

Raleigh Equity & Inclusion Action Plan – Data comes from departmental racial equity tools and supports initiatives laid out in the strategic plan.

Goal 1: Raleigh employees are prepared to carry out equity work					
Building Organizational Capacity - City employees have the understanding, competencies, skills, tools, and resources needed to advance racial equity					
Indicators	Actions & Strategic Alignment	Timeline	Accountability	Performance Measure	Progress
<ul style="list-style-type: none"> ○ Percent of Raleigh employees that understand the organization’s commitment to racial equity. ○ Percent of staff who believe advancing racial equity is a priority of government. ○ Percentage of departments/offices with active representation on CORE Team. ○ Percentage of staff who participate in the employee racial equity survey ○ Percent of departments who who utilize racial equity tool and/or lens for review of programs, policies and services. ○ Percent of departments that have a Racial Equity Action Plan. 	<p>Organizational Excellence – Objective 4</p> <p>1) Racial Equity Training</p> <ul style="list-style-type: none"> ○ Equity 101: Foundations - All employees are required to complete this training as a condition of employment every 2 years. ○ Equity 102: Crucial Conversations on Race – This optional course prepares staff to engage in and manage difficult conversations and scenarios in the workplace related to race. ○ Equity 103: Racial Equity Tools: All supervisory staff are required to take this training once but, is optional for Non-supervisory staff. ○ Equity 104 : Special topics course designed to cover current events and issues that impact how the city provides services <p>2) Employee Racial Equity Survey</p> <ul style="list-style-type: none"> ○ Design and implement employee racial equity survey on a biennial basis. <p>3) Organizational Assessment on Equity</p> <ul style="list-style-type: none"> ○ Implement an annual organizational assessment on equity <p>4) Use of Racial Equity Tool and/or lens with policies or programs development and review – Each department and office will use of the GARE Racial Equity Tool to assess a select policy or program.</p>	<p>December 2021</p> <p>By January 2022</p> <p>December 2021</p> <p>April 2022</p>	<p>Human Resources Equity & Inclusion CORE Team</p> <p>Budget Equity & Inclusion CORE Team</p> <p>City Managers Office All Department Heads Information Technology</p> <p>All Department Heads Department Staff CORE Team</p>	<p># of staff with completed training requirement</p> <p># of supervisors with completed training requirement</p> <p># of staff that have taken optional training</p> <p># of departments completing annual racial equity tool exercise</p> <p># of staff that complete the survey</p> <p># of department heads that complete the organizational assessment</p> <p>Percent of departments that have a Racial Equity Team within their department</p>	

Goal 2: Raleigh is an inclusive employer of choice

Workforce Equity

Indicators	Actions & Strategic Alignment	Timeline	Accountability	Performance Measure	Progress
<p>Equitable & representative percentage of employees employed by the City in terms of age, race, ethnicity, gender, sexual identity, veteran status or ability</p>	<p>Organizational Excellence – Objective 3</p> <p>Convene a Workforce Equity Subcommittee that will accomplish the following work over the next 2 years:</p> <ul style="list-style-type: none"> ○ Diversity & Inclusion Talent Management Plan – to address recruitment, hiring, retention and career development of diverse staff throughout the employee lifecycle. ○ Identify necessary improvements to the HRIS data collection system to highlighting specific positions that have the greatest disparities. ○ Add Racial equity as core competency in select job descriptions. ○ Train hiring managers on equitable hiring practices, expectations and accountability utilizing best practices within hiring processes to minimize bias throughout all phases of the process. ○ Review policies to identify barriers to hiring, retention, and upward mobility. Use the Racial Equity Tool to develop recommended changes. Barriers to be considered include minimum qualifications (education and experience equivalencies) and the role of seniority in promotions and benefits. ○ Exploration of pay differential for bilingual staff in community-serving positions and staff who have been competency tested for interpretation and translation services. 		<p>Human Resources Equity & Inclusion CORE Team Some representation from all departments and offices</p>	<p>Workforce Equity Subcommittee Convened</p> <p>Policy guidance developed</p> <p># of hiring managers that attended training</p> <p>Demographics of the Raleigh workforce reflect demographics of the community across positions</p> <p># of job descriptions that incorporate racial equity</p> <p>Racial representation at each stage of the hiring process reflects the demographics of the community</p> <p># of positions receiving premium pay for second language skills</p>	

Goal 3: Raleigh practices inclusive and equitable engagement

Inclusive Engagement – Raleigh partners and engages with the community to move the City’s work forward

Indicator	Actions & Strategic Alignment	Timeline	Accountability	Performance Measure	Progress
<p>City, community and public and private institutions work together to address the disparities impacting our communities</p> <p>Demographic breakdown of attendees at engagement events and activities</p>	<p>Organizational Excellence – Objective 4 & 5</p> <p>Completion of Community Engagement Study to review and update the city’s community engagement process and implement study recommendations:</p> <ul style="list-style-type: none"> ○ Convene an internal Community Engagement Committee led by city staff. ○ Convene an external Community Engagement Committee led by the consultant. <p>Boards and Commissions Equity Training – to educate council appointed Boards on the issues impacting Raleigh through a lens of racial equity.</p>	<p>April 2022</p> <p>July 2023</p>	<p>Community Engagement Equity & Inclusion All customer facing departments</p> <p>Equity and Inclusion Community Engagement All departments with external boards</p>	<p>Establishment of the committees, develop the milestones and scope for the initiatives</p>	

Goal 4: Raleigh facilitates inclusive planning, development and growth to support communities of color

Inclusive Planning, Development & Growth

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measures	Progress
<p>1) Percentage of policies identified in White Paper that have been assessed and updated</p> <p>2) Percentage of riders</p> <p>3) 1. Quality of quarter mile walk experience. 2. Stop and station amenities. 3. Analysis of current and future ridership.</p> <p>4) Update the Fair Housing Ordinance, Change the scope of the FHHB to quasi-judicial and apply for federal funding (FHIP/FHAP)</p> <p>5) Need assistance customers that qualify for the service under the pre-audit guidelines age or topography rather than solely disability.</p>	<p>Growth and Natural Resources – Objective 4 Safe, Vibrant and Healthy Community – Objective 2 Transportation and Transit – Objective 5</p> <p>1) Comp Plan Equity Audit - The purpose of this project is to undertake the first such periodic revision to the Comprehensive Plan since the adoption of the Five-year Update in 2019, with racial equity as the focus area. The update will reassess policies and actions within the Comprehensive Plan for their inequitable impacts on Raleigh’s Black, Indigenous, and People of Color (BIPOC) residents.</p> <p>2) Bus Rapid Transit Implementation - Ensure that the benefits created by transit investment, as well as future growth around transit are shared broadly by all Raleigh residents especially those from underserved areas.</p> <p>3) Residential Parking Zones - Existing residential parking permits zones are primarily located in majority white higher per capita income areas. They are disproportionately located in areas with a high percentage of owner occupied homes leaving renters, which are primarily communities on color, potentially without options.</p> <p>4) Creation of Fair Housing Unit –With the current emphasis on Affordable Housing and Equity, there is an equally robust need to enforce the provisions of the Fair Housing Act of 1968 which prevents discrimination in housing for protected classes</p> <p>5) Increase Access to Solid Waste Needs Assistance Program - Educate community members about issues, projects, and decisions and Build personal relationships with those most directly impacted.</p>	<p>March 2022</p>	<p>Planning & Development Serv. Equity and Inclusion Transportation Engineering Services PRCR Housing & Neighborhoods Planning Commission Bicycle & Pedestrian Board Historic Development Comm. Parks Advisory Board Community Members</p> <p>Transportation Various Departments</p> <p>Parking Services</p> <p>OEI, State of NC, HUD</p> <p>Solid Waste Services</p>	<p>Comp Plan</p> <ul style="list-style-type: none"> ○ Scope will be developed further after kick off. <p>BRT</p> <ul style="list-style-type: none"> ○ # of rides ○ Demographics ○ Times, locations <p>Parking Zones</p> <ul style="list-style-type: none"> ○ Utilization disaggregated by race & geography ○ Homeownership & Renters <p>Fair Housing</p> <ul style="list-style-type: none"> ○ # of complaints ○ # of issues reviewed ○ # of policies enacted ○ # of referrals to State OAH ○ # of referrals to legal aid ○ # of referrals to Wake County <p>Solid Waste Services</p> <ul style="list-style-type: none"> ○ # of new service subscribers ○ New subscriber demographics ○ # of alternative methods for engagement ○ # of new diverse partners. 	