GARE Monthly Membership Meeting: Normalize, Organize, Operationalize

January 28, 2019
Speakers:
Gordon Goodwin, Midwest Region Project Manager, GARE
Stefanie Bowers, Equity Director, Iowa City
Selina Lujan, Senior Environmental Planner, City of Fort Collins
Annie Bierbower, Senior Coordinator, Public Engagement, City of Fort Collins
Glen Shirey, Manager, Application Software, City of Fort Collins
National best practice

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

Organize
- Internal infrastructure
- Partnerships

Visualize
GARE Logic Model

**Conditions that affect implementation of actions in each phase**

**Operationalize**
- Develop RE Plans within & across depts and in four areas (workforce, contracting, community engagement, communications)
- Develop RE Plans with community & external partners

**Organize**
- Create RE organizational structure, including Action Teams within and between depts and with community
- Conduct community RE survey
- Establish RE fund to build capacity to address structural racism
- Convene regional collaborations

**Normalize**
- Establish clear vision and mission
- Develop & deliver introductory RE training curriculum
- Develop a cadre of skilled internal trainers
- Create additional RE training & modules
- Conduct biennial employee survey on RE

**Outcomes:**

**Developing stage**
- Clear vision & mission about RE
- Improved understanding of govt’s role in addressing RE among core team
- Improved knowledge of RE concepts among core team
- Identification of opportunities to integrate RE into routine operations

**Implementing stage**
- Improved knowledge of RE concepts among gov. employees (ability to identify root causes)
- Increased skills to deal with and communicate about RE among government employees
- RE is integrated into routine operations
- A cadre of peer trainers

**Sustaining stage**
- Mechanisms are in place for continued and ongoing staff orientation and professional development about RE
- Mechanisms to track and gauge impact of RE efforts

**Conditions that affect outcomes in your city and/or region (e.g., political landscape, community incidents, local and state economy)**

**Impact**
- Moving the needle: Navigating the landscape to improve success for all groups
Iowa City
Relationship Building Framework
5 Areas of Focus

Stefanie Bowers, Equity Director & Human Rights Coordinator
City of Iowa City
January 28, 2019
Iowa City
Background

2012, Ad Hoc Diversity Committee
2014, First Report on Racial Equity Published
2015, Joined the Government Alliance on Race and Equity
2015, Relationship Building Framework with the 5 Areas of Focus
2016 – Present, Strategic Plan
Relationship Building Framework
5 Areas of Focus

5 Principles/ Areas of Focus
The following principles focus on building relationships and communication channels. These are intended to create an environment in which initiatives can be developed or refined based on continuous feedback and collaboration.

- Conversation
- Accountability
- Outreach
- Training
- Justice
1. Conversation
   - City Council Listening Posts
   - Staff Roundtables
   - Expanded Coffee with a Cop
   - Police Ride Alongs
Building Unity Linking Businesses for Safety, or B.U.L.B.S!, is a partnership with local repair shops that helps those who cannot afford to replace burnt out lights on their vehicles by replacing them for free. Iowa City Police Officers who pull over a driver with a non-functioning headlight, taillight, brake light, turn signal, or license plate light can offer a voucher to drivers to have the burnt out bulb replaced at no charge at a participating shop.

The goal of B.U.L.B.S! is to give an option to officers to assist a driver experiencing financial or personal hardship a means to avoid costly fines, repairs and the inconvenience and frustration of being stopped due to a burnt out light.
2. Accountability

- Expand Body Camera Use
- Disproportionate Minority Contact Reporting and Analysis
- Racial Equity Report Metrics/Measures
- Quarterly Reports
3. Outreach
Language Line services
4. Training

Implicit Bias, Racial Equity, Diversity Training, Hate Crimes.
5. Justice

2016 – Present

What have departments reviewed?

**NDS**
- Complainant Mapping.
- Notification of Rezoning and Redevelopment.
- Bicycle Racks.

**Police**
- Online Feedback Form.
- Juvenile Curfew Standard Operating Guidelines.
- Animal Shelter Hours of Service.

**Human Resources**
- Internal Job Postings.
- External Job Advertising.
- Removal of Names from Application.

**Human Rights**
- Online Complaint Submittals.
- Complaint Mapping.

**Finance**
- Utility Billing Carding Policies.
- Requests for Bids and Proposals.
- Distribution of Capital Grant Funding.

What are departments currently reviewing?

**Library**
- Adverse Effects of Overdue Fines on Children’s Access to Library Services
- Monitor Conduct Reports Regarding Teens to Determine if Racial Minorities are disproportionately Affected.
- Study the Ways Racially Diverse Groups Obtain Information about Library Services with a Goal to Improve Information Delivery to Identified Populations.

**Parks and Recreation**
- Map and Evaluate Home Address Locations of Group Swim and Private Lessons.
- Compare Tree Canopy Coverage with Data on Race and Income to prioritize Future Tree Planning Projects.

**Fire**
- Emergency Services Youth Summer Camp. Are all Neighborhoods/Schools being Represented.

**Housing Authority**
- Review and Analyze the Impact of Periods of Ineligibility for Families Terminated or Denied Housing Assistance.
# Grants Management Policy

<table>
<thead>
<tr>
<th>Map</th>
<th>Map the grants location.</th>
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</thead>
<tbody>
<tr>
<td>Review</td>
<td>Review its impact on minority groups/racial impact statement.</td>
</tr>
<tr>
<td>Quantify</td>
<td>Quantify the impact.</td>
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Summary

Honest dialogue must take place in a number of settings with many different stakeholders with a focus on building community.

The issues are systemic and individual, national and local, long-term and immediate. A single meeting or committee will not solve all equity-related issues, nor can a single agency.

Relationships rather than a silver bullet solution.

The community engagement that began with the equity report, ad hoc committee, and toolkit analysis should be expanded.
For More Information
www.icgov.org/SJREinitiatives

stefanie-bowers@iowa-city.org or 319-356-5022
City of Fort Collins
GARE Monthly Webinar
Lessons Learned in Diversifying Voices
GARE Monthly Webinar
Lessons Learned in Diversifying Voices
- Selina Lujan, Co-Lead
- Annie Bierbower, Co-Lead
- Edgar Dominguez, Community Liaison
- Janet Freeman
- Nalo Johnson, Ph.D.
- Christine Macrina
- Angela Peña
- Glen Shirey
- Dianne Tjalkens
**Context & GARE Alignment**

<table>
<thead>
<tr>
<th>TEAM FORMATION</th>
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<tr>
<td>Concept introduced by community members and supported by Equity Steering Committee</td>
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<table>
<thead>
<tr>
<th>OVERALL PURPOSE</th>
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<tr>
<td>Improve representation among City public engagement opportunities</td>
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<table>
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<tr>
<th>2017 FOCUS</th>
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<tr>
<td>Review of Boards and Commissions</td>
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"Doing this work is like building a bicycle at the same time you're learning to ride it."

– Dante James
Diverse representation allows us to better serve all members of our community.

Contributes to Strategic Objectives
- NLSH 1.3
- HPG 7.5

Social Sustainability Strategic Plan
- Equity and Inclusion Objectives
Questionnaire to current B&C members

- Demographics
- Satisfaction levels
- Barriers and motivations

Trend analysis—gender, income, race/ethnicity and age

Interviews with 12 communities on their B&C processes
Balancing Voices

100 PEOPLE
## Weakening of Voices by Underrepresentation

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<th>61% Response Rate</th>
<th>Percent</th>
<th>Number</th>
<th>Per Capita</th>
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<tr>
<td></td>
<td>City</td>
<td>B&amp;C</td>
<td>City</td>
</tr>
<tr>
<td>White</td>
<td>82.71%</td>
<td>94.35%</td>
<td>134,736</td>
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<tr>
<td>Hispanic</td>
<td>10.25%</td>
<td>3.23%</td>
<td>16,703</td>
</tr>
<tr>
<td>Asian</td>
<td>2.86%</td>
<td>1.61%</td>
<td>4,666</td>
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<tr>
<td>2+</td>
<td>2.34%</td>
<td>0.81%</td>
<td>3,804</td>
</tr>
<tr>
<td>Other*</td>
<td>1.84%</td>
<td>0.00%</td>
<td>2,990</td>
</tr>
<tr>
<td>White</td>
<td>82.71%</td>
<td>93.55%</td>
<td>134,736</td>
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<tr>
<td>Non-white</td>
<td>17.29%</td>
<td>6.45%</td>
<td>28,163</td>
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* Black, Native American, Pacific, Other
Fort Collins has a great opportunity and an equal challenge to include:

1. Lower income residents
2. People under the age of 40
Challenges

- Alignment with Leadership Goals
- Working in spaces with multiple institutional owners and positional authority
- Staff resources specifically in Board and Commission office
  - Time and funds
  - Staff training
- Missed focus on preparing the people first
Lessons Learned

• Difference between support and alignment
• Data is priceless – qualitative and quantitative
• Division of tasks – playing to strengths
• Honor and talk through disagreement
• Don’t step on toes and bring in institutional owners
• Look to GARE and research
• Find your purview – shift in goals
• Can inform other processes – surprise (BFO)
Population Comparisons

- 61% of B&C membership, or 126 members, filled out surveys
- 2 declined to specify ethnicity, so the Ethnicity sample population is 124.
- City demographic data was pulled from the GIS 2015 American Community Survey Census
- City and B&C populations were grouped into:
  - Gender, age, income levels, and EEOC ethnic population buckets.
  - City and B&C population distributions were overlaid to identify gaps, where B&C over or under represented the City with respect to gender, age, income, or ethnicity.
FAQ:

• **Is there risk?** While there is much information on the EEOC website, it pertains mostly to employment and it is unclear how that relates to Boards and Commissions or applications to same. However, it is a solid model to follow, and powerful to say our B&C processes are EEOC compliant. EEOC policy points out that ignorance or unconscious actions that lead to discrimination are no safe haven.

  • “Racially biased decision making and treatment, however, are not always conscious. The statute thus covers not only decisions driven by racial animosity, but also decisions infected by stereotyped thinking or other forms of less conscious bias.”

  • “Title VII also does not permit racially motivated decisions driven by business concerns – for example, concerns about the effect on employee relations, or the negative reaction of clients or customers. Nor may race or color ever be a bona fide occupational qualification under Title VII.”
Thank you!

Link to report:

https://www.fcgov.com/sociassustainability/public-participation-subcommittee
Regional Update: South

North Carolina State-wide Convening: Advancing Racial Equity: Building a Movement for Impact through Local Government Action

- January 16-17, Charlotte, NC
- 14 jurisdictions represented
- ~200 attendees
- 11 elected officials
Subject Area Working Groups

• Opportunities for engagement
• First calls of the year

  Human & Civil Rights Enforcement – Jaqueline, Feb 14: 1PM EST
  Criminal Justice – Gordon, Feb 14 & Feb 15: 1:30 CST
  Libraries – Gordon, March 26: 3PM CST

• Schedule forth coming:

  Public Health - Shawna
  Equitable Development - Nora
  Racial Equity CEOs – Dwayne
  Environmental Justice & Sustainability - Shawna
  Human Resources – Maria
Registration

• **General Registration:** Jan 22\(^{nd}\) – April 8th

• Don’t forget your *complimentary ticket codes*!

• Hotel blocks available

• **Breakout session proposals:** deadline extended to Feb 1!
  - Racial Equity Labs
  - Breakout Sessions
  - Networking Sessions
Pre-Meeting Trainings

April 16

• **Pre-meeting workshops and trainings:** Advancing Racial Equity Training: The Role of Government, a Train-the-Trainer, and a Racial Equity Toolkit Train-the-Trainer

• **Additional workshops** hosted by partners will be announced this week
Member Announcements
Quarter 1: Regional Calls

- Welcome new members, touch base with renewing members, provide regional updates and upcoming events and opportunities
- Determine purpose/aspirations of Regional Gathering at the 2019 Annual Membership Meeting
- Share the GARE Workplan and National Activities
- Generate regional priorities or themes that members would like to address in 2019-2021 and add to the Workplan
- Identify members who are interested in playing more of a leadership role in: regional collaboration opportunities, Steering Committee, Subject Area Working Groups, or Annual Membership Meeting
Assessment of Fair Housing

• SEEKING MEMBERS THAT HAVE USED OR INTENDED TO USE THE ASSESSMENT OF FAIR HOUSING AS A PLANNING TOOL FOR YOUR CONSOLIDATED PLANS.

• GARE IS PLANNING TO CO-HOST A NATIONAL WEBINAR WITH THE NATIONAL FAIR HOUSING ALLIANCE IN THE FIRST QUARTER OF 2019 FOCUSED ON AFH AND EQUITY. WE ARE SEEKING THREE MEMBER JURISDICTIONS TO DISCUSS THEIR PROCESS FOR THE CONSOLIDATED PLANS.

• PLEASE CONTACT GARE EAST REGIONAL PROJECT MANAGER IF INTERESTED JTUCKER@RACEFORWARD.ORG