



Equity & Inclusion Initiative in Mecklenburg County

March 12, 2019



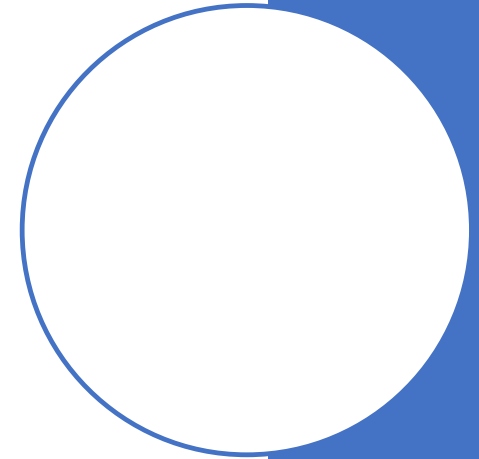
Agenda

- Why Equity is a priority
- Work with Government Alliance on Race and Equity (GARE) – framework
- FY18 Equity project milestone
- FY19 Status
- Overview of the NC GARE Convening



Our Commitment

**Look at our operations,
policies and practices
from equity lens**



Government Alliance on Race and Equity (GARE)

A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Lead network – 110+ members
- ✓ Expand network – 30 states / 150+ cities
- ✓ Provide tools to put theory into action





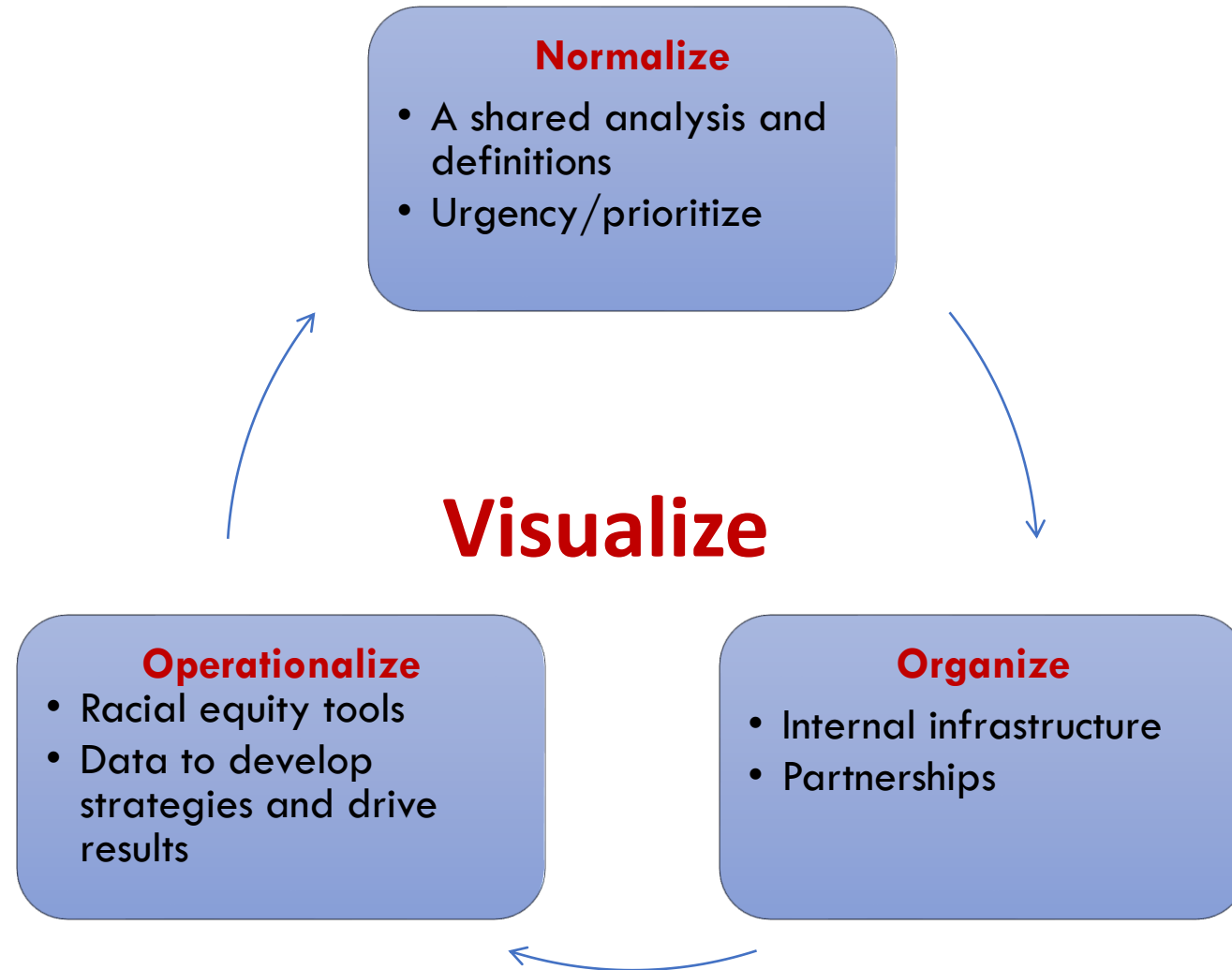
*“Doing this work
is like building a
bicycle at the
same time you’re
trying to ride it”*



Mecklenburg County's Roadmap with GARE:



Implementing National Best Practice



Why lead with race?

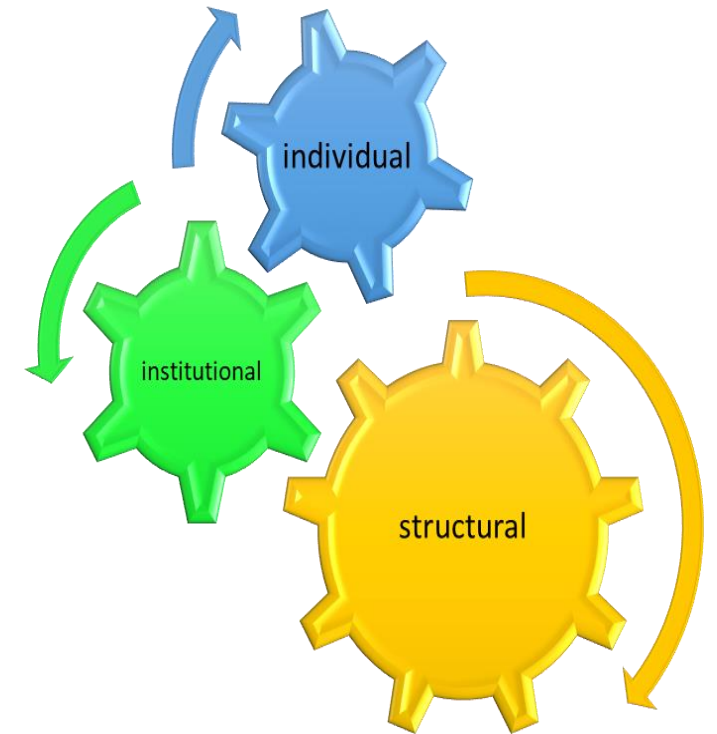
- Racial inequities deep and pervasive
- Racial anxiety on the rise – race is often an elephant in the room
- Learning an institutional and structural approach can be used with other areas of marginalization
- Specificity matters

Race focused, but not exclusive
always bring an “intersectional” analysis

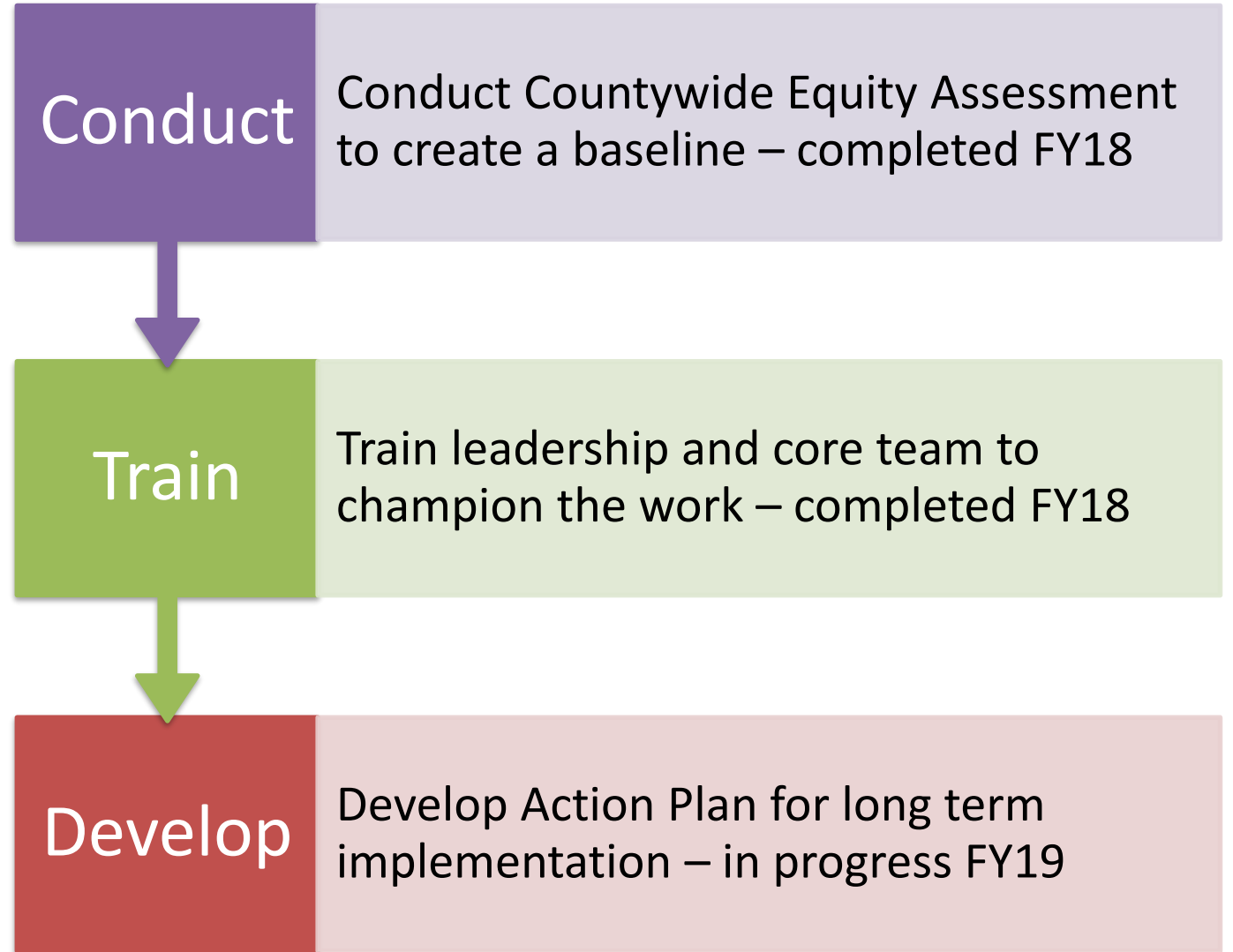


Racial equity means:

- “Closing the gaps” so that race does not predict one’s success, while also **improving outcomes for all**
- To do so, have to:
 - ✓ Target strategies to focus improvements for those worse off
 - ✓ Move beyond “services” and focus on changing policies, institutions and structures



STATUS:



Countywide Equity Assessment



- Completed in 2018
- Focus Groups: 125 people
- Online Survey: 2,818 people (48.2%)
- All departments/agencies participated, representing all ethnicity, age, gender, levels & tenure



Countywide Equity Assessment Results

- Staff have solid understanding of the importance of addressing the impact of race
- Importance of having departmental actions to demonstrate greater institutional commitment
- Critical for leadership to provide clear direction and integrate racial equity discussions into workflow
- Need to enhance culture of inclusion
- Increase opportunities for racial equity training to operationalize practices that improve outcomes



I would become more active in advancing racial equity if:

- 43%** I had more information so I knew what to do.
- 42%** I received training.
- 26%** I had more time.
- 26%** I had the support of my supervisor or manager.
- 23%** Racial equity strategies received more funding.
- 33%** I am satisfied with my current level of engagement.

“The willingness to first acknowledge the issue of racial inequalities within an organization is an important first step, and I am happy to see this issue rising to the forefront. However, if this is to be a truthful effort we have to change policies that encourage racial inequities.”



Leadership Training: Advancing Racial Equity

- All Executive Team and Department Directors participated
- Mid-Senior Leadership – 225 individuals across the County
- Objectives – One Day Training:
 - Develop a shared understanding of foundational concepts surrounding racial equity.
 - Increase understanding of key racial equity terminology and the role that organizations can play in advancing equity.
 - Introduce effective practices and discuss opportunities to operationalize racial equity and organize to advance racial equity.



FY19 EQUITY & INCLUSION STATUS

40 **Launched the**
people **County Equity**
Core Team



To serve as liaison from each department to support and carry the strategic direction:

1. Create leadership body across all departments to help guide this work
2. Develop internal capacity to ensure its sustainability
3. Develop of a short and long-term plan of implementation for long term success



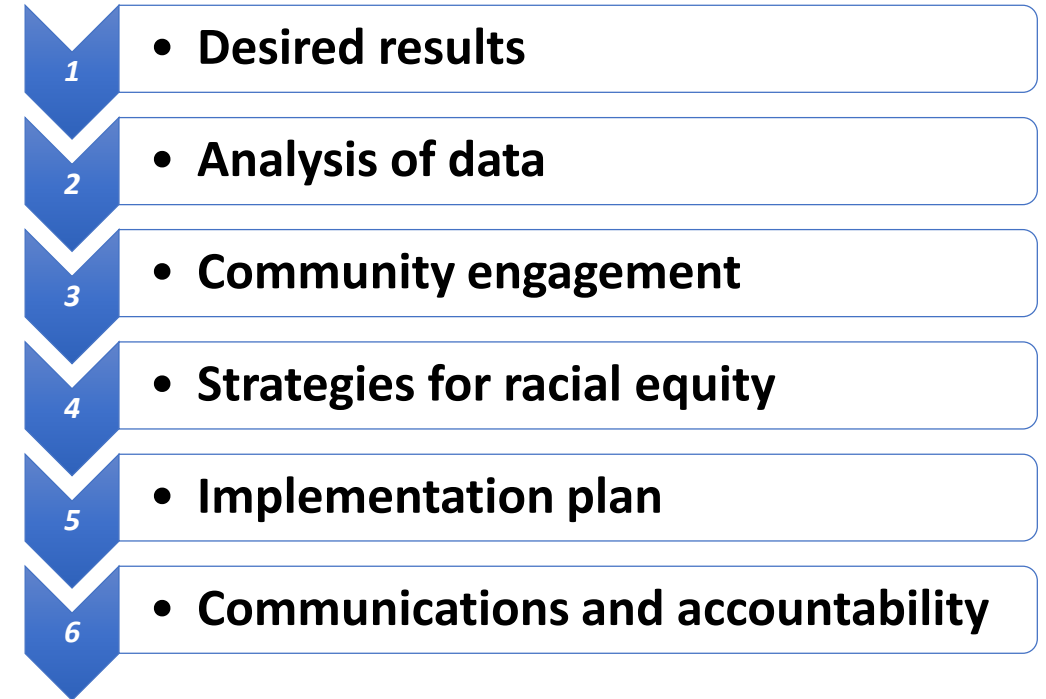
DEVELOPMENT OF EQUITY ACTION PLAN

Target Completion: May 2019



What is a Racial Equity Tool Process?

- Test GARE's Racial Equity Toolkit
- Build capacity of pilot teams to use the GARE
- Inform development of a Racial Equity Tool (possibly adapted from GARE's) for use by Mecklenburg County staff in their daily work
- Development of an Equity Action Plan with recommendations informed by the work of Pilot Project Teams





Introductory Training on Advancing Racial Equity

- Required one day training for 5,500+ employees
- Hire external facilitators/internal facilitators
- Rollout in August 2019

Ongoing education and learning opportunities will be offered



NC GARE Convening: Advancing Racial Equity - Building a Movement for Impact Through Local Government

- January 16 -17, 2019; funded by the Knight Foundation
- Purpose: Bring together representatives from seven government jurisdictions and an array of community-based organizations.
- Goals of the Convening include:
 - Increase jurisdictions in understanding and commitment to racial equity and the role government can play in advancing equity
 - Sharing local and national best practices to advance racial equity that are already in place
 - Support synergies across jurisdictions
 - To gauge NC jurisdictions interest in a statewide learning community
- Results:
 - 14 jurisdictions represented
 - 200+ attendees
 - 11 elected officials
 - Consensus on NC ongoing statewide learning community



How BOCC can Lead for Racial Equity

- When reviewing legislation/policy, pose the questions:
 - What are the racial equity impacts?
 - Who is being burdened?
 - What are the unintended consequences?
- Participate in a one day training on Advancing Racial Equity that will be rolled out to all County employees
- Resources and information are available at <https://www.racialequityalliance.org/>



Questions & Comments



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