



February 26, 2020
Mayor's Office of Social Equity and Innovation

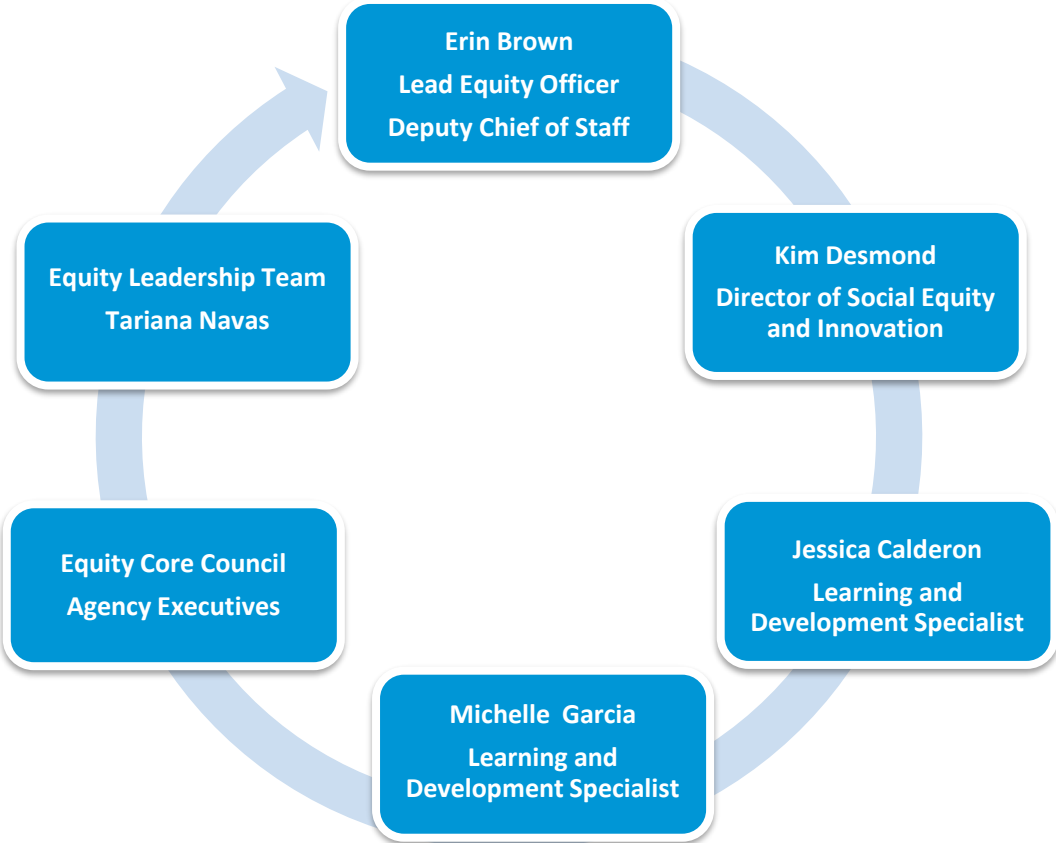
Presentation: City Council Safety, Housing, Education & Homelessness Committee

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.

Our Team



National Partners

Julie Nelson
Director/Senior Vice
President
Government Alliance on
Race and Equity (GARE)



Leon T. Andrews
Director
National League of Cities (NLC)
Race, Equity and Leadership
(REAL) Initiative



Rita Ossolinski
Program Director
National League of Cities (NLC)
Race, Equity and Leadership
(REAL) Initiative



Research and Evaluation Partners

OSEI is guided by our research team to centralize a behavioral science and public management approach to integrating equity into our local government practices, policies and training systems.

- UC Berkeley (Goldman School of Public Policy)
- University of Colorado Denver
- Ohio State University

*Our team has designed programs of work with over 20 State and Local Governments across the U.S.

Quantitative
Data Analysis

Qualitative
Data Gathering
& Analysis

Design
Intervention &
Evaluation

Implement,
Test & Build to
Scale

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:

Housing

Business contracting for
Small, Minority and Women
Owned Businesses

Transportation and
Mobility

Growth,
Sustainability, and
Development

Criminal Justice
Reforms

Youth and
Education



Government must be committed to social equity.

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 and ethnic social inequity.

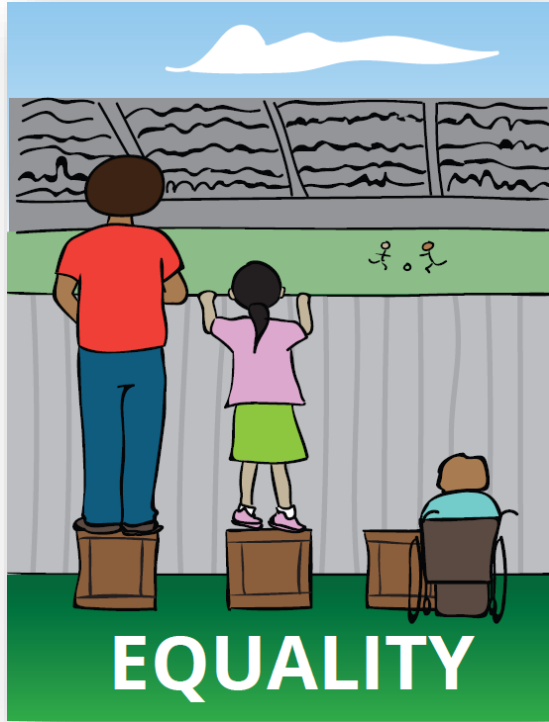
Equity Values

Data

We will be data driven and accountable to producing tangible outcomes.

Learning and Development

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



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.

Key Terms

Equality

Treating everyone the same regardless of their demographics or specific need.

Equity

The fair treatment, access and opportunity and advancement for **ALL** people, while at the same time identifying systematic barriers and systemic racism that have created inequity for communities of color, First Nations people and historically marginalized groups.

Racial Equity

Closing the gaps, so that race and ethnicity does not predict one's success, while also improving outcomes for **ALL** demographics.

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.

City-Wide Equity Goals

Denver will be an inclusive employer where city staff are valued, supported and given the tools to advance social equity, race and social justice.

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.

Denver will be an inclusive government that effectively engages the community to create equitable outcomes.

Denver will use nationally recognized research and data-driven practices to support the city's progress toward social equity, race and social justice.

Mayor's Office of Social Equity and Innovation

Key Functions

Strategy

Oversees citywide equity work that spans all departments and initiatives with the goal of advancing racial equity in program and service delivery, budgeting, and community engagement.

Policy and Operations

Improves policy, service delivery and equitable distribution of resources ensuring the priorities of equity are integrated in key initiatives programs, practice and processes.

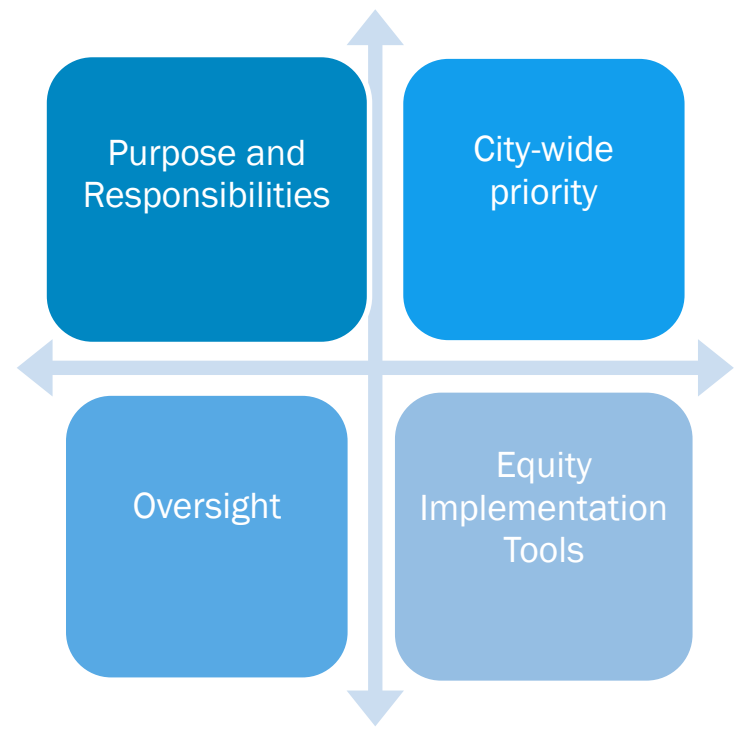
Implementation

Supports a variety of equity and inclusion initiatives, including the creation and application of equity tools and training to normalize and operationalize race and social justice practices across all city departments.

Learning and Development

Create and implement culturally responsive training and development platform for all city departments to enhance skills and knowledge to understand and address racial disparities.

Policy



Executive Order

Current/Future State
XO Committee Review and Comments



Operations



Equity Integration



City-wide
Equity Goals

Equity
Dashboard

Agency Equity
Plans

Training and Development

- Customized learning and development structure

Race and Social Justice Academy

Assessment
Implementation

- Efficacy of training as an intervention through UC Berkeley
- Technical support

- City Attorney's Office
- Office of Human Resources
- Denver Fire Department

Upcoming Sessions

City Employees

Creating Equitable Outcomes

Historically marginalized communities of color and First Nations people

City agencies

- ✓ Small Business Utilization for small, minority and women-owned businesses.
- ✓ Increase homeownership and affordable housing for historically marginalized communities of color, First Nations people.

City and County of Denver Employer

- ✓ Workforce representation and cultural inclusion from historically marginalized communities of color, First Nations people.
- ✓ Reduce burnout of front-line staff by improving social belonging.

Community Partnerships City and County of Denver

- ✓ Infant Mortality rates within Denver.
- ✓ Environmental equity by measuring noise vibrations.
- ✓ Creating inclusive neighborhood plans.
- ✓ Closing the education opportunity gap (77% of DPS students are students of color).

Current Action, Goals, and Strategies

Actions

- Established BELT, Denver's Business Equity Leadership Team
- Includes Executive Directors of Denver departments and programs that engage in procurement activities.

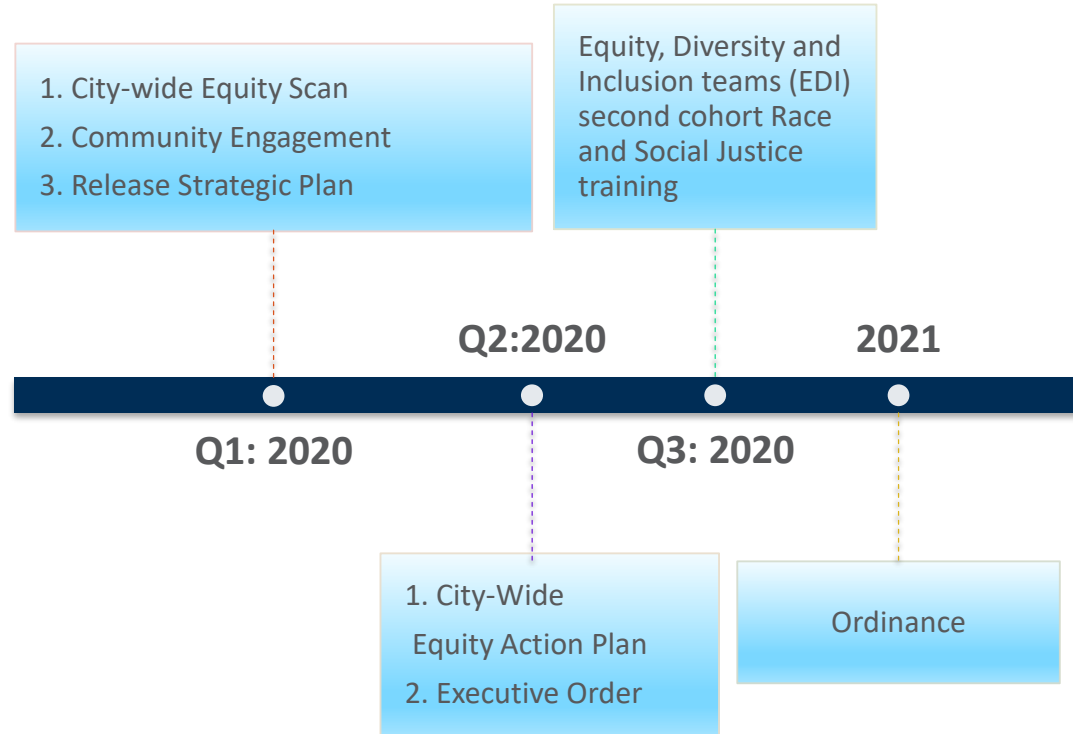
Goals

- Increase engagement of small, minority and women-owned businesses in the city's procurement environment.
- Build wealth in our neighborhoods by investing in small, minority and women-owned businesses.

Sample Strategies for Achievement

- Ensure all Denver small, minority and women-owned businesses can access and bid on city contracts by reducing barriers to entry.
- Promote equity in the procurement process by ensuring that delivery methods align with the city's equity values.

Next steps



Questions?

