Equity & Anti-Racism Strategy

Jason Molino, Tompkins County Administrator

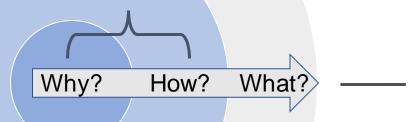
6/16/2020 Presentation to the County Legislature



Engaging Senior Leadership - Process

2 Sessions on 6/15

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



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

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

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.

