ARE YOU EQUIPPED TO INNOVATE?

Marlon Williams
Asst. Director of Public Sector Innovation

Oct 21st
OUR VALUES

"All men are created equal..."

"With liberty and justice for all..."

"Government of the people, by the people, for the people..."
NATIONAL average net worth

• $144,200 WHITE
• $14,000 LATINO
• $11,200 AFRICAN-AMERICAN
RACIAL EQUITY MEANS...

• Closing the gaps so that race does not predict one's success, while also improving outcomes for all.

TO CLOSE THE GAPS...

• we center communities of color to target improvements for those most burdened by racial inequity.

MOVING BEYOND "SERVICES"

• to transform policies, institutions, and structures.
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Government created and continues to perpetuate racial inequity. We must transform government to advance racial equity.
But How?
Normalize
- A shared analysis
- Urgency / prioritization

Operationalize
- Create strategies & results
- Racial Equity Tools

Organize
- Internal Infrastructure
- Partnerships
## Equip to Innovate

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<th>Dynamically Planned</th>
<th>Resident-Involved</th>
<th>Employee-Engaged</th>
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<td>Race-Informed</td>
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<td>Broadly Partnered</td>
<td>Smartly Resourced</td>
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# ICMA2019
• Big, bold, long-term vision
• Business plans in every department
• All auxiliary plans aligned
• Results transparent; regularly reported
Actively partners outside City Hall
Aligns city mission across sectors
Breaks down internal agency silos
Strong intergovernmental relationships
Albuquerque

BROADLY PARTNERED

CITY ALIVE
THE FUTURE IS OURS

#ICMA2019
RESIDENT INVOLVED

- Constantly refreshes engagement approaches
- Inclusion of marginalized populations
- Meaningfully incorporated feedback
- Data and technology enhance connection
EMPLOYEE ENGAGED

- Talent of every city employee tapped
- Value of engaged culture
- City staff empowered to problem-solve
- Performance management contributes to continuous improvement
• Data used to understand challenges; report on progress
• Government data open; publicly available
• Use research and analytics to better resident outcomes
• Direct tech tools toward efficiencies
Louisville

DATA DRIVEN
• Budget steered to highest priorities
• Future-focused financial timeframes
• Evidence and performance-based decision-making
• Strategic use of non-public monies

SMARTLY RESOURCED
• Applies racial equity lens to city operations
• Disaggregates outcome data by race
• Intentionally addresses racial disparities
• Culture focused on the value of diversity
1. Who should be involved?
2. What data should you get and analyze?
3. How can you engage the community?
4. Do performance measures connect to the disparities that need to be reduced?
5. What are levers you can activate?
6. What are the challenges you might face?
Thank You

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