse.</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Look at complaint based policies/procedures and (i.e.- traffic calming requests, requests for new sidewalks, etc.) currently come from predominately single family households which are mostly white. How can they shift policies &amp; procedures that can make it easier for communities of color to engage and partake?</li> <li>&gt; This Road Map can assist with thinking about next steps</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Looking at census data but concerned about accuracy</li> <li>&gt; Beginning to think through how the City can disaggregate data by race/ethnicity (we have deliberately not gathered demographic information in the past; need to rethink)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Identify a formalized body within City responsible for advancing racial equity</li> <li>&gt; Build out staff capacity to support racial equity efforts</li> </ul>
<b>What are steps you would like to take in the next 3 to 5 months to...?</b>	<ul style="list-style-type: none"> <li>&gt; Develop a strategic plan to address racial equity issues, including how we organize, institutionalize, and operationalize the racial equity framework</li> <li>&gt; Engage additional Council appointed Committee members and residents in bias training</li> <li>&gt; Conduct racial equity survey with staff</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Use information collected from surveys and current community engagement and Council discussion to devise next steps</li> <li>&gt; Identify additional ways outside of council meetings to engage communities of color</li> <li>&gt; Review and improve policies, procedures, and processes to reduce structural issues</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Leverage this Road Map and other resources to support in defining what racial equity looks like</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Identify where and how the City can disaggregate data by race/ethnicity in either specific program or department as starting point.</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Build out staff capacity to support racial equity efforts</li> <li>&gt; Assign tasks and responsibilities for formalized structure to identify priority areas and identify ways to support City's efforts to advance racial equity.</li> </ul>
<b>What are the potential unintended consequences for people of color...?</b>	<ul style="list-style-type: none"> <li>&gt; To what extent are people of color participating in the development of the shared vision? How is the vision being communicated and promoted to all residents?</li> </ul>	<ul style="list-style-type: none"> <li>&gt; People of color could be left out of the engagement process</li> <li>&gt; More people of color could be at the table making decisions</li> </ul>	<ul style="list-style-type: none"> <li>&gt; People of color could be left out of the engagement process</li> <li>&gt; More people of color could be at the table making decisions</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Data is not disaggregated by race/ethnicity.</li> <li>&gt; Data will not reflect what the current disparities and effects of policies, practices and procedures to undo any inequitable outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>&gt; People of color could be left out of the engagement process</li> <li>&gt; More people of color could be at the table making decisions</li> </ul>
<b>What local support and resources are helpful as you work to...?</b>	<ul style="list-style-type: none"> <li>&gt; Funding assistance for trainings, resources</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Assistance from community leaders with engaging hard to reach groups</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Assistance/review of plans by NLC, GARE</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Shared data, where available</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Assistance from community leaders with engaging hard to reach groups; encouraging participation</li> </ul>
<b>What role, if any, could REAL play to support your efforts to...?</b>	<ul style="list-style-type: none"> <li>&gt; Participation in community conversation; possibly provide grant funds for additional training; provide direct assistance</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Support City in identifying ways to engage diverse stakeholders through formalized structure</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Support City in defining comprehensive racial equity strategies</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Support City in how to disaggregate data by race/ethnicity.</li> <li>&gt; Help to identify where City can start disaggregating data</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Support City in identifying ways to formalize structure</li> </ul>