

WORKING WITH CITY AGENCIES TO INCREASE SYSTEMS, POLICIES AND PRACTICES THAT SUPPORT SOCIAL EQUITY, RACE AND SOCIAL JUSTICE.

| DIRECTION AND PURPOSE | GOALS | STRATEGIES | KEY FUNCTIONS |
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| <p>Vision: Promote social equity, race and social justice within the City and County of Denver.</p> <p>Mission: The Mayor's Office of Social Equity and Innovation shall lead efforts to eliminate social inequity and race and social injustices by evaluating institutional and structural government systems, policies, and practices.</p> <p>Charter: SEI Seek information and best practices to dismantle racial inequities.</p> <p>Embrace ongoing engagement within our community and staff.</p> <p>Integrate equitable practices and policies across all city agencies and departments.</p> | <p>Goal 1: Denver will be an inclusive employer where city staff are valued, supported and given the tools to advance social equity, race and social justice.</p> <p>Goal 2: Denver will be an inclusive city that integrates social equity, race and social justice into policies, practices, programs, and budgetary decisions to create equitable outcomes.</p> <p>Goal 3: Denver will be an inclusive government that effectively engages the community to create equitable outcomes.</p> <p>Goal 4: Denver will use nationally recognized research and data-driven practices to support the city's progress toward social equity, race and social justice.</p> | <p>Strategy 1: Use research-based practices to develop content and facilitate learning related to social equity, race and social justice.</p> <p>Strategy 2: All city agencies and departments will develop equity plans to identify social equity opportunities and prioritize strategies that align with citywide goals.</p> <p>Strategy 3: Embrace ongoing engagement within our community.</p> <p>Strategy 4: Utilize data to measure the progress of defined goals concerning social equity, race and social justice.</p> | <p>Policy and Operations: Improve policy, service delivery and equitable distribution of resources to ensure that priorities of equity are integrated in key programs, practice and processes.</p> <p>Implementation: Support a variety of equity and inclusion initiatives by applying tools and training to normalize social justice practices across all city departments.</p> <p>Learning and Development: Create a culturally responsive learning and development platform for all city departments to enhance the skills needed to address racial disparities.</p> |

OUR EQUITY VALUES

Accountability and Transparency
Collaboration, Communication
Equitable Programs and Policy
Inclusion and Engagement
Innovation, Stewardship
Learning and Development

OUR FOCUS AREAS

Arts and Culture
Contracts for M/WBEs, SBEs, DBEs
Criminal Justice
Development and Sustainability
Youth and Education
Housing and Transportation

OUR CORE SERVICES

Advocacy/Policy
Data/Analysis, Technical Guidance
Facilitation, Coaching, Collaboration
Learning and Development
Program Monitoring/Evaluation
Work Plans, Inclusionary Budgeting

OUR INITIATIVES

Business Equity Leadership Team
Community Engagement
Employee Engagement
Identification of Equity Opportunities
Race and Social Justice Academy