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



Our Team

Erin Brown
Chief Equity Officer
Deputy Chief of Staff

RSJI Equity Leadership Team Tariana Navas

Tariana Navas

Equity Core Council TBA

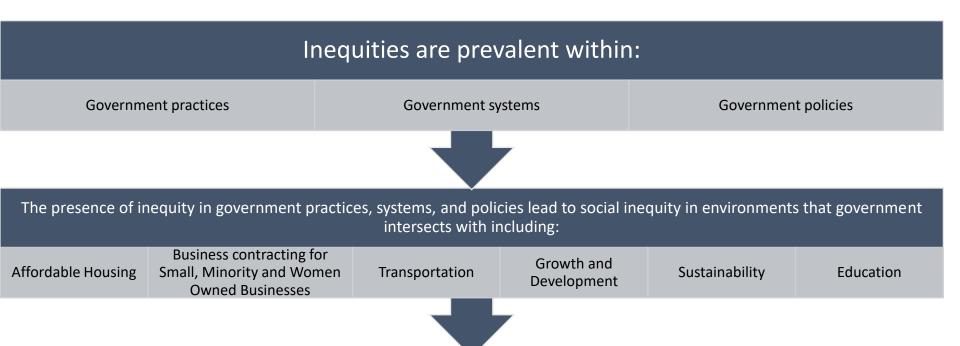
Michelle Garcia Learning & Development Specialist Stephanie Y. O'Malley

Sr. Executive Officer for Equity Policy and Operations

Kim Desmond
Director of Social
Equity and Innovation

Jessica Calderon
Learning &
Development
Specialist

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



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

Equity Leadership Team

EDI Teams - Equity Plans

Equity Core Council

Equity Mapping

Equity Tools

Operations

Strategic Plan

Creation of Executive

Order

Policy | Ordinance

Review

Practice

and

Policy

Procurement | Contracts

Equity Funds | Criteria

Service Delivery | Access

Culturally Responsive Engagement

earning, Training and

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, nonprofit, 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.

Quantitative
Data Analysis

Qualitative
Data Gathering
& Analysis

Design
Implement,
Test & Build to
Scale

Research and Evaluation Partner

Focus areas

Design an overall evaluation strategy for the Initiative, including selecting appropriate citywide 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

August 2019

City Council RSJI racial equity training

September 2019
Mayor's Office of
Social Equity
Innovation

February 2019 Citywide Equity Commitment (EDI Teams)

February 2019

RSJI training to city agencies from GARE

Mayor Hancock Launches RSJI in 2018 State of the City address



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

 City-Wide Equity Plans

2. Executive Order

Ordinance

Questions?

