

Ordinance 00XX-21 – Racial Equity.

An ordinance to amend Chapter 62 of the Municipal Code of the City of Racine, Wisconsin.

The Common Council of the City of Racine, Wisconsin, do ordain as follows:

Part 1: Chapter 62, Article II, Section 62-26 of the Municipal Code of the City of Racine, Wisconsin, is amended by deleting the word “article,” in the introductory sentence, and word “chapter” therefor.

Part 2: Chapter 62, Article II, Section 62-26 of the Municipal Code of the City of Racine, Wisconsin, is amended by inserting the following definitions in correct alphabetical order:

“*Community*” means a group of people, or a feeling of fellowship and membership with others, as a result of sharing common geographic boundaries, culture, language, or common attitudes, norms, interests, and goals.

“*Equity*” means full, equal, fair, and just opportunities and outcomes for all people that enable them to attain their full potential.

“*Explicit bias*” means bias or prejudice that is consciously held or recognized.

“*Inequity*” means differences in well-being that disadvantage one group in favor of another. These differences are systematic, patterned and unfair, and can be changed. Inequities are not random; they are caused by past and current decisions, systems of power and privilege, policies, and the implementation of those policies.

“*Race*” means a social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, particularly color; ancestral heritage; cultural affiliation; cultural history; ethnic classification; and the social, economic and political needs of a society at a given period of time. Racial categories subsume ethnic groups.

“*Implicit bias*” means a bias or prejudice that is present but not consciously held or recognized.

“*Individual racism*” means pre-judgment, bias, or discrimination by an individual based on race, can be both explicit and implicit.

“*Institutional racism*” means policies, practices, and procedures that work better for some members of a community than others.

“*Racial equity*” means the development of policies, practices, and strategic investments to reverse racial disparity trends, eliminate institutional racism, affect structural racism, and ensure that outcome and opportunities for all people are no longer predictable by race.

“Racial Equity Action Plan” means a developed, comprehensive plan to incorporate and embed racial equity principles and strategies into operations, programs, service, policies, and community engagement.

“Racial Equity Framework” means a developed, comprehensive approach and understanding of racial equity principles and strategies that not only understands but articulates the differences and effects between and among individual, institutional, and structural racism as well as implicit and explicit bias.

“Social equity” means The fair, just and equitable management of all institutions serving the public directly or by contract, and the fair and equitable distribution of public services, and implementation of public policy, and the commitment to promote fairness, justice, and equity in the formation of public policy.

“Social Equity Officer” means an employee whose responsibility is leading efforts throughout city government with regard to issues of equity, particularly racial equity, and fulfillment of the goal of the ordinance, utilizing racial equity frameworks and various tools, such as racial equity action plans, when warranted. The social equity officer will have adequate staff and resources to be able to advance equity work.

“Social justice” means all aspects of justice, including legal, political and economic, and requires the fair distribution of public goods, institutional resources, and life opportunities for all people.

“Structural Racism” means the history and current reality of institutional racism across institutions, both public and private, which combine to create a system that negatively affects communities of color.

Part 3: Chapter 62, Article IIC. - Racial equity, of the Municipal Code of the City of Racine, Wisconsin, is created as follows:

Section 62-59. - Declaration of policy

- (a) It is hereby declared to be the public policy of the city to address, intentionally and purposely, issues of inequity within the city and its institutions. Many inequities are sustained by historical legacies, structures, and systems that repeat patterns of exclusion. Without intentionality to address issues of equity, inequitable outcomes linked to race, socio-economic status, and other identities will persist. All aspects of city government are charged with addressing and implementing strategies that target inequities that exist within city government and throughout the city, resulting in equitable outcomes for all residents.
- (b) All resolutions and ordinances will include a racial equity review. All strategic planning, goal-setting, and budgeting decisions by the common council shall include an equity review and analysis.

- (c) All city officers and employees have a responsibility in the implementation of this article. In service of that goal, all city employees and elected officials, will participate in related racial-equity focused training. Training will be available to all members of all boards, commissions, and authorities.
- (d) Annually, each department shall establish a Racial Equity Action Plan that will serve as the template for each department to reach the ultimate goal of advancing equity within the department and also through the department's work in the city. Such Racial Equity Action Plans will include short and long term goals. Departments will engage in a review of existing policies, procedures, and budget allocations for their impact on equity, particularly racial equity.

Section 62-60. - Social equity officer

- (a) There shall be a social equity office, staffed by a social equity officer, in the office of the mayor, who shall provide administrative and management services for the city, including but not limited to planning, program monitoring and evaluation, and coordination of enterprise related to efforts around racial equity and social equity as directed by the mayor. The social equity officer shall be appointed by the mayor subject to confirmation of the common council.
- (b) The social equity officer shall have oversight on matters of strategic planning, data collection and analysis, content development, learning facilitation, community and stakeholder engagement, and policy development and implementation, all related to social equity, and race and social justice. The social equity officer shall coordinate city and external stakeholders on matters concerning social equity and race and social justice by:
 - 1) Developing and adapting a racial equity framework that clearly articulates vision, purpose and definitions to guide departments in incorporating racial equity principles into their operations, programs, services and policies.
 - 2) Coordinating and supporting efforts by all departments to increase racial equity in all city programs, including but not limited to enterprise endeavors such as supplier and workforce diversity efforts; increased community engagement efforts particularly in relation to the city's cultural communities and strengthening support to the city's boards, commissions, and authorities; and increasing training and supporting the capacity building of staff with regards to the city's racial equity framework.
 - 3) Assisting all departments in their inclusion of racial equity principles in all aspects of strategic planning and budgetary planning.
 - 4) Assisting, in collaboration with the all departments as applicable, in developing, setting and supporting existing goals for individual city departments regarding supplier diversity, workforce diversity, diversity of boards, commissions and

authorities, any other goals as determined by the common council and mayor that affect the racial equity framework.

- 5) Working with the human resources department in designing and ensuring the city offers a broad based training curriculum aligned with the city's racial equity framework and targeted to meet differing needs.
- 6) Identifying focus areas and supporting the development of policies and actions that improve racial equity in institutional and organizational practices including hiring, training, retention, promotion, and business practices such as contracting, procurement, and grant writing.
- 7) Developing, in coordination with departments, community partners and policymakers, each department's racial equity action plan, and monitoring progress of its implementation.
- 8) Providing a forum for exchange of information and identification of opportunities for collaboration across departments on practices that advance social equity.
- 9) Developing, managing and updating a strategic plan for the social equity office along the social equity, and race and social justice continuum, in coordination and alignment with partner and stakeholder strategic plans.
- 10) Engaging with stakeholders including department and program leaders, employees, thought leaders, community members, subject matter experts, universities, and interested parties to define solutions to eradicate policies, or practices that undermine social equity, and race and social justice;
- 11) Collecting, review and analyzing data to measure the strength of progress of stated goals concerning social equity, and race and social justice;
- 12) Communicating efforts to neighborhoods, the public, media outlets, and all other interested stakeholders;
- 13) Providing city agencies with equity tools and resources necessary to support the delivery of social equity, and race and social justice; and
- 14) Aiding and assisting with the operationalization of social equity, and race and social justice initiatives.