

Operationalizing Racial Equity Through Public Policy and Programs in the City of Los Angeles

October 2022

HUMAN RIGHTS AND EQUITY DEPARTMENT



ORE GOALS & INTENTIONS



Conduct

Conduct a thorough review of the current landscape.



Develop

Develop recommendations and form a comprehensive strategic plan.



Engage

Engage stakeholders and catalyze buy-in.



Develop

Develop implementation framework and roll out recommendations.



Support

Support long-term implementation.

ACCOUNTABILITY PARTNERS & STAKEHOLDER ENGAGEMENT

CHRED

Mayor's Office

City Council

City Administrative
Office

Bureau of Contract
Administration

City Attorney

LA Residents/CREAC

LA City Commissions

IT

CFID

Other Cities -
NY, LB, SF, OAK, OR, SE

Engagement Outcomes



Mission & Vision



SWOT Analysis



**Personnel & Budget
Proposal**

Strength

- Addressing institutional policies and practices that created racial disparities within City systems and the private sector.

OPPORTUNITIES

- Cross departmental collaboration is essential to maximizing investments and impacts of equity policies and programs.

WEAKNESS

- Building a successful office of equity is correlated to proper staffing and resources that are reflective of the City's desired equity outcomes.

THREATS

- Politically driven decision making creates a threat to the long-term sustainability of equity efforts, intentions and outcomes. When decisions that impact policy and urban design do not reflect the needs of impacted communities, distrust between the residents and their city governments is cultivated.

FIVE YEAR STRATEGIC PLAN



**Policy Research
& Analysis**



**Data Tracking
Monitoring &
Evaluation**



**Technical
Assistance &
Training**



**Civic
Engagement**



**Community Racial
Equity Advisory
Committee**

COMMUNITY ISSUE AREA PRIORITIES

- Health & Well-being
- Housing & Built Environments
- Education, Access, & Attainment
- Economic Opportunity
- Community Wealth
- Legal System & Policing
- Justice & Civic Engagement
- Procurement
- Zoning & Academics

BUDGET & PERSONNEL

FY 2022-23 - FY 2026-2027

- Staff Development
- Project/Programs
- Software
- Digital Inclusion
- Language Access
- Consulting

FY 2023-24

Technical Assistance and Training

- Senior Project Coordinator

Civic Engagement

- Senior Management Analyst

FY 2024-25

Community Racial Equity Advisory Committee

- Human Relations Advocate

Technical Assistance and Training

- Department Liaison(s)

FY 2025-26

- Assess Impact and Progress on Community Vision.
- Recalibrate as needed

RENEW TASK FORCE

- The Racial Equity and Newly Empowered Workplaces (RENEW) Task Force is a broad coalition committed to a clear goal: rooting out structural racism in our businesses and building a more just, fair, and equitable Los Angeles.

L.A. REPAIR

- The Los Angeles Reforms for Equity and Public Acknowledgment of Institutional Racism (L.A. REPAIR) is L.A.'s first participatory budget pilot program.
- L.A. REPAIR will distribute roughly \$8.5 million directly to nine L.A. City neighborhoods, called REPAIR Zones.

PEACE & HEALING CENTERS

- The Peace & Healing Centers program will partner with local organizations to fund community spaces for environmental, economic and social healing in nine underserved communities.

POLICY WORK & REPORTS

- ORE provides research and equity analysis on city policy and programs. Through this work, we create more equitable city policy for a more just and inclusive Los Angeles.
 - Citywide Racial Equity Audit
 - Annual Budget Equity Report
 - Economic Equity for African-Americans

Departmental Collaborations

- Personnel Citywide implicit bias training
- Cross department collaboration:
 - Citywide racial equity definition
 - Developing common language
 - Aligning data and indicator definitions
- Partnerships to develop equity tools and management systems
 - BCA Contract and procurement equity
 - CAO Budget equity tool
 - BOE capital improvement project grading system

THANK YOU!

Does anyone have any questions?

