

OVERVIEW OF STATE AND LOCAL EQUITY OFFICES

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INTRODUCTION

Since late 2020, many state and local governments have established offices of equity or equivalent entities to prioritize equity in government policies and procedures, and to lead and support equity work within the communities they serve. These entities include task forces and departments, and names may include terms like equity, inclusion, health or racial equity, racial or social justice, or human rights. For the purposes of this resource, they are collectively referred to as “offices.” These offices vary in structure and scope but provide the infrastructure necessary to advance principles of anti-racism and equity. This resource details examples of cities or counties across 12 states that have established such offices, how they were created, and their structure, duties, and responsibilities, along with salary information where available, and any other relevant notes.

This resource is a living document and is subject to change as more offices are identified. It is not an exhaustive list. If you are aware of an office of equity being created or would like to provide updates to any information included in this list, please share via this [linked form](#).

For more information or assistance in using this document, please [contact](#) the authors: Dawn Hunter, dhunter@networkforphl.org and Betsy Lawton, blawton@networkforphl.org.

This list contains examples of jurisdictions that have established an office of equity or equivalent. The list is organized alphabetically. It includes, where available:

- the name of the city or county
- a link to the ordinance or government action creating the office of equity (hyperlink included in name of the city or county)
- the structure of the office
- the duties/authorities of the office (as described in publicly available sources)
- any notes on salary or other similar activities in the city or county
- the office website

CALIFORNIA

Long Beach, CA:

Organizational structure:

Office of Equity created within the Department of Health and Human Services.

Duties/Authority:

- elevate conversations around equity and social justice,
- better align and coordinate existing equity-focused programs,
- build racial and health equity capacity across city government.
- coordinate Language Access Program, My Brother's Keeper, and Human Relations Commission

Notes: Salary listed as \$130,000 in HHS for a public health professional II in the Office of Equity

Contact: equitylb@longbeach.gov

Website: <https://www.longbeach.gov/health/healthy-living/office-of-equity/>

San Francisco, CA:

Organizational Structure:

Office of Racial Equity, a division of the Human Rights Commission Department under authority of the Executive Director of the Human Rights Commission.

Duties/Authority

- develop a racial equity framework to be considered for adoption by the Board of Supervisors
- oversee development of each City department's Racial Equity Action Plan
- issue guidance on development of plans
- publish a biennial Racial Equity Report Card on issues of wealth, employment, and economic security, transportation, housing, land use and homelessness, education, health, policing and criminal justice, and environment
- analyze and report on impact of ordinances that may impact racial equity or racial disparities (same topic list as above)
- develop a process of racial reconciliation
- develop policy priorities for racial equity - including assessment of existing policies and practices that contribute to racial disparities or create barriers to opportunities
- support City departments in strategies for racial justice
- create a budget equity assessment tool

Notes:

- The city simultaenously required each city department to develop a racial equity plan and designate a racial equity leader.
- [Click here](#) for a link to Legislation creating the office (which includes findings supporting ordinance).

Contact: (415) 252-2500, racialequitysf@sfgov.org

Website: <https://www.racialequitysf.org/>

Los Angeles, CA:

Organizational structure:

Office of Racial Equity in the Civil, Human Rights, and Equity Departments.

Duties/Authority:

The ordinance creating the department does not include any specific duties. According to the Office website, the Office provides research and equity analysis on city policy and programs and conducts a racial equity audit of programs, policies, and practices to assess systemic barriers in accessing benefits and opportunities available across the City.

Notes: None

Contact: civilandhumanrights@lacity.org, (213) 978-1845

Website: <https://civilandhumanrights.lacity.org/our-programs/office-racial-equity>

Contra Costa County, CA:

Organizational structure:

Office of Racial Equity and Social Justice in the County Administrator's Office. Three staff: Director, Program Analyst, and Clerical support.

Duties/Authority:

- Focus County efforts on understanding what it takes to achieve equity with a priority focus on racial equity and a transformational shift within County government to eliminate inequity, harm, discrimination and bias (implicit and explicit) based on race, ethnicity, gender, sexual orientation, language, immigration status, socio-economic status, and for people with disabilities.
- Acknowledge and eliminate inequities, disparities and harm that exist in Contra Costa County, including inequities and disparities in health outcomes, resource and service allocation, land use decisions (environmental justice), and law enforcement and criminal justice system practices.
- Create a sense of urgency for change so that we cultivate and sustain a County ecosystem rooted in belonging, mutuality, equity, and justice.

Notes:

- \$250,000 in funding was provided by community organizations, foundations and businesses to the Contra Cost regional Health Foundation to fund a community planning process to provide input into the structure of the Office of Racial Equity and Social Justice and determine its priorities.
- Fiscal impact = \$600,000 in County General Funds annually to fund the operations of the office.

Contact: The Office maintains a [Google Form](#) for contacts.

Website: <https://cccoresj.org/>

San Diego County, CA:

Organizational structure:

Office of Equity and Racial Justice in the Office of the Chief Administrative Officer. Led by a Director.

Duties/Authority:

- Collaborate with trusted community organizations .
- Establish more equitable and accessible services, programs, and resources.
- Connect with all the various communities in the County to ensure the County is responding to each community appropriately and addressing their specific and diverse needs while advancing the County's commitment to an equitable and inclusive region.

Contact: OERJ@sdcounty.ca.gov, Andrew Strong is the Director

Website: <https://www.sandiegocounty.gov/content/sdc/cao/oerj.html>

FLORIDA

Orlando, FL:

(Note: link is to newspaper article)

Organizational structure:

City Equity Official in the Mayor's Office.

Duties/Authority:

- Oversees the city's offices of human relations and multicultural affairs.
- Examples of Duties found in the [job posting](#)
 - Provide recommendations on policies and national best practices to address systemic inequities in government and cities.

- Assess existing programs, services and initiatives that support equity and identify opportunities to maximize efforts and achievements.
- Collaborate with and provide technical assistance to City departments to create awareness, understanding and effective use of an equity lens in developing and implementing programs to achieve fair and equitable outcomes.
- Develop and recommend performance indicators and progress benchmarks to maximize accountability related to the delivery of City services to achieve fair and equitable outcomes.
- Work closely with community representatives, stakeholders and appropriate boards and commissions to create best approaches to working collaboratively with the City.
- Provide leadership, guidance, and support in the delivery of equity policy and initiatives in conjunction with internal and external partners.
- Utilize existing resources and community input to identify areas for immediate and meaningful action.
- Coordinate on-going employee training in diversity, equity, and inclusion; serves as a strategic advisor to peers and leadership.
- Represent the City on various committees, boards and meetings.
- Coordinate with appropriate staff to effectively advance and communicate the policies and priorities of the City.
- Foster relationships with key stakeholders on behalf of the Mayor and City of Orlando; serve as community liaison to community-based organizations and nonprofits.
- Research and prepare background material for speeches and policy decisions; write Mayor's key policy speeches, articles, essays and other material for presentations by the Mayor and other City officials.
- Seek opportunities to promote the accomplishments of the City through professional and/or national organizations; catalyze new synergies with the business community.
- Develop and complete special projects as assigned by the Mayor or Chief of Staff.

Notes: The salary range for Equity Official in the 2020 job posting was listed as \$93,880-123,272.

Contact: merchon.green@orlando.gov

Website: <https://www.orlando.gov/Our-Government/Mayor-City-Council/Buddy-Dyer/Mayors-Key-Priorities/Community-Trust-and-Equity-Initiative>

Miami-Dade County, FL:

(Note: link is to newspaper article)

Organizational structure:

Office of Equity and Inclusion, Mayor's Office. Housed under the Senior Advisor for Innovation and Performance.

Duties/Authority:

The Office will work across County departments and collaborate with community stakeholders to normalize and implement the concepts of equity and inclusion in government and beyond.

Notes: As of February 2023, the Office no longer appears on the Miami-Dade County website. The Office of the Mayor has launched an initiative called We Are One Miami-Dade, focused on promoting equality, diversity, and inclusion. Jason Smith was the first Director of Equity and Inclusion for Miami-Dade County. As of February 2023, no specific contact is listed for the We are One Miami-Dade Initiative.

Contact: Office of the Mayor, mayor@miamidade.gov

Website: <https://www.miamidade.gov/global/government/mayor/we-are-one.page>

Broward County, FL:

Organizational structure:

Broward County Racial Equity Task Force, 37 members nominated by County Commissioners, serving 2 year terms.

Duties/Authority:

Serves in an advisory capacity to the board of commissioners, making recommendations to assist in identifying systemic and institutional racial inequities in the county and in developing policy recommendations aimed at eliminating racism and creating great racial equity. Duties include:

- Identification of systemic and institutional racial inequities in Broward County;
- Educating the public, government entities, businesses, and other community organizations, about racial equity;
- Development of, and identification of individuals or entities to implement, a plan containing detailed concrete steps to help dismantle identified systemic racism and create greater racial equity in Broward County;
- Research of, and recommendations for, standards for the collection, analysis, and reporting of disaggregated data regarding racial equity; and
- Establishment of accountability measures and preparation of progress reports to be provided annually to the County Commission.

Notes: The racial equity task force no longer has a dedicated web page. The county's racial equity initiatives are currently housed under Equity and Community Investment.

Contact: racialequitytaskforce@broward.org
EquityandCommunityInvestment@broward.org

Website:
<https://www.broward.org/HumanServices/EquityAndCommunityInvestment/Pages/default.aspx>

GEORGIA

Atlanta, GA:

Organizational structure:

Office of Equity, Diversity and Inclusion, in Mayor's Office, led by Chief Equity Officer, Qaadirah Abdur-Rahim.

Duties/Authority:

- The office of equity, diversity, and inclusion includes the following divisions:
 - LGBTQ affairs;
 - Youth engagement;
 - Health;
 - Immigrant affairs;
 - Sustainability and Resilience; and
 - Strategic partnerships
- Within the areas of focus of each division, the functions and duties of the office of equity, diversity, and inclusion shall be to:
 - Establish and implement policies, programs, regulations, and initiatives related to gender identity, social and racial equity for within the jurisdiction of the City of Atlanta as well as for City of Atlanta employees; and
 - Lead efforts to eliminate gender identity discrimination, and social and racial inequities by evaluating institutional and structural government systems, policies, and practices; and
 - Promote social equity, fairness, and justice in systems and public policy that intersect with health, housing, transportation, criminal justice, sustainability, arts and culture, and in populations adversely impacted by inequities.

Notes:

- The Office was originally created by executive order in 2018 by Mayor Keisha Lance Bottoms. See the press release announcing the office and its goals and priorities: <https://www.atlantaga.gov/Home/Components/News/News/11595/1338>.
- The Office was also known as One Atlanta. When it was created in 2018 the office included a Chief Equity Officer, Deputy Equity Officer, Senior Director of Programs and External Affairs, Director of Strategic Engagement, Director of Community Engagement, Coordinator of LGBTQ Affairs, Manager of Special Projects, and an Executive Assistant/Legislative Manager.
- An ordinance establishing the office was enacted in 2021.:

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- The ordinance preamble notes that similar offices have been established in municipalities across the United States including: Albuquerque, NM, Asheville, NC, Austin, TX, Baltimore, MD, Boston, MA, Cambridge, MA, Cedar Rapids, IA, Champaign, IL, Cleveland, OH, Denver, CO, Eugene, OR, Evanston, IL, Grand Rapids, MI, Harrisburg, PA, Iowa City, IA, Long Beach, CA, Louisville, KY, Madison, WI, Minneapolis, MN, New Orleans, LA, New York City, NY, Oakland, CA, Philadelphia, PA, Pittsburgh, PA, Portland, OR, Sacramento, CA, San Antonio, TX, Seattle, WA, St Louis, MO, Tacoma, WA, and Tulsa, OK;

Contact: OEDI@atlantaga.gov

Website: <https://www.atlantaga.gov/government/mayor-s-office/executive-offices/office-of-equity-diversity-and-inclusion>

IOWA

Iowa City, IA

(no link available)

Organizational Structure:

The Office of Equity and Human Rights is a Division of the City Manager’s Office

Duties/Authority:

- The Office investigates complaints, coordinates mediation, conducts conciliation, and enforces the provisions of the Iowa City Human Rights Ordinance.
- In an October 2020 article, the Equity Director and Human Rights Coordinator for Iowa City, Iowa, described her role:

“As the equity director for the city, I work with the city manager’s office on diversity, equity, and inclusion. Specifically, focusing on providing strategies, planning, facilitation, and development of government work on equity and engagement for the present and long term. I also work with city departments to promote and measure equity and inclusion within city operations, and provide and coordinate community education and outreach. Since 2017, I have been training city departments on using a racial equity toolkit/lens to review their policies, services, and programs.

I also publish an annual report on racial equity that measures the city’s progress on increasing the racial diversity of city staff and those serving on city boards and commissions. The report also provides the number of police traffic stops and charges by race of the person.

I also staff the Human Rights Commission (HRC), which consists of nine members of the Iowa City community who serve as an advisory board to the city council, enforce the local anti-discrimination laws, and determine the merits of complaints alleging discrimination that are filed with the office in the areas of employment, housing, education, credit, and public accommodations.

As the LGBTQ liaison for the city executive's office, I serve as a resource to the city's LGBTQ communities to access city services and promote equality."

Contact: Phone: 319-356-5022 or 319-356-5015
Email: humanrights@iowa-city.org

Website: <https://www.icgov.org/city-government/departments-and-divisions/equity-and-human-rights>

MASSACHUSETTS

Boston, MA:

Organizational structure:

Equity and Inclusion Cabinet, Mayor's Office.

Duties/Authority:

- Dismantle systemic barriers to achieve racial, gender, health and socio-economic equality.
- Develop a city workforce that is representative at all levels of the demographics of the City.
- Support immigrant, refugee, and other vulnerable communities by promoting public safety, quality of life, and human rights.
- Support communities of color and marginalized groups across all departments and build equitable governmental structures.
- Support coordinated efforts to drive forward equity throughout the City of Boston. This includes supporting the [Boston Racial Equity Fund](#).

Notes:

- <https://www.boston.gov/news/dr-karilyn-crockett-appointed-chief-equity-city-boston>
- <https://www.boston.gov/news/celina-barrios-millner-appointed-chief-equity-and-inclusion>

Contact: 617-635-5714, equity@boston.gov

Website: <https://www.boston.gov/government/cabinets/equity-and-inclusion-cabinet>

MARYLAND

Montgomery County, MD:

Organizational structure:

Office of Racial Equity and Social Justice in the Executive Branch. Led by a director.

Duties/Authority:

- perform an equity assessment to identify County policies and practices that must be modified to redress disparate outcomes base on race or social justice;
- develop metrics to measure progress in redressing disparate outcomes based on race or social justice;
- work with each county department and office to develop a racial equity and social justice action plan designed to remedy individual, institutional, and structural racism or social justice issues adversely impacting county residents,
- provide racial equity and social justice training to county employees,
- develop short and long-term goals for success in redressing disparate outcomes based on race or social justice issues ,
- measure progress in achieving goals,
- provide staff support for the racial equity and social justice advisory committee.
- Director will submit a statement describing the racial equity and social justice impact of each bill under consideration by the council before the public hearing on a bill.

Notes:

- The bill establishing this office also requires each executive in the legislative branch department to designate an employee to serve as the racial equity and social justice lead to coordinate with and develop a racial equity action plan with the Office of Racial Equity and Social Justice.
- The Office exercises broad direction over equity work across Montgomery County.
- Maryland also had a Chief Equity Officer in the Office of the County Executive. This is an appointed, non-merit full-time position in the County Government reporting to the Chief Administrative Officer (CAO). The incumbent directs, administers, and facilitates the Countywide equity programs; works to build an infrastructure to ensure policy decisions are evaluated through an equity lens to create fair access to opportunity; collaborates with County departments, employees, community members, and other stakeholders to make meaningful movement towards a more equitable county; and performs related duties as assigned.

Contact: Director, Tiffany Ward, 240-777-5334
Tiffany.Ward@montgomerycountymd.gov

Website: <https://www.montgomerycountymd.gov/ore/>

Frederick County, MD:

Organizational structure:

Office of Equity and Inclusion in the Office of the County Executive. Office will be led by the Chief Equity and Inclusion Officer (CEIO) appointed by the County Executive.

Duties/Authority:

- Develop and provide management of a strategic framework to shape, direct and advance racial, gender, ethnic, inclusion and social equity priorities and to achieve equitable opportunities within all levels of county government and for all residents in Frederick County;
- Work to ensure county employees are aware of Frederick County's diversity, inclusion and equity goals and to provide employees with the opportunity to take on an active role in fostering a county-wide culture that acknowledges, values and celebrates diversity, equity, inclusion and belonging within all levels of Frederick County Government;
- Coordinate with county divisions to initiate organizational change through utilization of an equity lens that results in equity-informed planning, policy development and decision-making, as well as in the development of legislation;
- Provide staff support to the Equity and Inclusion Commission, work with, evaluate and act on, as appropriate, the recommendations of the Equity and Inclusion Council;
- Develop and implement programs, services and trainings for county staff and county residents that support achievement of the county's diversity, equity, inclusion and belonging goals;
- Coordinate with and refer complaints or issues of discrimination to the Human Relations Department and Commission, as appropriate;
- Create a review process of bills and resolutions, including the preparation of an impact statement, that will assist the Council in the legislative function; and
- Report annually, on or before July 1, to the County Executive and County Council, goals, activities, accomplishments and outcomes.

Notes:

- The same ordinance creating this office also established the Equity and Inclusion Commission that acts as an advisory body to the County Executive, County Council, and the CEIO.
- [Proposed Bill – Establish an Office of Equity and Inclusion, and an Equity and Inclusion Commission - 07/13/2021](#)

Contact: Chief Equity and Inclusion Officer, Michael Hughes, 301-600-1093
mwhughes@frederickcountymd.gov

Website: <https://frederickcountymd.gov/8166/Equity-and-Inclusion>

MICHIGAN

Dearborn, MI:

Organizational structure:

Office of Equity and Inclusion. Headed by Director who is appointed by the Mayor.

Duties/Authority:

- foster mutual understanding and respect among the people of the city and discourage and prevent unlawful discriminatory practices;
- review and analyze conditions, practices, attitudes, policies and other factors within the city that contribute to discriminatory impact and inequities;
- evaluate the impact of antidiscrimination efforts;
- recommend to the Mayor and City administration way to improve city programs and ordinances to eliminate discrimination and inequities, or remove effect of past discrimination,
- public awareness-building.

Notes:

- The bill creating this office also requires the city to provide office space, facilities, equipment and personnel to carry on the work of the office.

Contact: General city contact – 313-943-2000

Website: Unable to locate

OHIO

Cleveland, OH:

Organizational structure:

Division of Health Equity and Social Justice under the supervision and direction of the Director of Public Health. Led by the Commissioner of Health Equity and Social Justice.

Duties/Authority:

- administer health code;
- ensure ordinances, rules and state laws are properly enforced;
- supervise bureaus established;
- examine and address health inequities;
- review differing opportunities for healthcare;
- analyze social wellbeing and SDOH, and health services;

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- assess health equity in communities and systems;
 - identify evidence-based strategies and goals to promote health equity and social justice;
 - implement strategies to improve health equity and social justice

Contacts: Commissioner of Health Equity and Social Justice, Lita Wills
Phone: 216-664-7140
Lwills@clevelandohio.gov,

Website: <https://www.clevelandhealth.org/>

OREGON

Multnomah County:

Organizational Structure:

Office of Diversity and Equity, created by county ordinance in 2010. The Office is led by the Diversity and Equity Manager who reports to the chair of the Board of Commissioners of Multnomah County.

Duties/Authority:

- The Director will:
 - Coordinate programs to enhance Diversity, Affirmative Action, Cultural Competency and Business Opportunities for Minorities, Women and Emerging Small Businesses;
 - Provide overall strategic direction to the Office of Diversity and Equity;
 - Manage contractors and other diversity and equity staff, budget and compliance;
 - Provide regular updates to the Board.

Notes:

- Mission: The Office of Diversity and Equity (ODE) is the hub for Multnomah County diversity and equity initiatives. Our mission is to ensure access, equity, and inclusion in Multnomah County's services, policies, practices, and procedures.
- Vision: We ensure our investments in the community build a more just and equitable Multnomah County. We have a culture of open collaboration, respectful, courageous conversations about institutional barriers to equity. We unite around shared values of access, equity, inclusion, and equity. Our workplaces are safe, and our services are culturally responsive.
- Services:
 - Training and Consulting
 - Review Policy, Practice, and Procedures
 - Coordinate Diversity and Equity Initiatives
 - Equal Employment Opportunity (EEO) Compliance
 - Stakeholder and Community Relations
 - Annual Diversity Conference
 - Employee Resource Group (ERG) Oversight

-
- Technical Assistance
 - Office of Diversity and Equity (ODE) Library
 - Affirmative Action Plan
 - Equity Council
 - Facilitate Dialogue
 - Multnomah Youth Commission

Contacts:

- Deputy Director and Civil Rights Administrator, Office of Diversity & Equity, Neisha Saxena, neisha.saxena@multco.us
- Senior Equity Policy Analyst, Office of Diversity & Equity
- Disability Resource Specialist, Office of Diversity and Equity, Ashley Carroll, ashley.carroll@multco.us
- Civil Rights Policy Analyst, Office of Diversity & Equity, Dr. Veronica (Ronnie) Cano, veronica.cano@multco.us
- Youth Development Coordinator, Office of Diversity & Equity, Erika Molina Rodriguez, erika.molina-rodriguez@multco.us
- Workforce Equity Strategic Plan (WESP) Project Manager, Office of Diversity & Equity

Website: <https://www.multco.us/diversity-equity>

TEXAS

Austin, TX:

(link is to resolution to develop working group and equity assessment tool)

Organizational Structure:

Office of Equity, [created in 2016](#).

Duties/Authority:

- Use an equity-assessment tool to help agencies understand their strengths and weaknesses.
- Work with agencies to develop and implement an action plan in response to their findings.

Notes:

- The City of Austin published an [Analysis of Department Responses](#) to the Equity Assessment Tool Pilot I. The pilot was conducted in 2017.
- Office staff: <https://www.austintexas.gov/page/equity-office-staff>

Contacts: Interim Chief Equity Officer, Kellee Coleman: (512) 974-2943
Office Executive Assistant: (512)-974-8707

Website: <https://www.austintexas.gov/department/equity-office>

WASHINGTON, DC:

Organizational structure:

Office of Racial Equity in the Office of the City Administrator. Led by the Chief Equity Officer appointed by the Mayor (salary range in 2021 \$113,000-170,000).

Duties/Authority:

- Coordinate the District's efforts toward achieving racial equity.
- Develop, oversee and advance District's goal of achieving racial equity,
- Coordinate with the office of human rights to produce racial equity training materials for government employees.
- Coordinate with agencies to develop of annual metrics and Racial equity Action Plan(s).
- Promote inter-agency collaboration, problem solving and cooperation related to achieving racial equity.
- Advise the Council, the Mayor, and the agencies about racial equity.
- Recommend policies programs and regulations necessary to achieve racial equity.
- Develop and distribute info about racial equity, social justice and economic inclusion.
- Submit multiyear Racial equity Plan to Mayor and Council (including formalized accountability plan, timelines).
- Develop a Racial Equity Advisory Board.
- Design and implement racial equity tools.

Notes:

- The salary range for the Chief Equity Officer in 2021 was \$113,000-170,000
- Washington DC also has a Council Equity Coordinator within the Office of the Secretary. The salary range for this position was \$90,000-125,000. The position is responsible for:
 - Establishing and managing the Council of the District of Columbia's equity Assessment Program.
 - Leading the Council's commitment and strategy to be a diverse, antiracist, equitable and inclusive organization.
 - Setting and implementing overarching vision of achieving racial equity on the programmatic and administrative levels.
 - Working with Council and Executive Branch staff and the Chief equity Officer, the commission on Social Justice, Racial Equity and economic Inclusion, and community stakeholders to develop and execute a Racial equity and Impact Assessment for legislative proposals and to inform Council decision making.

Contacts: Chief Equity Officer and Director of the Office of Racial Equity, Dr. Amber Hewitt, phone: 202-545-3055, email, racialequity@dc.gov

Website: <https://ore.dc.gov/>

WASHINGTON

King County, WA:

(link is to budget bill providing funding for the Office of Equity and Social Justice – the relevant info can be found in Section 19 starting on page 14. The bill also makes part of this funding dependent on approval of the work plan for the office, which can be found [here](#))

Organizational Structure:

Office of Equity and Social Justice in the County Executive’s Office.

Duties/Authority:

- Develop and implement the Equity and Social Justice Strategic Innovation Priority Plan.
- Lead and support equity and social justice activities in the county.
- Embed equity impact review in the decision-making process:
 - Update equity impact review tool and toolkit,
 - Provide technical assistance to departments and partner organizations on use of equity impact review tools and process.
- Improve community engagement practices via technical assistance and updated community engagement guide.
- Lead regional efforts to advance equity and social justice.
- Coordinate, collaborate and apply equity and social justice lens in major county priorities and initiatives.

Notes:

- The [Equity and Social Justice Strategic Plan 2016-2022](#) describes the history of the Office.

Contact: Anita Whitfield
Chief Equity Inclusion Officer
Director of Office of Equity and Social Justice
anita.whitfield@kingcounty.gov
206-477-2669

Website: <https://kingcounty.gov/elected/executive/equity-social-justice.aspx>

Olympia, WA:

Organizational Structure:

An eleven member Social Justice and Equity Commission whose overall purpose is to respond to the problem of unlawful discrimination on the basis of race, religion, color, national origin or ancestry, sex, gender identity, sexual orientation, age, marital status, familial status, honorably discharged veteran or military status, disability, or source of income, with the goal of eliminating racism and unlawful discrimination and fulfill

human rights for all residents of the City of Olympia for a just and equitable Olympia for all people.

Duties/Authority:

- Receive complaints that occur within the City of Olympia relating to unlawful discrimination based upon race, religion, color, national origin or ancestry, sex, gender identity, sexual orientation, age, marital status, familial status, honorably discharged veteran or military status, disability, or source of income, with the goal of eliminating racism and unlawful discrimination and fulfilling human rights for all residents of the City of Olympia for a just and equitable Olympia for all people;
- Mediate, conciliate, and investigate complaints of unlawful discrimination, and issues related to racial, social justice, human rights, or other forms of discrimination;
- Advise the City on projects, events, policies, procedures, practices, and other issues to identify and proactively address potential disproportionate impacts to historically marginalized communities;
- Participate in community and educational outreach to build relationships and seek community feedback regarding the work of the Social Justice and Equity Commission; and
- Serve as commissioners of the Social Justice and Equity Commission, in accordance with all appropriate local, state, and federal laws, and within the legal geographic boundaries of the City of Olympia, to receive and conduct impartial investigations of complaints that have been filed by individuals who believe they have been discriminated against due to their race, religion, color, national origin or ancestry, sex, gender identity, sexual orientation, age, marital status, familial status, honorably discharged veteran or military status, disability, or source of income, and seek the satisfactory adjustment of such complaints through fact-finding hearings and to issue findings of fact, conclusions of law, and to issue written decisions, as may be required in the matter; provided, that no such action shall be taken with respect to any complaint within the exclusive jurisdiction of any state or federal agency.

Notes:

- The Commission's programs and operating expenses shall be funded from the City's General Fund. The City Manager shall include said budget within the annual operating budget of the City.

Contact: Tobi Hill-Meyer, DEI Programs Manager
Phone [360.753.8285](tel:360.753.8285)
Email dei@ci.olympia.wa.us

Website:

https://www.olympiawa.gov/government/advisory_committees/social_justice_equity_commission.php

Thurston County, WA:

Organizational Structure:

The Thurston County Council on Racial Equity and Inclusion was created by a resolution. The Council has between 7 and 15 community members at large that serve 3 years terms and may serve no more than 2 consecutive terms. The council shall include BIPOC community members and community members with lived experience of institutional and systemic racism and oppression. The members must be formally appointed by the Board of County Commissioners.

Duties/Authority:

- Advise and engage the County Commission, Board of Health, elected and Appointed officials on matters of racial equity and inclusion within all county services and policies, processes, and practices.
- Provide input based on the results of a workplace assessment to implement strategies to address the current state of diversity, equity and inclusion experienced by employees, vendors, customers, clients, and residents.
- Identify barriers that prevent full participation in access, use, and receipt of government services and resources for BIPOC communities and make recommendations.
- Identify opportunities to increase participation of BIPOC community members in development and implementation of County government ordinances, regulations, policies and programs
- Serve as a conduit for consultation and input across all levels of County government to ensure effective engagement, collaboration and outcomes with BIPOC community members
- Provide input to County Commission, Board of Health, Elected and Appointed officials, county employees and volunteers to develop and implement a county Racial Equity Action Plan, including future updates and modifications, and other efforts aimed at creating a more equitable community
- Serve as a facilitation forum to hear from community partners, should they choose to use the Council, about the needs and priorities of local BIPOC communities to support meaningful use and action y County government.
- Participate in community and educational outreach to build relationships and seek further community feedback regarding the work of the Thurston County Council on Racial Equity and Inclusion from greater BIPOC communities.
- Provide input to the County Commission, Board of Health, etc. to conduct a regular reoccurring community assessment to understand the current state of diversity, equity and inclusion as experienced by County residents.
- Provide a forum to receive complaints that occur with the County relating to unlawful discrimination based upon race, religion, color, national origin or ancestry, sex, gender identify, sexual orientation, age, marital status, familial status, honorably discharged veteran or military status, disability, or source of income, and providing recommendations to appropriate entities for suggested follow up.

Notes:

- Thurston County also has a Racial Equity Workgroup.

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Website: <https://www.thurstoncountywa.gov/bocc/Pages/racial-equity-inclusion.aspx>