

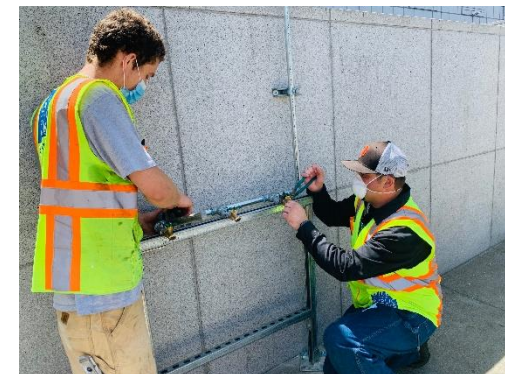


July 15, 2024

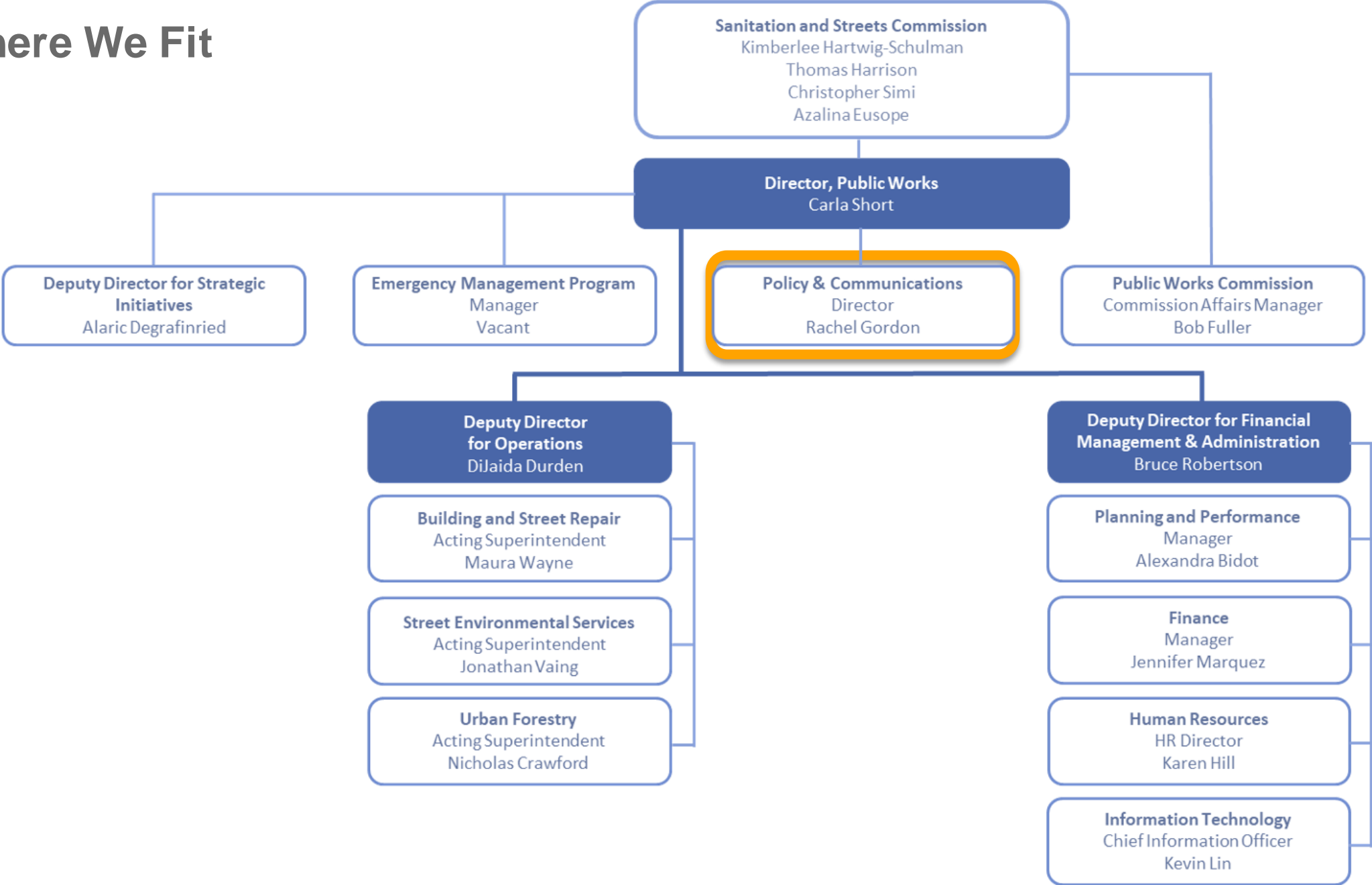
Racial Equity Initiative Update

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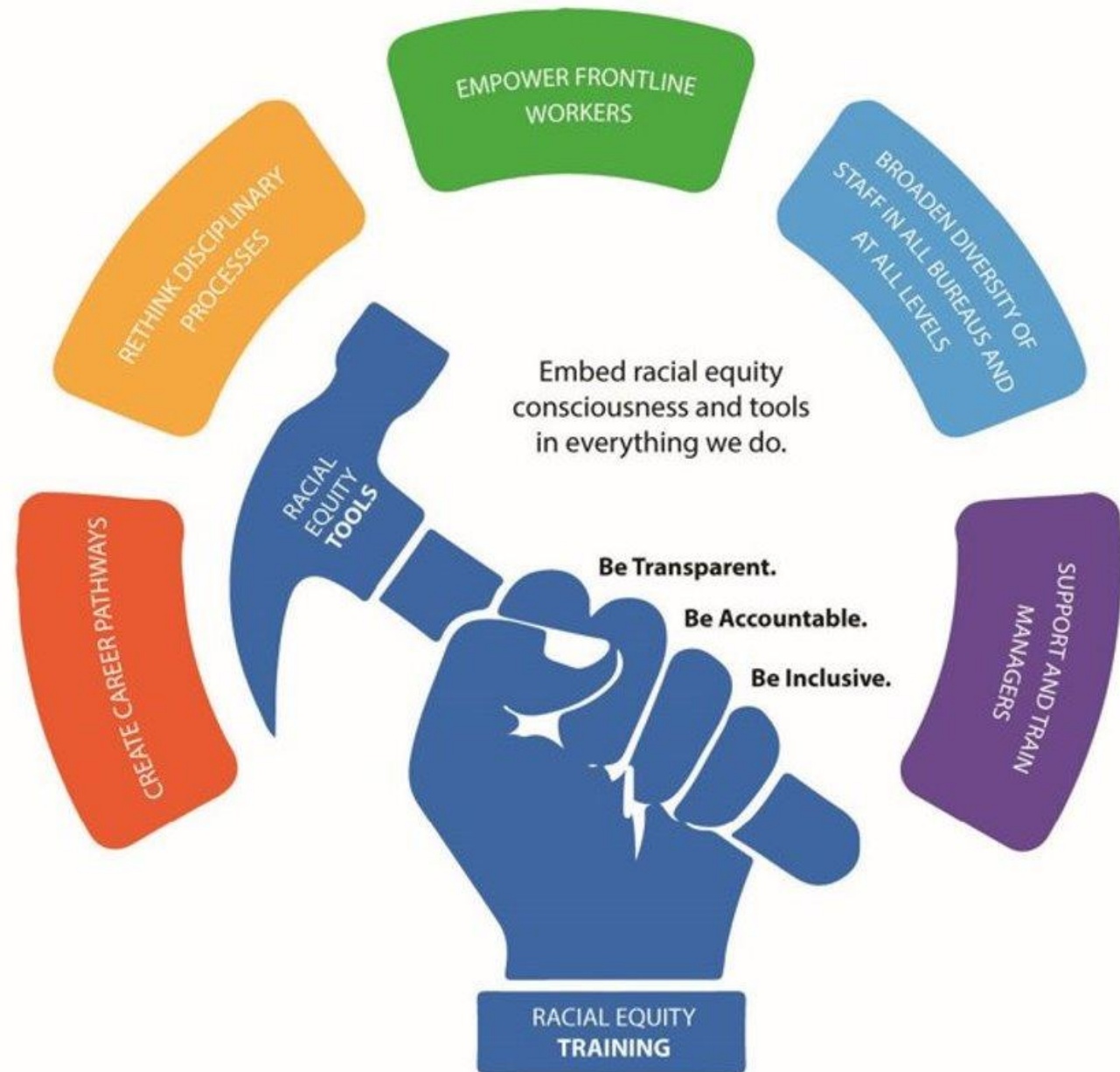
Where We Fit



Priorities

Racial Equity Action Plan

- Phase 1: Workplace
- Phase 2: Service delivery and community collaboration



Create an organizational culture of inclusion and belonging

2023 – 2024 Racial Equity Initiative Progress Report

- What was the racial disparity we focused on?
- Why was this a priority?
- What steps did we take?
- What did we learn?
- What follow-up and new projects will we be doing in the next year?
- What are the outcomes we are hoping for?

Structured by the citywide Office of Racial Equity, required for all City departments, due May 13, 2024

2023 – 2024 Racial Equity Initiative Progress Report

Create career pathways

- Uneven access to and information about promotional opportunities and planning for one's career pathway

Rethink disciplinary processes

- Uneven application of disciplinary actions; uneven understanding of disciplinary processes; need for de-escalation techniques to avoid disciplinary action

Empower front-line workers

- Need for front-line workers to have a voice in process improvement and department direction

Broaden diversity of staff at all levels

- Need for a racially-diverse management and professional staff that represents the demographics of the department

Assist and train managers to support all staff

- Need for managers to nurture a culture of inclusion and belonging and ensure equitable access to information, promotional opportunities and trainings

- What was the racial disparity we focused on?
- Why was this a priority?

2023 – 2024 Racial Equity Initiative Progress Report

Create career pathways

- Increased accessibility to information about promotional opportunities
- Initiating a one-on-one coaching project for staff

Rethink disciplinary processes

- High-level conversations with HR about disseminating information
- Operations-specific survey with front-line workers about their supervisors

Empower front-line workers

- Ongoing Operations Racial Equity Working Group
- Pocket guide to accessing Employee Portal and HR staff

Broaden diversity of staff at all levels

- Offered trainings, including how to get a City job and computer skills

Assist and train managers to support all staff

- Racial equity module in Supervisor Academy

- What steps did we take?
- What did we learn?

2023 – 2024 Racial Equity Initiative Progress Report

Create career pathways

- More staff apply for promotional opportunities and are successful in the hiring process

Rethink disciplinary processes

- Staff understand the disciplinary processes and trust is developed between them and supervisors

Empower front-line workers

- Front-line workers see that their voices are heard and that positive changes in the Operations division relied on their input and wisdom

Broaden diversity of staff at all levels

- All staff see themselves in upper-level positions and the department benefits from a diversity of perspectives and life experiences

Assist and train managers to support all staff

- Managers are more equipped to de-escalate difficult situations and tend to their team's individual and collective needs

- What are the outcomes we are hoping for?

2024 – 2025 Racial Equity Initiative Priorities and Projects

Create career pathways

- Building out one-on-one coaching project and complementary trainings
- Piloting a mentoring program with a racial equity lens for 40 staff

Rethink disciplinary processes

- Disseminating information about disciplinary processes and de-escalation
- Developing training and process improvements that address survey results

Empower front-line workers

- Launching Operations Racial Equity Working Group-initiated projects

Broaden diversity of staff at all levels

- Working with new DHR analytics to better understand access to promotional opportunities

Assist and train managers to support all staff

- Racial equity module in Supervisor Academy

- What follow-up and new projects will we be doing in the next year?

2024 – 2025 Racial Equity Initiative Priorities and Projects

Other projects

- **2024 – 2027 Strategic Plan**
 - An example of a racial equity tool:
 - Who is benefiting from this program, this decision, this project or this budget?
 - Who is adversely affected by this program, this decision, this project or this budget?
 - Who is at the decision-making table and who isn't?
 - Who are we excluding? How can we be more inclusive with this program, decision, this project or this budget?
- **Language access projects**
 - Translation of documents and community outreach materials
 - Interpretation services, both internally and community-facing
- **Contractor Connections and supporting Local Business Enterprises (LBEs)**

Strategic Plan
and Phase 2
projects



QUESTIONS?