

DEC discussion with MHC

12/19/17

Initial Division Racial Equity Plan Review:

Overall the plans looked great and started to tackle the items identified in the Auditor's Office overall racial equity plan in meaningful ways. The Diversity and Equity Committee reviewed the plans and has some initial feedback:

- All plans should identify the overall long-term office-wide goal, not the City equity goal
- Segregate out past vs. future or ongoing initiatives and goals in order to evaluate progress
- Each division should have a data component to tackle – even if the resulting answer or outcome is not applicable
- Each division needs to identify goals with some sort of phrase or statement about what they are trying to accomplish rather than simply “strategic planning” or “neighborhood outreach” (see Ombudsman/Hearings Office for good examples)
- DEC can provide basic categories that should be included so that there is some consistency across the office
- Some performance or community indicators do not appear to be measurable
- Encourage each division to document outcomes of all our initiatives, even unsuccessful ones, in order to 1) be comprehensive in documenting our efforts 2) identify patterns/barriers preventing progress officewide

Questions for the process:

- Are these living/evolving documents or more static throughout the year?
- Should these all roll-up to the Auditor's Office-wide plan as we first envisioned?
- What would be most helpful to MHC in an annual update of progress?
- How can we be useful in encouraging progress on this moving forward (coordinating a data training, having divisions share plans, etc.?)