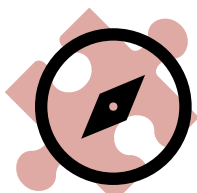


Who We Are

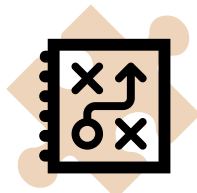
The Office of Racial Equity was established by Mayor Bowser in 2021 and focuses on developing an infrastructure to **ensure policy decisions and District programs are evaluated through a racial equity lens**. This office carries forward the implementation of the **Racial Equity Achieves Results “REACH 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 racially equitable District.

Mission

ORE collaborates with District leadership and agencies to apply a racial equity lens across government operations. The office also works to:



Provide **leadership, guidance, and technical assistance to District agencies** on racial equity to improve the quality of life for Washingtonians.



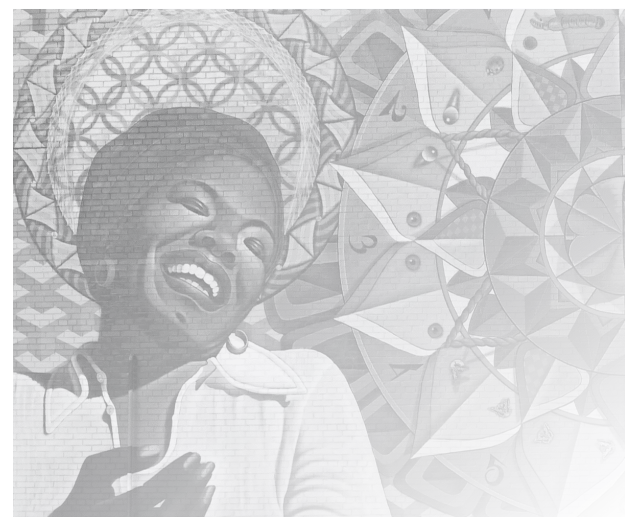
Promote strategic alignment and **coordinate the District’s efforts toward achieving racial equity** through the budget and performance planning processes.



Strengthen **external partnerships** with local communities and racial and social justice organizations through meaningful community engagement.

Vision

ORE envisions a District of Columbia where everyone can thrive with a sense of agency and where **race will no longer predict opportunities, outcomes, or the distribution of resources**.



Nourishing and Flourishing with Delight - Mural by Eric B. Ricks at 5600 E. Capitol St. NE

Current Work and Initiatives

The **Interagency Committee on Racial Equity (ICRE)** provides input and advice for successfully developing and implementing racial equity plans, tools, and resources. This includes communicating the goals of ORE and assisting the office with the development of guidance material that supports District government agencies with the implementation of racial equity operational and budgetary activities.



The **Racial Equity Pilot Cohort** is partnership with twelve District government agencies to test racial equity tools, complete department assessment, and develop department-specific racial equity action plans.



ORE partnered with the MITRE Corporation to create an actionable, **outcome-oriented measurement and data strategy** to develop the District's first racial equity dashboard.



ORE collaborates with the **DC Department of Human Resources and the Office of Human Rights** to provide **racial equity training** for all District government staff.



The **Racial Equity Data Standards Pilot Project** collaborates with four District agencies to develop guidance on race and ethnicity data collection and analysis. The Lab @ DC and the Office of the Chief Technology Officer's Data Team serve as thought partners.



How We Advance Racial Equity

ORE **NORMALIZES** racial equity by:

- Being intentional about understanding and meeting the needs of people marginalized by systemic and institutionalized racism;
- Hiring staff that is reflective of the racial diversity of the city;
- Facilitating and leading racial equity training, and
- Creating internal support within and across the Executive.

ORE **OPERATIONALIZES** racial equity by:

- Developing racial equity tools;
- Collaborating with agencies in the development of racial equity action plans;
- Ensuring racial equity in all government operations and practices, and
- Ensuring policies, procedures, and actions do not exacerbate racial inequities and are intentional to repair historical harms.

ORE **BUILDS RACIAL EQUITY INFRASTRUCTURE** by:

- Helping build management capacity and organizational infrastructure to enable diverse stakeholders to work toward a shared vision of racial equity;
- Community building through centering community, leveraging stakeholder collaborations, and leveraging local institutional partnerships;
- Influencing and creating a well-informed and civically engaged community; and
- Including Black, Brown, and other communities who have been historically marginalized in the decision-making processes.