City of Alexandria, Virginia

Report from the Racial Equity Work Group

November 27, 2018

National Trends

- Racial Equity movement started in King County, WA

- Government Alliance on Race and Equity (GARE)
  - Joint project of Race Forward & Haas Institute for a Fair and Inclusive Society at UC Berkeley

  - National network of jurisdictions working to achieve racial equity & advance opportunities for all

  - Supports and builds local and regional collaborations

National Trends

- National League of Cities

  - Race, Equity and Leadership (REAL) initiative goals:

    - Eliminate racial disparities
    - Heal racial divisions
    - Build more equitable communities

Local Trends

- Fairfax County's "One Fairfax"

  - Broad initiative

  - Fairfax Government and Fairfax County Public Schools

  - Includes other protected classes

- Metropolitan Washington Council of Governments (COG) new initiative

Why Race & Government?

Racial inequities are deep and pervasive

Racial anxiety is on the rise – race is often the elephant in the room

Learning an institutional and structural approach can be used with other areas of marginalization

Specificity matters

- Government has historically played an instrumental role in creating and maintaining racial inequities through laws, policies, practices and decisions about who could:

  - Gain citizenship
  - Vote
  - Own property
  - Live where

Governments at all levels have influenced distribution of advantage and disadvantage in American society.

Nelson, J., June 22, 2018, Understanding Bias and Making the Case for Equity & Inclusion, ICMA Local Government 101 Certificate

Government Alliance on Equity, Advancing Racial Equity & Transforming Government

What does the data tell us?

Alexandria Data Points

	White	African American	Hispanic
Population 25 and older without a high school degree or equivalent (2016)	2%	14%	32%
Income below $35,000 (2016)	9%	30%	25%
Number of Children in Foster Care (2017)	24	56	20
Teen Pregnancy Rate (2015)	14.2%	16.1%	33.9%

Racial Equity Planning

Drafted a strategy document with goals, deliverables and timeline

Attended workshops

Reviewed national models and approaches

Studied racial history of Alexandria

Consulted ACPS on cultural competence work

Formed Interdepartmental Equity Work Group

Proposed Racial Equity Goals

Accountable leadership

Pro-equity workplace culture

Inclusive and culturally responsive communication

Improvements responsive to the values and priorities of all residents

Case Study Departments

- Department of Community and Human Services

- Police Department

- Human Rights

- Court Services Unit

DCHS Activities

- Initiated training, lunch and learns, dialogues and panels
- Developed language access policy and plan
- Incorporated racial equity goals within existing DCHS Work Plan
- Work with DCHS HR to review hiring practices
- Added employment interview questions re: cultural competence and diversity

DCHS Future Work

- Developing training plan for leadership and management in use of racial equity tools, behaviors and practices, then direct service employees

- Plan to review data in Child Welfare Services, Benefits and Behavioral Health to identify any disparities in service delivery and application of policies

Police Department Activities

- Have already started case study

- Traffic stop data analysis

- Data transparency plan

- Implicit bias training for all staff

- Creation of community advisory group CAT 21

Police Department Future Work

APD Equity Plan using 21st Century Policing Recommendations

Building Trust & Legitimacy — Promoting trust and ensuring legitimacy through procedural justice, transparency, accountability and honest recognition of past and present obstacles

Policy & Oversight — Developing comprehensive and responsive policies on key topics while also implementing formal checks/balances and data collection/analysis

Technology & Social Media — Balancing embrace of technology and digital communications with local needs, privacy, assessments and monitoring

Community Policing & Crime Reduction — Encouraging the implementation of policies that support community-based partnerships in the reduction of crime

Training & Education — Emphasizing the importance of high quality and effective training and education through partnerships with local and national training facilities

Officer Wellness & Safety — Endorsing practices that support officer wellness and safety through the re-evaluation of officer shift hours and data collection/analysis to help prevent officer injuries

Additional Initiatives

Truth and Racial Healing Book Club

Next Steps

✓ Update City Council

✓ Present City Initiative at IMPACT Forum in 2019

✓ Inform Community Stakeholders

✓ Implement remaining departmental case studies and analyze results

✓ Human Rights Commission as advisory body

✓ Build organizational capability to implement equitable practices

✓ Continue to refine the strategies

Questions?