

Racial Equity in Takoma Park

By: Jordyn Battle, Public Administration Fellow
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Summer Progress

Became Familiarized with Racial Equity Resources

1. GARE
2. NLC REAL
3. Webinars

Conducted Preliminary Racial Equity Research

1. How are other Cities applying a racial equity framework?
2. Interviewed racial equity coordinators and created a Racial Equity Best Practices Matrix

Met with Stakeholders in Racial Equity

1. Spoke with the 4 Takoma Park GARE Representatives
2. Met with GARE contact person
3. Attended GARE Symposium

Analyzed Race and Ethnicity Data for the City's Staff

1. Disaggregated race-ethnicity data for the city staff by department and salary to complete a Staff Diversity Report
2. Applied race-ethnicity data to complete a COVID19 Impact Assessment

Racial Equity Best Practices Matrix

Racial Equity in 'Small' Cities								
*I was unable to interview a many cities as I had hoped, so this matrix is just a starting point and can be expanded upon! The GARE Portal has many other helpful resources, tools, and discussions!								
City	Type of Government	Position	Day-to-Day Operations	Racial Equity Tools	Racial Equity in Community Engagement	Racial Equity Data Collection	Racial Equity in Budgeting	Racial Equity Training
Alexandria, VA	Council Manager	Race and Social Equity Manager Jacqueline Tucker City of Alexandria Phone Number: 703-746-4770 Email: jacqueline.tucker@alexandriava.gov Reports to Deputy City Manager	Direct the City government's race and social equity programs, and work to build a framework to ensure policy decisions advance race and social equity for all Alexandria residents. She will collaborate with City departments, employees, community members and other stakeholders to help Alexandria become a more equitable community. 1. Building infrastructure from scratch 2. Communication towards vulnerable minority groups 3. Covid-19 response with race equity focus 4. Strategic short and long term planning 5. Interdepartmental racial equity groups	1. Adapted GARE toolkit to covid 2. Gare portal and network	1. Living Cities Engagement Framework 2. Menus Community Partners Framework 3. Relationship building 4. Grassroot organizing	1. ACS and Census data 2. Utilize data from County 3. Work with non-profit/universities	1. GARE portal budget tools	1. How to use race equity toolkit 2. Government role in race 3. Implicit bias 4. White dominant culture
Iowa City, IA	Council Manager	Equity Director Stefanie Bower Phone Number: 319-356-5922 Email: stefanie.bower@iowa-city.org Reports to City Manager	The Equity Director serves as adviser to the City Manager on issues of equity & inclusion, and the LGBTQ Liaison to the City Manager's Office. Specifically, she focuses on providing strategies, planning, facilitation, and development of government work on racial equity and engagement for the present and long term. Her work also includes enforcement and protection of Iowa City's Human Rights Ordinance. She also publishes the monthly newsletter on social justice and racial equity (The Lens), the quarterly report, and the annual report on racial equity. 1. Works with departments on how to use racial equity toolkit 2. Releases an annual report on racial equity (city staff demographics, boards/commissions demographics, police traffic stops, racial discrimination complaints) 3. Releases quarterly reports on what racial equity work is currently being done 4. Newsletter 5. City manager round table, meets with other stakeholders in racial equity and the community	1. King County racial equity toolkit 2. How do you train to departments on how to apply toolkit to policies/initiatives	1. It's important to be present in the community 2. It's important to collaborate with community partners 3. Utilizing departments that have more connections with the community 4. City manager's roundtable was helpful 5. Increased the amount of language translations that are offered 6. Discourages relying on surveys	1. Collected data on police traffic stops 2. Collected data on youth of color's interaction with police which led to the creation of a diversion program 3. Collected data on police stops relating to broken tail light/headlights and created a voucher program in place of a ticket 4. Collected data on delinquencies in utility bills from DHS and HUD, through GIS mapping they overlaid income with DHS data	1. Uses the toolkit to analyze the burden of a proposal 2. Budget analysis used to remove line items for childrenging adult books at the library. Found that the \$50,000 revenue loss was worth the impact on the community 3. Will do a budgetary analysis on transit charging for rides, will assess revenue sources	1. Mandatory white privilege training for permanent full time staff (600) 2. Implicit Bias training 3. Cultural proficiency training 4. Fair housing and anti-discrimination training 5. Hosts lunch and learns 6. Attend conferences and collaborate with neighboring cities/counties
Fairfax, VA	County	Chief Equity Officer Karia Bruce Phone Number: 703-324-5360 Email: Karia.Bruce@fairfaxcounty.gov Reports to County Executive	The Chief Equity Officer provides overall management of the One Fairfax strategic framework by serving as the county's racial and social equity liaison, engaging stakeholders and partners and advising and supporting the Board of Supervisors, executive leadership and department leadership in shaping and directing policy and practice to create equitable opportunity for all Fairfax County residents.	Apply an Equity & Empowerment Lens Convene Dialogue Series across deputy areas to explore opportunities for action utilizing equity baseline measures	Broaden & reconvene "Together We're the Answer" Engage Faith community Utilize SCPTV goal setting process	N/A	The role of an equity lead is to work with the leadership of their department to build capacity within the organization to consider racial and social equity Equity leads are provided with learning opportunities to build their foundational understanding of key concepts Department Equity Action Plans will be completed by the end of the calendar year	
King County, WA	County	Office of Equity and Social Justice Arun Sambataro Equity Strategies Manager Phone: (206) 263-1104 Email: arun.sambataro@kingcounty.gov	1. Accountability and coordination 2. Facilitate accountability of and coordination by all branches of county government regarding implementation of the Fair and Just principle of the county's strategic plan. 3. An analytical tools 4. Develop and support use of analytical tools to identify and review equity impacts of programs, policies and decisions at all levels of government, in order to amplify positive impacts and mitigate negative impacts. 5. Public/community engagement 6. Develop and support use of guidelines to be implemented across all branches of government for outreach, communication and community engagement to increase community access to information and opportunities to inform and shape county policies and services. 7. Organizational practices 8. Identify and support mechanisms to improve fairness and increase opportunities in government organizational practices in the areas of employment, contracting and procurement. 9. Support Equity and Social Justice awareness and training	Use an Equity Impact Policy Tool Phase 1: Explore, identify who will be affected Phase 2: Assess equity and community context Phase 3: Analyze and decision process Phase 4: Implement. Are you strong connected with community and usefulness? Phase 5: Ongoing learning, listen, adjust, and co learn with community and employees	Created a Community Engagement Workbook	Demographic Mix	Race equity works in leadership, operations & services, equitable budgeting, planning and policymaking, analysis & monitoring equity, community outreach, communication and education, and equitable facility and option improvements	Equities Engagement Report

Final Recommendations



Accountability

1. Establish Race Equity
Department Leads
2. Apply Condensed Racial
Equity Toolkit
3. Timeframe: Open for
Discussion

Applying A Racial Equity Toolkit

Staff Completes Shortened
Racial Equity Toolkit for
Project

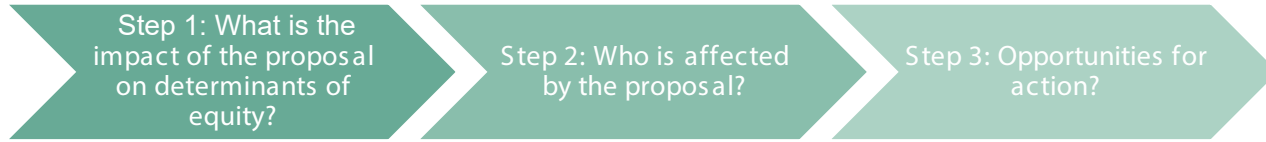
Race Equity Department Lead
Reviews Toolkit

Toolkit is Updated Through
Implementation and
Completion of Project

Toolkit is Published on Project
Webpage or in a Report

Iowa City, IA

1. 8 Departments received training on how to apply Racial Equity Toolkit
2. Used a three-step evaluation process



3. Example:

Adverse effects of overdue fines on children's access to library services.

The Library has chosen to look at how fines present a barrier to children from moderate to low income families and to eliminate these barriers if possible. The first step in their study was mapping out locations of children's library cards that were delinquent due to fines (owe \$10 or more). The data showed that the largest number of delinquent children's cards are in neighborhoods that have been identified by Housing and Urban Development (HUD) as low to moderate income. During FY20 budget preparation further study was done to determine what percent of all fine income came from children's materials.

America Walks Grant Racial Equity Toolkit

Proposal of Project

Safe Routes to School was awarded \$1500 from America Walks to construct a one mile themed sensory/fitness route titled “Walk in Someone Else’s Shoes.” The route intersects with the two elementary schools, middle school, Community Center, and library.

What is the impact of the proposal on determinants of equity?

Parks & Natural Resources

- Open space amenities offering varying degrees of public access include the Takoma Park Community Center, Montgomery County Public Schools, Washington Adventist University campus, Takoma Park Recreation Center, etc. (Public Space)

Neighborhoods

- Encourages active community engagement to increase awareness and mindfulness of equity

Who is affected by this proposal?

- The planned route is ADA compliant and is equitably accessible to all demographics of the city.
- Census tracts within the proposed route appear to be 20-30% white (Public Space Demographic Map)
- Children can utilize a project that promotes being active and discussing equity

Opportunities for action?

- An interactive web will be used to prompt participants to think about equity, mindfulness, diversity, etc.
- Outreach will be targeted to the school system, to encourage participation among children to increase awareness and education of racial equity through the interactive web map
- Include a follow up survey on the interactive platform to ensure feedback and accountability

Carrboro, NC (Population 21,314)

Applied full toolkit analysis to Community and Workforce Equity Project

2b) Data Analysis:
<p>1.What does the data tell you? Who is most negatively impacted in your analysis? Be specific.</p> <p>The data indicates that African American/Black residents and LatinX or Hispanic residents are most negatively impacted by the barriers to workforce equity. Although they represent a smaller percentage of the population as a whole, African American/Black residents and LatinX and Hispanic residents shoulder the greatest economic burdens in Carrboro. They have the least access to the highest paying jobs, they are more likely to not own their own homes, and as a result, they are more likely to experience severe housing cost burdens. African American/Black residents of Orange County have almost twice the unemployment rate for the county. (Employee Survey on Race and Equity) The data indicates reveal consistent differences between respondents of color and white, non-LatinX respondents. These differences will normalize, operationalize, and organize racial equity efforts.</p>
<p>2.What were the gaps in data? What additional data would be helpful? How can you obtain better data?</p> <p>We were not able to find updated information on a town level regarding unemployment by race/ethnicity.</p> <p>A total of 123 employees participated in the racial equity employee survey, accounting for a 75.5% response rate. A total of 118 questionnaires met the completion threshold and were useable, resulting in a 72.4% effective response rate. Among those who specified their gender, more than three quarter (71.3%) identified as male. In terms of race and ethnicity, a majority of survey respondents (72.9%) were White, non-LatinX. Black or African Americans accounted for less than a fifth (16.5%) of survey respondents. The remainder were Multiracial (7.1%) and Hispanic, Latina, or Latino (3.5%). One in ten (10.4%) respondents indicated they have a disability.</p> <p>Compare these findings with the number of staff disaggregated by race.</p>
<p>3.Please list the data sources you used in your final analysis:</p> <p>US Census Quick Facts, Statistical Atlas, NC Department of Commerce, US Census ACS 5 Year Table 2018, Orange County Demographics</p>

Trainings

1. Report out to the Community
2. Utilize GARE, NLC REAL, and [Racialequitytools.org](https://www.racialequitytools.org)
 - a. How to use a Racial Equity Toolkit
 - b. History of systemic racism
 - c. White privilege
 - d. Implicit bias
 - e. Community engagement
 - f. Public Safety

Iowa City, IA



CITY OF IOWA CITY : SOCIAL JUSTICE & RACIAL EQUITY Training

1. Conducts frequent race equity trainings for all City staff
2. Releases training information to the public in Quarterly Reports

February 6 and March 12 – Staff of Equity & Human Rights presented **"Iowa's Civil Rights History"** to a University of Iowa Introduction to Human Rights Course and Introduction to Legal Careers respectively. The office offers Know Your Rights, Fair Housing, and Civil Rights History presentations to the community as part of its educational outreach. To request a presentation email humanrights@iowa-city.org or call 319-356-5022.

February 25 – Staff of Equity & Human Rights, Human Resources, Parks and Recreation, Communications, Neighborhood and Development Services, City Manager's Office participated in **"Overcoming Unconscious Bias and Creating a Fearless Organization"** sponsored by Johnson County. How do you overcome unconscious bias at your organization? Here are three tips 1. Frame Your Bias (own-it!) 2. Challenge Your Bias (see if it is true) 3. Set It Aside (look through a new frame). Success comes in CANS not CANNOTS!

February 26—Shanté Weston, Civil Rights Specialist from the City of Dubuque, spent a day with Equity and Human Rights. Ms. Weston, a former Federal investigator, was particularly interested in **how parties to a discrimination complaint required different interviewing techniques** than those involved in security-clearance background checks.

February 27- Staff of Equity & Human Rights participated in the **Human Rights Campaign webinar** on Municipality as an employer.

March 26 – Staff of Equity & Human Rights participated in the **Human Rights Campaign webinar** on Municipal Services.



January 15 –Equity and Human Rights participated in **"Race: The Power of an Illusion"** in a learning exchange that brought together professionals, volunteers, and community members to have conversations about the intersections of race, equity and child welfare. The purpose was to build capacity to reduce disproportionality and disparity by providing participants with a safe

Keep People Informed on City Efforts

1. Webpage Updates
 - a. Highlight race equity efforts (ex. Bus Stop Improvement Plan)
2. Race Equity Reports
 - a. Staff Diversity
 - b. Training
 - c. Commission Demographics
 - d. Toolkit Analyses
 - e. Traffic Stops

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



Fairfax, VA

1. Establishing Clear Goals
2. Highlights racial equity efforts on webpage



APPLYING AN EQUITY LENS

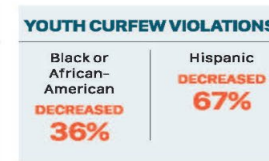
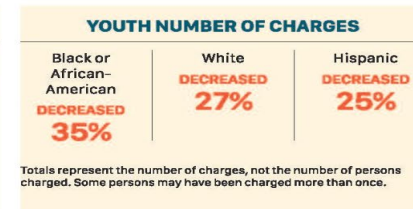
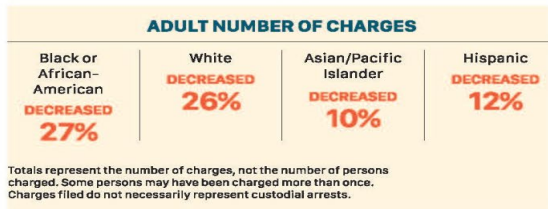
- **Proposal:** What is the policy, program, practice or decision under consideration?
- **Desired Results:** What are the community-level conditions we aim to impact? What are the outcomes we want to achieve?
- **Analysis of Data:** What data do we have? What data do we need? What does the data tell 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?
- **Communication:** How are we changing the narrative? What messages will we use to counter implicit bias?

We ALL do better when we ALL do better!



Iowa City, IA

1. Annual Racial Equity Report
2. Social Justice and Racial Equity Quarterly Updates
3. Social Justice and Racial Equity Initiatives Monthly Newsletter



VIOLATIONS DECREASED BY 63%



City Staff at a Glance

234 Total Staff

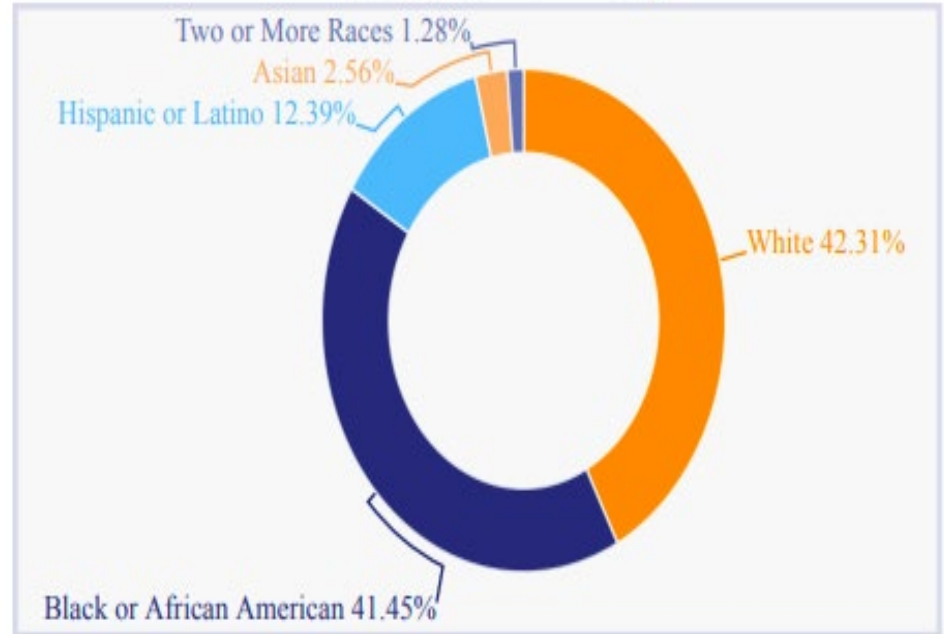
151 Full-Time and Elected

83 Part-Time

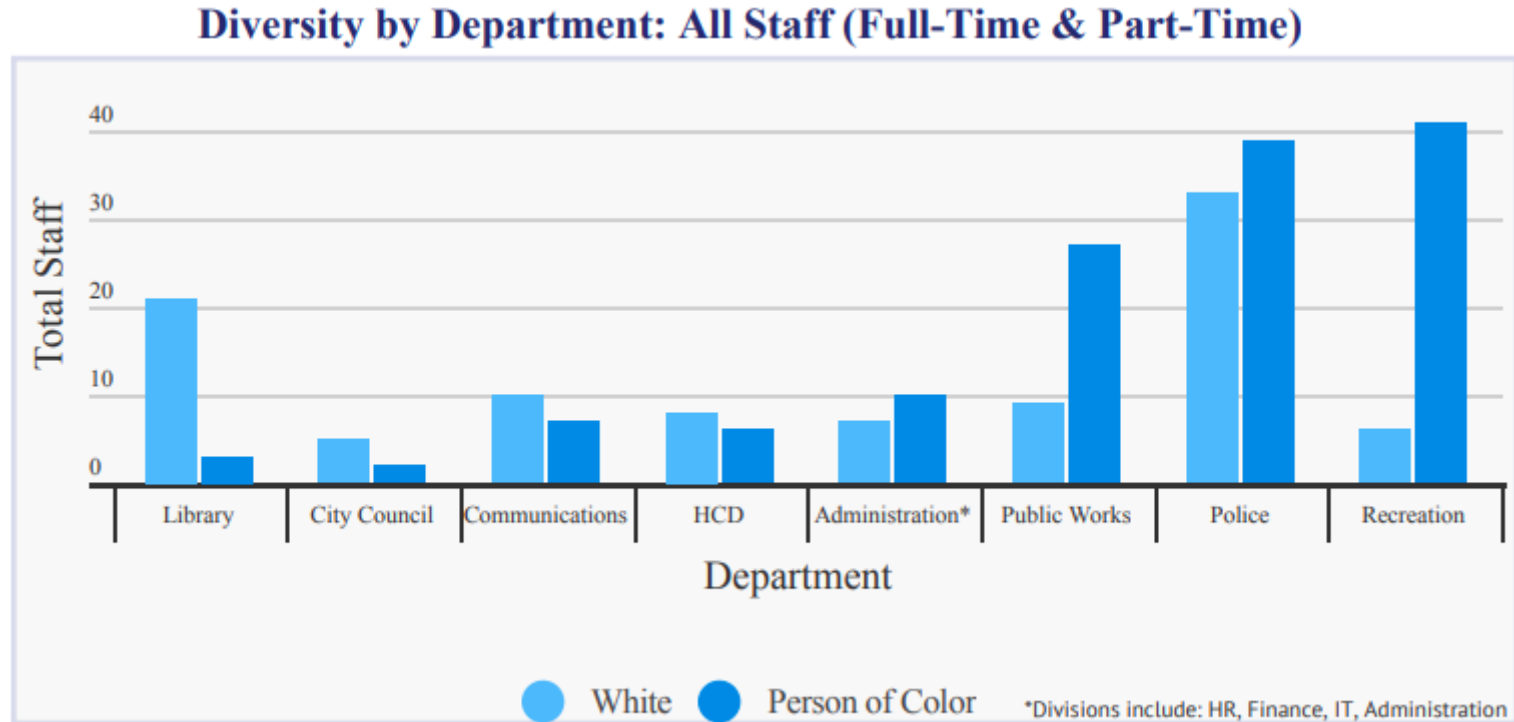
44% Identify as Female

58% Identify as a Person of Color

Race and Ethnicity

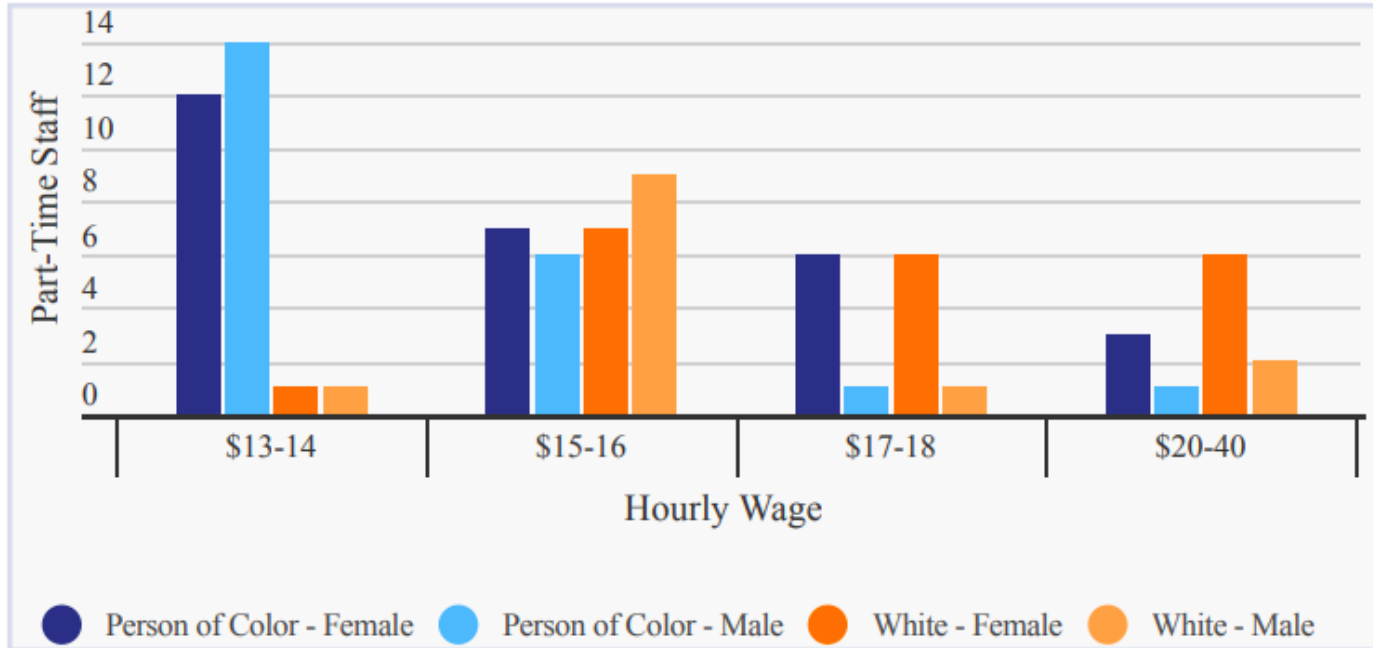


The majority of employees of color work in the Recreation, Police, and Public Works Departments.



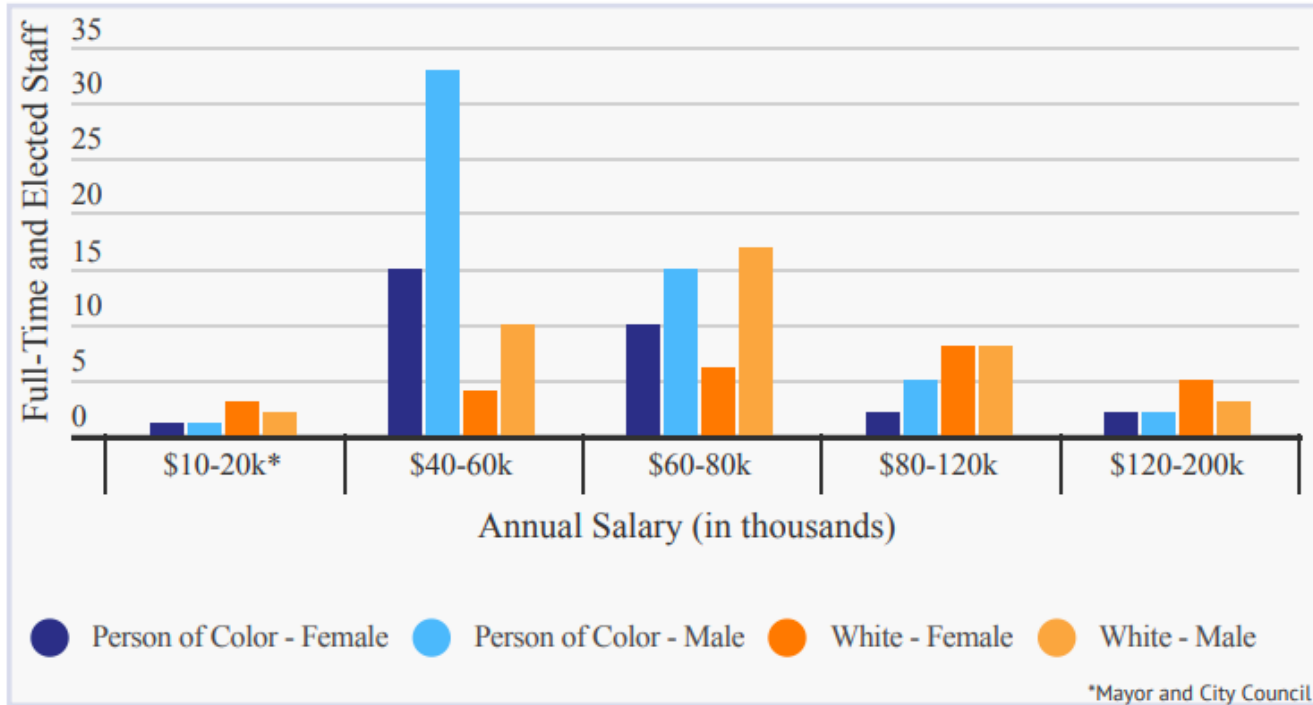
The majority of part-time staff working for the City of Takoma Park make between \$10-20 an hour. Of the 83 part-time staff, 50 identify as a person of color.

Part-Time Staff Salary Breakdown by Race and Sex



The majority of full time staff working for the City of Takoma Park make between \$40,000-80,000 annually. Of the 151 full-time and elected staff, 86 identify as a person of color.

Full-Time and Elected Staff Salary Breakdown by Race and Sex



Takeaways from Staff Diversity Report

Let's compare the lowest, middle, and highest thresholds for part-time and full-time salaries:

Part-Time Staff	Identifies as Person of Color	Identifies as White
\$13-14/hr	93%	7%
\$15-16/hr	45%	55%
\$17-18/hr	50%	50%
\$20-40/hr	33%	66%

Full-Time Staff	Identifies as Person of Color	Identifies as White
\$40k-60k*	77%	23%
\$60-80k	52%	48%
\$80-120k	30%	70%
\$120k-200k	33%	66%

*Omitting council salary

Recommendations for Human Resources:

1. Collect race and ethnicity data by position level
2. Collect race and ethnicity data on progression through interview processes
3. Continue to consider diversity during hiring practices
4. Continue to include employees of color in the decision making process

Closing Thoughts

1. Actionable Items
 - a. Create Race Equity Department Leads
 - b. Mandatory Race Equity Training for City staff
 - c. Report Race Equity Efforts Out to Community
2. *“Work done with good intentions, does not produce racial equity... or it would have already. **We need to focus on systemic impact.**” (GARE Pacific Northwest Cohort)*