

The District of Columbia Racial Equity Action Plan (REAP)

Dr. Amber Hewitt

Chief Equity Officer

Director, Mayor's Office of Racial Equity



Agenda



- ORE Overview
- REAP Goals
- ORE in Action
- Q&A

ORE Overview

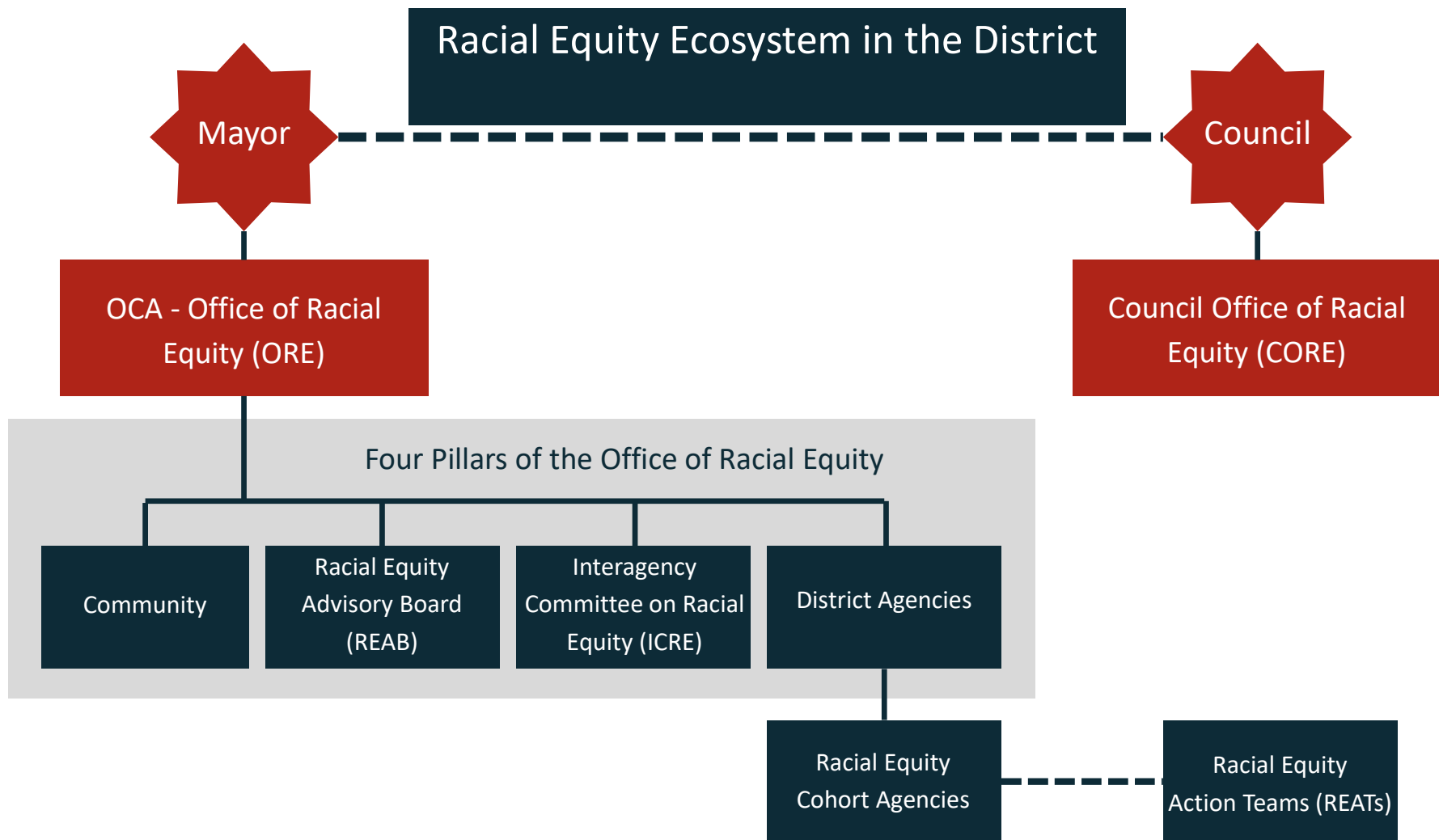


- The Office of Racial Equity (ORE), within the Office of the City Administrator, was established by Mayor Bowser in 2021.
- The Office is charged with **developing a framework** to embed a **racial equity lens** into the development of government policies, programs, and practices.
- The Office carries forward a law passed by D.C. Council - **Racial Equity Achieves Results “REACH Act” (D.C. Act 23-521)** and is responsible for collaborating with District agencies, residents, and external stakeholders to make meaningful progress toward a more equitable city.

ORE Mission

- Work in collaboration with District leadership and agencies to **apply a racial equity lens across government operations.**
- Provide **leadership, guidance, and technical assistance** to District agencies on racial equity to improve the quality of life of Washingtonians.
- Promote **strategic alignment and coordinate** the District's efforts toward achieving racial equity.
- Strengthen **community engagement** with racial and social justice organizations.





Racial Equity – Definition

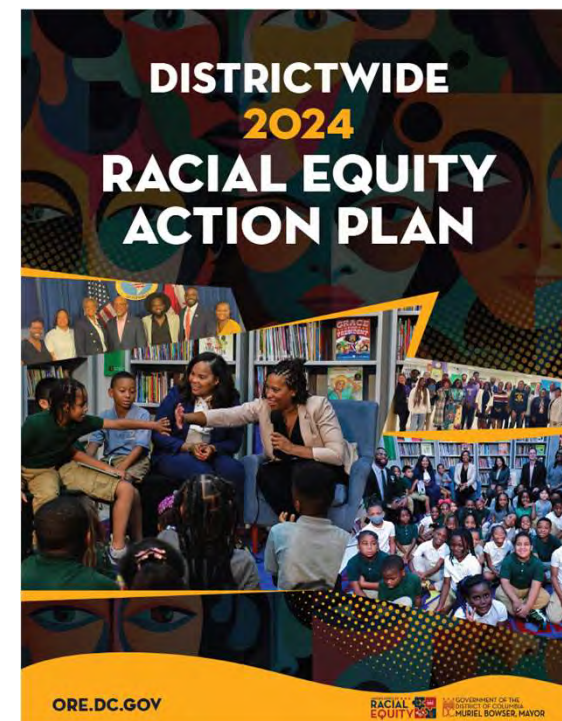


Racial equity is both a **process and an outcome**. ([Source](#))

- As a **process**, we apply a racial equity lens when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.
- As an **outcome**, we achieve racial equity when one's race will no longer predict opportunities, outcomes, or the distribution of resources for residents of the District, particularly Black, Indigenous, and People of Color residents.

What is a Racial Equity Action Plan?

- ★
- ★ A racial equity action plan (REAP) **maps out steps D.C. government will take to reduce inequities** and improve life for *all* Washingtonians. REAPs can help **turn ideas into action** to achieve our shared vision of a racially equitable D.C.
- ★



The DC REAP Is...

A REAP Is	A REAP is Not
A plan to highlight the actions taken to address institutional and structural changes	A one-time project that is the end all, be all
Both a product and a process	A list of policy recommendations
Track progress and impacts within DC government and community	A list of indicators and actions that lack disaggregated data
Builds organizational capacity	One-size fit all strategy to address racial equity
Disaggregated data driven	
Center in partnership, alignment, transparency and accountability	
A framework to implement a racial equity lens	

Recap of Action Plan Goals

The plan sets the direction for agencies who will adapt and apply the goals to their work. The four goals of the REAP are:



Action Charts

Each of the four REAP goals includes an **action chart** outlining key implementation steps, metrics, and accountable groups.

REAP Goals

1. DC Government staff **understand and are committed** to achieving racial equity.

2. DC Government is committed to **eliminating racial and ethnic inequities**.

3. DC Government is committed to **meaningfully engaging community** in government decision-making processes and strengthening community partnerships.

4. DC Government is an **equitable employer** and engages in racially equitable hiring practices.

Action Chart: Action Statement on Goal 1

Short to Midterm Goal	Supporting Actions	Performance Measures	Responsible Role/Team
1.1.1. Agency staff develop a shared language of racial equity and learn to normalize discussions about race and racial equity	- Develop supplementary racial equity trainings, including bias reduction - Mandate yearly racial equity training for all District managers - Develop training for staff on the Certified Business Enterprise program - Create a historical timeline of racial equity in DC as a training resource	- Percent of agency staff who have completed a racial equity training by service category - N/A	ORE

What does that mean for District Employees?

REAP Goals	Examples of how staff can be involved with the work within agencies
1. DC Government staff understands and is committed to achieving racial equity.	Participate in racial equity trainings, utilize racial equity tools to complete racial equity budget requests, develop racial equity strategic initiatives, and establish racial equity standing committees or working group
2. DC Government is committed to eliminating racial and ethnic inequities .	Analyze policy or new initiatives and work to close gaps in 43 indicators across 7 categories of life
3. DC Government is committed to meaningfully involving community and strengthening community partnerships.	Attend training and utilize the Meaningful Community Engagement (MCE) Guide to deepen engagement efforts, participate in Equity Leads convenings and create authentic, transparent, and community-centered engagement practices which prioritize racial equity
4. DC Government is an equitable employer and engages in racially equitable hiring, promotion, and retention practices.	Participate in events that cultivate connection across staff, develop a community of practice to identify opportunities to advance racial equity in HR policies and practices

Racial Equity Impact Analysis (REIA) – Short Form



We encourage agencies to use the REIA tool early on in their policy and program development processes. Please contact our office for technical assistance and to learn more.

Access online: <https://ore.dc.gov/page/resources-14>

Frame the Vision	Look at the Evidence	Identify Partners	Weigh Benefits and Burdens	Be Accountable
What are the expected goals and outcomes ?	What data is available related to this proposal? Is it disaggregated by race/ethnicity ?	Who are the relevant stakeholders - residents, neighborhoods, community organizations?	What are possible unintended organizational barriers, benefits, and burdens ?	How will program outcomes be evaluated , and who will be involved?
MAYOR'S OFFICE OF RACIAL EQUITY  WE ARE WASHINGTON DC GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR				

List of Indicators

	INDICATOR	★	★	★
HOUSING	Housing Cost Burden			
	Homelessness			
	Homeownership			
ECONOMIC OPPORTUNITY	Child Care Cost			
	Fully Banked			
	Energy Affordability			
	Household Wealth			
	Poverty Rate			
	Unemployment Rate			
	Labor Force Participation			
NEIGHBORHOOD LIFE	Returning Citizen Job Placement Rate			
	Access to Full-Service Grocery Stores			
	Proximity to Frequent Transit			
	Access to Diverse Recreational Amenities			

List of Indicators

HEALTH	INDICATOR
	Access to Behavioral Health Services in School
	Doctor Visit in the Last Year
	Dentist Visit in the Last Year
	Breast Cancer Screenings as Recommended
	Colorectal Cancer Screenings as Recommended
	Access to Green Space
	Physical Activity
	Pediatric Asthma-Related ER Visits
	Obesity
	Opioid Misuse
	Maternal Morbidity
	Maternal Mortality
	Life Expectancy
	Pre-Term Births



List of Indicators

	INDICATOR
SAFETY	Police Use of Force Incidents
	Incidents of Gun Violence
	Traffic Fatalities by Mode
	Stops by Police Which Included Physical Contact
EDUCATION	3rd Grade Reading Proficiency
	3rd Grade Math Proficiency
	Post-Secondary Enrollment Rate from DC High School
	4-Year High School Graduation Rate
	5-Year Graduation Rate
	9th Grade Retention
	Early Childhood Education Subsidies
CIVIC ENGAGEMENT	Early Childhood Provider Quality
	BIPOC Commemoration in Public Space
	Broadband Access
	Voter Participation



ORE in Action

GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

Contact Us



ore.dc.gov



racialequity@dc.gov



@OREDC_



@OREDC_

