

Equity & Anti-Racism Strategy

Jason Molino, Tompkins County Administrator

6/16/2020 Presentation to the County Legislature



Engaging Senior Leadership - Process

2 Sessions on 6/15

...identify and respond to inequities and institutional racism within our programs and services?

Why? How? What?

What practices/programs/policies can we put into place to help us identify inequities and institutional racism within our organization and our programs / services?



Key Insights/Themes

Senior Leadership Sessions on 6/15

Defining Equity

“Balancing of the scales.”

Acknowledge needs

Opportunity

Justice

Listening to more voices

Fairness

Assess barriers

Level playing field

Recognition of the past

Meet people where they're at

- Must commit to making this an ongoing priority, clear expectations
- Ongoing assessments of program data, support interventions
- Use strengths of different departments / encourage collaboration
- Continue to challenge our staff, participate in self reflection, support difficult conversations
- Timely reviews / program assessments, plan programming accordingly
- Acknowledge outside resources/expertise, partnerships with community partners for equity work
- Partnerships/collaboration across departments - concrete examples
- Take a deeper look at civil service process
- Diversifying workforce will add new lenses
- Apply systems thinking
- Need for measurable & quantifiable outcomes
- Not all staff are on the same page, encourage / bring along peers
- Action is a matter of collective will



Our Equity & Anti-Racism Agenda

A framework to enhance and integrate existing practices and adopt new strategies to address anti-racism and equity in our organization and programs

1. Building on the work of the Workforce Diversity & Inclusion Committee, Climate Survey Team, Diversity & Inclusion Infusion Team, Government Alliance on Race & Equity Membership
2. Hiring our Chief Equity and Diversity Officer
3. Establishing a Core Equity Team
 - a) Partners of the CEDO
 - b) Diverse and visionary team of employees at all levels of the organization
 - c) Authority & accountability
 - d) Influence on infrastructure, sustained & scaled success
 - e) Continuously engaging new people
 - f) Ongoing learning & evaluation
 - g) Review departmental programs, policies, and practices through equity & anti-racist lens
4. Launching organization-wide educational programming (developed in partnership w/ Core Equity Team and WDIC)



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Continued,

5. Facilitating difficult conversations throughout the organization and community, supported by County Administration and Office of Human Rights
6. Supporting internal leaders as they work with employees
7. Supporting department communications through an equity lens
8. Rolling out organizational values through Climate Survey Team

Anticipated outcomes and timeframes will be shared in 2-4 weeks.



Executive Order 203: New York State Police Reform and Reinvention Collaborative

1. Will be part of process with a partnership between County Administration, the Sheriff's Department, and others; still reviewing the guidance and awaiting additional information.



As leaders it is our responsibility to act and do the work to achieve a more inclusive organization.

We are committed to creating a diverse and fully inclusive workplace that strengthens our organization and enhances our ability to adapt to change.

As an organization we will support a workforce ethic which embraces diversity and makes it the norm for all interactions, including delivery of services to the public.

We will actively seek internal & external feedback & participation.

Conversations will lead to action.

