

City of Boulder Racial Equity Plan Outline

As part of the City of Boulder's [Racial Equity Work](#), city staff have drafted a Racial Equity Plan outline, shaped by significant and valuable community input. This includes the 2017 Community Perceptions Assessment; personal stories shared by community members of color in sessions hosted by the Human Relations Commission and City Council; frequent conversations with organizations that work with communities of color; and the city's participation in the Diversity and Inclusion Summit at the University of Colorado Boulder.

The city's Racial Equity Plan is a living road map that will guide the City of Boulder government through the process of prioritizing goals, specifying details, and assigning resources to achieve meaningful change. This plan will include goals and strategies to ensure City of Boulder government policies, programs, and practices are free from institutional and systematic racism. A current draft has these organized by focus areas, relating, for example, to training and building capacity throughout the city organization, rethinking public engagement, and achieving more diverse representation within city staff and in decision-making/leadership roles.

The city is facilitating public engagement – co-designed with the Racial Equity Engagement Working Group – in the spring of 2020 to collect community feedback that will expand this outline to shape the city's Racial Equity Plan.

For clarifications or questions, please don't hesitate to contact:

Aimee Kane, she/her/hers
Program and Project Manager
City Manager's Office
kanea@bouldercolorado.gov
720.315.4933

Ryan Hanschen, he/him/his
Engagement Specialist
City Manager's Office
hanschenr@bouldercolorado.gov
720.527.8847

To learn more about the City of Boulder's Racial Equity Work:

<https://bouldercolorado.gov/racial-equity>

To receive updates on the City of Boulder's Racial Equity Work, please visit:

https://bouldercolorado.formstack.com/forms/racial_equity_interest_form

City of Boulder Racial Equity Plan Outcome

The City of Boulder commits to advancing racial equity by ensuring that its policies, programs and practices are free from institutional and systemic racism. We pledge to work collaboratively to support a high quality of life and access to opportunity for community members of all races and ethnicities.

Goals and Strategies

Goal 1: Everybody gets it. The city will normalize and operationalize understanding of institutional and structural racism among people who work for or represent the City of Boulder, including city staff, City Council, Boards and Commissions, and ongoing program volunteers.

Strategy 1.1: Develop equity-focused leadership at all levels

- Leverage the Guiding Coalition
- Develop expectation across work groups to participate on Racial Equity Teams

Strategy 1.2: Develop workplace-based equity teams

- Organize Racial Equity Teams responsible for leading implementation of the Action Plans within their respective departments

Strategy 1.3: Provide Racial Equity Training

- Provide introductory Racial Equity Training to all employees.
- In the Racial Equity Training, use a “train-the-trainer” model to continue to build internal expertise. Provide Racial Equity Toolkit training to all managers. Provide training on communications and messaging about racial equity to appropriate staff.
- Make Implicit Bias and Microaggression training mandatory for staff, council, boards, commissions and volunteers
- Provide New Employee Orientation (NEO) that grounds new staff members in our organizational culture and what the city is working towards
- Make the Advancing Racial Equity: The Role of Government training mandatory for all supervisors and available for all staff members.
- Make Using a Racial Equity Instrument training available for all staff members (Advancing Racial Equity: The Role of Government is prerequisite)
- Provide opportunities for staff to engage in meaningful conversations about race
- Establish clear racial equity expectation language and implement in handbooks, scopes of work, RFPs, and contracts

Goal 2: Justly do it. The city will take action to end racial disparities in city services.

Strategy 2.1: Achieve commitment at the department level

- Departments will create their own Racial Equity Teams and Plans (identify areas of exploration to analyze, the plan to prioritize that work, instrument applied to anything new)

Strategy 2.2: Operationalize the Racial Equity Instrument

- Utilize the Racial Equity Instrument into new city programs and policies
- Weave the Racial Equity Instrument into the city's decision-making process
- Strategically integrate the Racial Equity Instrument into the city's existing programs, policies and policies

Strategy 2.3: Integrate racial equity into master and strategic Plans

- Ensure consideration of racial equity is incorporated into the development of new master and strategic plans
- Include Racial Equity Instrument in the city's proposed planning toolkits

Strategy 2.4: Focus on racial equity in stewarding public funds and city financial processes

- Utilize the Racial Equity Instrument into budget, purchasing and procurement processes
- Expand Minority-Owned Business policy beyond federal grants
- Ensure broader accessibility of city financial processes, including grants, RFPs, taxes, and other processes

Goal 3: Community Commitment. The city will strengthen partnerships and collaborate with community members and organizations that demonstrate a commitment to ending racism.

Strategy 3.1: Partner with community

- Identify organizations and community members interested in partnership and work together to establish ways we can coordinate, collaborate, and complement each other's work
- Leverage council members in outreach and engagement within the community

Strategy 3.2: Build community organizational capacity

- Improve relationships between organizations focusing on advancing racial equity, establish mutually beneficial best practices for communications and areas of collaboration

Strategy 3.3: Seek opportunities to support and promote the value of diversity and multiculturalism

Strategy 3.4: Recognize history of institutional racism within the City of Boulder

- Model changes in systems and structures that may guide other organizations in implementing similar changes
- Incorporate history of institutional racism and past lessons learned into staff training and decision-making processes

Goal 4: Power to all people. The city will build and maintain trust, expanding the influence of community members of color through inclusive and responsive engagement.

Strategy 4.1: Improve access to decision-makers

- Identify and address structural inequities in access to council/decision makers

Strategy 4.2: Support city-community relationships through staffing

- Build trust and ensure staff has the responsibility, skills and cultural proficiency to establish lasting relationships

Strategy 4.3: Focus on high-quality community engagement

- Develop, share and incorporate best practices and resources to support accessible, inclusive, and welcoming engagement
- Create collaborative opportunities to plan and implement engagement with people of color

Strategy 4.4: Value lived experience

- Listen and be responsive to community needs and recognize the value of lived experiences, assets, and strengths within communities of color

Strategy 4.5: Address language, cultural and engagement access barriers

- Increase strategic use of interpretation and translation services as well as facilitation in languages other than English
- Further develop and encourage the use of resources and tactics designed to meet community members where they are (e.g., Community Connectors, micro-engagements)

Goal 5: Representation matters. The city will eliminate barriers and create opportunities to build a diverse workforce across the depth and breadth of local government including elected officials, boards, commissions and working groups.

Strategy 5.1: Address boards, commissions and working groups

- Collect the demographic data of boards, commissions and working groups
- Revamp application process, including forms, to support increased inclusivity
- Ensure outreach and recruitment processes support and encourage racial equity
- Identify and mitigate barriers in the operations of board, commission and working group meetings (times of day, frequency, locations, days of the week, etc.)

Strategy 5.2: Develop City of Boulder's workforce

- **Hiring**
 - Expand outreach opportunities to attract a more diverse applicant pool
 - Integrate racial demographics into screening matrix
- **Recruitment**
 - Evaluate new and existing position descriptions to reduce barriers to access (e.g., higher education, professional associations)
- **Retention**
 - Create support structures for employee racial and ethnic affinity groups
 - Explore and implement compensation for language skills