

**Assessor's Office**  
**Racial Equity Plan – 2020**

**RELEVANT CONSIDERATIONS**

- **Racism as a Public Health Issue Resolution (adopted in July of 2019)**
  - In addition to implementing our department's Diversity Action Plan (separate document), the supervisory team will ensure that racial equity is a core element of all department operations.
  - We will rely on the MHD to create demographic and population trends to identify health inequities to implement policy to improve health outcomes
    - Review of all departmental Practices/ Policies to ensure they promote equity and access to services
    - Review all Policy and Legislative Changes
    - Expand Community Alliances with organizations like AALAM
  
- **Government Alliance on Race and Equity (GARE) - Racial Equity Toolkit**

Use racial equity tools to help develop strategies and actions that reduce racial inequities and disparities and improve success for all groups. Develop and use of a standardized GARE template to ensure each aspect of the tool is reviewed. The racial equity tool:

  - Proactively seeks to eliminate racial inequities and advance equity
  - Identifies clear goals, objectives, and measurable outcomes
  - Engages the community in decision-making processes
  - Identify who will benefit or be burdened by a decision, examines consequences of that decision, and develops a strategy to advance racial equity and mitigate unintended negative consequences.
  - Develops mechanisms for successful implementation and evaluation of impact.
  
- **Region of Choice for Diverse Talent (MMAC effort being replicated with all Taxing Units expected to launch this summer)**
  - Will include a survey and focus groups to identify the barriers and challenges associated with increasing workplace diversity especially in leadership positions
  - The Assessor's office will participate to the full extent possible in this effort

**ASSESSOR'S OFFICE STRATEGY**

- Adopt a Policy Statement on Achieving Racial Equity that includes:
  - A description of the City's *commitment* to advancing racial equity
  - A clear *leadership statement of responsibility* for fostering a culture of inclusion, equity, and social justice
  - A clear statement of *responsibility from employees* for engaging and participating in training and listening to and respecting others.
  - Document the *processes and the data* to be used for measuring success for every policy, program, practice, or budget decision that is being made to advance or achieve racial equity.
  - Document the processes used to *involve the community* and ensure their engagement.

## **DEPARTMENTAL PLANS - COMPONENTS TO BE INCLUDED**

- I. Policy Statement – including 5 components as stated above
- II. Document initiatives and practices that have already been implemented to advance racial equity including measurable outcomes achieved.
- III. Review proposed initiatives to advance racial equity and include:
  - a. Description of the policy, program, practice, or budget decision under consideration and a description of the intended results (in the community) and outcomes (within the Assessor's Office).
  - b. Description of the data that is available and the data that will be needed to understand the impact on the community.
  - c. Identification of stakeholders and a clear indication of how their input will be sought.
  - d. Identification of how the initiative is expected to advance racial equity.
  - e. A description of the actual plan for implementation.