EQUITY MATTERS IN OAKLAND

Andrea Mariano
City of Oakland
ABOUT OAKLAND
WHERE DO WE START?
TIMELINE

- Aug. 2015: Launch of Citywide Mandatory Training on Diversity, Inclusion and Implicit Bias
- Nov. 2015: A Cohort of 10 employees went through GARE
- June 2015: Ordinance passed adopting the Department of Race and Equity
- Oct. 2016: The Department of Race & Equity is launched with the hire of its director
- Jan. 2017: Equity Training and Academy Launched
- Mar. 2017: Departmental Equity Teams created
MODELING AFTER G.A.R.E

Organize

Operationalize

Normalize

Government Alliance on Race and Equity 2015
Understanding and Defining

EQUALITY

EQUITY
CENTERING RACE
MANDATORY TRAINING AND ORIENTATION COMPONENTS

Diversity Uncovered
• Approximately 92% of the workforce trained in 4 years

Department of Race & Equity Presents at New Employee Orientation
• Employees get an introduction of the departments purpose and services in early onboarding

Equity Centered Customer Service Training in New Employee Orientation
• Employees are given tools for more equitable and inclusive customer service
WE LOOK AT EQUITY SYSTEMICALLY, NOT INDIVIDUALLY
**Our Mission:**
- To create a city where our diversity has been maintained, racial disparities have been eliminated and racial equity has been achieved.

**Our Goals:**
- Eliminate systemic causes of racial disparities in City Government.
- Promote inclusion and full participation for all residents of the City.
- Reduce race-based disparities in our communities.

- Cannabis Equity Program
- Creation of a Core City Equity Change Team
- Creation of Departmental Equity Teams
- Training and Capacity Building
- Town Talks For Employees and Community
In 2018 the release of the Equity Indicators report was used to address the equity disparities on various aspects. The report features 72 indicators across 6 themes:

- Economy
- Education
- Public Health
- Housing
- Public Safety
- Neighborhood and Civic Life

Oakland Equity Indicators

2018 Report Score: 33.5

"Not everything that is faced can be changed, but nothing can be changed until it is faced."
- James Baldwin
EQUITY CENTERED TRAINING AND EDUCATION

Advancing Racial Equity Academy
- Race & Equity 101
- Social Power and Implicit Bias
- Inclusive Engagement and Accountability
- Implementing Equity Tools

Race & Equity Lunch and Learn Series
- Latinix and Racial Equity
- Race and Education
- Race and the Media
- Talking to Kids about Race
- Tipping Point Theory
- White Fragility

Intersecting Equity Issues
- Conscious Conversations on Race
- Working Cross Generationally
- Gender Identity and LGBTQ Inclusion Training
- ADA Programs Division Training
IMPACTS AND OUTCOMES

• Over 250 employees have completed the Advancing Racial Equity Academy
• Approximately 3,800 employees have completed Diversity Uncovered training
• Out of 21 departments, 5 have completed Equity Charters and created equity teams, 10 have equity teams established and all are receiving consulting from Department of Race and Equity
• New employees understand that equity is a core value in the work they do
• Total attendance for all Race & Equity Related Trainings in 2017-2018 is approximately 2000 employees
• We have accomplished normalization and have moved to organization and equity tool implementation