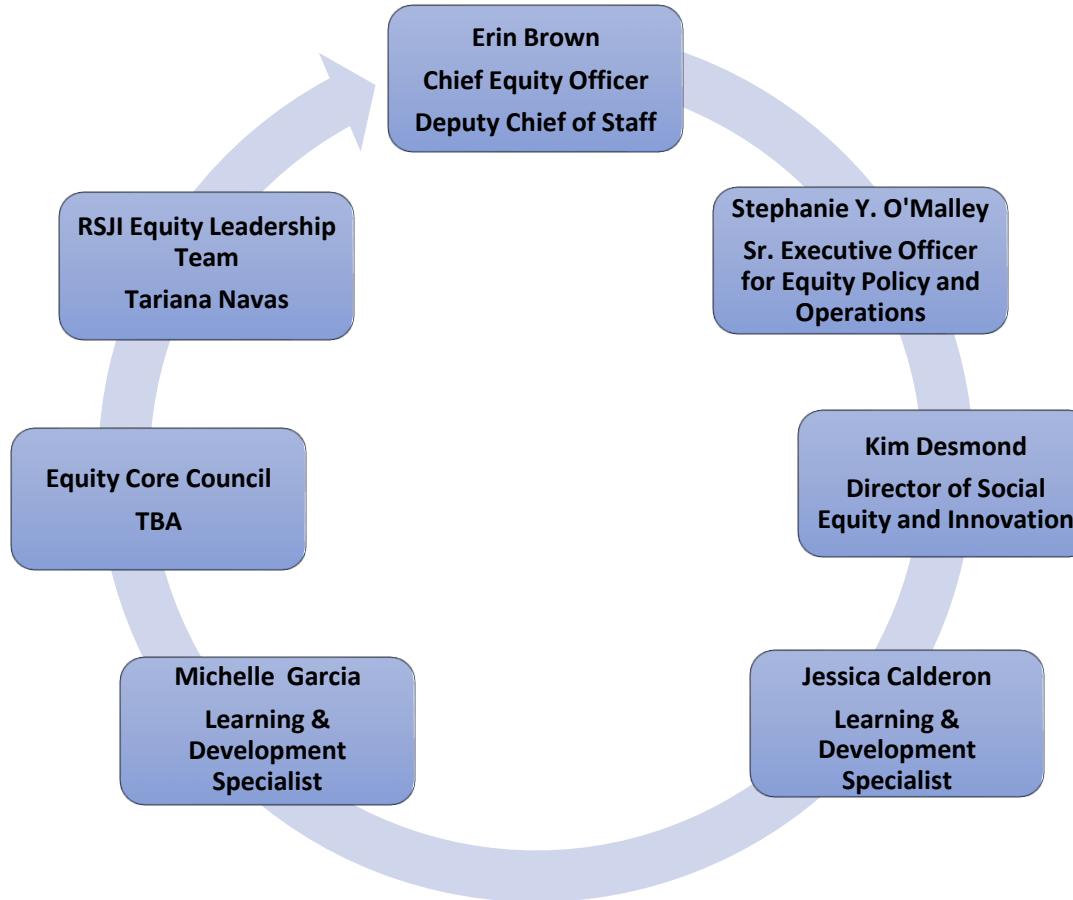


City Council Safety, Housing, Education & Homelessness Committee  
October 30, 2019  
Mayor's Office of Social Equity and Innovation

# Our Team



# Why a Mayor's Office of Social Equity and Innovation?

Inequities are prevalent within:

Government practices

Government systems

Government policies



The presence of inequity in government practices, systems, and policies lead to social inequity in environments that government intersects with including:

Affordable Housing

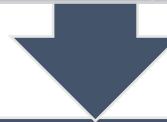
Business contracting for  
Small, Minority and Women  
Owned Businesses

Transportation

Growth and  
Development

Sustainability

Education



Government must be committed to social equity.

# Why we lead with “race”

Race explicit not exclusive...When we say “race” there is always an intersectional analysis of race and ethnicity, gender identity, individuals with disabilities, age, LGBTQ+ communities.

Racial inequities are deep and pervasive.

Learning an institutional and structural approach can be used with other areas of marginalization.

Systems approach to racial equity prioritizes the dismantling of systemic inequities.

# Mission

The Mayor's Office of Social Equity and Innovation prioritizes equity and its intersection with local government by adopting culturally responsive ideas and strategies to foster social justice, thriving neighborhoods, healthy work-place environments, and sustained businesses.



## Inclusion and Engagement

**We will** promote racially inclusive environments to foster collaboration and engagement.

## Program and Policy

**We will** develop and implement program and policy strategies to eliminate racial/ethnic social inequity.

# Equity Values

## Data

**We will** be data driven and accountable for producing tangible outcomes.

## Learning and Development

**We will** educate and equip city employees with knowledge and skills to address racial/ethnic disparities.

# Operationalizing Equity

## Operations

- Equity Leadership Team
- EDI Teams - Equity Plans
- Equity Core Council
- Equity Mapping
- Equity Tools
- Strategic Plan

## Policy and Practice

- Creation of Executive Order
- Policy | Ordinance Review
- Procurement | Contracts
- Equity Funds | Criteria
- Service Delivery | Access
- Culturally Responsive Engagement

## Learning, Training and Evaluation

- RSJI Academy
- Equity Workplans
- Equity Indicators
- Outcomes and Metrics
- UCB Academic Partnerships
- Citywide Equity Assessment

# Citywide Goals/Strategies

Goals	Strategies
Denver is an inclusive employer where city staff understand and are committed to achieving racial equity.	Equity, Diversity & Inclusion Teams (EDI) from each city agency/department will receive race and social justice training.
Denver is an inclusive city that designs racial equity into policies, practices, programs, and budgetary decisions to create equitable outcomes.	EDI Team members will partner with agency appointee to create a formal “Equity Plan.”
Denver is an inclusive government that effectively engages community to create equitable outcomes.	Equity Roundtables are being hosted to compile community engagement strategies to inform our 2020 strategic plan.  Convene ongoing community engagement sessions.

# City-Wide Equity Diversity and Inclusion (EDI) Teams

June/July 2019:

- EDI Team orientation
- Shared vision brainstorming

2019 Race and Social Justice trainings:

- City Council and legislative staff
- EDI Teams
- Mayor Michael B. Hancock and appointees





## City Engagement and Leadership

- February 2019 Equity Commitment
- Agency Presentations: Aligning and compiling perspectives around equity
- 2020 Budget Decisions
- Business Equity Leadership Team (BELT)



# Community Engagement

October 2019 - community engagement effort by hosting first Mayor's Equity Roundtable.

- Key stakeholders: Health, faith based community, education, non-profit, philanthropy, and business leaders.

Next Steps:

- Host future Equity Roundtables
- Convene ongoing community engagement sessions
- Design Community Engagement Plan Q3:2020



# Research and Evaluation Partner

Our research team is based at UC Berkeley (Goldman School of Public Policy) and is led by Dr. Elizabeth Linos. Dr. Linos is a behavioral scientist and public management scholar with over a decade of experience working in and with local governments. She specializes in behavioral science for public policy, and has designed programs of work with over 20 State and Local Governments across the U.S.



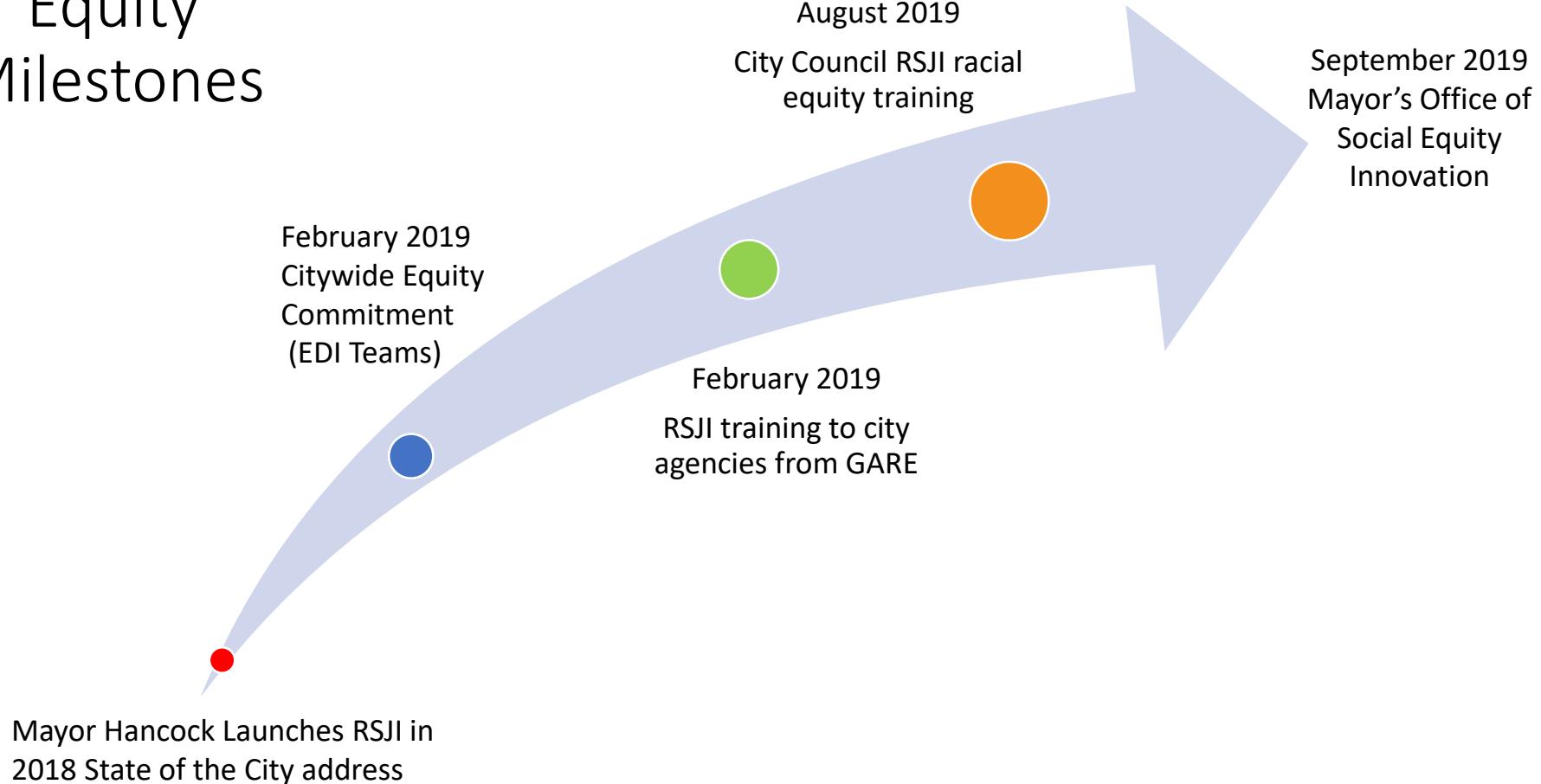
# Research and Evaluation Partner

## **Focus areas**

Design an overall evaluation strategy for the Initiative, including selecting appropriate city-wide metrics and launching new city-wide data collection (e.g., on budget prioritization).

Design and tweak training material around race and social justice, as well as an intervention strategy to increase take-up of future RSJI trainings.

# Equity Milestones



# National Partners

## Government Alliance on Race and Equity

### Mission

A national network of government working to achieve racial equity and advance opportunities for all.

## National League of Cities (NLC) Race, Equity and Leadership (REAL) initiative

### Mission

To strengthen local elected officials' knowledge and capacity to eliminate racial disparities, heal racial divisions, and build more equitable communities.

## UC Berkeley The People Lab

### Mission

To support government partners in designing and evaluating strategies to better recruit, retain, and motivate public servants.



# Next steps

1. City-wide equity scan
2. Community Engagement
3. Release Strategic Plan
4. Infrastructure mapping

Equity, Diversity and Inclusion teams (EDI) second cohort Race and Social Justice training

Q2:2020

2021

Q1: 2020

Q3: 2020

1. City-Wide Equity Plans
2. Executive Order

Ordinance

# Questions?

