



Inclusion, Diversity, Equity, & Anti-Racism

Public Forum
February 16, 2023



IDEA Committee

Select Board established IDEA in May 2021

Select Board approved \$100K of ARPA funding to hire a consultant

Racial Equity Group/Elite Research hired in November 2022



Scope of Work

Equity Audit

Training

Short & Mid Range Plans

Accountability



Equity Audit

Policy Review

Surveys

Focus Groups



Introducing...



Racial Equity Group



ELITE
RESEARCH

ROADMAP TO IDEA MINDSET

Timeline below is an estimate.



1

IDEA AUDIT ASSESSMENT
AND GAP ANALYSIS

IDEA Audit Assessment

2

FOUNDATIONAL TRAINING
SESSIONS

EVALUATION OF IDEA ASSESSMENT
AND REPORT SUMMARY

3

**Do we have the knowledge, skills and competencies to
advance Inclusion, Diversity, Equity and Antiracism
across the Town?**

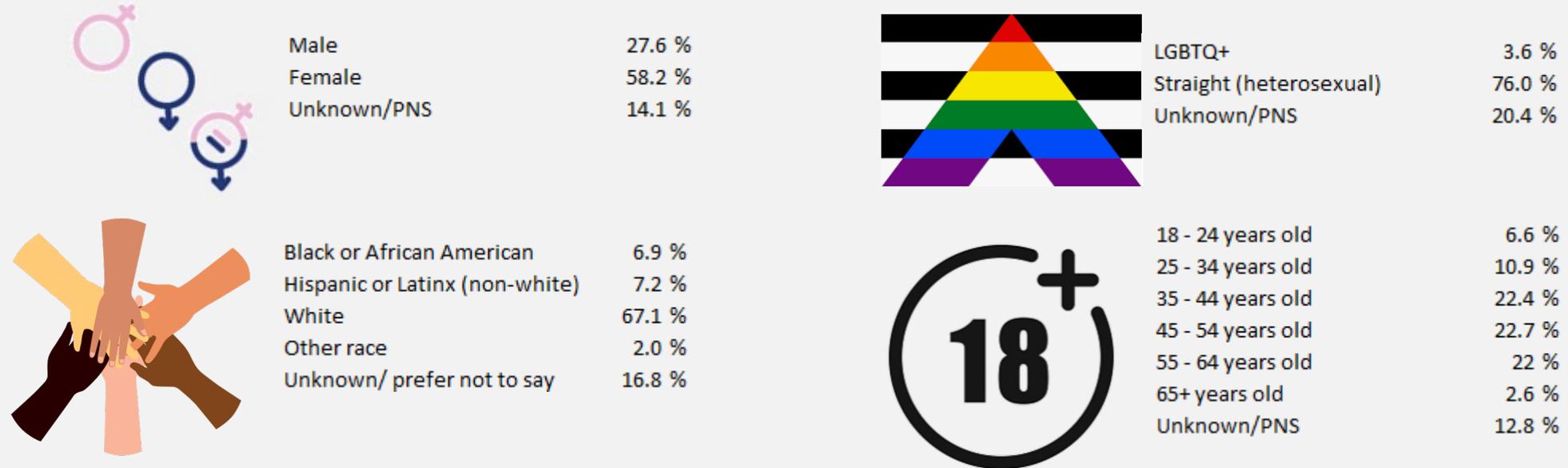
SAMPLE RACIAL EQUITY Audit Assessment Report

Town of ABC
August 2021

Respondent Summary

Between June 22nd and July 9th 2021, Town of ABC invited **1194 employees** to participate in the Racial Equity Audit Assessment.

- **Participation rate: 39%** (n = 467) employees who reacted to the e-mail invitation
- **Response Rate: 79%** (n = 369) employees who started the assessment
 - 78.7% (n = 304) Valid Responses
 - 21.3% (n = 65) Invalid Response



Note: Demographic characteristic percentages calculated as the number in the group divided by the valid responses (N = 304); For example, 46.8% of the valid response sample was Female. PNS = Prefer Not to Say; Unknown/PNS respondents are not included in further analyses comparing demographic groups, such as White/POC.

Assess Racial Equity Core Competencies

Institutional Commitment: an organizational priority at an enterprise level with dedicated talent, resources, and accountability structures established to ensure effective execution and success.

Leadership Commitment: manager, supervisors and leaders at the department/functional level have taken ownership of Racial Equity by establishing goals, setting expectations, leading by example and implementing policies and practices to advance equity.

Capacity Building: measure of how well an organization establishes collaborative partnerships with external stakeholders who have a shared purpose to advance Racial Equity.

Data and Disparities: measure of how well an organization measures (collects), monitors (tracks) and manages (evaluates) data disaggregated by race and ethnicity.

Belonging and Inclusion: measure of employee's feelings of being valued, accepted and empowered within an organization.

Knowledge and Competence: Measure of employee's knowledge, skills and ability to advance Racial Equity.

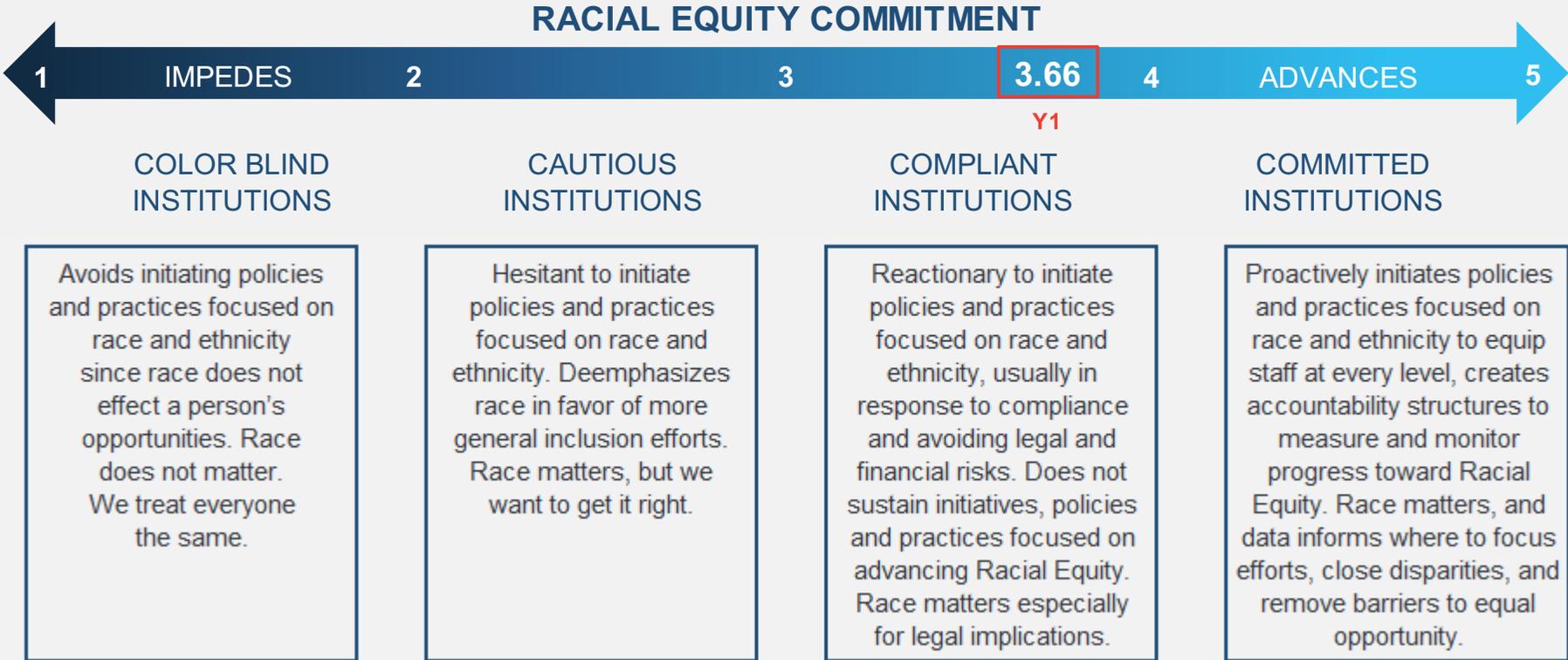
Measurement

- 1 = Strongly Disagree
- 2 = Somewhat Disagree
- 3 = Neither Disagree nor Agree
- 4 = Somewhat Agree
- 5 = Strongly Agree



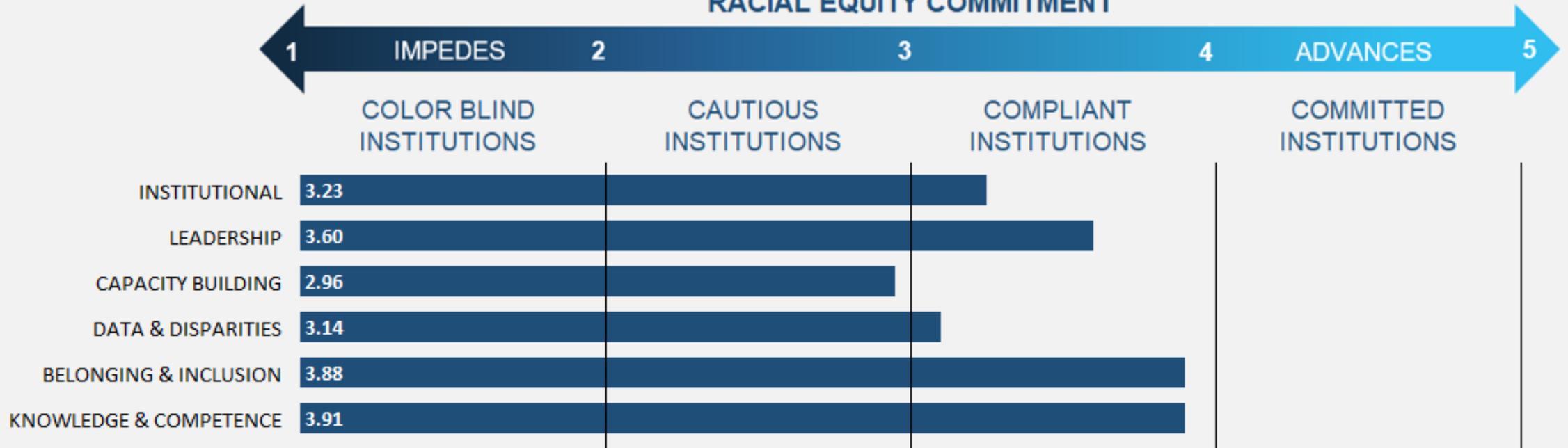
Aggregate Level of Racial Equity, Diversity and Inclusion Commitment?

The cumulative results of the 6 core competencies are used to measure the Town’s level of commitment (including each department) to Racial Equity relative to best practices, and ultimately identifying the Town’s position on the following Racial Equity Continuum.



Aggregate Results on Racial Equity, Diversity and Inclusion Commitment?

RACIAL EQUITY COMMITMENT



Highest Priority

- Capacity Building Commitment
- Data & Disparities Commitment
- Institutional Commitment

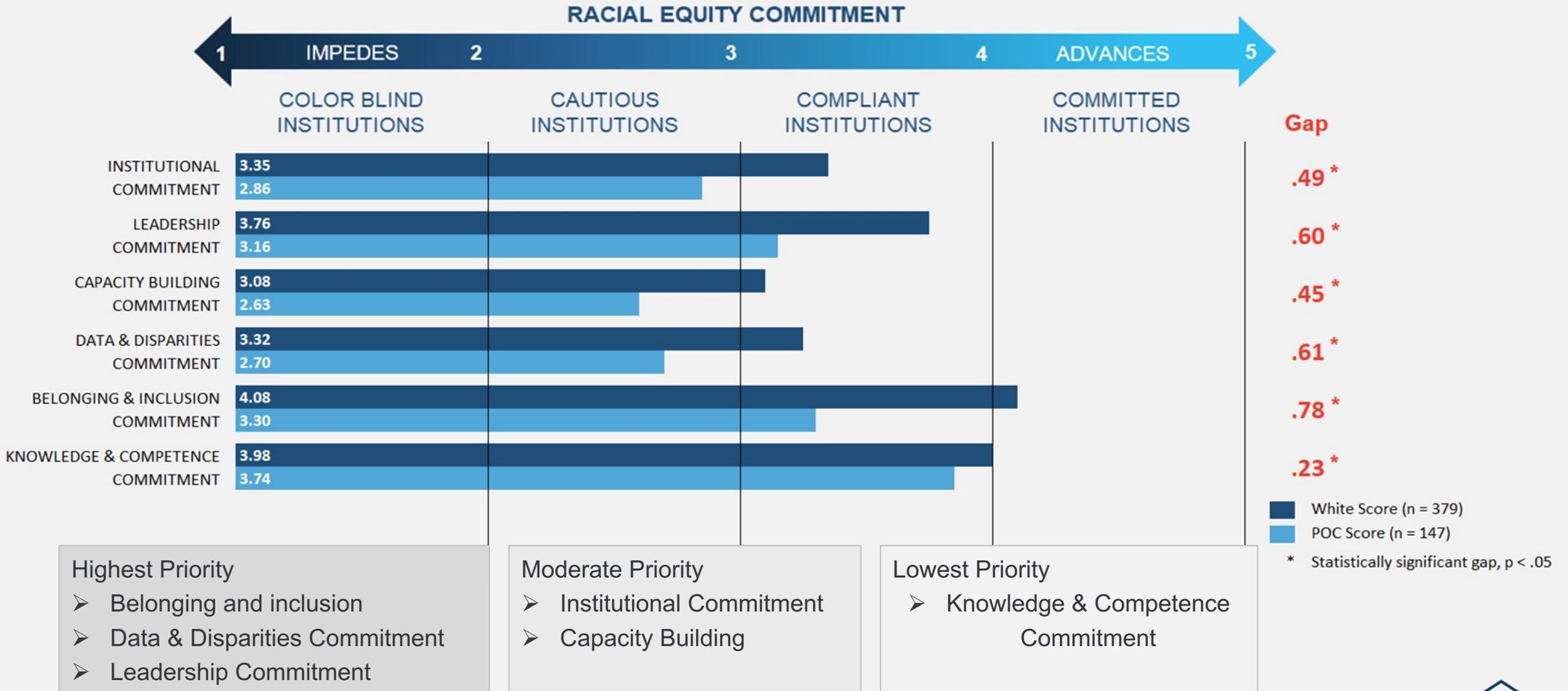
Moderate Priority

- Leadership Commitment

Lowest Priority

- Belonging & Inclusion Commitment
- Knowledge & Competence Commitment

White and People of Color (POC) Consensus on Racial Equity Commitment



What is our ACTUAL Level of Racial Equity Commitment?

OVERALL COMMITMENT AFTER RACE CONSENSUS

In order to truly apply a Racial Equity Mindset requires disaggregating data to focus on the racial consensus gap between White employees and employees of color (POC), which has revealed that Town ABC has an actual Racial Equity Commitment score of not 3.66, but 3.54.

The road to commitment for the Town will require closing the gap between White and POC scores to at most, a difference that is not statically significant between the two groups, as well as increasing the overall score to at least 3.75. The current results of the racial consensus still identifies the Company on the below Racial Equity continuum as **compliant**.



Breakout Discussion

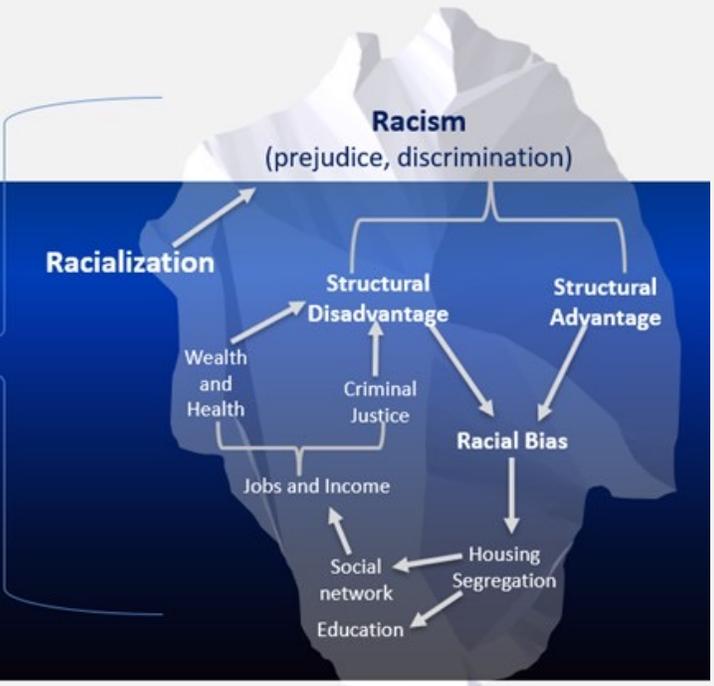
Why do racial inequities exist in every area of society, where some racial groups always have the best outcomes and others always the worst outcomes in housing, education, jobs, criminal justice, health and wealth?



Foundational Training Session 1: Bigger than Racism

IT'S BIGGER THAN RACISM

THE RACIALIZED SYSTEM



KEY OBJECTIVES AND OUTCOMES

- > Gain awareness of why racial inequalities continue without racism
- > Identify the mechanisms of structural advantage that reproduce racial disparities in hiring, promotions, service delivery and programs, contracting and procurement
- > Discover how racial biases impact internal and external stakeholders, and create blind spots on policies, practices, resource allocation and decision-making

Foundational Training Session 2: Bias and Blind Spots



KEY OBJECTIVES AND OUTCOMES

- › Understand the origins human biases
- › Analyze the different types of biases
- › Discover most common workplace biases, micro-aggressions, and the impacts on teams, trust and productivity
- › Practical strategies for managing and neutralizing biases

Town Community Survey

Town Community Survey

to measure stakeholder satisfaction and ensure all stakeholders (e.g. residents, employees, students, visitors), are treated equally and have equal access to quality services within the Town of Lincoln

Sample survey questions:

- I have access to provide input and feedback on the development of the Town's budget
- I am treated fairly and with respect by Town employees
- I have access to provide input and feedback on the Town's policies and practices
- I am satisfied with the quality of culturally diverse events and programs offered by the Town

Toolkit Training, Focus Groups, Measuring IDEA Training



Focus Group Stakeholder Interviews

identify and understand the lived experiences for Town residents, employees, board and committee members, small business owners, and elected officials

Focus Group Structure:

- ❑ 5 to 8 participants each group
- ❑ Elected officials, board and committee members, residents, Town employees
- ❑ 60 minutes per group interview

Training for Evaluating Policies and Practices

Participants from Town departments assigned to **working groups** to complete **practical application homework between each of three sessions**

- Employment:**
 - Hiring
 - Promotions
 - Retention

- Services and Programs delivery:**
 - Budgets and Resource Allocation
 - Services and Programs

- Procurement:**
 - Purchasing from vendors and awarding contracts

- Stakeholder Engagement and Capacity**
 - Stakeholder involvement and empowerment (e.g. boards, committees, commissions)

EQUITY SWOT

ANALYSIS OF POLICIES AND PRACTICES TOOLKIT TRAINING



STRENGTHS

Existing policies and practices within our department that *produce, advance and maintain Equity*, diversity and inclusion, close disparities and are within our scope of control.



WEAKNESSES

Existing policies and practices within our department that produce, or *maintain disparities, impede equity*, diversity and inclusion, and are within our scope of control.



OPPORTUNITIES

Existing policies and practices within our department that can be *modified in some way to positively impact Equity*, diversity and inclusion, decrease disparities, in the short and long term, and are within our scope of control.



THREATS

Existing policies and practices within our department that if *left unaddressed will produce and sustain disparities* and have compounding effects on equity, diversity and inclusion, and may or may not be within our scope of control.

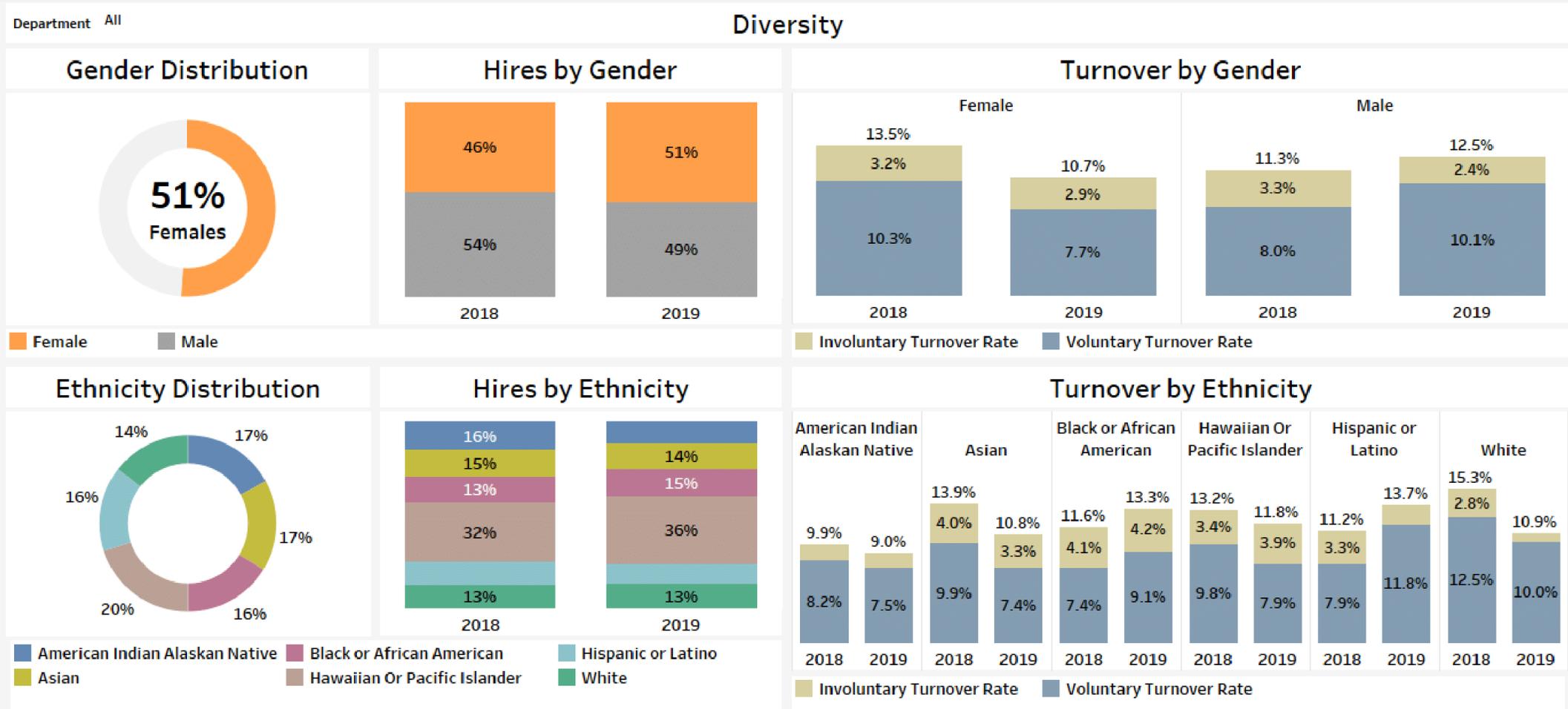
Breakout Discussion

What is the reason organizations are not able to make sustained progress after publicly committing to IDEA?



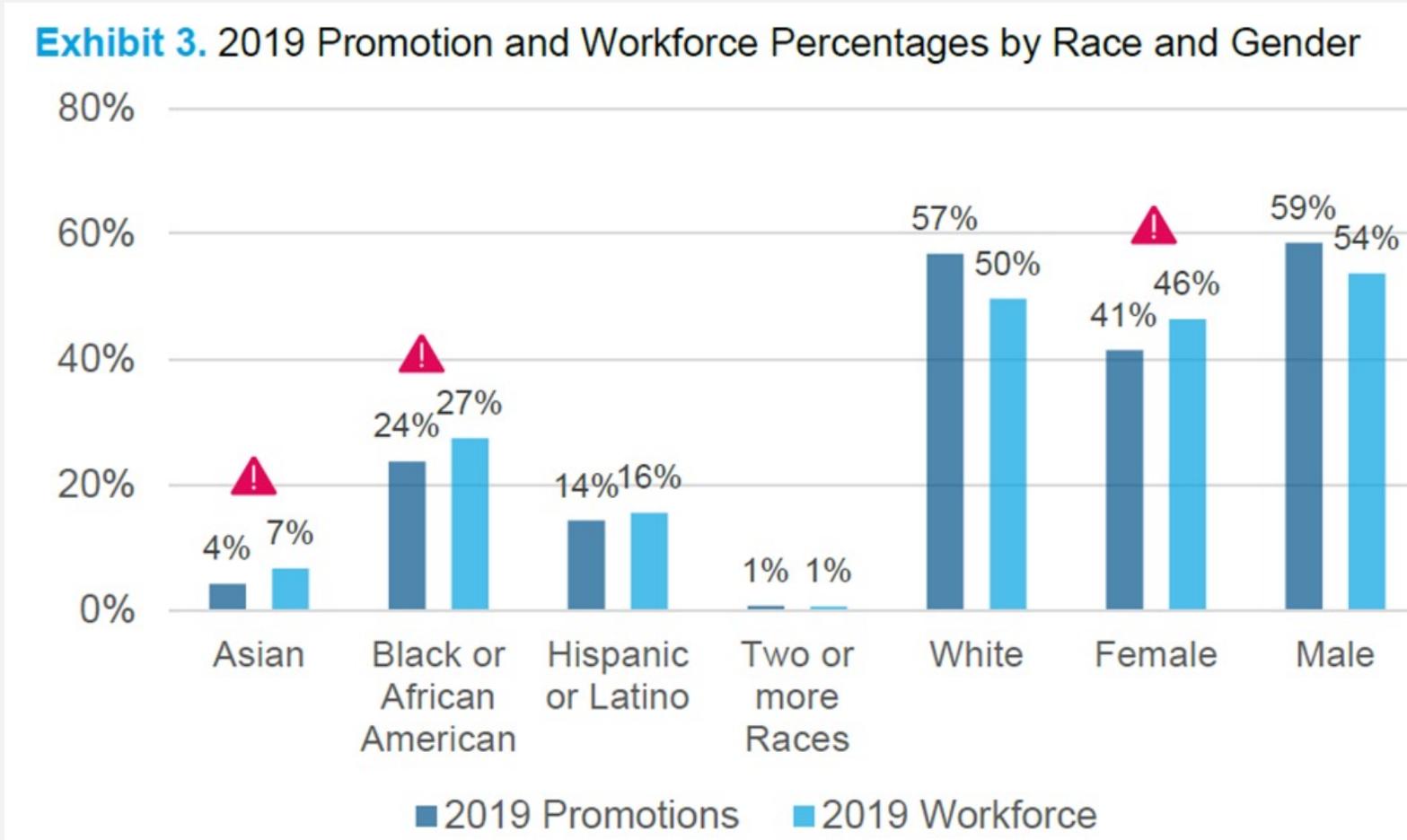
Measuring IDEA Training

Participants from Town departments assigned to **working groups** to complete **practical application homework between each of three sessions**



Above data is sample for presentation purposes only and not actual data for Town of Lincoln

Sample Metrics for Measuring IDEA

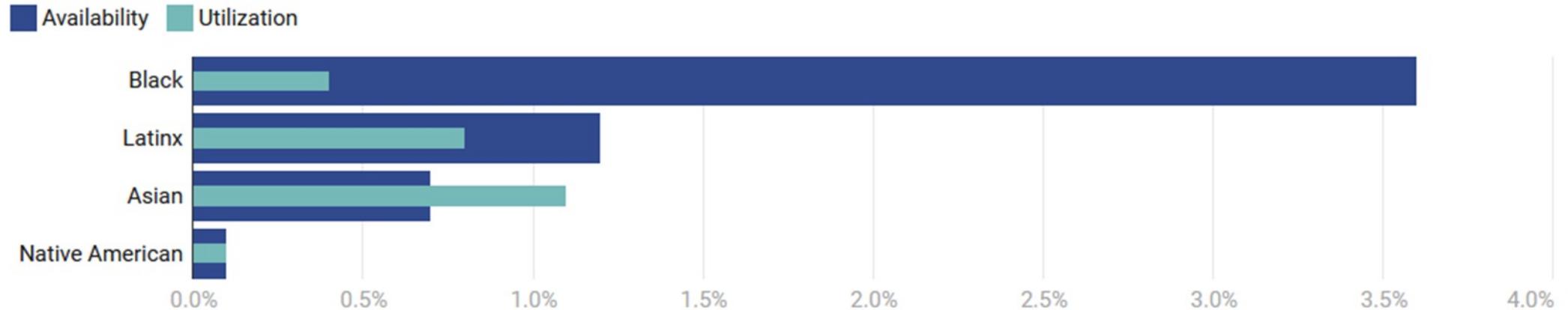


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Sample Metrics for Measuring IDEA

Black and Latinx businesses receive exceedingly low shares of Boston city contracts relative to their availability.

Share of all companies in the local market determined to be ready, willing, and able (available) to fulfill city contracts, compared to the utilization of companies, by race/ethnicity of business owner, for 47,801 contracts worth \$2.1 billion, Boston, 2014-2019.



Survey and analysis commissioned by City of Boston and completed by BBC Research & Consulting

Chart: Boston Indicators • Source: [BBC Research & Consulting](#) • [Get the data](#) • Created with [Datawrapper](#)

IDEA Strategic Action Plans

IDEA STRATEGIC ACTION PLANS

6

Sample IDEA Single Page Strategic Action Plan

Column Name	ACTION	MILESTONE	TIMELINE	TARGET	STATUS	OWNER	PARTNER	BUDGET	LABOR	METRIC NAME	METRIC DEFINITION	METRIC VALUE
Column	Column B	Column C	Column D	Column E	Column F	Column G	Column H	Column I	Column J	Column K	Column L	Column M
Description	Action item that supports a strategy in the DEIA Strategic Plan	Tactical steps that support implementation of an action item	Expected fiscal year and quarter for milestone completion	Deliverable that indicates milestone success	Milestone <u>current status</u>	OU/div/group responsible for ensuring milestone completion	OU/div/group dependencies and other support that may be required for milestone completion	Estimated budget needs for milestone completion above current or expected available resources	Estimated labor needs for milestone completion above current or expected available resources	Provide a metric for tracking milestone progress	Please provide definition for computing metric	If data is available, please enter current value
Notes	This column is protected and cannot be revised	For each action, please provide up to five [5] key milestones for success	Please select from the dropdown menu	Please be as concrete as possible	Please select from the dropdown menu	Please use a comma to separate names	Please use a comma to separate names	Rounded to the nearest dollar (\$)	Please see the included FTE Calculator for assistance	Please suggest an intuitive name for the metric	Please be as specific as possible, but note the definition can be more descriptive than symbolic	If data is not available, please define metric units or range of possible values
Example	Assess and/or address the “State of DEIA at NIST” on a quarterly and/or annual basis	Conduct DEIA office hours events for staff	FY24 Q4	1 event per quarter	On Track	DEIO	PAO, EEOAO	10000	0.25	Number of events	Number of events hosted in quarter	1

ROADMAP TO IDEA MINDSET

Timeline below is an estimate.





THANK YOU!

