



# Racial Equity Committee Preview

## Why we started...

Demographics are shifting across the state. We want to ensure Monticello remains a welcoming community for all people.



# Lessons from the Cohort Experience

## Understanding the Problems

- **Race Matters:** Infant mortality-life expectancy, race predicts how well you will do.
- **Types of Racism:** Individual, institutional, and structural.
- **Role of Government:** Government often had a role in creating racial inequity.

## Moving Toward Solutions

- **Toward Equity:** Closing the gaps so race does not predict one's success...
- **Targeted Universalism:** ...while improving outcomes for all.
- **Role of Government:** Public service for all constituents.



# Key Takeaway

Equity is not solely the responsibility of highly diverse cities. We have a **responsibility** to ensure our policies, programs, and services are equitable for **all** people in the community.



# Using the GARE Model

Normalize | Organize | Operationalize



# Normalize

- ✓ Training for department heads and supervisors
  - Training for all staff
  - Training for elected officials
  - Ongoing training and *resources*
  - *Frequently Asked Questions*



# Organize

- ✓ Create draft racial equity vision & action plan
  - Finalize the vision & plan for City Council consideration
  - Build relationships within the community
  - *Work with community partners* on unified race equity efforts



# Operationalize

- Use the adopted action plan to guide the organization
- Incorporate the race equity toolkit into decision-making
- Identify results-based benchmarks
- Use community data to evaluate efforts and outcomes





# With your support, we have the power to:

- Influence outcomes
- Allow the impacts of many small choices to be as significant as the impacts of big decisions
- Be less likely to replicate the status quo

