

INTRODUCED: February 10, 2020

A RESOLUTION No. 2020-R013

As Amended

To request that the Mayor propose a Fiscal Year 2020-2021 General Fund Budget that provides for an appropriation of [~~\$221,770.00~~] the amount deemed necessary to cover the costs for a third-party equity analysis to measure equity in the City and that further provides for equity training for a core group of City employees and appointed and elected officials for the purpose of eliminating inequities through improved City policy.

Patrons – Ms. Robertson, President Newbille, and Mayor Stoney

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: MAR 9 2020 AT 6 P.M.

WHEREAS, the City is a member of the Government Alliance on Race and Equity, a national network of local and regional governments working to achieve racial equity and advance opportunities for all; and

WHEREAS, upon information and belief of the Council, the City has been inquiring into participation in equity training [~~provided by the Government Alliance on Race and Equity~~]; and

WHEREAS, the Council believes that a third-party analysis of equity within the City and the City’s participation in equity training [~~by the Government Alliance on Race and Equity~~] would enable the City to identify any need for improvements in public policy in the areas of race,

AYES: 9 NOES: 0 ABSTAIN: _____

ADOPTED: JUL 27 2020 REJECTED: _____ STRICKEN: _____

health, ability, housing, age, sex and gender, orientation, displacement, and access to opportunities; and

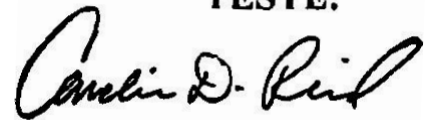
WHEREAS, the Council believes it is in the best interest of the citizens of the City of Richmond that the Council request that the Mayor propose a General Fund Budget for the fiscal year commencing July 1, 2020, and ending June 30, 2021, that provides for an appropriation of [~~\$221,770.00~~] the amount deemed necessary to cover the costs for a third-party equity analysis to measure equity in the City and that further provides for equity training for a core group of City employees and appointed and elected officials for the purpose of eliminating inequities through improved City policy;

NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF RICHMOND:

That the Council requests that the Mayor propose a General Fund Budget for the fiscal year commencing July 1, 2020, and ending June 30, 2021, that provides for an appropriation of [~~\$221,770.00~~] the amount deemed necessary to cover the costs for a third-party equity analysis to measure equity in the City and that further provides for equity training for a core group of City employees and appointed and elected officials for the purpose of eliminating inequities through improved City policy.

**A TRUE COPY:
TESTE:**



City Clerk



Richmond City Council

The Voice of the People

Richmond, Virginia

Office of the Council Chief of Staff

Ordinance/Resolution Request

TO Haskell Brown, Interim Richmond City Attorney
Richmond Office of the City Attorney

THROUGH Lawrence R. Anderson *LA*
Council Chief of Staff

FROM Samson Anderson, Council Budget Analyst *SA*

COPY Ellen F. Robertson, 6th District Representative
Cynthia I. Newbille, 7th District Representative
Sam Patterson, 7th District Liaison
Meghan K. Brown, Deputy Chief of Staff *MKB*

RECEIVED

JAN 31 2020

OFFICE OF THE CITY ATTORNEY

DATE January 29, 2020

PAGE/s 1 of 2

TITLE Funding Equity Analysis within the City of Richmond

This is a request for the drafting of an Ordinance Resolution

REQUESTING COUNCILMEMBER/PATRON

Ellen F. Robertson, 6th District Representative
Cynthia I. Newbille, 7th District Representative

SUGGESTED STANDING COMMITTEE

Education & Human Services

ORDINANCE/RESOLUTION SUMMARY

The Patrons believe that the City would benefit from internal equity training for a core team of City of Richmond employees and City leadership. This training would assist the City in improving the equity of City policies and procedures.

The Patrons believe that in order to increase equity within the City of Richmond, its government, and its communities, it is imperative that the City measures equity in order to assist in devising a plan for improved equity. As such the Patrons are requesting that the City fund an equity study to be completed by a third party.

While the equity training will focus on racial equity, the equity study will be broader, focusing on race, health, ability, housing, age, sex/gender, orientation, displacement and access to opportunities.

The purpose of this resolution is to request funding in the FY 2020-2021 budget for an estimated \$221,770, in order to fund an equity study and training.

BACKGROUND

Summary:

The City of Richmond is currently a member of Government Alliance on Race and Equity (GARE), a nonprofit and network of local governments that are striving for racial equity and opportunities for all.

- GARE is a joint project of two nonprofits: Race Forward and Othering & Belonging Institute, based out of UC Berkeley. While GARE focuses on race, GARE has found that an initial focus on racial equity builds a framework, with tools and resources, that jurisdictions are able to use to address other areas of marginalization.
- GARE utilizes a three long approach:
 1. They are a membership organization that supports a network of governments nationally that are at the forefront of working towards achieving racial equity.
 2. They provide jurisdictions with contractual technical assistance, and year-long training cohorts.
 3. They support and build local and regional collaborations that are focused on achieving racial equity.
- The City has been in talks with GARE in order to complete equity training they provide for government workers.
- GARE equity training includes two customized workshops for City leadership and one customized workshop for the Core Equity Team. These workshops will include:
 1. Interactive and experiential components.
 2. Explicit conversation and facilitation to illuminate the connection between individual, institutional, and structural racism.
 3. Strong, expert facilitation.
 4. Applied learning.
- GARE would assist in the formation of a Core Equity Team consisting of City employees from various departments and levels, as well as a Council representative. GARE would also provide four additional training sessions to the Core Equity Team following the initial three workshops.
- The Core Equity Team will pilot a racial equity tool within the City, utilize data to develop and track racial equity strategies and action plan.
- The overall process of receiving training from GARE, including three workshops, assistance forming the Core Equity Team, internal surveys, and four Core Equity Team trainings, will take roughly six months. The quoted cost for these services is a total of \$121,770. The quoted cost assessment from GARE is attached.

The City is seeking to fund a third policy analysis of equity within the City of Richmond, both the government and within the communities.

- This analysis will enlighten the City as to its strengths, weaknesses, needs, and policies concerning equity. Enabling the City to make better public policy to benefit all residents and reconcile detrimental archaic policies whose effects still linger in the City.

- It is the intention of the Patrons that the equity measurements taken within the City include race, health, ability, housing, age, sex/gender, orientation, displacement and access to opportunities.
- The City hopes to collaborate with community partners and nonprofits on this study.
- This study is estimated to cost the City between \$50,000 and \$100,000.

FISCAL IMPACT STATEMENT

Fiscal Impact Yes No

Budget Amendment Required Yes No

Estimated Cost or Revenue Impact:

The Patrons are requesting funding for Equity Training and an Equity Analysis, with an estimated total cost of \$221,770.

Attachment/s Yes No

Richmond City Council Ordinance/Resolution Request Form, updated 10.5.2012 /rs