

# Welcome! We'll get started in a few minutes.

## Racial Equity Public Engagement Forum

Co-Hosted with the Mayor's Office on Asian and Pacific Islander Affairs

### Today's Ground Rules

- Listen actively -- respect others when they talk.
- Speak your truth (knowing it's only part of the truth).
- Participate to the fullest of your ability.
- If you wonder, ask. Ask the hard questions.
- Discomfort is normal. Take breaks when you need to.

### While you wait...

#### Online

Please introduce yourself by putting the following in the chat:

- Your **name**
- Your **ward**
- Any **questions** you have
- Any new **ground rules** that should be added to the list on the left

#### In-Person

Please **sign in** at the sign-in desk and write any **questions** and new **ground rules** on the appropriate sheet of paper in the room.



# Racial Equity Public Engagement Forum

*Co-Hosted with the Mayor's Office on Asian and Pacific Islander Affairs*

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# ORE and MOAPIA Introductions

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## Mayor's Office of Racial Equity

**Dr. Amber Hewitt**  
Chief Equity Officer

**Dr. Chikarlo Leak**  
Policy and Operations Director

**Carmen Berry**  
Special Assistant to the Director

**Emily Ruskin**  
Policy and Data Analyst

**Hannah Eli**  
Policy and Data Analyst

**Tony Donaldson, Jr.**  
Community Engagement Specialist

## Mayor's Office on Asian and Pacific Islander Affairs

**Ben DeGuzman**  
Director

**Ellie Sung**  
Community Engagement Manager

**Vicky Huang**  
Community Outreach Specialist



# Today's Agenda

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- **Welcome** (10 minutes)
- **Introductions and Discussion of Forum Goals** (20 minutes)
- **Purpose of the Racial Equity Action Plan and Actions to Date** (5 minutes)
- **Discussion Groups** (45 minutes)
- **Share-Out Discussion Group Highlights** (25 minutes)
- **Wrap-Up and Next Steps** (10 minutes)

# Racial Equity - Definition

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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 D.C. 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 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.

# What is a Racial Equity Action Plan?

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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.

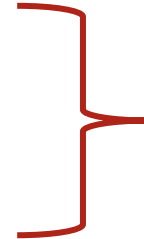
# Citywide Racial Equity Action Plan Goals

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The Districtwide REAP we are talking about today makes plans for the next three years. The plan 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.



Today's discussion groups will focus on **goals 2 and 3**.



# How We've Engaged

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## Fall 2021

Held **focus groups with 41 residents and 13 MOCRS**, and **one-on-one discussions with 13 additional employees of community-based organizations** to hear what a racially equitable DC would look like to them.

## Winter 2021 - Spring 2022

Formally talked about the REAP in **~35 meetings with agency directors and upper-level staff** to hear **where agencies could create change** and where they had questions to build buy-in.

## Summer - Fall 2022

Hosting **five open and one closed youth-focused engagement sessions** in partnership with the Mayor's Office of Community Affairs and opening document for **public comment**.

# Discussion Groups

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## Discussion Group Options

**Goal 2:** DC government is committed to **eliminating racial and ethnic inequities.**

**Goal 3:** DC government is committed to **meaningfully engaging community** and strengthening community partnerships.

## Online

Please hold while we shift in-person rooms – we will walk through online instructions as a group.

## In-Person

After a 5-minute break, please return to this room.

We will debrief in 45 minutes.

# What's Next for the REAP



## Upcoming Events

<b>Virtual-Only Forum</b>	Monday, August 1, 6:00pm – 8:00pm WebEx
<b>Mayor's Office on Latino Affairs Forum</b>	Tuesday, August 2, 10:00am – 12:00pm Frank D. Reeves Center
<b>Mayor's Office on African Affairs Forum</b>	Wednesday, August 3, 6:00pm – 8:00pm Frank D. Reeves Center
<b>Mayor's Office on African American Affairs Forum</b>	Monday, August 8, 6:00pm – 8:00pm R.I.S.E. Demonstration Center

**See all event details and RSVP at [ore.dc.gov/actionplan](https://ore.dc.gov/actionplan).**

## Public Comment Period

Public comment for the REAP will open in September. Subscribe to ORE's newsletter at [ore.dc.gov](https://ore.dc.gov) to be notified when it opens!



# Contact Us

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Chief Equity Officer  
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**Visit us online at**  
[ore.dc.gov](http://ore.dc.gov).

# Thank you!

Today's event would not have been possible without our partners:

- **Mayor's Office on Asian and Pacific Islander Affairs**
- **Reginald Greene**, Building Manager, DC Department of General Services
- **Stephanie Poteat**, Program Support Assistant, Department of General Services
- **Chanda Washington**, Communications Officer, Office of the City Administrator
- **Tina Roper**, Administrative Officer, Office of the City Administrator