

Mayor's Task Force on Inclusion and Equity

January 17, 2019

Unified Government of Athens-Clarke County
Housing and Community Development Department

Purpose

- Review goals of Mayor's Task Force on Inclusion and Equity (Task Force)
- Present various ideas for discussion
- Solicit M&C feedback

Mayor's Charge for Work

- **General Charge:**

The Mayor's Task Force on Inclusion and Equity was charged to develop strategies and ultimately a plan to make Athens-Clarke County a more welcoming and inclusive community.

Task Force Goals

Goal #1: Create Office of Equity and Inclusion with Title of Director or Officer

- Best practice – Similar efforts are more holistic and robust with respect to social sustainability. Seek to address organization and community inclusion and access needs, including housing and prosperity.
- Could be stand-alone or co-located with Housing and Community Development to provide what the ACCGOV Charter contemplates:
 - *“An administrative mechanism with appropriate status and adequate budget to develop and implement a comprehensive program of human and economic development...ensure that that the Unified Government is responsive to the needs of all citizens.”*
- Work with all departments, but strategic collaboration with Leisure Services (youth), Police (citizen safety), Human Resources (recruiting), Finance (procurement), Organizational Development (training), HCD (housing), and Economic Development (prosperity).
- Would include focus on race, color, national origin, religious beliefs, gender, sex, age and disabilities.
- Recommended models include: Fort Collins, CO, Bellevue, WA; and Decatur, GA
- **Recommendation: Program in FY20 budget process to create Office of Inclusion in Manager’s Office with one full time staff person.**

Goal #2: Discrimination – Provide information, resource referral, or process for addressing discrimination complaints in Athens-Clarke County

- **Example:**

City of Eugene, OR – The Human Rights and Neighborhood Involvement Office is responsible for fielding discrimination complaints related to housing, employment, public access (including accessibility requests and grievances), and City contracts that occur within the City

- **Recommendation: Staff to further research different models. New Office of Inclusion to house these efforts.**

Goal #3: Create ACCGOV Equity and Inclusion Citizen Advisory Board established by ordinance with by-laws, etc.

- Best practice - Advisory committees should be representative of the community and are meant to further the diversity, equity, and inclusion efforts identified by the County consistent with the accepted plan.
- Collaborate with Office of Equity & Inclusion to develop strategies and actions to support the plan.
- Formulate and promote community informational programming, diversity dialogues, and assist with targeted outreach efforts. Hold community events and forums.
- Collect feedback to help assess service and program effectiveness from a cultural competency lens.
- Advisory Board is not a body responsible for quasi-judicial or investigative functions, but rather to establish a discrimination complaint referral process.
- Recommended models include: Olathe, KS; Virginia Beach, VA; Bellevue, WA; and Decatur, GA
- **Recommendation: Mayor Girtz to work with Manager's Office to develop initial charge with M&C feedback. New Office to be staff liaison to this group to assist with external efforts. Board could also assist with more active recruitment for ACCGOV boards and commissions. Also assist with Goal #10 – Community forums/events across differences.**

Goal #4: Create Community Equity and Inclusion Partnership Council

The purpose of this recommendation was to have leading community stakeholders gain insights into equity and inclusion efforts and take them back to instill in their respective organizations.

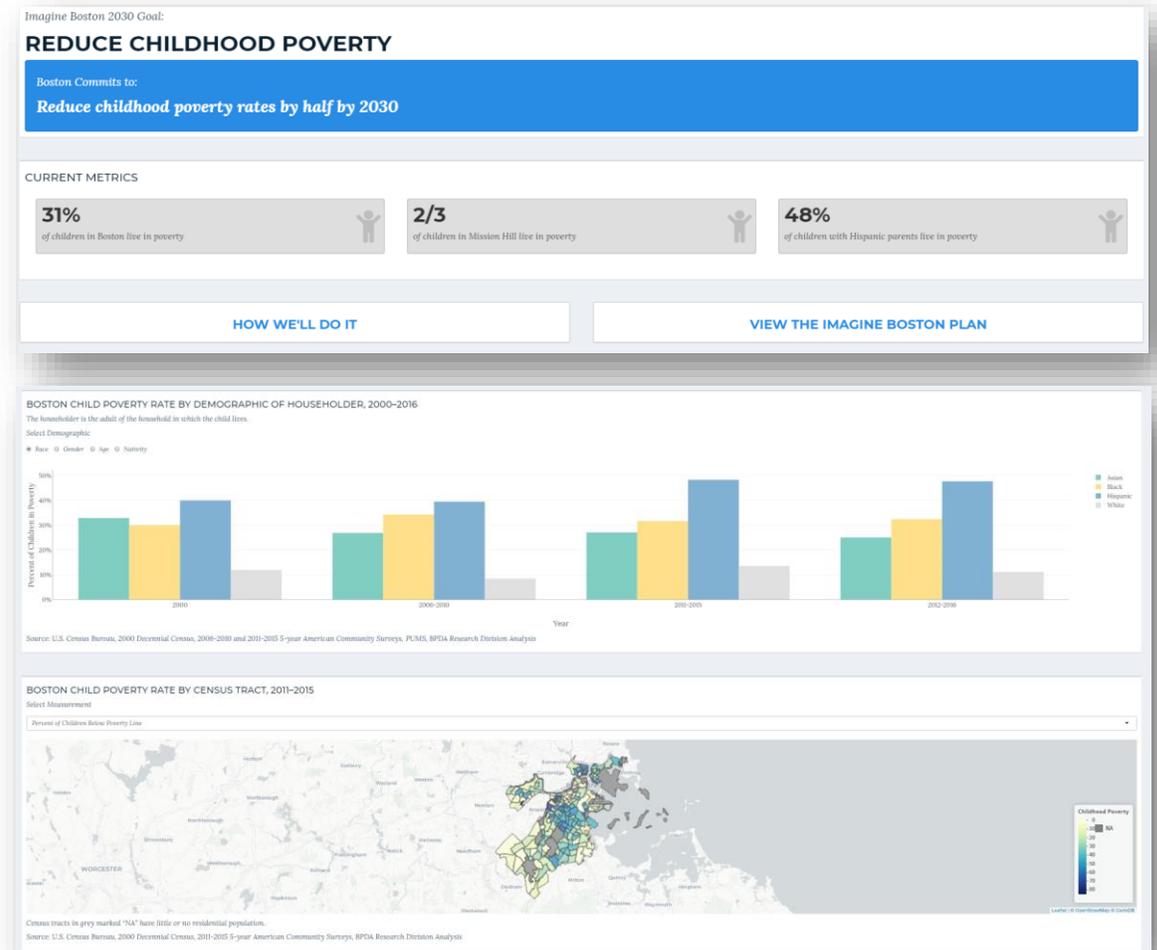
Recommendation: Envision Athens Oversight Committee includes institutional and community partners. The group is representative of the community's many diverse interests, including participation by community members and institutional partners.

Goal #4: Establish Basic Equity Accountability System

- Create an online performance dashboard and website as a mechanism to communicate equity progress quarterly for 3 to 5 measurable goals.
- Staff recommends a multi-faceted approach in addition to performance dashboard that would include a narrative report and opportunities to publish accomplishments through video segments to achieve optimal accessibility.

Model Organization: City of Boston, Massachusetts-

- Allows users to view metrics and charts, as well as learn more about their strategies for implementation through videos and narratives
- Incorporates Census Bureau data, GIS mapping, and visualizations to create a comprehensive picture for the end-user
- ACCGOV was selected to partner with the What Works Cities initiative in October 2017 and continues to receive expert technical assistance, at no cost, to expand our organizational capacity to measure performance.
- **Recommendation: ACCGOV to join Governmental Alliance on Race and Equity (GARE) – first government in Georgia to do so. Leverage GARE network to learn best practices. Research and learn of Boston best practices. New Office to house these efforts.**



Goal #6: Create Equity and Inclusion Leadership Team within ACCGOV comprised of department heads and managers

- Best practice – Include both leadership team and also employee liaisons in each of the departments
- Would advise Manager's Office on improvements to processes and operations, and training
- Ensure employees are informed and engaged
- Recommended models include: Fort Collins, CO and Bellevue, WA
- **Recommendation: Join Governmental Alliance on Race and Equity (GARE). Conduct diversity climate survey of staff. Utilize recent Sustainability Grant funding to have a multi-step training on Equity and Inclusion in Fall 2019, once new Director is hired. Leverage GARE network to learn best practices. New Office to help facilitate future Team discussions.**

Goal #7: Minority Employment in ACCGOV: Advance leadership, employment, and promotion opportunities within ACCGOV to underrepresented groups within the recruitment and hiring process

- The current Equal Opportunity Employment Plan (EEO) and federally required EEO-4 Report should be enhanced and operationalized to address gaps in workforce utilization (underrepresentation).
- **Recommendation: An Equity and Inclusion function could support HR efforts via analysis and reporting of City Works and HR data platforms; ownership of EEO and EEO-4 reporting; and provision of expertise in enhancing outreach, education, inclusion, and succession efforts. New Office to house these efforts.**
- ACCGOV EEO focus in recruitment, testing/evaluation, selection, and promotion must remain seated within HR and ACCGOV Attorney purview to ensure compliance with federal, state, local law.

Goal #8: Expand Youth Development

- Recommended models:

1. Mayor's Youth Council in Chattanooga, TN

- Description: The Mayor's Youth Council is comprised of a diverse group of high school juniors and seniors residing in the city of Chattanooga who share ideas and concerns regarding issues impacting today's youth. Their goal is to work together to give a voice to young people across the community.

2. STL Youth Jobs in St. Louis, MO

- Description: STL Youth Jobs was created to address multiple challenges that have major impacts on the trajectory of the St. Louis region. Youth employment has the power to affect change in a number of important areas, primarily skills gap, youth unemployment and unengaged youth.

3. Youth Career Café in Hampton, Newport News, Poquoson, and Williamsburg, as well as the counties of Gloucester, James City, and York in Virginia.

- Description: Youth learn to navigate the business world and see how their education is relevant to the real world. The Café's purpose is to provide resources to help young people develop workplace readiness skills, make career goals, and identify post-secondary options that match career goals.
- **Recommendation: Mayor Girtz and Manager's Office exploring the creation, structure, and charge for a youth council to begin in the Fall semester of 2019.**

Goal #9:Diverse Business Ownership

Support current efforts by ACCGOV, Envision Athens, and other entities engaged in similar efforts to increase diverse business ownership for African-American, Latino and other individuals of color, women-owned, and disabled-owned businesses and increase the pool of minority applicants for ACCGOV contracts.

Economic Development Department, Housing and Community Development Department, Chamber of Commerce, Northeast Georgia Business Alliance, UGA Small Business Development Center are partnering in February to produce a training for Emergent Symposium, aimed at small business and minority entrepreneurs.

Recommendation: New Office to collaborate with these economic development entities to build on the hopeful success of these efforts. New Office to also incorporate and track results in tandem with Goal #5 – Establish Basic Equity Accountability System.

Goal #10: Community Forums/Events Across Differences

- Provide opportunities for people representing Athens' diverse population to come together and hear a broad perspective of community experiences
- Create distinct action items with shared responsibility by the local government and community

Examples:

- City of Decatur, Georgia
- King County, Washington
- Colorado Springs, Colorado
- Bexley, Ohio
- **Recommendation: New Office to work closely with ACCGOV Equity and Inclusion Citizen Advisory Board (Goal #3) to plan and conduct such forums and events to advance equity principles and discussions to the general public.**

Sample of Ongoing ACCGOV Inclusion and Equity Efforts

- Citizens Government Academy
- Great Promise Partnership
- Leisure Services Summer Camp Scholarships
- Network for Southern Economic Mobility
- Athens Wellbeing 2.0
- ACCGOV Police Department's Community Cookouts
- Georgia Initiative for Community Housing (GICH)
- Entrepreneurship Symposium
- Revolving Loan Fund
- Leisure Services programming partnership with Council on Aging

Next Steps

- Hold Emergent Symposium in late Winter, potential model for future events
- Staff to develop job description and proposed budget for Office of Inclusion
- Propose required resources in FY20 budget to create an Office of Inclusion
- Staff to further examine potential structures to field discrimination complaints by Office
- Mayor Girtz to work on charge for Citizen's Advisory Committee, composition
- ACCGOV to join Government Alliance for Race and Equity and schedule Fall 2019 equity training for internal leadership team once a new Director is hired.
- Mayor Girtz and staff to finalize model for Youth Council, structure and composition, for anticipated start in Fall 2019 semester