

Summary of Racial Equity Efforts

City of Boulder

9/3/2020

The City of Boulder is committed to advancing racial equity by ensuring that its policies, programs and practices are free from institutional and systemic racism. The DRAFT [Racial Equity Plan Outline](#) stems from the city's recent work with the [Government Alliance on Race and Equity](#) (GARE) and serves as a living road map that will guide the City of Boulder government through the process of prioritizing goals, specifying details, and assigning resources to achieve meaningful change. The plan commits to leading with our values to address changing employee perceptions and behaviors first, and then rippling outward, extending the impact into the community.

Several new policies, trainings, services, tools, and groups have emerged since beginning this important work in 2005:

The [Human Rights Ordinance](#) is a local law that protects against illegal discrimination within the city limits of Boulder.

The [Racial Equity Guiding Coalition](#) guides and supports high-level strategic planning and implementation of equity initiatives.

The city hosts a training called Advancing Racial Equity: The Role of Government to all city staff. Additionally it is a mandatory workshop for city supervisors and council, and is part of our New Employee Orientation series.

The city has implemented a Racial Equity Instrument to be applied to city decisions related to budgets, programs, and policies.

The [Racial Equity Engagement Working Group](#) helps design meaningful and inclusive engagement and expand the city's outreach so that community members can weigh in on the draft outline of a City of Boulder Racial Equity Plan.

The city maintains a discrimination reporting system for community members to [submit reports](#) which are investigated by the city's Office of Human Rights.

The [Police Oversight Task Force](#) helps to guide the city's work to establish a new police oversight model.

Adopted Ordinance 8361 amending the Boulder Revised Code adding a new chapter "Police Oversight" pertaining to the composition, duties and power of a new city organization related to civilian oversight of the police.

Council passed [Resolution 1275](#) committing the City of Boulder to promote racial equity in city relationships, programs, services and policies. Among other things, the resolution pledges to:

- Systematically and deliberately apply a racial equity lens in the city's decision making;
- Identify racial inequalities while also monitoring outcomes to ensure anti-racist policies;
- Continue on-going race relations trainings for all staff, council and board/commission members while also exploring additional training opportunities;
- Develop a racial equity plan for the city; and
- Participate in racial equity effort with partner institutions and organizations.

In 2020 alone, there have been several accomplishments:

Incorporated four [equity questions](#) into an assessment tool used for making COVID-19 response and recovery process, budget, activity and service decisions, to help avoid disproportionate impacts on community members of color.

Issued a declaration encouraging the community to work together to support those maintaining the health of the city residents and businesses, ensure continuity of government, and focus on equity during the Corona virus pandemic. (attached)

Began Bias and Microaggression Training for city staff, council, boards and commissions.

Launched the Police Oversight Implementation Committee.

Hired the city's first Independent Police Monitor.

Conducted an online campaign against stigma and discrimination related to COVID-19.

Developed a model for [Community Conversations on Race](#) which seek to promote, deepen and sustain meaningful cross-group relationships for racial equity through the power of structured dialogue. Launch pending.

Participated in the National League of Cities' [Race, Equity and Leadership](#) (REAL) initiative and are cohort members of Dealing with Racial Tension in your Community