

#TogetherTKPK



# Racial Equity Initiative What's Next?

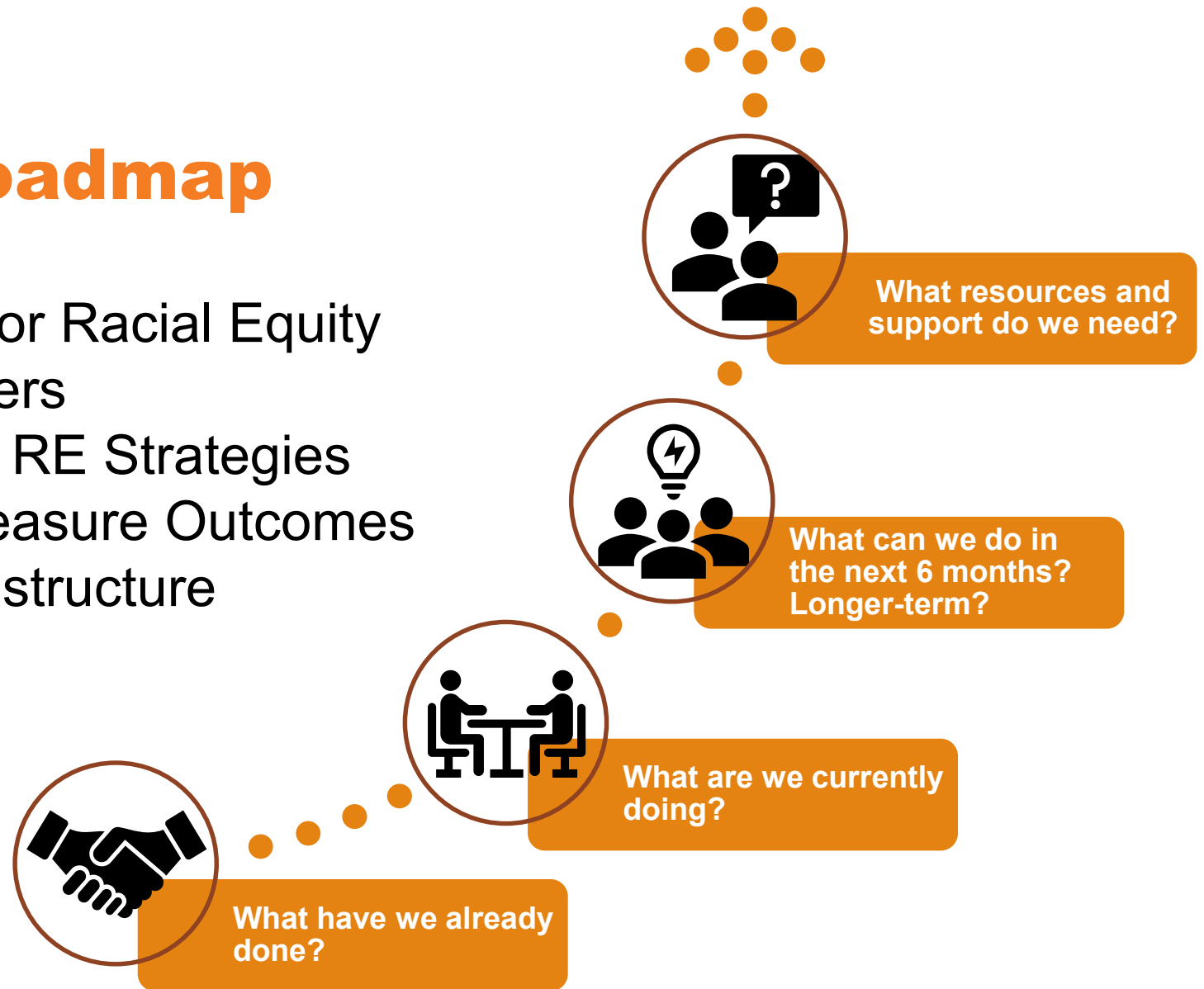
Jessica Clarke, Deputy City Manager

September 30, 2020



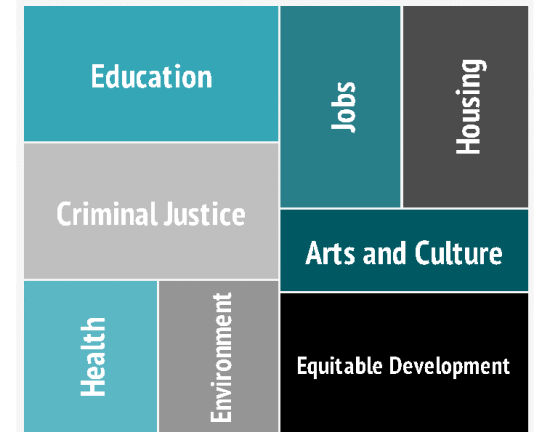
# Racial Equity Roadmap

- Establish a Shared Vision for Racial Equity
- Engage Diverse Stakeholders
- Implement Comprehensive RE Strategies
- Disaggregate Data, and Measure Outcomes
- Create a Coordinating Infrastructure



# What have we already done?

- City Council adopted the Racial Equity Framework in April 2017
- Racial Equity Considerations are included on all Council agenda items
- City involvement in Government Alliance on Racial Equity (GARE), NLC Race, Equity, and Leadership (REAL), and Living Cities' Racial Equity Here
- City Council added racial equity to the 2018-2020 Policy Priorities
  - Racial equity is incorporated into Climate Action Plan, Cultural Plan
  - Adopted Housing and Economic Development Strategic Plan
- Completed 2018 Resident Survey and focus groups
- City Council and Senior leadership team trained by GARE, and What's My Bias workshops offered to committee members and residents



What three words best describe Takoma Park?



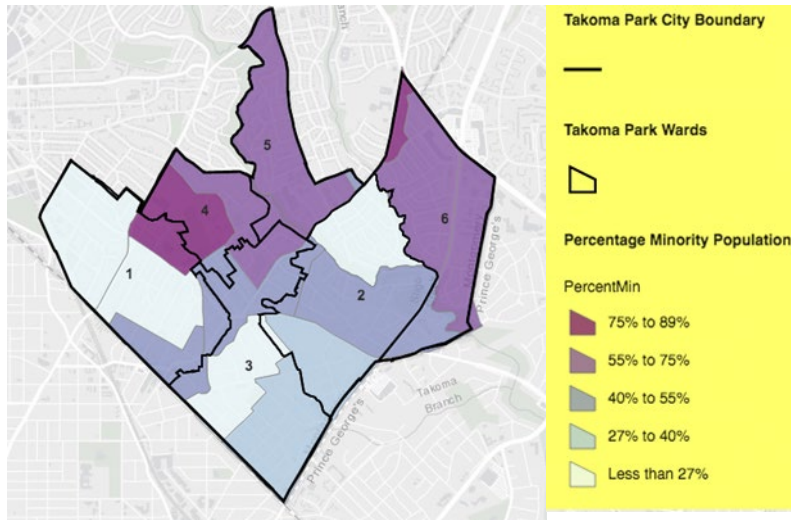
# What are we currently doing?

- Hired MML UMD intern for racial equity best practices research
- Demographic survey of Committee members & Committees review
- 4 staff members joined the yearlong GARE Regional Learning Cohort
- Included staff diversity report in the City budget for the first time
- **COVID-19 Response with targeted strategies**
  - Multi-family dwellings guidance & pop-up testing
  - COVID-19 Dashboard
  - COVID-19 Emergency Assistance Fund
- **Reimagining Public Safety Task Force**



# What are we currently doing? (cont.)

## Shift from Reactive to Proactive Services



- **Bus Shelter Improvements**
- **Public Space Management - Parks Assessment**
- **Tree Canopy Resolution revisions**
- **Recreation Center Redevelopment**
- **Community Engagement**
- **2020 Census & Elections Outreach**

# What can we do in the next 6 months?

## 1. BUILD ORGANIZATIONAL CAPACITY

- Provide technical assistance to the Senior Leadership team
- Exchange best practices with other jurisdictions
- Core group of staff to complete the GARE “Train the Trainer” course at the end of October
- Expand the number of staff trained in racial equity principles beyond the senior leadership team
- Convene trained staff – Racial Equity Leads - quarterly for cross-departmental work and brainstorming
- Develop in-house training capability



# What can we do in the next 6 months? (cont.)

- **GARE Train the Trainer course**
  - How to be a facilitator for racial equity discussions
  - [History of Government and Racial Inequity in the U.S.](#)
  - [What is implicit bias](#)
  - What is the GARE racial equity toolkit
  - How should the racial equity toolkit be used in government
  - Racial equity toolkit case studies
  - How to measure performance & use data
  - How to deliver a racial equity toolkit training to other staff
  - How to coach other staff in communicating about race
  - How to achieve effective community engagement
  - Root Cause Analysis
  - Access to the GARE portal



# What can we do in the next 6 months? (cont. 2)

## 2. IMPROVE PROJECT EVALUATION AND DATA ANALYSIS

- **Build on the Racial Equity Considerations → Racial Equity Toolkits by Project**
  - Toolkit form includes the Racial Equity Considerations as part of evaluation
    - ✓ What are potential racial equity impacts of this particular decision? Who may benefit and who may be burdened?
  - Form asks four key questions
    - ✓ How are you using data for this project and what does it tell us about who will be impacted by this project? Are there any data gaps?
    - ✓ How are you engaging the community and using community feedback in project design?
    - ✓ How are you evaluating the success of this project? Do you foresee any unintended consequences of this project on communities of color?
    - ✓ How has this project advanced racial equity? What are the long-term implications?
  - Project teams update toolkit throughout the project development, implementation, and evaluation phases
  - Publish on Racial Equity Initiative Webpage

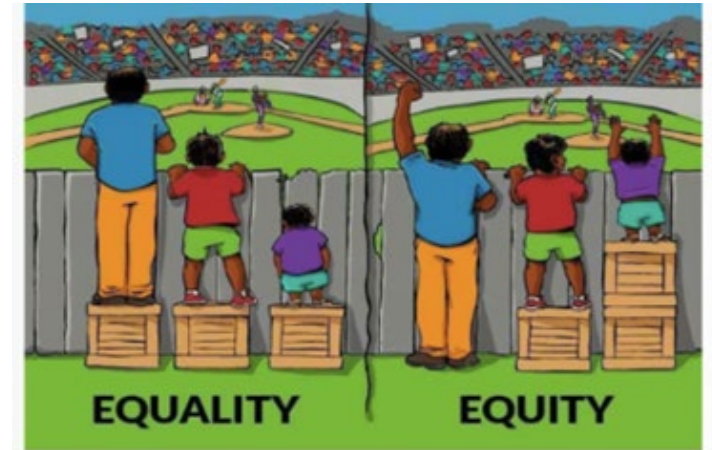




# What can we do over the long-term?

## Ideas from Other Cities

- Racial Equity Strategic Plan
- Racial Equity internal survey for staff
- Racial Equity Task Force with Community Stakeholders
- Fiscal 2022 Budget Asks
  - Hiring an Equity Officer
  - Stipends for Community organizers
- Racial equity provisions in Procurement code
- Equity Dashboards & Impact Assessments by Department
- Racial Equity Community Roundtables
- Participatory Budgeting
- Racial Equity Brown Bag lunch series



**Equality = Sameness**  
Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

**Equity = Justice**  
Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

Adapted by the City of Portland, Office of Equity and Human Rights from the original graphic:  
<http://donaldbonaparte.com/img/2013/01/Equality-Doesnt-Mean-Justice-Facebook-Photo.jpg>



# **Thank you!**

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