

INTRODUCED: June 14, 2021

AN ORDINANCE No. 2021-152

To authorize the Chief Administrative Officer to accept \$50,000.00 from Capital One Services, LLC; to amend the Fiscal Year 2020-2021 General Fund Budget by creating a new “Transfer to Human Services Equity Study Special Fund” Non-Departmental line item, re-appropriating \$110,000.00 from the “Equity Study” assignment of the Fiscal Year 2019-2020 fund balance excess, and appropriating this \$110,000.00 to the new Transfer to Human Services Equity Study Special Fund Non-Departmental line item; and to amend the Fiscal Year 2020-2021 Special Fund Budget by creating a new “Equity Study” special fund for the Office of the Deputy Chief Administrative Officer for Human Services and increasing revenues and the amount appropriated to the new Office of the Deputy Chief Administrative Officer for Human Services’ Equity Study special fund by \$160,000.00, all for the purpose of providing for an equity study and training as described in Res. No. 2020-R013, adopted Jul. 27, 2020.

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Patron – Mayor Stoney

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Approved as to form and legality  
by the City Attorney  
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PUBLIC HEARING: JUN 28 2021 AT 6 P.M.

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That the Chief Administrative Officer, for and on behalf of the City of Richmond, is authorized to accept funds in the amount of \$50,000.00 from Capital One Services, LLC for the

AYES: 9 NOES: 0 ABSTAIN: \_\_\_\_\_  
\_\_\_\_\_

ADOPTED: JUN 28 2021 REJECTED: \_\_\_\_\_ STRICKEN: \_\_\_\_\_

purpose of providing for an equity study and training as described in Resolution No. 2020-R013, adopted July 27, 2020.

§ 2. That Ordinance No. 2020-049, adopted May 11, 2020, which adopted a General Fund Budget for the fiscal year commencing July 1, 2020, and ending June 30, 2021, and made appropriations pursuant thereto, is hereby amended by:

(a) Creating a new line item in the Non-Departmental Agency entitled “Transfer to Human Services Equity Study Special Fund” for the purpose of providing for an equity study and training as described in Resolution No. 2020-R013, adopted July 27, 2020;

(b) Re-appropriating \$110,000.00 from that portion of the fund balance excess for the fiscal year commencing July 1, 2019, and ending June 30, 2020, assigned by Resolution No. 2020-R059, adopted October 27, 2020, for an equity study and training as described in Resolution No. 2020-R013, adopted July 27, 2020, and identified in the City’s 2020 Comprehensive Annual Financial Report as an assignment of fund balance for an “Equity Study;” and

(c) Appropriating those funds in the amount of \$110,000.00 re-appropriated by subsection (b) of section 2 of this ordinance to the Transfer to Human Services Equity Study Special Fund line item in the Non-Departmental agency created by subsection (a) of section 2 of this ordinance.

§ 3. That Ordinance No. 2020-050, adopted May 11, 2020, which adopted a Special Fund Budget for the fiscal year commencing July 1, 2020, and ending June 30, 2021, and made appropriations pursuant thereto, be and is hereby amended by:

(a) Creating a new special fund for the Office of the Deputy Chief Administrative Officer for Human Services called the “Equity Study” special fund for the purpose of providing

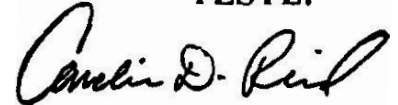
for an equity study and training as described in Resolution No. 2020-R013, adopted July 27, 2020;  
and

(b) Increasing revenues from the funds accepted pursuant to section 1 of this ordinance by \$50,000.00 and the funds transferred from the Transfer to Human Services Equity Study Special Fund line item in the General Fund Budget, Non-Departmental agency, pursuant to subsection (c) of section 2 of this ordinance by \$110,000.00, increasing the amount appropriated for expenditures by \$160,000.00, and allotting to the Office of the Deputy Chief Administrative Officer for Human Services' new Equity Study special fund the sum of \$160,000.00 for the purpose of providing for an equity study and training as described in Resolution No. 2020-R013, adopted July 27, 2020.

§ 4. This ordinance shall be in force and effect upon adoption.

**A TRUE COPY:**

**TESTE:**



**City Clerk**



# CITY OF RICHMOND

## INTRACITY CORRESPONDENCE

**O&R REQUEST**

**DATE:** May 24, 2021

**EDITION:** 1

**TO:** The Honorable Members of City Council

**THROUGH:** The Honorable Levar M. Stoney, Mayor

**THROUGH:** Lincoln Saunders, Acting Chief Administrative Officer

**THROUGH:** Sheila White, Director of Finance

**THROUGH:** Jay Brown, Director of Budget and Strategic Planning

**FROM:** Reginald E. Gordon, Deputy CAO for Human Services

**RE:** Appropriation of Funds for Equity Study

**ORD. OR RES. No.** \_\_\_\_\_

**PURPOSE:** To accept \$50,000 from Capital One for support toward racial equity training for staff and an equity study/equitable policy analysis, and to amend the General Fund budget to appropriate the \$110,000 to Human Services as a transfer to a new Special Fund.

To amend the General Fund budget by appropriating \$110,000 in prior year assigned fund balance for an equity study/policy analysis and racial equity training to Human Services as a transfer to a new Special Fund.

To establish a new Special Fund and to amend the Special Fund budget to appropriate the amount totaling \$160,000 (\$110,000 from assigned fund balance and \$50,000 from outside contributions) for an equity study and racial equity training.

**REASON:** Through the adoption of Resolution 2020-R013, City Council requested the appropriation of funds to conduct a third-party equity analysis and racial equity training for staff. Council subsequently adopted Resolution 2020-R059, assigning \$110,000 from FY2020 general fund calculated surplus to cover the local share of these costs. An FY2021 budget amendment is

now needed to appropriate this \$110,000, as well as \$50,000 in outside contributions to procure the study and training.

**RECOMMENDATION:** The City Administration recommends adoption.

**BACKGROUND:** The City of Richmond was once the second largest epicenter of the domestic trading of enslaved Africans, is the former capital of the confederacy and was a stalwart of Massive Resistance. Historical harms and trauma inflicted upon the city's most marginalized communities have created an environment where Black and Brown residents in Richmond today continue to suffer from remnants of racist and discriminatory policies and practices that lead to constant disparities in almost every facet of life, including health, housing, education, criminal justice and wealth building. It is unequivocally clear that racism was intentionally built into systems and structures within Richmond that have harmed Black, Brown and Indigenous people for generations. It is now the city's obligation to be just as intentional about creating new systems of equity and justice that work for, and no longer against, these communities.

The City of Richmond is committed to addressing the need for structural and systems change across all facets of local government. The City plans to do this through the establishment of a racial equity strategy with the aim of advancing racial equity within policies, practices, budget and funding priorities within all city departments and agencies as well as the overall culture of city operations.

This strategy includes two major components: (1) racial equity training for city staff across all departments, including members of City Council, which includes the creation and implementation of racial equity action plans; and (2) an equity study & policy analysis aimed at compiling disparity data and identifying policies and practices that are linked to racial disparities and inequities in the city. The goal of this overall strategy is to normalize honest, tough and necessary conversations about race within city government, operationalize racial equity and social justice within city policies, practices, funding priorities and daily operations, and organize leveraged community and institutional partnerships to further advance racial equity throughout the city. This strategy is aimed at addressing racial inequities that exist in areas such as housing, health, healthy food access, transit, education, criminal justice, wealth building and other priority areas that will be identified through data assessments and community engagement.

Procurement of the equity analysis and training will be funded by \$110,000 in city contributions and \$50,000 in outside contributions from a \$50,000 Capital One racial equity grant.

**SOURCE:** (must select all that apply)

- New/increased revenue
- Existing general
- Fund Balance/Reserve/Contingency/Other Funding)

**FISCAL IMPACT/COST ():**

- **If Adopted:** Funds will be made available to conduct an equity study.
- **If Not Adopted:** The City would need to return the outside contributions and be unable to conduct the study.

O&R Request

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**FISCAL IMPACT / COST:** \$110,000 in prior year assigned balance is available for appropriation, and \$50,000 in outside contributions will cover the remaining costs.

**FISCAL IMPLICATIONS:** Funds are available to appropriate for this purpose.

**BUDGET AMENDMENT NECESSARY:** Yes, a \$160,000 increase to the Human Services FY2021 general fund budget is requested.

**REVENUE TO CITY:** \$50,000 in outside contributions.

**DESIRED EFFECTIVE DATE:** Upon adoption

**REQUESTED INTRODUCTION DATE:** June 14, 2021

**CITY COUNCIL PUBLIC HEARING DATE:** June 28, 2021

**REQUESTED AGENDA:** Consent

**RECOMMENDED COUNCIL COMMITTEE:** Waiver requested

**CONSIDERATION BY OTHER GOVERNMENTAL ENTITIES:** None

**AFFECTED AGENCIES:** Human Services, Department of Finance, Budget and Strategic Planning

**RELATIONSHIP TO EXISTING ORD. OR RES.:** Resolutions 2020-R013 and 2020-R059, also amends FY2021 General Fund budget ordinance 2020-049

**REQUIRED CHANGES TO WORK PROGRAM(S):** N/A

**ATTACHMENTS:** N/A

**STAFF:** Osita Iroegbu, Senior Policy Advisor 646-4336