City of Alexandria Racial Equity Work Group Update

September 24, 2019

Background

Interdepartmental Workgroup formed 2 years ago
- Established a charter and created four broad equity goals
- Received support from the City Manager to move forward
- City senior leadership attended Implicit Bias workshops in the summer and fall of 2018
- Presented to Council November 2018

Work Group Racial and Social Equity Goals

Accountable leadership

Pro-equity workplace culture

Inclusive and culturally responsive communication

Improvements responsive to the values and priorities of all residents

National Movement

- 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

    - City of Alexandria government has now become a member of GARE

National Movement

National League of Cities

Race, Equity and Leadership (REAL) initiative goals:

- Eliminate racial disparities
- Heal racial divisions
- Build more equitable communities
- Municipal Action Guide

Case Study Department Updates

- Department of Community and Human Services

- Alexandria Police Department

- Office of Human Rights

- Court Services Unit

DCHS Early Activities

- Initiated training, lunch and learns, dialogues and panels
- Developed language access policy and plan
- Incorporated racial equity goals within DCHS Work Plan
- Worked with DCHS HR to review hiring practices
- Added employment interview questions re: cultural competence and diversity
- Cultural and Linguistic Competence Committee (now IDEA—Inclusion, Diversity Action Committee)

DCHS Current Efforts

- Establishment of Racial Equity Core Team (20 members from across Dept.)

- Upcoming required training for Leadership Team, Managers and Core Team:
  - Advancing Racial Equity: The Role of Government
  - Using a Racial Equity Tool
  - Understanding White Supremacy
  - Allyship
  - Building Equity
  - Bias and Microagressions

Data and Policy Review Areas

- Adult Protective Services findings
- Involuntary hospitalizations
- Child Welfare referrals and dispositions
- Child and Family Behavioral Health points of entry and interventions
- Access/dispositions with shelter and
-   Diversion
- Denial, sanctions, discontinuance, training, employment, and wage data in TANF/VIEW program
- Workforce retention
- Disciplinary Actions

Police Department Activities

- 21st Century Policing Plan
    - Published departmental policies

    - Traffic stop data analysis

    - Data transparency plan

    - Implicit bias training for all staff

- Creation of community advisory group CAT21

- Beat evaluation & deployment assessment

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

Court Service Unit

- Virginia Department of Juvenile Justice Equity Work Group – DJJ Transformation related to Racial & Ethnic Disparity

- Staff training & dialogue, lunch and learns, coffee talks

- Added employment interview questions re: cultural competence and diversity

Court Service Unit & Partners Form Racial & Ethnic Disparities in Juvenile Justice team

- March 2019: Alexandria team led by the Juvenile Court attended **Georgetown Center for Juvenile Justice Reform and the Center for Children's Law & Policy Racial & Ethnic Disparities Program**

- August 2019 – team admitted to CJJR Fellows Network following submission of capstone project

Office of Human Rights

- Engagement of Diverse Communities
  - Targeted Outreach to Underserved w/AHRC
  - Implicit Bias Training
  - Youth Engagement
  - Collaboration w/Equal Employment Opportunity Commission (EEOC) & Local FEPAs
    - Contract Funding
    - Trauma-Informed Intake Training
    - Shared Resources
- Enforcement & Compliance
  - Titles VI & VII, ADA(AA), Alexandria Code
    - Language Access (Interpretation & Translation)
    - Accommodations & Physical Access w/ACPD
  - City Departments, Boards & Commissions
    - Workforce Utilization & Applicant Tracking Data
    - Non-discrimination Data Sheets

Local Collaboration Efforts

- The City of Alexandria

- Alexandria City Public Schools (ACPS)

- ACT for Alexandria

- Parent Leader Training Institute (PLTI) and other non-profits

- Local Planning Efforts – Community Health, Children & Youth Master Plan, ACPS 2025

Regional Collaboration

- Council of Governments/GARE
  - City has helped initiate and lead this effort
  - Regional Learning Cohort
  - More than 18 jurisdictions
  - City of Alexandria team of 14, including ACPS
  - Launches September 26, 2019 to June 2020

Next Steps

- Hiring of Race and Social Equity Officer

- Creation of Communities of Practice/Racial Equity Affinity Groups

- Train the Trainer of DCHS Core Team to provide training to all DCHS staff

- Expand Racial and Social Equity initiative to other City departments