

「ARE YOU EQUIP^T TO INNOVATE?

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OUR VALUES

"All men are created equal..." 7

"With liberty and justice for all..."

"Government of the people, by
the people, for the people..."

RACIAL DISPARITIES

NATIONAL average net worth

- \$144,200 WHITE
- \$14,000 LATINO
- \$11,200 AFRICAN-AMERICAN



Organize



Prioritize



WIN



Mobilize

Art by Favianna Rodriguez



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.

#ICMA2019



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A photograph of the U.S. Capitol building at dusk. The building is illuminated with warm lights, and the sky is a mix of blue and orange. The large dome is prominent in the center. A wide set of stairs leads up to the entrance on the left. A pink banner is overlaid on the top left corner.

WHY

Government created and continues to perpetuate racial inequity. We must transform government to advance racial equity. [#ICMA2019](#)

But How?



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LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

Normalize

- A shared analysis
- Urgency / prioritization

Operationalize

- Create strategies & results
- Racial Equity Tools

Organize

- Internal Infrastructure
- Partnerships

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Equip^t to Innovate



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DYNAMICALLY PLANNED

- Big, bold, long-term vision
- Business plans in every department
- All auxiliary plans aligned
- Results transparent; regularly reported

Minneapolis

DYNAMICALLY PLANNED



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BROADLY PARTNERED

- Actively partners outside City Hall
- Aligns city mission across sectors
- Breaks down internal agency silos
- Strong intergovernmental relationships

Albuquerque

BROADLY PARTNERED



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RESIDENT INVOLVED

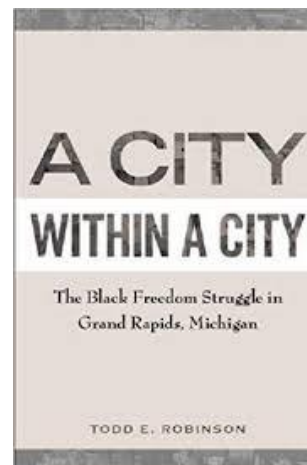
- Constantly refreshes engagement approaches
- Inclusion of marginalized populations
- Meaningfully incorporated feedback
- Data and technology enhance connection

Grand Rapids

RESIDENT INVOLVED



CITY OF
GRAND
RAPIDS



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EMPLOYEE ENGAGED

- Talent of every city employee tapped
- Value of engaged culture
- City staff empowered to problem-solve
- Performance management contributes to continuous improvement

Philadelphia

EMPLOYEE ENGAGED



City of
Philadelphia

#ICMA2019

DATA DRIVEN

- 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

A wide-angle photograph of the Louisville skyline at sunset. The sky is a mix of orange, pink, and purple. The city's lights are on, and the buildings are reflected in the water in the foreground. The text 'Louisville' is in a pink banner in the top left, and 'DATA DRIVEN' is in a blue banner in the bottom left.

Louisville

DATA DRIVEN

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SMARTLY RESOURCED

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

San Diego

SMARTLY RESOURCED

40 Years



Building Better Neighborhoods

The City of
SAN DIEGO



#ICMA2019

RACE INFORMED

- Applies racial equity lens to city operations
- Disaggregates outcome data by race
- Intentionally addresses racial disparities
- Culture focused on the value of diversity

Austin

RACE INFORMED



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Roadmap

Normalize

Organize

Operationalize

**Dynamically
Planned**

**Resident-
Involved**

**Employee-
Engaged**



**Race-
Informed**



Data-Driven

**Broadly
Partnered**



**Smartly
Resourced**



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MY ASK: PRACTICE

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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