### Raleigh Equity & Inclusion Action Plan

Data comes from departmental racial equity tools and supports initiatives laid out in the strategic plan.

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**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**

<table>
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<tr>
<th>Indicators</th>
<th>Actions &amp; Strategic Alignment</th>
<th>Timeline</th>
<th>Accountability</th>
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| o Percent of Raleigh employees that understand the organization’s commitment to racial equity.  
  o Percent of staff who believe advancing racial equity is a priority of government.  
  o Percentage of departments/offices with active representation on CORE Team.  
  o Percentage of staff who participate in the employee racial equity survey  
  o Percent of departments who utilize racial equity tool and/or lens for review of programs, policies and services.  
  o Percent of departments that have a Racial Equity Action Plan. | 1) Racial Equity Training  
  o **Equity 101: Foundations** - All employees are required to complete this training as a condition of employment every 2 years.  
  o **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.  
  o **Equity 103: Racial Equity Tools** - All supervisory staff are required to take this training once but, is optional for non-supervisory staff.  
  o **Equity 104: Special topics course** designed to cover current events and issues that impact how the city provides services | December 2021 | Human Resources  
  Equity & Inclusion  
  CORE Team | # of staff with completed training requirement |  
  # of supervisors with completed training requirement |  
  # of staff that have taken optional training |  
  # of departments completing annual racial equity tool exercise |  
  # of staff that complete the survey |  
  # of department heads that complete the organizational assessment |  
  Percent of departments that have a Racial Equity Team within their department |
| 2) Employee Racial Equity Survey  
  o Design and implement employee racial equity survey on a biennial basis. | By January 2022 | City Managers Office  
  All Department Heads  
  Information Technology |  |
| 3) Organizational Assessment on Equity  
  o Implement an annual organizational assessment on equity | December 2021 | All Department Heads  
  Department Staff  
  CORE Team |  |
<p>| 4) Use of Racial Equity Tool and/or lens with policies or programs development and review – Each department and office will use the GARE Racial Equity Tool to assess a select policy or program. | April 2022 |  |  |  |</p>
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| Equitable & representative percentage of employees employed by the City in terms of age, race, ethnicity, gender, sexual identity, veteran status or ability | Organizational Excellence – Objective 3  
Convene a Workforce Equity Subcommittee that will accomplish the following work over the next 2 years:  
- **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 highlight 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. | Human Resources Equity & Inclusion CORE Team  
Some representation from all departments and offices | Workforce Equity Subcommittee Convened  
Policy guidance developed | Workforce Equity Subcommittee Convened  
Policy guidance developed | 

Demographics of the Raleigh workforce reflect demographics of the community across positions  
# of job descriptions that incorporate racial equity  
Racial representation at each stage of the hiring process reflects the demographics of the community  
# of positions receiving premium pay for second language skills |
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<td>City, community and public and private institutions work together to address the disparities impacting our communities</td>
<td><strong>Organizational Excellence – Objective 4 &amp; 5</strong>&lt;br&gt;Completion of Community Engagement Study to review and update the city’s community engagement process and implement study recommendations:&lt;br&gt;o Convene an internal Community Engagement Committee led by city staff.&lt;br&gt;o Convene an external Community Engagement Committee led by the consultant.&lt;br&gt;&lt;strong&gt;Boards and Commissions Equity Training&lt;/strong&gt; – to educate council appointed Boards on the issues impacting Raleigh through a lens of racial equity.</td>
<td>April 2022</td>
<td>Community Engagement Equity &amp; Inclusion&lt;br&gt;All customer facing departments</td>
<td>Establishment of the committees, develop the milestones and scope for the initiatives</td>
<td></td>
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<td>Demographic breakdown of attendees at engagement events and activities</td>
<td></td>
<td>July 2023</td>
<td>Equity and Inclusion Community Engagement&lt;br&gt;All departments with external boards</td>
<td></td>
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## Goal 4: Raleigh facilitates inclusive planning, development and growth to support communities of color

### Inclusive Planning, Development & Growth

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<th>Indicator</th>
<th>Outcomes and Actions</th>
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<th>Performance Measures</th>
<th>Progress</th>
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<td>1) Percentage of policies identified in White Paper that have been assessed and updated</td>
<td>Growth and Natural Resources – Objective 4 Safe, Vibrant and Healthy Community – Objective 2 Transportation and Transit – Objective 5</td>
<td>March 2022</td>
<td>Planning &amp; Development Serv. Equity and Inclusion Transportation Engineering Services PCCR</td>
<td>Comp Plan – Scope will be developed further after kick off.</td>
<td>2022</td>
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<td>2) Percentage of riders</td>
<td>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.</td>
<td></td>
<td>Housing &amp; Neighborhoods Planning Commission Bicycle &amp; Pedestrian Board Historic Development Comm. Parks Advisory Board Community Members</td>
<td>BRT – # of rides Demographics Times, locations</td>
<td>2022</td>
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<td>3) Quality of quarter mile walk experience. 2. Stop and station amenities. 3. Analysis of current and future ridership.</td>
<td>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.</td>
<td></td>
<td>Transportation Various Departments Parking Services</td>
<td>Parking Zones – Utilization disaggregated by race &amp; geography Homeownership &amp; Renters</td>
<td>2022</td>
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<td>4) Update the Fair Housing Ordinance, Change the scope of the FHBB to quasi-judicial and apply for federal funding (FHIP/FHAP)</td>
<td>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.</td>
<td></td>
<td>OEI, State of NC, HUD</td>
<td>Fair Housing – # of complaints # of issues reviewed # of policies enacted # of referrals to State OAH # of referrals to legal aid # of referrals to Wake County</td>
<td>2022</td>
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<td>5) Need assistance customers that qualify for the service under the pre-audit guidelines age or topography rather than solely disability.</td>
<td>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</td>
<td></td>
<td>Solid Waste Services</td>
<td>Solid Waste Services – # of new service subscribers New subscriber demographics # of alternative methods for engagement # of new diverse partners.</td>
<td>2022</td>
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<td>6) 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.</td>
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