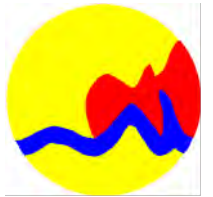


Effective & Inclusive Government

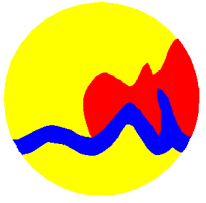


Stacy Stout, Assistant to the City Manager
City of Grand Rapids



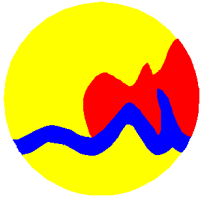
@Stacy_Stout
@CityGrandRapids

OUR TIME TOGETHER



- Assumptions
- Government's Role In Racial Equity
- Grand Rapid's Journey
- Reflections
- Conversation – Q&A

ASSUMPTIONS

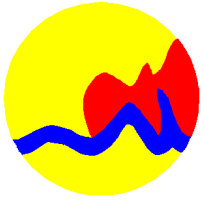


- Race Matters
- We aren't just talking about individual acts of bigotry, we are talking about institutions and systems that perpetuate inequity. We are all a part of institutions and systems.
- We have a responsibility (and an excellent opportunity) for advancing racial equity

ADVANCING RACIAL EQUITY

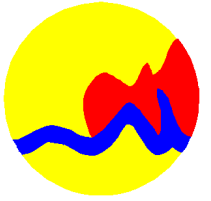
A National Practice

VALUES AND REALITIES



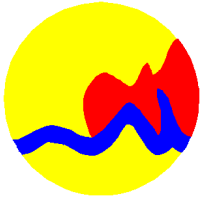
- All men are created equal
- With liberty and justice for all
- Government of the people, by the people, for the people, shall not perish from the earth.

GOVERNMENT & RACIAL EQUITY



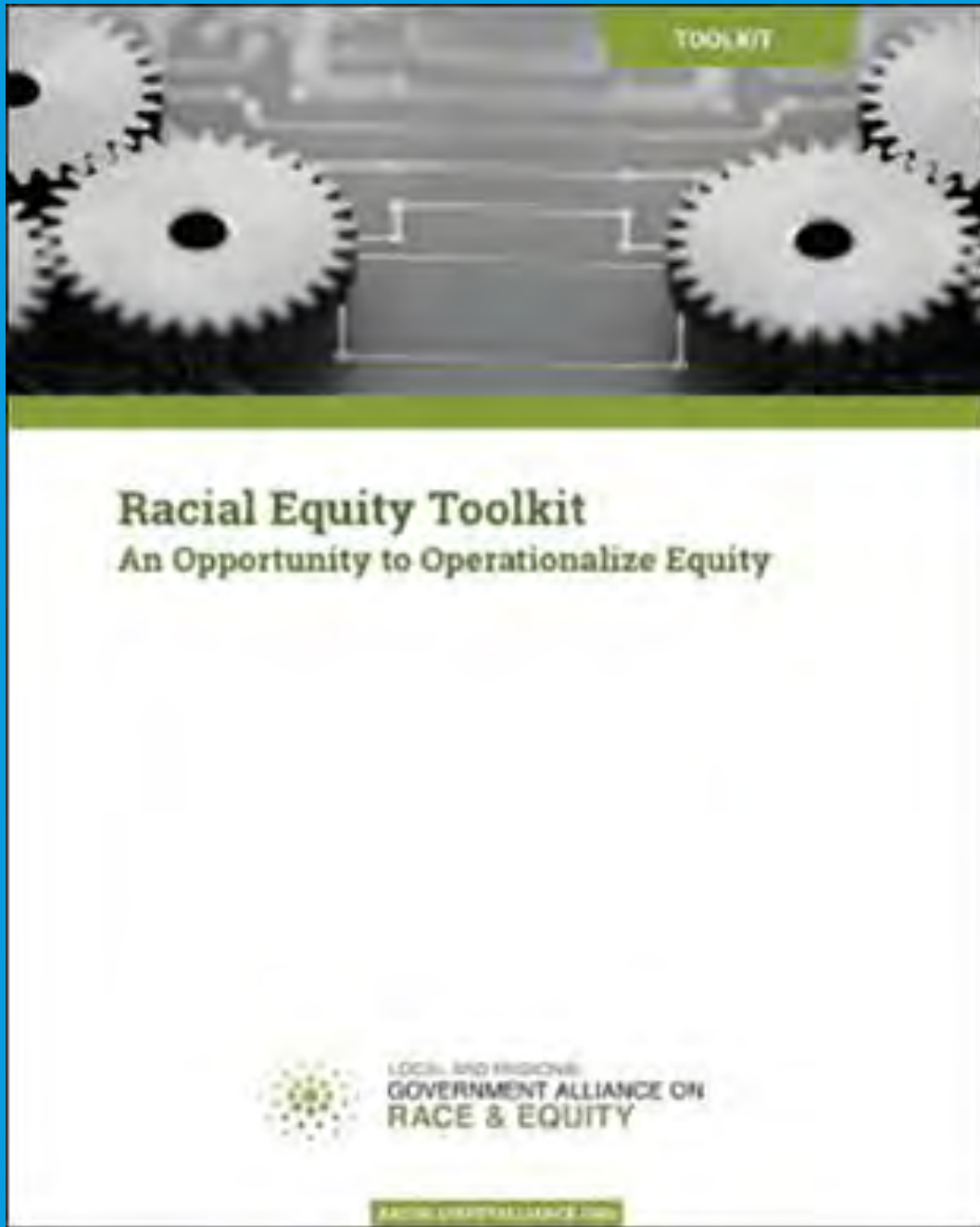
Government had a key role in creating systems and policies that contributed to inequities. We have a responsibility and awesome opportunity to address them.

GOVERNMENT & RACIAL EQUITY



Racial equity is achieved when one's race or ethnicity does not, in a statistical sense, predict one's success.

1) targeted strategies to focus improvements for positioned furthest away from opportunity, and 2) move beyond services and focus on changing policies, institutions and structures.

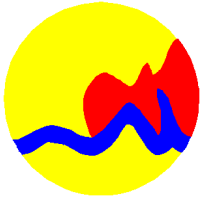


Government Alliance on Race & Equity (GARE)

www.racialalliance.org

An approach to analyze decisions through a series of questions.

GOVERNANCE QUESTIONS



1. **Proposal:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
2. **Data:** What is the data? What is the data disaggregated by race and ethnicity? What does the data tell us?
3. **Community Engagement:** How have communities been engaged? Are there opportunities to expand engagement?
4. **Analysis and Strategies:** Who will benefit from or be burdened by the proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
5. **Implementation:** What is your plan for implementation? How will you assess and close the learning loop?

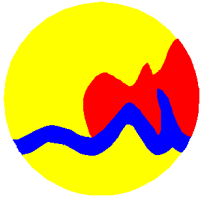
RACIAL EQUITY HERE (REH)



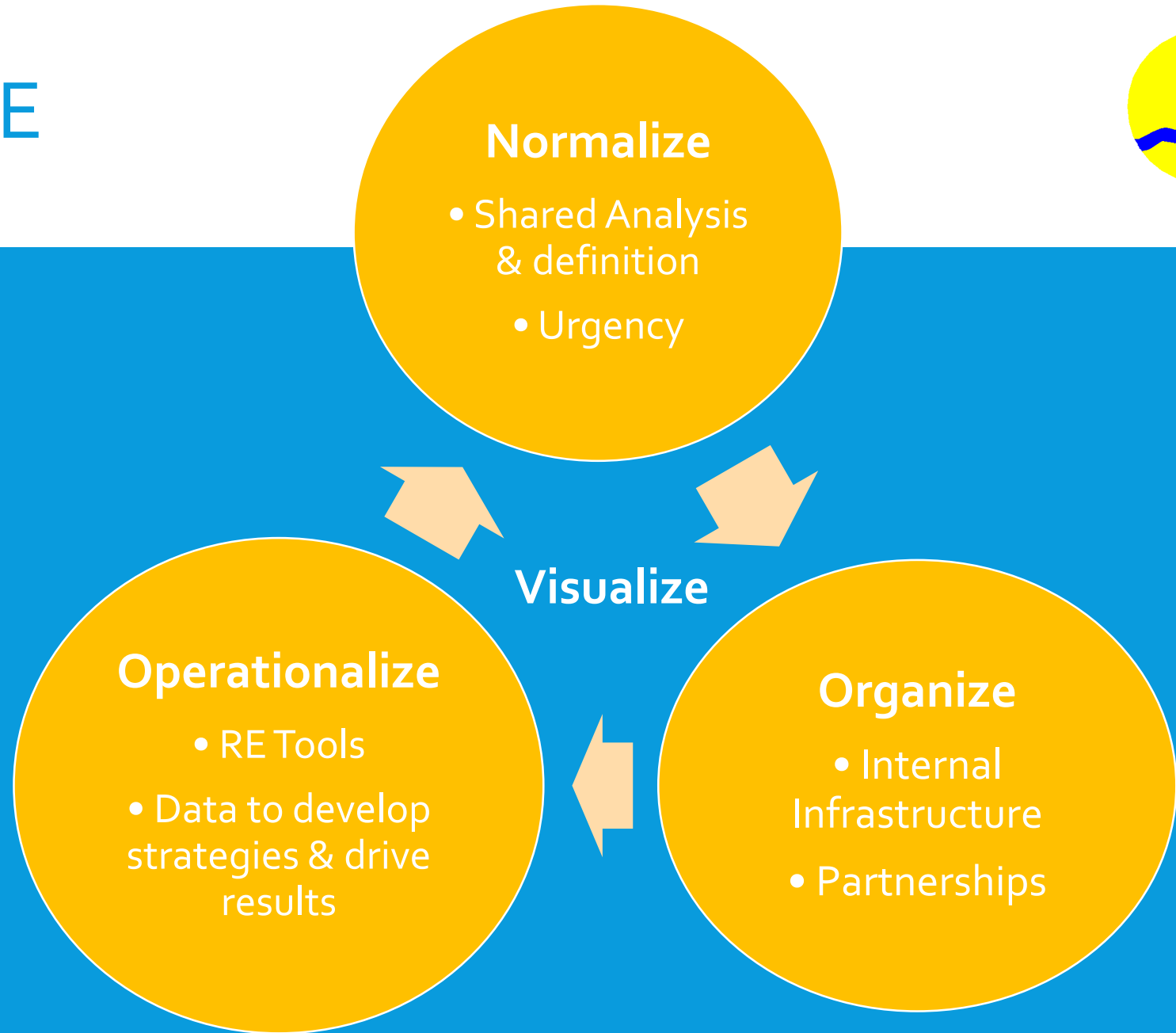
- Accepted in May 2016: Grand Rapids, Austin, Albuquerque, Louisville and Philadelphia
- Grand Rapids Core Team
 - Top Administrator
 - Top Elected Official
 - HR Managing Director
 - D & I Manager
 - Youth Specialists
 - Neighborhood/Resident Leadership



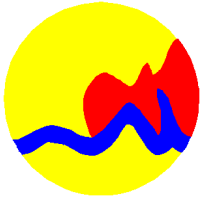
REH PURPOSE



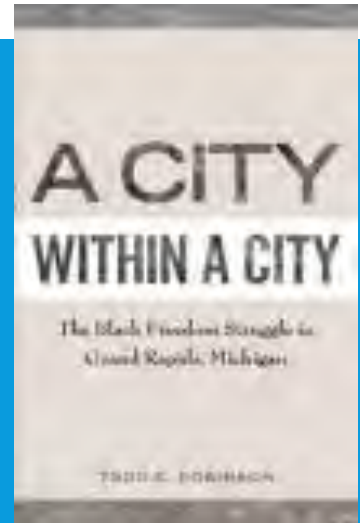
- Operationalize Racial Equity
- Focused internally
- 2 Years



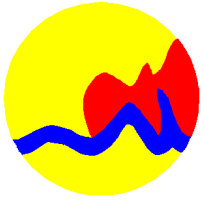
NORMALIZE



- Racial History of Grand Rapids
- Racial Equity Visions, Mission and Values to guide the work
- GARE training (internal/external) on Why Government
- Implicit Bias Training
- Racial Equity Action Leadership (REAL) training with National Equity Project
- A3/LEAN adapted to include GARE toolkit
- Employee Survey & Onboarding
- A City Within A City: The Black Freedom Struggle in Grand Rapids, MI



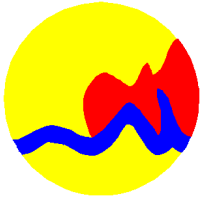
NORMALIZE



Vision: The City of Grand Rapids believes in and relies on racial equity values to eliminate structural racism to ensure equitable opportunities and outcomes in our community now and in the future.

Mission: The City of Grand Rapids works collaboratively with internal and external stakeholders to ensure racial justice, equity and inclusion exist in our programs, services, policies and facilities.

NORMALIZE



- Our vision and mission are based on the following values:

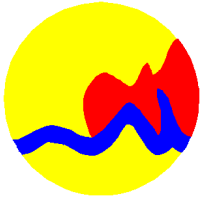
Justice

Courage

Community

Momentum

ORGANIZE



- REAL graduates formed a community of practice
- 35+ Civilian Boards and Commissions
 - Training - Appointment Process - Outreach
- Racial Equity Core Team
- GR Neighborhood Summit, Neighborhood Associations & Neighborhood Match Fund – resident voice
- New City Manager starts Oct 1st

More work is needed



OPERATIONALIZE

- Racial Equity Action Plan
 - City Services
 - Budget
 - Inclusive Engagement
 - RE in Employment & Procurement
 - Neighborhoods
 - Youth
- Embed RE Action Plan into the Transformation & Sustainability Plan
- Budget Pilot
- Outreach: Doing Business with the City, Recruitment Fairs, Etc.



OPERATIONALIZE

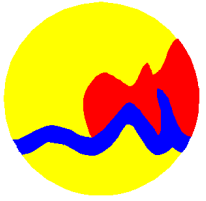
- Police Policy and Procedure Review Task Force – Assess for racial bias and make recommend changes to address disparate outcomes and to strengthen community and police relations.
 - 21st Century Policing Solutions, LLC
- Departmental Strategic Plans
- Onboarding
- Presentations and annual reports
- Economic Development – First Racial Equity A3 and first to have a board/commission form a racial equity workgroup.

VISUALIZE

- Bi-Annual Employee Survey
- Dashboards
- HR Update
- Grand Rapids Racial Equity Initiative (GRREI)
- Gateways For Growth (G4G)
- Communications

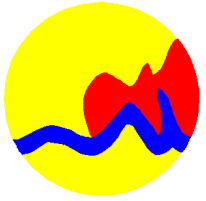


PERSONAL REFLECTIONS



- Inside-Outside Strategy
- Empowered Staff & Sigh of relief
- Pushing against the status quo and power structures
- For the most part, once people know better, they do better
- It's a journey. Create on-ramps. Avoid Equity Elitism.
- Everyone can contribute toward equity if they choose to.
- No neutral ground.
- Co-opting of racial equity. Must include shifting power.
- Government is a great place to make change, and it's exhausting. Self-Care.

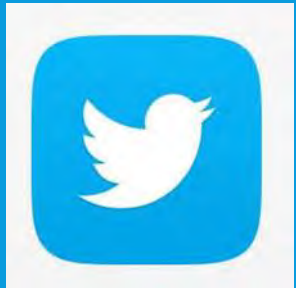
CONVERSATION – Q&A



Thank you!



@CityofGrandRapids
@Stacy_Stout



@CityGrandRapids
@Stacy_Stout

