City of Asheville Equity & Inclusion

City Manager Report

February 11, 2020

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Office of Equity & Inclusion

THE CITY OF ASHEVILLE



Equity & Inclusion Update

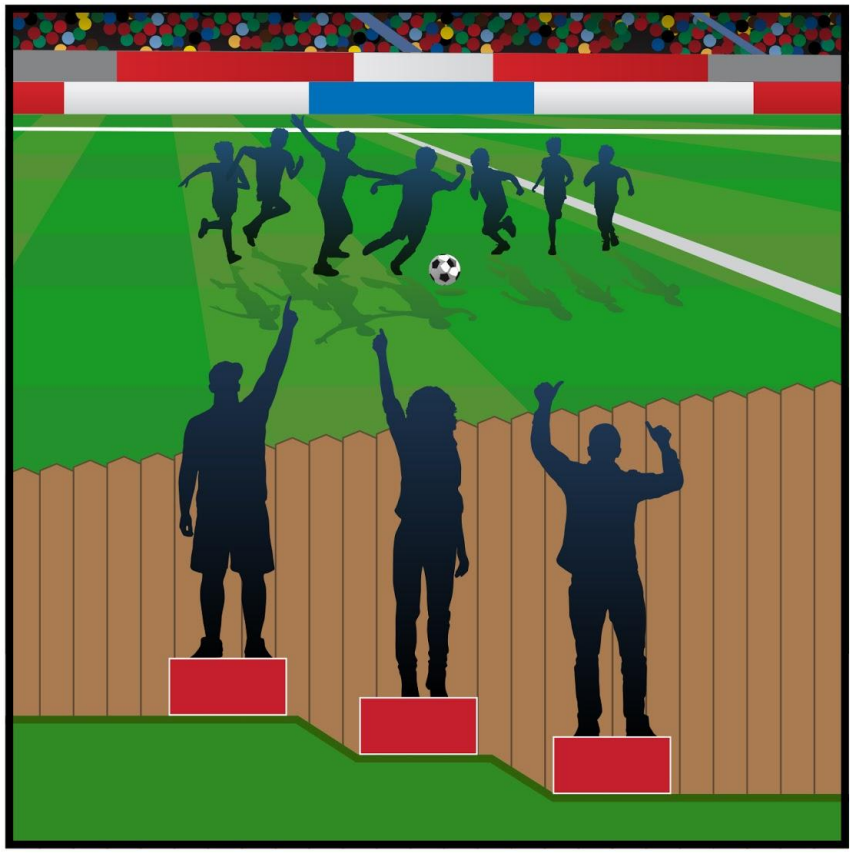
- **Council Strategy A.5:** Expand partnership opportunities with Asheville City Schools through the Equity Collaboration to eliminate disparities in access to quality schools and other educational resources

- **Council Strategy A.6:** Develop and implement a strategy based on the NLC report to foster economic mobility.

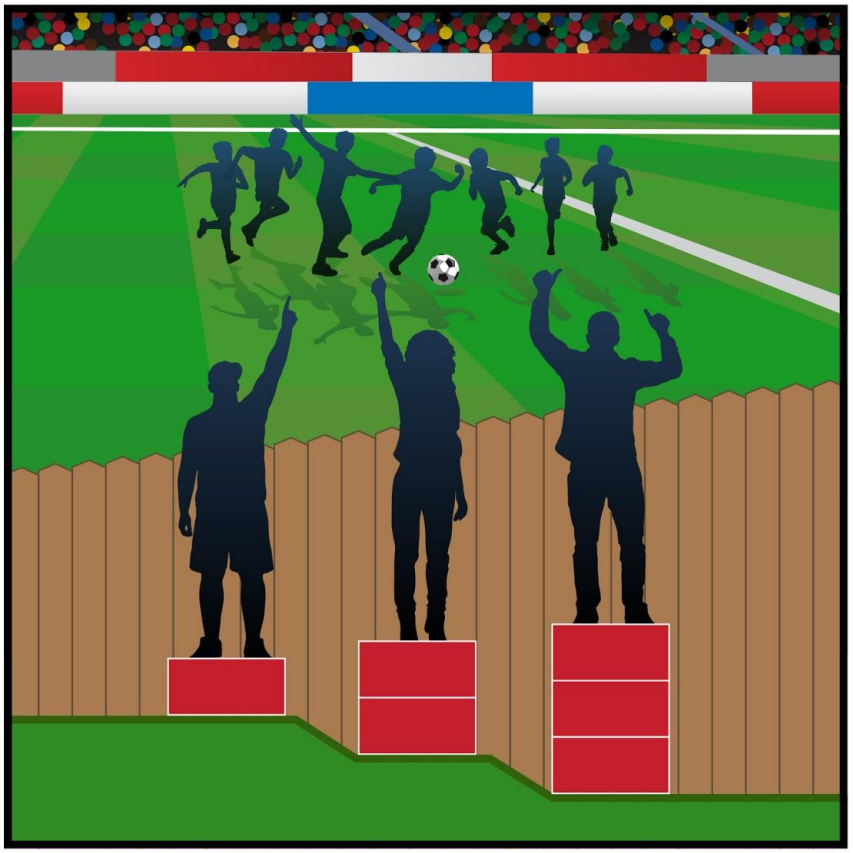
Equity & Inclusion Update

- **Council Strategy A.1:** Incorporate equity into hiring policies, practices and procedures, especially in public safety (on-going)
- **Council Strategy A.2:** Expand diversity on City boards and commissions (on-going)
- **Council Strategy A.3:** Review city programming, facilities, staffing operations to enhance racial equity, with an emphasis on Parks and Recreation (on-going)
- **Council Strategy A.4:** In partnership with others, participate in community dialogue and potential strategies to honor history and contributions of the African American community in Asheville (on-going)

Vision & Mission



EQUALITY



EQUITY

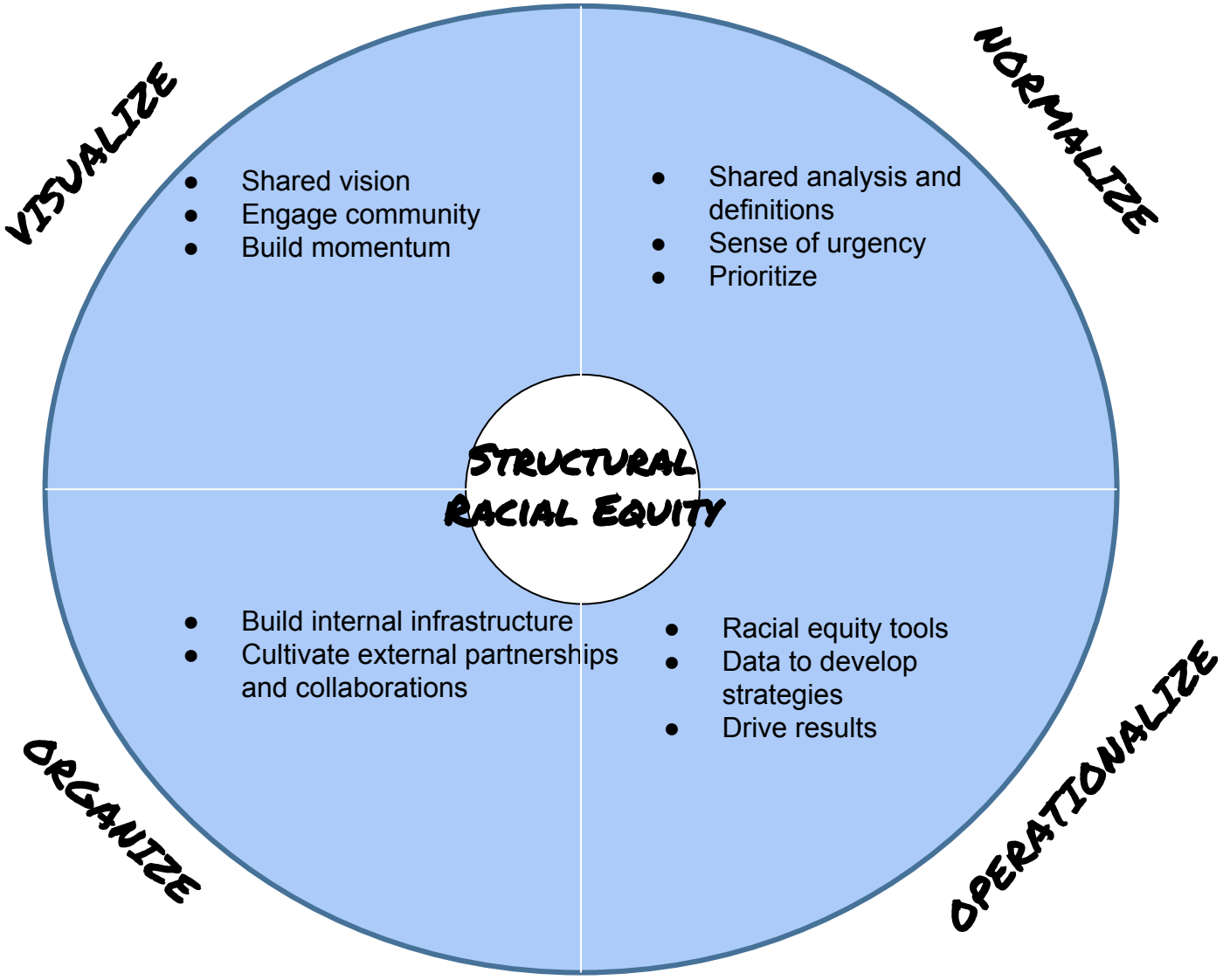
Vision 2036

"Asheville is an inclusive, diverse city. We have created an equitable community where everyone can participate and has the opportunity to fulfill their potential because they have access to affordable, healthy food, transportation, quality education, and living wage jobs. Asheville promotes and supports minority business as a means of strengthening our local economy. We use a racial equity lens…"

Working Mission

The Office of Equity & Inclusion fosters a ***fair and inclusive culture*** *across city government, promotes* ***equitable policies, practices and procedures****, and* ***facilitates improved human relations.***

Where We Have Been



Embedding Racial Equity Framework

Normalize

- Training staff and boards and commissions
- Increase comfort talking about race/racism
  - Videos, Documentaries, Podcasts and post discussions





Embedding Racial Equity Framework

Organize

- Internal organizing: Equity Core Teams, Interdepartmental Action Teams
- External organizing/ influence; Boards and Commissions, Buncombe County CMO, Safety + Justice; WNCDEC; ABC United Way; UNC Asheville, ACS

Embedding Racial Equity Framework

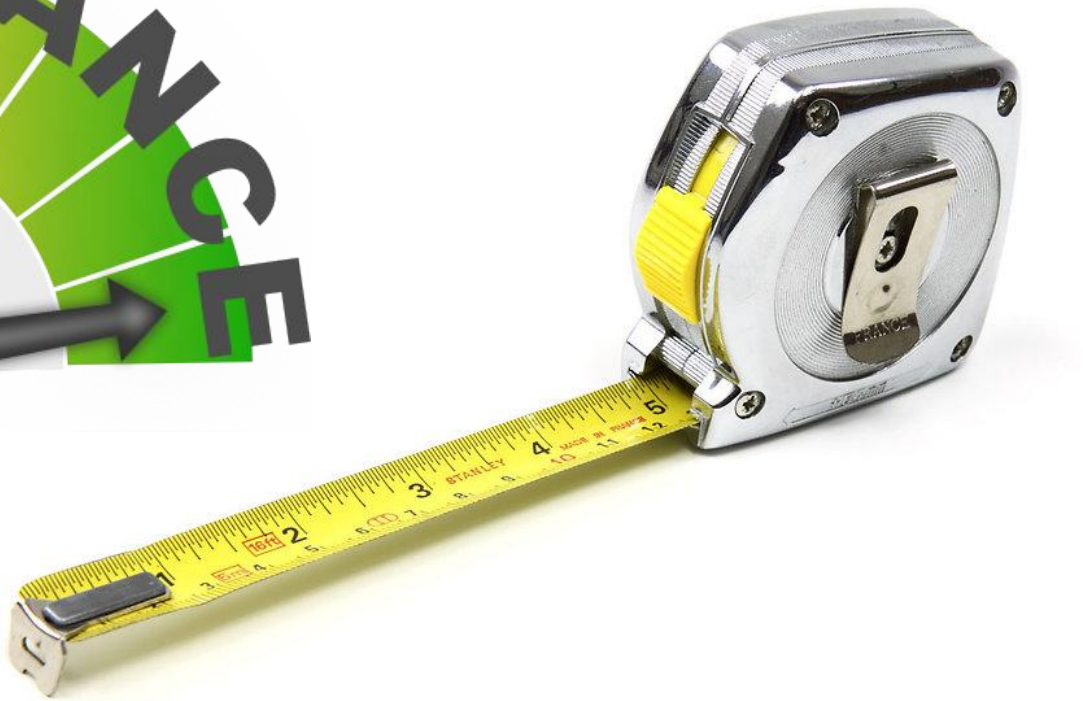
Operationalize

- FY21 Budget Process;
- City Property Disposition Policy
- Noise Ordinanc Update
- Urban Centers Rezoning



Where We Are Now





Embedding Equity

- **Council Strategy A.5:** Expand partnership opportunities with Asheville City Schools through the Equity Collaboration to eliminate disparities in access to quality schools and other educational resources
  - Equity Collaborative
  - Staff as Equity Resource

- **Council Strategy A.6:** Develop and implement a strategy based on the NLC report to foster economic mobility.
  - Position the City as a Model Employer

Embedding Equity

- **Council Strategy A.1:** Incorporate equity into hiring policies, practices and procedures, especially in public safety (on-going)
  - Progress with data collection
  - Piloting practice changes

- **Council Strategy A.2:** Expand diversity on City boards and commissions (on-going)
  - New application
  - Inclusion Survey

Embedding Equity

- **Council Strategy A.3:** Review city programming, facilities, staffing operations to enhance racial equity, with an emphasis on Parks and Recreation (on-going)
  - Develop Action Team to track performance

- **Council Strategy A.4:** In partnership with others, participate in community dialogue and potential strategies to honor history and contributions of the African American community in Asheville (on-going)
  - Supporting AAHC on monument process
  - Increased Communication & Coordination

Embedding Racial Equity

Measuring Impact and Results

- Results-Based Accountability -
  How much did we do?
  How well did we do it?
  Is anyone better off?

Analysis in decision-making policy-making

- Data Collection improvements - HR, Boards & Commissions
- Inclusive Community Engagement

Where We Are Going



Embedding Racial Equity Framework

Visualize

- Listening and being Responsive and Accountable to the Community's Vision of Racial Equity in Asheville, especially those most impacted by inequities and disparities.
  - Racial Healing mini-grants results
  - Deepened Racial Equity Facilitators' Pipeline (mini-grant)
  - Responsive and Inclusive African American Business Development

Advancing the Work

Normalizing

- Black History IS American History Film Series & Discussions Feb 10, 17, 24 and 27

Economic Inclusion

- Hosting Economic Inclusion in Southern Cities Learning Cohort May 2 - 4