

Racial Equity Public Engagement Forums

About the Mayor's Office of Racial Equity

The Office of Racial Equity (ORE) was established by Mayor Bowser in 2021. The role of the Office is to promote programs and policy decisions that create fair opportunities for everyone, regardless of race or ethnicity. The Office also brings together District agencies, residents, and other partners to make meaningful progress toward a more racially equitable city.

Key Terms

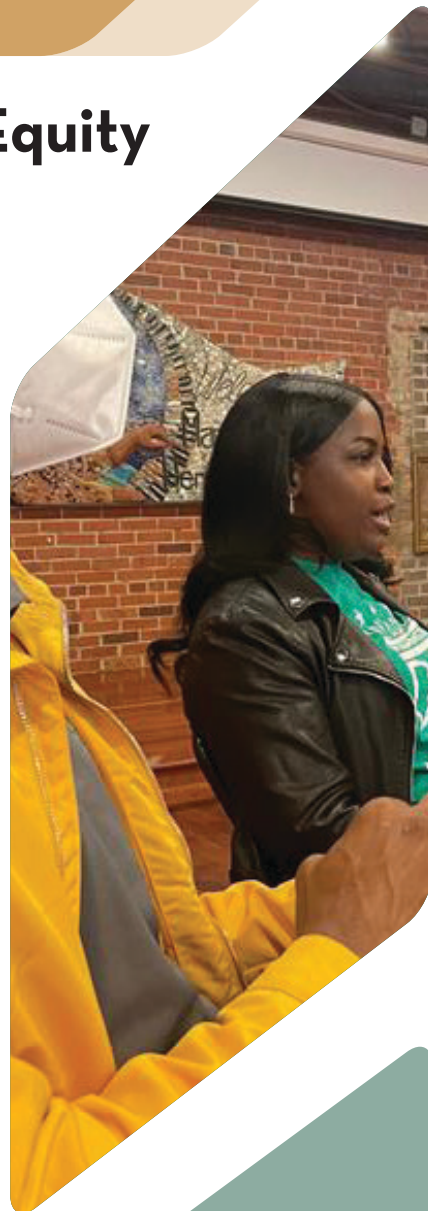
Racial equity is both a process and an outcome.

Racial equity is a **process where the people who are hurt the most by racism can play a meaningful role** in creating the policies and programs that impact their lives.

As an outcome, a racially equitable DC would be one where **race wouldn't predict opportunities, outcomes, or the distribution of resources**, especially for residents who are Black, Indigenous, and other people of color.

Equity vs. equality

Racial equity is not the same as equality. The word equality suggests sameness, or everyone receiving the same treatment, resources, and opportunities. Equality does not consider what individuals may already have, what they may need, or what they may want. **Equity asks what individuals need to thrive and live meaningful lives to their full potential.**



Learn more about ORE at ore.dc.gov.



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Key Terms, cont'd

Race and ethnicity

For today's event, we use the term **race** to refer to the following identities: Black or African American, white, Asian, Native Hawaiian or Pacific Islander, and American Indian or Alaskan Native.

We use the term **ethnicity** to mean whether people identify as Hispanic or Latino/a. Hispanic or Latino/a people can be of any race.

We know these categories do not represent everyone, and that each person carries a unique combination of identities, experiences, and beliefs. We use these categories as a starting point to understand who our office is reaching now and whose voices might still be missing from the conversation.

About the Racial Equity Action Plan

A **racial equity action plan (REAP)** maps out steps DC 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 DC.



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About the Racial Equity Action Plan, cont'd

The Districtwide REAP we are discussing today makes plans for the next three years. The Districtwide REAP sets the direction for all agencies who will adapt and apply the goals to their work. The four goals of the REAP are:

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 involving community** and strengthening community partnerships.
4. DC government is an **equitable employer** and engages in racially equitable hiring, promotion, and retention practices.

To know if we're reducing inequities, we have to be able to measure progress. There is no single, simple way to measure racial equity. Instead, we try to measure many different pieces of residents' lives where there might be equity gaps. **The numbers we use to measure these gaps are also called "indicators."**



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About the Racial Equity Action Plan, cont'd

For example, a racial wealth gap indicator shows us that Black and white residents in DC do not have the same opportunities to earn and grow wealth. ORE plans to use racial equity indicators from seven themes to track progress toward a more racially equitable DC. The seven themes are:

Housing

DC residents, regardless of race, are stably housed.

Economic Opportunity

DC residents, regardless of race, are financially secure.

Health

DC residents, regardless of race, are healthy.

Public Safety

DC residents, regardless of race, are safe from violence in all forms.

Education

DC residents, regardless of race, receive quality learning opportunities.

Neighborhood Life

DC residents, regardless of race, are thriving in their communities.

Civic Engagement

D.C. residents, regardless of race, can access and engage high-quality public spaces, services, and officials.



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Stay Engaged

Your perspective is important to us as we create and implement D.C.'s racial equity action plan (REAP). Only by hearing from District residents can we understand how DC government policies and programs directly impact you and what you want to see in DC's Racial Equity Action Plan (REAP). We want you to be equal partners in the District's racial equity work. **As your partners inside local government, we are here to listen, understand, and implement change *with* you and not *for* you.**

What's Next

In September, we will post a draft of the REAP online for you to read and would love to hear your thoughts. We will post a link to provide comments on the draft on our website at ore.dc.gov/actionplan. If you prefer a paper copy, please contact Carmen Berry at carmen.berry2@dc.gov.

Sign up for our newsletter for more updates at ore.dc.gov/page/engage.

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Learn more about ORE at ore.dc.gov.

