Department of Race and Equity (DRE)
2017-2019 Accomplishment Report

Department Information

Employees:	**3**	Positions:	Department Director
			Executive Assistant
			Program Analyst III

Vision: To create a city where racial diversity has been maintained, racial disparities have been eliminated and racial equity has been achieved.

Mission: To intentionally integrate, on a Citywide basis, the principle of "fair and just" in all the City does to achieve equitable opportunities for all people and communities.

Race and Equity Change Theory

Cultivate advocates and their capacity to focus on equity, build infrastructure and political will to support systemic change, employ new skills/tools to make changes, track and recognize progress in three main areas:

- **Elimination of systemic causes of racial disparities in City Government**

- **Promotion of inclusion and full participation for all residents of the City.**

- **Reduction of race-based disparities in our communities.**

Change Strategies

	Time Line	Progress
1. Increase awareness of racial inequity, it's root causes and how it is perpetuated by institutions and systems.	1-4 years	On going
2. Mobilize advocates to organize support for furthering a shared vision of racial equity through institutional leadership, equity teams and staff engagement in change efforts.	1-5 years	On - going
3. Develop strategic approaches and tools for analysis and resources for advancing racial equity goals, including specific racial equity outcomes.	2-10 years	On-going
4. Train staff to apply pro-equity tools to change structures, policies, practices and procedures to further institutional transformation.	2-5 years	On-going

	Time Line	Progress
5. Establish baseline disparity data, targets/benchmarks and processes to track and report outcomes.	3-5 Years	On-going

DRE Accomplishments

Strategy 1. Increase awareness of racial inequity, it's root causes and how it is perpetuated by institutions and systems: Over the last three years the Department has increased Oakland's visibility as a racial equity leader in government by participating in national and local conferences, panels, TV, printed media and radio interviews. DRE also sponsor events that encourages dialogue about racial equity both internally and in the community such as *Lunch and Learn sessions for City Employees*, *The Town Talks About Racial Equity,* and *the first City of Oakland Sankofa Juneteenth Celebration.* The Race and Equity Academy training series is offered regularly to provide the foundation learning for City staff.

Strategy 2. Mobilize advocates to organize support for furthering a shared vision of racial equity through institutional leadership, equity teams and staff engagement in change efforts: Oakland is one of the few cities in the world and the U.S. with a department and staff dedicated to the advancement and implementation of racial equity in government. Oakland's Municipal code 2.29.170 derived from the ordinance that created DRE sets the shared vision for racial equity and the mission for the department, furthermore it provides authorization to support elected officials and city staff to work towards more fair and just City.

Building an internal structure to support change is crucial to successful outcomes. Departments have been asked and supported by DRE to create Racial Equity teams to build internal capacity.

Currently Economic and Workforce Development, Planning, Transportation, Libraries, Human Resources and Parks and Youth Development have standing equity teams. DRE will continue to work with remaining departments to stand up equity teams. Team leads meet quarterly in DRE sponsored work sessions to skill build, learn from each other and share progress and strategies.

Strategy 3. Develop strategic plans and tools for analysis and resources for advancing racial equity goals, including specific racial equity outcomes: DRE has developed tools and training to support City leadership and staff to develop strategic approaches and policies that advance racial equity and have specific racial equity outcomes. Two primary tools; the Racial Equity Analysis Work Sheet, and the Inclusive Outreach and Engagement Guide are being rolled out.

Strategy 4. Train staff to apply pro-equity tools to change structures, policies, practices and procedures to further institutional transformation. DRE offers staff an array of opportunities to learn and engage with Racial Equity work that will transform the way the City does business:

Racial Equity Academy: The goal is to train as many city staff possible and to activate at least 30% (tipping point of change) of the City's workforce applying racial equity principals and tools to their work. 350 City employees in all City departments and at all levels have attended the Racial Equity Academy. By the end of 2019 450-500 City employees will have completed the Academy and this level of activity will continue 2020. Staff participation benefits City departments by

developing in-house knowledge and skills needed to apply tools and principals to their specific business needs.

Lunch and Learn Sessions- Employees can attend special trainings or small sessions to further racial equity competencies, to learn more about the work being done in City departments and to network with other employees interested in advancing racial equity.

The Town Talks About Racial Equity- A series of lunch and learn sessions where City employees can gain awareness and skills for collaborating cross racially on advancing racial equity in Oakland. The department also will offer 2 - 3 Town Talks presentations for community members in 2019.

One-on-one technical assistance and project support – per request staff supports department staff in applying racial equity tools to projects and policies as needed.

Strategy 5. Establish baseline disparity data, targets/benchmarks and processes to track and report outcomes: In 2017, the city of Oakland was chosen to be among the first cohort of five cities to develop local Equity Indicators tools in partnership with the City University of New York's Institute for State and Local Governance (CUNY ISLG) and with funding from the Rockefeller Foundation. The project began as a joint effort between the Resilient Oakland Office and the Department of Race and Equity. It has resulted in a product that has been useful across City departments and community organizations to advance racial equity by using strategies determined through an intentional focus on racial and ethnic disparities and their root causes.

The purpose of the first report was to develop a baseline quantitative framework that could be used by City staff and community members alike to better understand the impacts of race, measure inequities, and track changes in the disparities for different groups over time. We are currently working on the update for 2019 and on a project with the Grassroots for Racial Equity Taskforce to bring Oakland's cores up. This framework can then be used to guide and inform polices that address these disparities.

You can see the first Oakland's Equity Indicators Report and executive summary and read the notes for the community briefings on the department website.

City Departments Advancing Equity

Equity projects/activities departments have developed, using equity principals and tools, with technical support from DRE:

City Administrator's Office

Cannabis Equity Program Analysis, Program Design and Implementation

Support Measure Z Report, working with Oakland Unite, OPD and Fire with a racial equity framework to guide future refinements of violence prevention approaches to advance equitible outcomes

Department of Transportation

Paving Plan - analysis provided basis for recommendation that prioritized historically disinvested areas of the City

Bike Plan - inclusive outreach and engagement revealed biking needs and barriers of communities impacted by racial disparities and resulted in recommendations that addressed those issues

2019-20 CIP Process Led by ODOT and PWD Collaboration - The new process used racial equity principals to develop a methodology to rank projects using a range of criteria that included equity impacts, was informed with community input on the approach and project submission.

Planning

Downtown Specific Plan Equity Assessment that will lay the foundation for downtown development to support equitable outcomes

West Oakland Truck Plan Development - use of Inclusive Outreach and Engagement Guide facilitated a process that eased a difficult process and built community trust and support for the outcome

Parks and Recreation

Town Camp

Redesign Scholarship Process to Remove Barriers and to make services more accessible to eligible participants

New registration system that collects race and ethnicity demographic data that will enable service equity analysis

Economic and Workforce Development

Economic Development Strategic Plan - incorporated equity prompts for further development

Arts and Culture Strategic Plan - striving to increase equity in future programming

Workforce Development Service Provider RFP - focused on meeting needs of most impacted groups

Equity Fellow Program: staff equity team and assist East Oakland Small Entrepreneurs.

Human Resources

Inclusion of Race and Equity in New Employee Orientation to get new staff launched

Support for Lunch and Learns and Race and Equity Academy to lighten work load for DRE staff

Support for ODOT Workforce Equity in Hiring Analysis Pilot to support equity innovation

Public Works

2019-20 CIP Process Led by ODOT and PWD Collaboration - The new process used racial equity principals to develop a methodology to rank projects using a range of criteria that included equity impacts, was informed with community input on the approach and project submission.

Proactive approach on Illegal dumping in 2 districts to address disparities in the impacts of trash on the streets.

Information Technology

GIS Equity Map for CIP Process - made ranking equity priorities based on location possible

Equity Indicators Website Support - eased access for the public to the report

OAK WI-FI-2019 - addressing the digital divide