

# Promoting Equity

Comparative research on the equity  
activities of large cities



# Methods

- Looked at the top 25 population cities in the U.S.
- Searched their websites, organization charts, and web search
- Also, worked with organizations that have expertise in this area (i.e. Government Alliance for Race & Equity; Center for Social Inclusion)
- Selected the most promising offices, and interviewed them via phone or e-mail





# Findings

- Fully developed equity offices are rare
- There are only about four top-tier, city-based equity offices: **Seattle, Portland, Washington D.C., and**

## **Toronto**

- Equity offices are beginning to spread, with Boston, Minneapolis, Tacoma, and San Antonio all creating equity offices in the past year and Oakland in the process of creating one
- Existing offices tend to report directly to the City Manager

# Existing Offices/Overview

Top Picks	City	Title	Date the Office Was Created	Staff	Budget	Advisory	Complaint Processing	Internal Equity	Education / Training	Community Engagement	Online Reports
	Washington D.C.	Office of Human Rights	1977	30-40	\$4,100,000	Yes	Yes	Yes	Yes	Yes	Yes
	Seattle city	Seattle Office for Civil Rights	2004	8	\$3,000,000	Yes	Yes	yes	yes	yes	Yes
	Toronto	Equity, Diversity and Human Rights Division	2010	15	\$1,600,000 (Canadian)	Yes	Yes	Yes	Yes	Yes	Yes
	Portland Oregon	Office of Equity and Human Rights	2011	10	\$1,200,000	Yes	Yes	Yes	Yes	No	Yes
Did Not Interview	Madison	Racial Equity and Social Justice Initiative	2013			Yes	No	Yes	-	-	Yes
	San Antonio	Diversity and Inclusion Office	2015	2	\$109,000	No	Yes	No	Yes	Developing strategy	No
Other Cities											
	Los Angeles	Human Relations Commission	1967	5	\$800,000	Yes	Yes	No	Yes	Yes	No
Did Not Interview	Jacksonville	Jacksonville Human Rights Commission				No	Yes	No	Yes	No	No
	Salt Lake City	Office of Diversity & Human Rights	2008	2		Yes	No	No	Yes	No	Yes
	Mesa	Diversity Office	2000	2		Yes	Yes	No	No	Yes	Yes
	San Francisco	Human Rights Commission	1964	10	\$1,975,878	Yes	Yes	No	Yes	No	Yes





# Feedback: Office Creation

- Define the Goal
  - What is the difference between diversity, equality, and equity?
- Set Indicators and Determine Performance Metrics
- Lay the Groundwork
  - Have public discussion
  - Hire a Chief Diversity Officer early in the process



# Feedback: Office Impact

- Once the Office is Established, Keep the Public Informed
- Ensure Buy-In From City Departments
  - Cross-department workgroups
  - Equity officers in each department
- Get Buy-In From the Community
  - Listen and respond
- Be Data Driven
  - Judge success by improvements in the selected indicators