

Racial Equity Work Plan

Final Version and Implementation

Management Committee
September 13, 2017



Today's Objectives

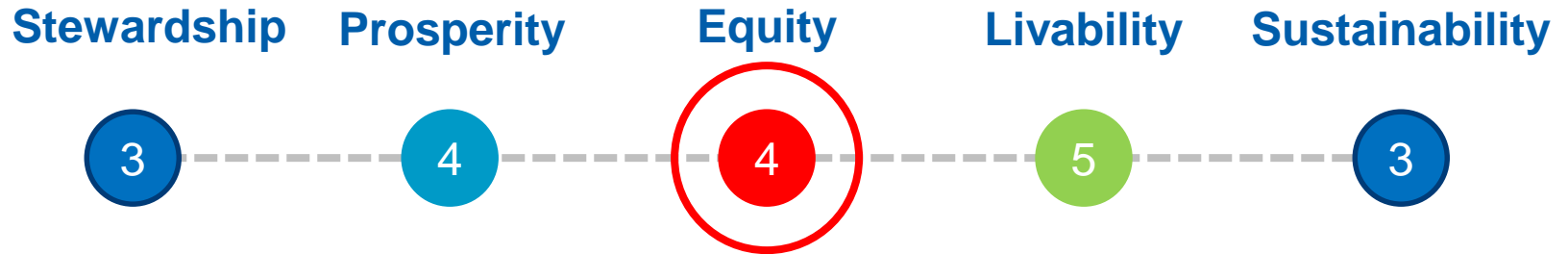
- Brief overview of final Racial Equity Work Plan document
- Discuss implementation and accountability

Project Overview: What is the Racial Equity Work Plan?

- Council-wide, internally-focused document aimed at transformational organizational change.
- Organizes, prioritizes, and guides staff work for the next three years toward meeting Thrive equity commitments.
- Focuses specifically on racial equity.
- Establishes a culture of discipline that leads to strong equity performance.



Thrive Equity Strategies



- Use our influence and investments to build a more equitable region.
- Create real choices in where we live, how we travel and where we recreate.
- Invest in a mix of housing affordability along the region's transit corridors.
- Engage a full cross-section of the community in decision-making.

Changes from draft to final

- Three main goals (down from four)
- More specificity around tracking implementation progress and outcomes
- Language changes to improve clarity and internal consistency

Moving Forward: Implementing the Plan

- **Coordination:** Office of Equal Opportunity will coordinate with Senior Leaders, Equity Change Teams, Human Resources, Communications, etc.
- **Execution:** All divisions will have a work plan that addresses senior leaders, public engagement and workforce.

Plan Management

- Office of Equal Opportunity
 - Director of Office of Equal Opportunity, Wanda Kirkpatrick
 - Manager, Equity, C Terrence Anderson
 - Equity Implementation Team
- Equity Integration Team
 - HR and Equity Integration Subcommittee
 - Equity Data Development and Operations Analysis Subcommittee
 - Equity Communications Subcommittee
 - Equity Trainings and Awareness Subcommittee
- Equity Change Teams

Plan Management Principles

- Walk our talk on advancing equity
- Establish a baseline of equity practices and procedures and integrate equity in all that we do
- All staff to have the opportunity to be a part of creating a vision for what an equitable Council can become.
- All staff is trained on the fundamental principles of equity
- Define and measure the Council's progress on advancing equity

REWP Implementation

- Four Phases of Implementation
 - Rollout & Engagement
 - Project Implementation and Plan Measurement
 - Revisit & Refine I
 - Revisit & Refine II

Rollout & Engagement Phase

- Three outcomes:
 - Plan awareness
 - Engage staff on barriers and needs
 - Establish structures to coordinate and manage plan
- To achieve outcomes:
 - Engage three levels of employees (senior leaders, managers, general staff)
 - Focus group engagement
 - Identify plan coordinators
- **Completed by Q1 2018**

Project Implementation and Plan Measurement

- Two Outcomes:
 - Define plan of action out of employee identified needs and barriers
 - Define and measure progress on racial equity
- To achieve outcomes:
 - Develop and implement division specific work plans
 - Refine Thrive Indicators and create internal indicators on achieving racial equity
- **Completed by Q1 2019**

Revisit & Refine I and II

- Re-engage staff to gauge effectiveness of action plans
- Are there new needs and barriers that need to be addressed?
- Refine action plans to fit needed changes

Things we know need to be done ASAP

- Refine our communication tools
- Communicate the equity work we've already been doing
- Develop core competency training
- Create spaces of support Council staff dealing with inequities both internally and externally and ensure that the Council responds effectively to impactful events
- Repeatedly engage staff meaningfully and give them space to ask questions
- Refine our message over time from:
 1. Who am I as an individual in an inequitable society?
 2. Now that I know I'm in an inequitable society, what does that mean for my work and workplace?



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