

OVERVIEW OF STATE AND LOCAL EQUITY OFFICES

2024 Edition

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INTRODUCTION

Many state and local governments have established offices of equity or similar entities to prioritize equity in government policies and procedures, and to lead and support equity work within the communities they serve. The names of these entities 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.

Whereas the first edition of this resource provided some examples of offices of equity or other similar entities, this edition provides a non-exhaustive list of states, cities and counties across the country that have established such offices. In some states, we were unable to locate any active offices. This does not mean those offices do not exist, rather we may have just not found them. We invite readers to both flip to the area you live and work in to see what efforts may be underway to advance equity, as well as thumb through this resource to witness this growing movement. This updated resource also includes some information on the offices found, including organizational structure, website links, and contact information. Information on an office’s activities, goals, duties, or authority was included, where found, and was often quoted (in whole or in part) from relevant legislation or office webpages. Should you wish to reference information regarding a specific office, we encourage you to click the link for the relevant legislation or office webpage for exact language. **To visit an office’s website, please click on the hyperlink embedded within the entity heading.** We would like to note that most state governments have an office of health equity, or similarly named entity, within their state health department. For information on these entities, which were not included in this list, [click here](#) to access the U.S. Department of Health and Human Services’ Office of Minority Health “Minority Health Point of Contacts” map.

This resource is a living document and is subject to change as more offices are identified. Reach out and let us know about an office of equity we did not list or to provide updates or corrections to one that is listed via this [linked form](#) or the QR code below.



For more information or assistance in using this document, please contact Phyllis Jeden, Senior Attorney at pjeden@networkforphl.org.

ALABAMA

Birmingham, AL

Organizational structure:

The Division of Social Justice and Racial Equity is within the Mayor's Office.

Activities/Goals/Duties/Authority:

Objectives as listed on the webpage are as follows:

- Address community inequities affecting under-served residents through an equity lens.
- Transform the City government's approach to problem-solving social challenges.
- Reduce violence through holistic peace strategies.
- Improve the quality of life for all Birmingham residents.
- Create access for residents to engage City government.
- Establish advisory groups and commissions that advise the Mayor and City Council.

Notes: [Click here](#) for the Divisions 2022 Annual Report.

[Click here](#) for the 2017 City of Birmingham Non-Discrimination Ordinance that created the Birmingham Human Rights Commission, housed within the Division of Social Justice and Racial Equity.

Contact: justice@birminghamal.gov

Governor's Office of Minority Affairs, AL

Organizational structure:

The Office of Minority Affairs is a cabinet-level agency in the State government.

Activities/Goals/Duties/Authority:

The Director of the Office's duties are listed by statute as follows:

- Conduct community outreach throughout the state to assess and address issues facing women and minorities.
- Ensure that all women and minorities are better represented and receive equal access in areas such as business development, education, health care, housing, government services, and criminal justice matters.
- Encourage public debate on issues affecting Alabama minority populations, including open access to public services and fair and equitable implementation of public policy.

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- Assess efforts by state agencies to assist women and minorities, promoting self-sufficiency through education and training.
 - Collaborate with business and industry representatives, the Alabama Workforce Council, higher education stakeholders, and the Alabama Small Business Commission to facilitate identification of minority and women-owned businesses and to provide recommendations on how to better foster economic development opportunities for minority and women-owned businesses, with the goal of increasing the number of minority and women-owned businesses.
 - Advise the Governor concerning the coordination and administration of state programs serving minority populations.
 - Monitor existing legislation and programs designed to meet the needs of minorities.
 - Research and analyze all areas affecting the quality of life of minorities.

Notes: Current initiatives include the Minority & Women’s Business Enterprise and the Alabama HBCU Initiative.

[Click here](#) to view Ala. Code §36-13-3, the statute codifying the Office.

Contact: info@goma.alabama.gov

Huntsville, AL

Organizational structure:

The Office of Diversity, Equity & Inclusion is under supervision and control of the Mayor.

Activities/Goals/Duties/Authority:

The Director of the Office’s duties are listed by ordinance and are abbreviated as follows:

- Develop and deliver training programs for the City of Huntsville (COH) workforce.
- Review ordinances and policies governing the COH workforce to identify barriers to hiring or advancement of historically disenfranchised populations and provides advice on strategies to eliminate barriers to equitable opportunities for COH employees.
- Participate in Citywide projects.
- Assist with community multicultural events, activities and new programs.
- Assist with integrating diversity, equity, inclusion and multicultural sensitivity into the City’s public image and marketing strategies.
- Establish, promote, and expand the City’s outreach to more segments of the community.
- Provide technical support and advice to the City’s Human Relations Commission.
- Provide diversity, equity and inclusion training to City departments, as needed.

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- Develops and delivers for Huntsville Police Department cultural competency and anti-bias training among other training topics.
 - And other duties listed in the ordinance linked below.

Notes: [Click here](#) to view the 2021 ordinance renaming the Office of Multicultural Affairs as the Office of Diversity, Equity and Inclusion.

Contact: Diversity, Equity & Inclusion Director, Kenny Anderson
Kenny.Anderson@HuntsvilleAL.gov

Jefferson County, AL

Organizational structure:

The Equity and Inclusion Division is part of the County's Human Resources Department.

Activities/Goals/Duties/Authority

As stated on its webpage, the Division is:

- A neutral party and fact finder with major functions listed as to receive, investing and remedy complaints of employment discrimination and harassment.
- Responsible for three key functions/services: Compliance, Policy Administration, and Equity and Inclusion Programs/Services.

Notes: The Division has an employee hotline and website where an employee may file a complaint. The Equity and Inclusion Division was originally termed the Affirmative Action Office but evolved and was rebranded in 2017.

[Click here](#) to visit the Equity & Inclusion Hotline and Report webpage.

Contact: equityandinclusion@jccal.org

Mobile County, AL

Organizational structure:

The Health Equity Office is in the County Health Department.

Activities/Goals/Duties/Authority

As listed on the Office's webpage, its aim is to:

- Connect with and listening to the community.

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- Build community partnerships.
 - Collect and analyze relevant data.
 - Provide education, outreach, and supportive services to chronically underserved target areas.
 - Advocate for program and policy decisions that use a health equity lens.
 - Strengthen the capacity of the community to create its own health future.

Notes: [Click here](#) for the online Resource Locator, developed by the Office to help connect community members to existing services and resources.

Contact: 251-405-4535

ALASKA

Anchorage, AK

Organizational structure:

The Office of Equity and Justice is a department of the municipal government.

Activities/Goals/Duties/Authority

As stated on its webpage, the Office:

- Develops, supports, and implements policies and practices that improve diversity, equity, and inclusion in Municipal government.
- Works with community stakeholders and residents to elevate and activate the impact and influence of community voices on local government policies and operations.

Notes: [Click here](#) to view the ordinance establishing the Office of Equity and Justice.

Contact: Chief Equity Officer, Ulua "Junior" Aumavae
Ulua.Aumavae@anchorageak.gov

Court System Fairness and Access Commission, AK

Organizational structure:

The Fairness and Access Commission is a part of the State court system.

Activities/Goals/Duties/Authority

The Commission is comprised of two separate committees – (1) the Access to Justice Committee and (2) the Fairness, Diversity and Equality Committee.

- The Access to Justice Committee focuses on projects and strategies to improve access to civil justice statewide. This Committee also works to support the initiatives and work of the court system’s Access to Justice Department which includes the Family law Self-Help Center.
- The Fairness, Diversity, and Equality Committee aims to increase fairness and access to the courts for all Alaskans with initiatives that include programs and services to improve systemic outcomes for Alaskans of limited means, self-represented litigants, non-English speakers, victims of domestic violence, rural Alaskans, and communities of color. This Committee also helps to deliver training and educational resources to judges and lawyers on issues related to implicit bias, cultural competence, and equal access to justice.

Notes: [Click here](#) for the Commission’s statewide action plan to expand access to justice.

Contact: Special Projects Coordinator, Mara Rabinowitz
mrabinowitz@akcourts.gov

ARIZONA

Chandler, AZ

Organizational structure:

The Human Relations Commission is an advisory body to the City Council.

Activities/Goals/Duties/Authority

The purpose of the Commission is stated by ordinance as follows:

- Act as an advisory body to the City Council.
- Recommend ways to encourage mutual respect and understanding among the many groups who live, work and spend time within the community.
- Make recommendations to discourage all manner and manifestation of discriminatory practices.
- Assist the City Council and City Departments on ways in which people from different racial, cultural or religious backgrounds can be made to feel at home within the Chandler community.

Notes: The Human Relations Commission was originally established by City Ordinance in 1998, which was amended in 2022.

[Click here](#) to view the ordinance creating the Commission.

Contact: 480-782-2214

Judicial Branch, AZ

Organizational structure:

The Commission on Diversity, Equality, and Justice in the Judiciary is a standing committee of the State Judicial Council.

Activities/Goals/Duties/Authority

As stated in the section of the Arizona Code of Judicial Administration establishing the Commission, its purpose is as follows:

- Developing recommendations to promote diversity, equality, and inclusion in recruiting, hiring, and training of judicial officers, as well as the court and probation department employees;
- promoting racial inclusion and fairness in the Arizona Judicial Branch by coordinating efforts with other justice system partners, the legal community, as well as non-governmental organizations;
- identifying court policies and procedures that disproportionately affect communities of color, and advancing solutions to ensure racial equality in Arizona’s criminal justice, juvenile justice, and child welfare systems;
- developing programs that encourage diverse group members to obtain internships and clerkships, and to participate in other career development and training programs for judicial, legal, court, and law-related positions;
- monitoring and assisting in the implementation of goals and strategies identified in the Arizona Judicial Branch Strategic Agenda regarding diversity, equality, and justice; and
- providing reports on the commission’s work and recommendations to the Arizona Judicial Council.

Notes: The Commission on Diversity, equality, and Justice was formerly the Commission on Minorities.

[Click here](#) to view the section of the Arizona Code of Judicial Administration establishing the Commission.

Contact: 602-452-3358

Pima County, AZ

Organizational structure:

The Office of Health Equity is a part of the County Health Department.

Activities/Goals/Duties/Authority

The Office webpage lists the following under “Equity”:

- Create a shared understanding of what diversity, equity, inclusion and how inequities and unjust systems and structures impact our everyday work.
- Build staff competency to engage and tackle issues such as unconscious bias, cultural competency, health equity, race, class, and privilege.
- Ensure that resources, programs, grants are intentionally focused on filtering work through an equitable lens that is rooted in accountability. Take action by advocating for public policies, internal systems, and structures that promote health equity.
- Create an expectation that employees, community members, and contractors treat each other with dignity and respect that foster an inclusive culture regardless of race, residency status, gender identity, political affiliation, ability, and language.

Notes: [Click here](#) to view the County’s 2020 Resolution declaring a public health crisis based on racial and ethnic health inequities and income inequality.

Contact: 520-724-9999

Scottsdale, AZ

Organizational structure:

The Office of Diversity & Inclusion is a part of the City Manager’s Office.

Activities/Goals/Duties/Authority

The Office webpage lists the following services provided by the Office:

- City-wide ADA coordination and Title VI Civil Rights oversight;
- design and deliver training and workshops for both internal and external audiences;
- work with City divisions to support strategic diversity priorities;
- facilitate the Diversity Advisory Committee team and their endeavors related to diversity goals, diversity competencies, and diversity and inclusion education;
- serve as liaison for the [Scottsdale Human Relations Commission](#);
- evaluate citizen complaints and provide appropriate mediation and consultation; and

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- provide consultation and facilitation to departments to successfully identify diversity priorities within City divisions.

Notes: [Click here](#) to learn about the Office of Diversity and Inclusion’s Impact Focus Areas.

Contact: Diversity Program Director, Jackie Johnson
JacJohnson@ScottsdaleAZ.gov

Tempe, AZ

Organizational structure:

The Office of Diversity, Equity and Inclusion is a department in the City government.

Activities/Goals/Duties/Authority:

The Office’s responsibilities are stated by ordinance as follows:

- Responsible for facilitating a fair and equitable work environment for City employees.
- Functions as an ombudsman for City employees.
- Promotes and facilitates accessibility through initiatives inspired by the Americans with Disabilities Act in the community and in the City of Tempe work environment.
- Administer and coordinate training and education efforts for City of Tempe employees.
- Provide administrative support for City Council.
- Reviews complaints under the human relations article of the City of Tempe Code.
- Aid in the resolution of internal and external complaints for the City of Tempe including investigations of compliance.

Notes: [Click here](#) to view the Tempe City Code with the duties of the Office of Diversity, Equity and Inclusion.

Contact: Chief Diversity Officer, Dr. Velicia Humes
velicia_mcmillan_humes@tempe.gov

ARKANSAS

Little Rock, AR

Organizational structure:

The Office of Diversity, Equity, and Inclusion is a part of the Mayor’s Office.

Activities/Goals/Duties/Authority:

As stated on the Office webpage, the team works to:

- Ensure diversity, equity, and inclusion decisions are data driven.
- Empower engagement through effective communication.
- Educate all to achieve and utilize DEI competence and confidence.

Notes: [Click here](#) to access the Office’s 2023 Mid-Year Report.

The Little Rock Racial and Cultural Diversity Commission works with the Office. [Click here](#) for City ordinances related to the Commission.

Contact: ODEI@LittleRock.gov

CALIFORNIA

Contra Costa County, CA

Organizational structure:

The Equity Committee is a part of the County Administrator’s Office.

Activities/Goals/Duties/Authority

As stated on the webpage, the Committee’s work includes:

- All work related to the County’s Office of Racial Equity and Social Justice;
- provides oversight of the Office of Racial Equity and Social Justice;
- provides oversight of the work of the Lived Experience Community Advisory Board;
- provides oversight to all the County departments’ equity efforts; and
- reviewing the statistical data of minorities and females in the County’s workforce and making recommendations to target outreach and recruitment in those communities where the County workforce is not reflective of the diversity of the County.

Notes: The Equity Committee was established in December 2022 when the Contra Costa County Hiring Outreach Oversight Committee was revamped with a new name and expanded scope. The Equity Committee assumed the work of the Hiring Outreach and Oversight Committee along with its other duties.

Contact: Equal Employment Opportunity Officer, Antoine J. Wilson
Antoine.wilson@rskm.cccounty.us

Long Beach, CA

Organizational structure:

The Office of Equity is a part of the City’s Department of Health and Human Services, under the Collective Impact and Operations Bureau.

Activities/Goals/Duties/Authority:

The Office’s webpage lists the approaches taken to advance equity as follows:

- Engage community voices to inform the design of policy and system change;
- make inequities visible using data and storytelling; and
- build the City’s capacity to advance equity through training, tools, and technical assistance.

Notes: [Click here](#) to view a City memorandum regarding the Office of Equity.

[Click here](#) for the Long Beach Equity Toolkit for City Leaders and Staff.

[Click here](#) for the Long Beach Equity Infographic.

Contact: equitylb@longbeach.gov

Los Angeles, CA

Organizational structure:

The Civil, Human Rights and Equity Department is a part of City government.

Activities/Goals/Duties/Authority

As stated on the Department webpage:

- The Department’s focus is on reducing bias and injustice while leveling the playing field through community engagement, equity initiatives, and upward mobility programming.
- Department units include the following:
 - Civil Rights Enforcement
 - Office of Race and Equity
 - #LAFORALL Campaign

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- The following are Department commissions:
 - Commission on Civil Rights
 - Human Relations Commission
 - Commission on the Status of Women
 - Reparations Advisory Commission
 - Transgender Advisory Council.

Notes: [Click here](#) to see an ordinance authorizing employment of personnel in the Civil, Human Rights and Equity Department.

[Click here](#) for the Department's 2022-2027 Strategic Plan.

Contact: civilandhumanrights@laCity.org

Los Angeles County, CA

Organizational structure:

The Center for Health Equity is in the County Department of Public Health.

Activities/Goals/Duties/Authority

According to the webpage, the Center seeks to:

- Identify, adopt, and disseminate best health equity practices.
- Connect, coordinate, and collaborate on health equity-related work.
- Increase collective capacity and commitment to create an inclusive, just and respectful county.

Notes: [Click here](#) to view the Center's Principles of Equity.

Contact: LACHealthEquity@ph.lacounty.gov

Marin County, CA

Organizational structure:

The Office of Equity is a division of the County Administrator's Office.

Activities/Goals/Duties/Authority

The Office webpage lists four program areas of focus:

- Race Equity Action Plan
- Participatory Budgeting
- Community at the Table

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- Race Equity Budget Tool

Notes: [Click here](#) for the Marin County race Equity Action Plan.

[Click here](#) for Marin County Race Equity Budget Toolkit.

Contact: equity@marincounty.org

Modesto, CA

Organizational structure:

The Equity Commission drives the initiatives of the City of Modesto's Diversity, Equity, and Inclusion programs.

Activities/Goals/Duties/Authority

The duties of the Commission are listed in the By-Laws as follows:

- Advise the City Manager and City Council in issues related to equity and inclusion, equal opportunity and disability-related issues.
- Formulate and recommend policy to the City Council and City Manager in matters relating to equity and inclusion, equal opportunity, and disability related issues in the City workforce and in services provided to the community;
- Review the practices and procedures of the City in all matters that relate to equity and inclusion, equal opportunity, and disability-related issues.
- Monitor the activities and efforts of the City's Diversity, equity and Inclusion Program.
- Monitor the City's performance in meeting its goals related to equity and inclusion, equal opportunity, and disability-related issues.
- Be updated statistically on complaints and grievances submitted to the City in regard to equity and inclusion, equal opportunity, and disability-related issues.

Notes: [Click here](#) to view 2022 Modesto City Council meeting minutes approving the adoption of a Diversity, Equity, and Inclusion Program and an amendment to retitle the Equal Opportunity/Disability Commission to the Equity Commission.

[Click here](#) for the Equity Commission By-Laws.

Contact: Executive Assistant, Kelly Rice-Ortiz
kortiz@modestogov.com

Oakland, CA

Organizational structure:

The Department of Race and Equity is under the supervision and administrative control of the City Administrator.

Activities/Goals/Duties/Authority

The Department's activities are listed in the 2021 Administrative Instruction as follows:

- Deliver equity training, provide forums for discussion to increase awareness of racial inequity, its root causes and how it is perpetuated.
- Support development and application of Racial Equity Impact Analysis on policies, practices, and programs.
- Develop guidelines that can be implemented across all City branches, departments, and agencies for outreach, communication and community engagement to improve the scope and effectiveness of City efforts to ensure that all communities receive information and can shape City policies and services.
- identify key focus areas and support the development of policies and actions that improve fairness and opportunity in City government organizational practices, including all employment practices.
- Identify action plan items by City departments and agencies to apply racial equity tools and best practices.
- Advance a shared vision of racial equity through institutional leadership, equity teams and staff engagement in change efforts.
- Train and provide technical assistance for applying equity tools to change structures, policies, practices and procedures to further pro- equity Departmental transformation.
- Establish baseline disparity data, targets/benchmarks and processes to track and report.
- Participate on equity focused workgroups on major projects as needed.
- Provide annually an accomplishment report to the City Administrator.

Notes: [Click here](#) to see the ordinance establishing the Department.

[Click here](#) to view the Department of Race and Equity's 2021 Administrative Instruction.

Contact: Cityadministratorsoffice@oaklandca.gov

Orange County, CA

Organizational structure:

The Office of Population Health & Equity is an initiative of the County Health Care Agency.

Activities/Goals/Duties/Authority

The County Health Care Agency's Strategic Plan Goals are stated on the webpage as follows:

- Achieve health equity through targeted population health management strategies.
- Enhance cross-Orange County Health Care Agency coordination and strengthen partnerships with external partners and in the community.
- Create flexible and outcome-focused approaches to support community health priorities.
- Reduce the transmission of COVID-19 and its impacts.

Notes: [Click here](#) to access the interactive Orange County Equity Map.

Contact: ophe@ochca.com

Sacramento, CA

Organizational structure:

The Office of Diversity & Equity is in the City's Department of Human Resources.

Activities/Goals/Duties/Authority

The Office's work is listed on the Team and Work webpage as follows:

- With support from the Office, the City's Equity and Race & Gender Equity Action plan guides City department Equity Teams in identifying priority areas specific to their departments' needs and challenges. The Office also supports staff capacity building through ongoing trainings.
- The Office also supports the Sacramento Centered on Race Equity Initiative and Community Guided Work, which is an effort lead in partnership with the community Racial equity Alliance and Committee and the Council's Racial Equity Committee.
- The Office also provides guidance for City employees on racial impact assessments, racial and gender equity analyses, strategic planning, and more.

Notes: [Click here](#) to access the City of Sacramento's 2020-2025 Race & Gender Equity Action Plan.

Contact: equity@Cityofsacramento.org

San Diego County, CA

Organizational structure:

The Office of Equity and Racial Justice is in the County's Chief Administrative Office.

Activities/Goals/Duties/Authority

The functions of the Office are stated by ordinance as follows:

- Collaborate with trusted community organizations and establish more equitable and accessible services, programs, and resources and connect with all the various communities in the County to ensure we are responding to each community appropriately and addressing their specific and diverse needs while advancing the County's commitment to an equitable and inclusive region; and
- perform other duties as assigned by the County Administrative Office.

Notes: [Click here](#) to access the ordinance stating the functions of the Office of Equity and Racial Justice.

Contact: OERJ@sdcounty.ca.gov

San Francisco, CA

Organizational Structure:

The Office of Racial Equity is a division of the City's Human Rights Commission Department.

Activities/Goals/Duties/Authority

The powers and duties of the Office are provided by ordinance, in part, as follows:

- Develop a Racial Equity Framework to be considered for adoption by the Board of Supervisors and update the Framework at least every three years thereafter.
- Oversee development of each City department's Racial Equity Action Plan and issue guidance concerning the development process and content to include in the Plans and the content to include in the annual progress reports on the plans.
- Publish a biennial Racial Equity Report Card on the status of racial equity and indicators of success.
- Analyze and report on the impact of ordinances introduced at the Board of Supervisors in the areas of housing/land use, employment, economic security, public health, and public safety that may impact racial equity or racial disparities.

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- Develop a process of racial reconciliation to publicly address the specific needs of a racial group and its community and culture.
 - Identify existing policies and practices in the City that contribute to, uphold, or exacerbate racial disparities or lead to barriers to opportunities for communities of color, and develop legislative priorities to address these disparities to recommend to the Mayor and Board of Supervisors.
 - Support capacity building and provide technical assistance for City departments to invest in strategies for racial equity.
 - Create a budget equity assessment tool for City departments to use to determine whether budget requests and annual allocations benefit or burden communities of color.
 - Hold itself to a high standard of public transparency.

Notes: [Click here](#) to view the ordinance creating the Office of Racial Equity.

Contact: racialequitysf@sfgov.org

San Luis Obispo, CA

Organizational structure:

The Office of Diversity, Equity, and Inclusion is a part of the City Administration department.

Activities/Goals/Duties/Authority

The Office webpage lists the following activities:

- Leads in supporting organizational initiatives rooted in advancing the City's effort to be a more inclusive and equitable community and organization.
- Leads various community efforts through collaboration with community partners to provide services through grant programs addressing key needs of various communities.
- Offers learning and educational opportunities to build and foster a sense of belonging for all.
- Responsible for collaborating with City leadership to create, coordinate, and manage DEI programs and initiatives that foster opportunities for education, inclusion, and belonging within the community.

Notes: [Click here](#) for the Office of Diversity, Equity, and Inclusion's Strategic Plan.

Contact: 805-781-7100

San Mateo County, CA

Organizational structure:

The Office of Diversity & Equity is a part of the County Health Department.

Activities/Goals/Duties/Authority

The Office webpage lists the following goals:

- Advance health equity in behavioral health outcomes of historically marginalized communities in the county.
- Work to empower communities.
- Influence policy and system changes.
- Develop strategic and meaningful partnerships.
- Promote workforce development and transformation in the County behavioral health service system.

Notes: [Click here](#) to view the Office's Theory of Change document.

Contact: ODE@smcgov.org

Santa Clara County, CA

Organizational structure:

The Division of Equity and Social Justice is situated in the County Executive's Office.

Activities/Goals/Duties/Authority

The Division of Equity and Social Justice houses the following offices:

- The Office of Disability Affairs
- The Office of Diversity, Equity, and Belonging
- The Office of Gender-Based Violence Prevention
- The Office of Immigrant Relations
- The Office of Labor Standards Enforcement
- The Language Access Unit
- The Office of LGBTQ Affairs
- The Office of Women's Policy

Notes: [Click here](#) to view the Division's 2022 Strategic Plan.

Contact: DESJ@ceo.sccgov.org

Santa Clara County, CA

Organizational structure:

The Racial and Health Equity Team is in the County Public Health Department.

Activities/Goals/Duties/Authority

The Team's webpage lists the following goals:

- Transform systems and structures.
- Strengthen community engagement practices.
- Improve departmental capacity and practice towards the advancement of racial and health equity within government.

Notes: [Click here](#) to view the 2023-2026 Public Health Department Strategic Plan.

Contact: 408-792-5040

Sonoma County, CA

Organizational structure:

The Office of Equity Department is a department in County government.

Activities/Goals/Duties/Authority

The Offices' Mission is listed on its webpage as follows:

- Recognize and disrupt systemic harm.
- Redesign structures and direct resources towards healing, liberation, and belonging.
- Build transparency and accountability in County institutions, policies, and culture.

Notes: [Click here](#) to see the County Five-Year Strategic Plan's Racial Equity and Social Justice pillar.

Contact: 707-565-8980

Ventura County, CA

Organizational structure:

The Office of Diversity, Equity & Inclusion is a division of the County Executive Office.

Activities/Goals/Duties/Authority

The Office lists the following areas of focus:

- Advancing racial equity in all aspects of operations in the County;
- developing and overseeing agency/department level and county-side DEI action plans;
- providing education, guidance, as well as technical assistance to agencies and department as they develop sustainable ways to build capacity for DEI work;
- working to resolve issues that are rooted in bias and discrimination through research, education and through partnerships; and
- building community partnerships and alliances to promote equity and inclusion in the county and throughout the region to achieve equitable outcomes for all.

Notes: [Click here](#) to see the Office’s 2021-2022 Report.

Contact: CountyDEI@ventura.org

COLORADO

Aurora, CO

Organizational structure:

The Office of Diversity, Equity & Inclusion is an office in the City Hall.

Activities/Goals/Duties/Authority

As stated on the Office webpage, it is leading the organization through several interconnected initiatives that include the following steps:

- Assessing where the City is as an organization and as a community
- A review of current challenges
- Inclusive leadership, unconscious bias, explicit and implicit bias and micro-aggression training for upper management, managers, and supervisors
- Attracting, retaining, and advancing top talent from diverse backgrounds
- Developing a Racial Equity Plan for the City that will examine City services and procedures through a racial equity lens

Notes: [Click here](#) to see a December 21, 2020 City Council resolution “Affirming Aurora’s Commitment to Valuing Diversity, Equity and Inclusion.”

Contact: officeofdei@auroragov.org

Denver, CO

Organizational structure:

The Office of Social Equity & Innovation is a part of the Mayor's Office.

Activities/Goals/Duties/Authority

The following Office duties are listed on its webpage:

- Works with agencies and departments across the City to increase systems, policies, and practices that sustain social equity, race, and social justice.
- Oversees the City-wide effort to eliminate social inequity and race and social injustices by evaluating institutional and structural government systems, policies and practices to dismantle racism.

Notes: [Click here](#) to access the Denver Digital Equity Plan for 2023-2025. .

Contact: SocialEquity@denvergov.org

Fort Collins, CO

Organizational structure:

The Equity & Inclusion Office is a department in City government.

Activities/Goals/Duties/Authority

The Office identified three goals to advance the City's equity and inclusion work, listed in the City's Equity and Inclusion Plan 2023-2026 as follows:

- Commitment & Common Language in the Workplace – The goal is to normalize and operationalize a Citywide understanding of equity and inclusion principles and provide development opportunities for staff across all levels.
- Inclusive & Equitable Engagement – Build organizational capacity to engage and partner with community groups to co-create how we advance equity for all, emphasizing participation of demographic and geographic groups most impacted by identified disparities and inequities.
- Data Accountability – Systemically gather, analyze, and interpret qualitative and quantitative data, disaggregated by racial identities, when possible. Data will be used to inform changes and updates to policies, programs, and services to decrease inequities and barriers to access.

Notes: [Click here](#) to learn more about the City's Equity & Inclusion Plan 2023-2026.

[Click here](#) to access the City's Equity Indicators Dashboard.

Contact: Department Head, Claudia Menendez
cmenendez@fcgov.com

CONNECTICUT

Hartford, CT

Organizational structure:

The Office of Equity & Opportunity is a part of the Mayor’s Office.

Activities/Goals/Duties/Authority

The Office webpage provides the following duties:

- Foster equality and understanding by supporting the efforts of the City’s policy and leadership in seeking social and economic justice for all residents.

Notes: The Office includes several Commissions, including the Civilian Police Review Board, the Human Relations Commission, the Permanent Commission of Status of Hartford Women, Commission on Disability Issues, LBGTQ+ Commission, and the Commission of Veterans Affairs.

Contact: 860-757-9789

Stamford, CT

Organizational structure:

The Office of Inclusion, Diversity, Equity, and Accessibility Strategies (IDEAS) is an office in the City government.

Activities/Goals/Duties/Authority

The IDEAS Policy outlines the City’s approach to ensuring inclusive environments and equitable opportunities and its goals are to ensure the following:

- Regardless of location, role, or department, all employees are expected to conduct business with excellence, kindness, compassion, expedience, and accuracy.
- All residents, business owners, employees, and elected officials across all agencies, departments, boards and commissions are expected to act with inclusive behaviors in any public spaces, places, facilities, and programs that the City manages.

-
- Anyone utilizing City of Stamford facilities, programs, and services should have equitable and appropriate access regardless of ability, race, age, sexual orientation, gender identity, religion, mental or physical ability, or country of origin.
 - City of Stamford establishes and maintains an organizational infrastructure for management, oversight, implementation, and communication about the monitoring of this policy and its established goals and objectives.
 - City of Stamford will continuously measure and improve inclusive practices; and The City of Stamford has a zero tolerance for hate towards any person or group.

Notes: [Click here](#) to view the IDEAS Policy, which includes a copy of the City’s Resolution No. 4191, “Resolution Against White Supremacy, Bigotry, and Racism”, approved by the Board of Representatives on March 22, 2023.

Contact: Director of Diversity, Equity and Inclusion, Carmen Hughes chughes1@stamfordCT.gov

West Hartford, CT

Organizational structure:

The Office of Equity Advancement is a Town department.

Activities/Goals/Duties/Authority

The Office’s webpage states that it is charged with ensuring compliance with the Town’s policies and procedures.

Notes: [Click here](#) for the Town of West Hartford’s Notice of Nondiscrimination.

Contact: WHEquity@westhartfordct.gov

DELAWARE

Department of Human Resources, DE

Organizational structure:

The Division of Diversity and Inclusion is a part of the State Department of Human Resources.

Activities/Goals/Duties/Authority

The House Bill that established the Division lists the following responsibilities for the Chief Diversity Officer:

-
- Guide efforts to define, assess, and cultivate access, equity, diversity, and inclusion throughout state government.
 - Provide analysis of institutional data to benchmark and promote accountability for the diversity mission of state agencies.
 - Promote and provide education that fosters an awareness and understanding of various laws, regulations, and policies regarding nondiscrimination.
 - Collaborate with state agencies to identify policies and practices supporting the recruitment and retention of employees from historically underrepresented groups.
 - Develop diversity metrics and processes to assess diversity, equity and inclusion efforts.

Notes: [Click here](#) to access House Bill 4 that established the Division in 2017.

Contact: Chief Diversity Officer, Richard Potter, Jr.
Richard.potter@delaware.gov

FLORIDA

Broward County, FL

Organizational structure:

Equity and Community Investment (ECI) is in the County's Human Services Department.

Activities/Goals/Duties/Authority

The following goals are listed on the ECI webpage:

- Augment and advance the Human Services Department Dismantling Racism Initiative (DRI).
- Centralize and expand community investment efforts.
- Normalize, operationalize, and institutionalize the DRI's efforts and instill the same across all Human Services Department divisions.
- Collaborate with agencies and community partners to align and coordinate racial equity efforts in the county.

Notes: The County also created a Racial Equity Task Force in 2020 to serve in an advisory capacity to the County Commission and to make recommendations to assist in identifying systemic and institutional racial inequities in the County and to develop policy recommendations aimed at eliminating racism and creating greater racial equity. The task force no longer has a dedicated web page. The county's racial equity initiatives are now housed under ECI.

[Click here](#) to view the ordinance creating the Racial Equity Task Force.

Contact: EquityandCommunityInvestment@broward.org

Gainesville, FL

Organizational structure:

The Office of Equity & Inclusion is a part of the City government.

Activities/Goals/Duties/Authority

The Office webpage lists the following goals:

- Increase education and awareness of diversity, equity, and inclusion.
- Enhance policy development using an equity lens.
- Expand outreach to include more small, minority and women business owners.
- Provide timely, fair and objective responses to complaints and concerns.

Notes: The Office provides several resources such as a small business mentoring program and a small and service-disabled veteran business program.

Contact: equalopportunity@gainesvillefl.gov

Miami-Dade County, FL

Organizational structure:

The Healthy Equity Office is in the County Health Department.

Activities/Goals/Duties/Authority

The goals of the Office are listed as follows on the Office webpage:

- Work through the four domains of the Chronic Disease Prevention framework.
- Work on policy, system, and environmental changes to address the social determinants of health.

Notes: The Florida Department of Health in Miami-Dade County will further expand and promote health equity through grant funding.

Contact: miamidade@flhealth.gov

Orlando, FL

Organizational structure:

The Community Trust and Equity Initiative is a part of the Mayor's Key Priorities and is partnered with the Office of Human Relations and the Office of Multicultural Affairs.

Activities/Goals/Duties/Authority

The Office of Human Relations and the Office of Multicultural Affairs list the following services and activities on their respective webpages:

- The Office of Human Relations:
 - accepts, investigates and resolves complaints of discrimination through methods of mediation and conciliation;
 - conducts education and outreach activities for the public in order to increase citizen awareness of rights and remedies available under discrimination laws;
 - conducts free training workshops for employers, housing providers and individuals/entities involved in the business of providing access to places of public accommodations; and
 - facilitates activities with the [Chapter 57 Review Board](#), who hears Chapter 57 and HUD housing complaint determinations as well as appeals from denials of minority and women-owned business certification.
- The Office of Multicultural Affairs:
 - informs the multicultural community of Orlando about City services, programs, and events throughout the City's Spanish communication outlets;
 - serves as the Mayor's spokesperson for the Central Florida's multicultural media;
 - acts as a point of contact to all multiethnic citizens and community organizations;
 - builds a strong relationship and engages the multicultural community with the City services, boards, volunteer programs and events;
 - maintains a relationship with the business sector and promotes in Spanish and other foreign languages information regarding the City's business assistance programs;
 - collaborates with chambers of commerce and professional organizations by supporting the establishment and development of local businesses;
 - encourages the relocation of international businesses into the City to strengthen the economy and create jobs;
 - coordinates and hosts international delegation visits and tours;
 - maintains the relationships and collaborates with the local consulates to maximize the services the City provides to the multicultural community; and

-
- develops and facilitates access to artistic projects, cultural programs, art exhibits and grants to local minority cultural organizations and artists

Notes: The Community Trust and Equity Initiative has made progress across several areas. Just a few examples are listed below:

- Banning choke holds and no-knock warrants, updating the Use of Force policy in 2020 and refocused \$4.5 million from the 2020/2021 budget to strengthen community policing efforts, enhance review and training for use of force and fundamental health assistance for officers, among other police department initiatives;
- allotting \$22 million in the 2020/2021 budget towards short and long-term affordable housing; and
- allotting almost \$4 million in the 2020/2021 budget towards education and jobs training.

Contact: The Office of Multicultural Affairs, 407-246-3211
The Office of Human Relations, humanrelations@orlando.gov

GEORGIA

Athens-Clarke County, GA

Organizational structure:

The Inclusion Office is a department of the Athens-Clarke County Unified Government.

Activities/Goals/Duties/Authority

According to the Office's Strategic Action Guide, the three priorities of the Office are as follows:

- Establish the Human Relations Commission – A key mechanism connecting residents with the decision-making elected officials via policy recommendations on inclusion, diversity, and equity.
- Launch We Are Athens Together – The Office has built relationships with key community partners, including the Neighborhood Leaders, in order to strategically bring local government resources to residents, while collaborating with multiple institutions and community partners in order to increase access to resources.
- Expand the Shared Language Project – The work of supporting the Mayor and Commission, Officials, Departments and Staff in establishing a shared language around inclusion, diversity, and equity is necessary to impact policies and community outcomes.

Notes: [Click here](#) to access the Office's Strategic Action Guide.

Contact: inclusionoffice@accgov.com

Atlanta GA

Organizational structure:

The Office of Equity, Diversity and Inclusion (MOEDI) is a part of the Mayor's Department.

Activities/Goals/Duties/Authority

The ordinance establishing the office lists the following functions and duties for the Office divisions as follows:

- Establish and implement policies, programs, regulations, and initiatives related to gender identity, social and racial equity within the jurisdiction of the City of Atlanta as well as for City of Atlanta employees.
- Lead efforts to eliminate gender identity discrimination, and social and racial inequities by evaluating institutional and structural government systems, policies, and practices.
- 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: [Click here](#) to view the 2021 ordinance establishing the Office.

Contact: MOEDI@atlanta.gov

ILLINOIS

Champaign, IL

Organizational structure:

The Equity & Engagement Department is a department in City government.

Activities/Goals/Duties/Authority

The Department houses three divisions, described by the Department webpages as follows:

- The Diversity, Equity, and Inclusion Division works to help those who feel they have been discriminated against by investigating complaints and working with parties to resolve issues and is assisted by the City's Human Relations Commission.

-
- The Community Outreach and Engagement Division leads City efforts in community support and neighborhood mobilization.
 - The Community Safety and Justice Division is responsible for leading and coordinating implementation of the Community Gun Violence Reduction Blueprint, including all City gun violence prevention and intervention activities. This Division serves as a liaison to Champaign Police, community-based organizations and advisory boards and committees geared to reducing community violence.

Notes: [Click here](#) to access the City’s Human Rights Ordinance.

Contact: EquityAndEngagement@champaignil.gov

Chicago, IL

Organizational structure:

The Office of Equity and Racial Justice is a part of the Mayor’s Office.

Activities/Goals/Duties/Authority

The ordinance establishing the Office lists the following duties and responsibilities:

- (1) To develop and coordinate the implementation and maintenance of:
 - (A) a coordinated and comprehensive equity and racial justice strategy for the City aimed at combating systemic racism and addressing the root causes of racial and social inequity throughout the City's government and across the City;
 - (B) racial equity action plans created by each City department to articulate and guide strategy aimed at advancing equity and making it a permanent pillar in all departmental workstreams;
 - (i) All departments, unless directly exempted by the Chief Equity Officer, shall complete a racial equity action plan and report progress annually to the Chief Equity Officer;
 - (C) trainings, professional development, and technical assistance on equity and racial justice for City staff;
- (2) to enter into grant agreements, cooperation agreements, and other agreements or contracts with governmental entities, private business, and civic and community groups to implement social and racial equity programs;
- (3) to research and plan processes, resources, and practices that will advance equity in how the City provides services and resources to residents;
- (4) to educate and communicate to City departments, other governmental bodies, advisory councils, community and civic organizations, and the public regarding the status and progress of the City's equity efforts, as well as opportunities available to advance progress and innovation;

-
- (5) to monitor and provide written annual status and progress reporting of City departments' racial equity action plans to the Mayor, City Council, and residents as part of the City's budget process each fiscal year;
 - (6) to collaborate and partner with sister agencies, advisory councils, community and civic organizations, and the public in developing policies, initiatives, and planning efforts aimed at advancing equity and racial justice;
 - (7) to collaborate with relevant departments and entities as needed. Non-limiting examples of such collaboration include:
 - (A) the Office of Budget and Management to obtain relevant departmental data and information, and produce and publish reports to the Mayor, City Council, and members of the public;
 - (B) the Department of Public Health to secure relevant research and data, collaborate and develop research and analysis, jointly seek federal and philanthropic resources, and develop and implement of tools and best practices, such as health and racial equity impact assessments;
 - (C) the Department of Human Resources to access and analyze workforce data for equity dashboards and reporting, and develop workforce diversity and inclusion strategies;
 - (D) the Department of Procurement Services to access and analyze contracting data as it relates to diversity of contractors and vendors, particularly M.B.E. and W.B.E., as these terms are defined in Section 2-92-420 or Section 2-92-670, as appropriate, data and information, and in partnership with the Contracting Equity officer support the development and execution of procurement diversity and inclusion strategies;

Notes: [Click here](#) to access City of Chicago's first Equity Report.

[Click here](#) to review the ordinance establishing the Office.

Contact: 312-744-3300

Chicago, IL

Organizational structure:

The Health Equity in All Policies Initiative (HEiAP) is a part of the City Department of Public Health.

Activities/Goals/Duties/Authority

The Initiative lists the following ways in which they do their work:

- Capacity Building – Provide training, technical assistance, and support for health equity champion development.

-
- Organizing and Mobilizing – Support of community leadership to organize and mobilize cross-sector collaborations to address the social and structural determinants of health.
 - Policy and Systems Change – Provide technical assistance, conduct policy-focused research that evaluates health impacts and inequities and amplifies the use of public health data, research, expertise, and framing.

Notes: [Click here](#) to view the City’s Health in All Policies Resolution.

Contact: heiap@Cityofchicago.org

Illinois

Organizational structure:

The Office of Equity is a part of the Office of the Governor.

Activities/Goals/Duties/Authority

The executive order establishing the Office lists the following duties of the Chief Equity Officer:

- Serve as the leader on diversity, equity, and inclusion initiatives, legislation, and policy for the State of Illinois.
- Identify and redress barriers to equity in the State.
- Support equity-oriented efforts throughout the State to ensure services and resources are available and accessible to all in Illinois.
- Create a sustainable infrastructure and equity-oriented systems, policies, and procedures that operationalize diversity, equity, inclusion within State agencies.
- Compile and make publicly available diversity, equity, and inclusion resources to State employees and residents.
- Coordinate diversity, equity, and inclusion trainings reflecting best practices.
- Develop Statewide diversity, equity, and inclusion benchmarks and measures of progress.
- Collaborate with the Chief Compliance Office to take steps to prevent harassment, discrimination, and retaliation throughout State government.
- Perform other duties as determined to be necessary to effectuate the goals set forth in this Executive Order.

Notes: [Click here](#) to view the 2021 Executive Order establishing the Office.

Contact: [Click here](#) to access the Office contact form.

INDIANA

Indianapolis, IN

Organizational structure:

The Office of Equity, Belonging & Inclusion is a City-County agency.

Activities/Goals/Duties/Authority

The Office webpage states that four key pillars guide the DEI initiatives:

- Training and development
- Data collection, analysis, and reporting
- Employee resource and support
- Community equity

Notes: The Office guides the strategic DEI vision for the City/County enterprise.

Contact: equity@indy.gov

Office of the Chief Equity, Inclusion and Opportunity Officer, IN:

Organizational structure:

The Office of the Chief Equity, Inclusion and Opportunity Officer is a part of the Office of the Governor.

Activities/Goals/Duties/Authority

The following tasks are listed for the Chief Equity, Inclusion and Opportunity Officers, a member of the Governor’s Cabinet, in the Governor’s August 2020 address:

- Focus solely on improving equity, inclusion and opportunity across all state government operations as well as drive systemic change to remove hurdles in the government workplace and services provided.
- Help government operations develop their own strategic plan to tactically remove barriers in the government workplace and to services provided.

Notes: [Click here](#) to read the Governor’s August 2020 address, which created the position of Chief Equity, Inclusion and Opportunity Officer.

Contact: [Click here](#) to access the Office’s contact form.

IOWA

Dubuque, IA

Organizational structure:

The Office of Equity and Human Rights is a City department.

Activities/Goals/Duties/Authority

The Office's webpage lists the following activities:

- Reactive enforcement of civil rights laws.
- Make inequities visible using data and storytelling.
- Engage community voices to inform the design of City policy and systems change.
- Build the City's capacity to advance equity through training, tools and technical assistance.

Notes: The Office was focused solely on the reactive enforcement of civil rights laws before duties were expanded.

Contact: humanrgt@Cityofdubuque.org

KANSAS

Lawrence, KS

Organizational structure:

The Equity and Inclusion Department is a part of City government.

Activities/Goals/Duties/Authority

The Department's webpage lists the following activities:

- Work innovatively and deliberately to advance access and opportunities for all residents with racial equity centered as a top priority;
- intentional regard an equity lens focused on the City budgeting process, service delivery, police development, and resource distribution to see systemic change in how the City conducts business; and
- elevate understanding surrounding historical inequities, root causes of racial disparities, and the adverse impact of race-neutral policies on historically marginalized communities.

Notes: [Click here](#) to access the Lawrence Strategic Plan.

Contact: Director of Equity and Inclusion, Farris Muhammad
fmuhammad@lawrenceks.org

Topeka, KS

Organizational structure:

The Diversity, Equity, and Inclusion Office is a City government office.

Activities/Goals/Duties/Authority

The Office’s responsibilities are listed on its webpage as follows:

- Develop a vision consistent with our purpose to power an inclusive future for all and executing that vision.
- Establish data-driven performance indicators and progress benchmarks to ensure accountability towards equitable delivery of City programs and services.
- Forge strategic alliances within the organization and in the community to further established diversity, equity, and inclusion initiatives.

Notes: Office goals include developing a language access plan, conducting an internal DEI assessment, and a DEI strategic plan.

[Click here](#) to view the Office’s Mid-Year Report for 2023.

Contact: Diversity Equity and Inclusion Officer, Monique Glaude
mglaudef@topeka.org

KENTUCKY

Judicial Branch, KY

Organizational structure:

The Diversity & Inclusion Program is a part of the Administrative Office of the Courts (AOC), the operational arm of the Judicial Branch.

Activities/Goals/Duties/Authority

The Program’s webpage lists several initiatives, including the following:

- Reducing Racial and Ethnic Disparities Initiative – the Department of Family & Juvenile Services created a resource that documents the 4-step model being used to reduce disparities within the court system titled “A Guide for Identifying, Addressing and Reducing Racial and Ethnic Disparities.”

-
- Diversity & Inclusion Program – the program oversees initiatives to establish a more inclusive work environment, train staff to become more culturally competent, and recruit talent that reflects the diverse populations the court system serves.
 - Statewide Department Equity Committee – meets quarterly to analyze data, determine areas of racial disparity, discuss current strategies the departments are implementing and consider areas of improvement.

Notes: [Click here](#) to access “A Guide for Identifying, Addressing and Reducing Racial and Ethnic Disparities.”

Contact: [Click here](#) to contact the Program.

Lexington, KY

Organizational structure:

The Office of Diversity & Inclusion is a part of the Lexington-Fayette Urban County Government (LFUCG).

Activities/Goals/Duties/Authority

The Office’s duties are listed on its webpage as follows:

- Partner with private sector, not-for-profit organizations, community leaders and academic institutions.
- Open the government’s recruiting channels to ensure a more diverse pull of candidates for available positions, leadership roles, and board or commission appointments.
- Work with and advise City administrators on handling diversity related matters when needed.
- Serve as a representative of the government at diversity related events.
- Help train and educate all employees to create a culture of inclusion and not exclusion.

Notes: [Click here](#) to learn about LFUCG’s Minority Business Enterprise Program.

Contact: Diversity & Inclusion officer, Arthur Lucas
alucas@lexingtonky.gov

Louisville, KY:

Organizational structure:

The Office of Equity is a department in the City of Louisville.

Activities/Goals/Duties/Authority

The Office’s 2022-23 Equity Impact Statement lists the following Department Equity Goals:

- Operationalize utilization of equity tools within FY22;
- performing and hosting quarterly equity trainings for Metro agencies in FY22;
- create opportunity for minority, female, disabled owned business enterprises by implementing new policies, programs and initiatives in FY22;
- have monthly events around dialogue regarding race and racism in calendar year 2022; and
- create an equity dashboard for all Metro agencies in FY22.

Notes: [Click here](#) to access the Office’s Equity Impact Statement for FY 2022-23.

[Click here](#) to view the Office’s Racial Equity Tool – Worksheet.

Contact: [Click here](#) to contact the Office.

Louisville Metro Department of Public Health and Wellness, KY:

Organizational structure:

The Center for Health Equity is a part of the Metro department of Public Health and Wellness.

Activities/Goals/Duties/Authority

The Center lists several initiatives on its webpage, including the following:

- Community Health Improvement Initiative to address the most pressing health priorities as well as develop strategies and actions to address them.
- Policy and Equity Transformation, the latest in the Center’s efforts to address the root causes of health both internally (through the equity Infrastructure Team) and externally (through the Policy Team).
- Strategic Partnerships, noting that achieving health equity takes a collaboration between people and organizations across the entire community.
- The Performance, Planning and Project Management Division, with oversight of public health reaccreditation, performance improvement; program evaluation; strategic planning, and project management.

Notes: [Click here](#) for a preview of the 2023 Health Equity Report.

Contact: [Click here](#) to contact the Center.

LOUISIANA

New Orleans, LA

Organizational structure:

The Office of Human Rights and Equity is a part of the Mayor's Office.

Activities/Goals/Duties/Authority

Focus areas listed on the Office webpage include the following:

- Providing policy and technical assistance;
- forging partnerships with residents and advocates;
- providing training to City departments and the community;
- providing assistance and support to Human relations Commission;
- creating a welcoming City;
- coordinating the City's racial equity initiatives; and
- facilitating the City's LGBTQ+ task force.

Notes: [Click here](#) to access the City of New Orleans Racial Equity Toolkit.

Contact: Director, Kahlida N. Lloyd
Kahlida.lloyd@nola.gov

MAINE

Bangor, ME

Organizational structure:

Advisory Committee on Racial Equity, Inclusion and Human Rights is a voluntary board in the City government.

Activities/Goals/Duties/Authority

The Committee's webpage lists the following mission:

- Develop ideas and information to educate individuals, within the organization as well as in the community, focusing on topics of (but not limited to) awareness, sensitivity, equity, inclusion, and diversity.
- Review and advise City staff regarding policies and practices to recruit, hire, on-board, promote, and retain a diverse and inclusive workforce. Specifically, the committee's work will focus on mitigating the potential for bias in the hiring and retention decisions through consistent, evidence-based tools, procedures and trainings.
- Review applicable ordinances, policies, and programs to ensure that they promote the goal of accepting, respecting, and valuing differences including

attributes such as age, race, gender, ethnicity, religion, sexual orientation, gender expression, sexual identity, ability, language, family circumstances and cultural backgrounds. These efforts will assist Bangor’s community in developing diversity and inclusion.

- Create greater awareness about opportunities to advance issues of age, race, gender, ethnicity, religion, sexual orientation, gender expression, sexual identity, ability, language, family circumstances and cultural backgrounds, to ensure concerns are heard and considered when creating City policy and ordinances.

Notes: Regular members of the Committee are appointed by the City Council.

Contact: 207-992-4205

MARYLAND

Baltimore, MD

Organizational structure:

The Office of Equity and Civil Rights is an office in City government.

Activities/Goals/Duties/Authority

According to the Office’s webpage, it consists of the following:

- The Policy Accountability Division
- The Community Relations Commission
- The Mayor’s Commission on Disabilities
- The Equity Office, the Wage Commission
- The Women’s Commission

Notes: [Click here](#) for the Equity Assessment Ordinance passed in 2018.

Contact: CivilRights@baltimoreCity.gov

Baltimore, MD

Organizational structure:

The Equity Office is a part of the Baltimore Police Department (BPD).

Activities/Goals/Duties/Authority

Activities of the Office are listed on its webpage as follows:

- Identify disparities and unfair outcomes in any of BPD’s activities, including police service, law enforcement, hiring, promotions, discipline, budgeting, etc.;

-
- review, change, or create policies to produce more equitable outcomes;
 - develop, review, or improve trainings to ensure employees are best equipped to advance equity;
 - review, develop, and recommend changes to BPD practices to improve equity and inclusion; and
 - develop, strengthen, and maintain authentic community partnerships that places the public as the primary decision maker in public safety issues.

Notes: [Click here](#) to review the Equity Office Policy.

Contact: Director, Leslie Parker Blyther
Leslie.ParkerBlyther@baltimorepolice.org

Frederick County, MD

Organizational structure:

The Office of Equity and Inclusion is in the Office of the County Executive.

Activities/Goals/Duties/Authority

The ordinance establishing the Office lists its functions as follows:

- 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.
 - Report annually, on or before July 1, to the County Executive and County Council, goals, activities, accomplishments, and outcomes.

Notes: [Click here](#) to view the ordinance creating the Office.

Contact: Chief equity and Inclusion Officer, Tiffani Kenney
tkenney@frederickcountymd.gov

Gaithersburg, MD

Organizational structure:

The Office of Racial Equity, Diversity & Inclusion is an office in City government.

Activities/Goals/Duties/Authority

The Office's webpage points to the City's [Racial Equity Awareness and Action Plan](#) and lists four goals:

- Goal 1: Build awareness and capacity.
- Goal 2: Align and enhance existing efforts.
- Goal 3: Identify equity opportunities in each department.
- Goal 4: Explore and build community partnerships and alliances.

Notes: [Click here](#) to view 2017 the "Resolution of the Mayor and City Council Affirming the City's Commitment to Diversity, Inclusion, Freedom and Justice."

[Click here](#) to access the 2021 "Resolution of the Mayor and City Council of Gaithersburg Affirming the City's Commitment to Racial Equity, Diversity and Inclusion."

Contact: Racial Equity Diversity & Inclusion Program manager, Hazel Monae
hazel.monae@gaitersburgmd.gov

Howard County, MD

Organizational structure:

The Office of Human rights and Equity is an entity of the County Government.

Activities/Goals/Duties/Authority

The office's webpage lists the following activities:

- Investigate and process complaints of unlawful discrimination in Employment, Housing, Public Accommodation, and Financing.
- Resolve complaints by conference, conciliation, or mediation.
- Enforce the Howard County Human Rights Law.
- Conduct public hearings on issues affecting the protection and promotion of Human Rights.
- Conduct studies, surveys, and publish reports.
- Recommend policies on Civil and Human Rights to the County Executive.
- Cooperate with other local, state, and federal agencies and officials to protect and promote better human relations.
- Serve as an advocate to address issues involving discrimination, human relations, and diversity.
- Initiate and participate in outreach activities and events with governmental and community organizations.
- Serve as a liaison with the public, governmental agencies and, community groups to develop educational programs, heightens public awareness of discrimination and methods of eliminating discrimination.

Notes: [Click here](#) to learn about commissions housed by the Office.

Contact: 415-313-6430

Montgomery County, MD

Organizational structure:

The Office of Racial Equity and Social Justice is an Executive Branch office.

Activities/Goals/Duties/Authority

The Office's webpage lists the following activities:

- Support County Departments in normalizing conversations on race and other equity issues;
- organize staff to work together for transformational change;
- operationalize new practices, policies and procedures that are equity-centered impact plans;
- facilitate the Racial Equity and Social Justice Committee;
- train County staff and Equity Leads; and
- conduct department-wide Equity Assessments to assist every department in creating Racial Equity Action Plans.

Notes: [Click here](#) to view the Racial Equity and Social Justice Act creating the Office.

[Click here](#) to access the Office’s 2022-2023 Annual Report.

Contact: Director, Tiffany Ward
Tiffany.Ward@montgomerycountymd.gov

Washington County, MD

Organizational structure:

The Office of Health Equity is a part of the Health Planning and Strategic Initiatives Division of the County Health Department.

Activities/Goals/Duties/Authority

The Office’s webpage lists the following goals:

- Reduce health disparities and improve health outcomes of members of our community;
- empower our local communities and residents to take charge of their health;
- create and maintain an inclusive and culturally competent workforce; and
- establish and commit to equitable practices across all county health department divisions.

Notes: [Click here](#) to learn more about the Health Planning and Strategic Initiatives Division.

Contact: wchd.ohe@maryland.gov

MASSACHUSETTS

Boston, MA

Organizational structure:

The Equity and Inclusion Cabinet is a part of the Mayor’s Office.

Activities/Goals/Duties/Authority

The Cabinet’s mission is listed on its webpage as stated below:

- Directly improve outcomes with and for residents;
- counsel all City departments to better address issues of equity, inclusion, and access; and
- create the conditions for residents to build their collective power.

Notes: The Cabinet consists of the following departments: Black Male Advancement, the Disabilities Commission, Fair Housing and Equity, the Human Rights Commission, Immigrant Advancement, Language and Communications Access, LGBTQ+ Advancement, and Women's Advancement

Contact: equity@boston.gov

Cambridge, MA

Organizational structure:

The Office of Equity and Inclusion is a department of the City government.

Activities/Goals/Duties/Authority

The Office's webpage lists the following goals:

- Provide structure for all City diversity, equity and inclusion initiatives by formally aligning the City's personnel policies in support of equity and inclusion;
- advance departmental level implementation of diversity, equity and inclusion Efforts through its Equity and Inclusion Partner (EIP) Project;
- facilitate and institutionalize increased antiracism, diversity, equity and Inclusion training for staff at all levels; and
- collaborate with the City Manager's Office to equip leadership and management staff with adaptive and cultural competency skills through targeted and continuous learning and best practices seminars.

Notes: [Click here](#) to access the Interactive Equity and Inclusion Dashboard.

Contact: Chief of Equity and Inclusion, Deidre Travis Brown
dbrown@cambridgema.gov

Governor's Advisory Council on Black Empowerment, MA

Organizational structure:

The Advisory Council on Black Empowerment was established in the Governor's Office.

Activities/Goals/Duties/Authority

The ordinance establishing the Council lists the following duties:

- Advise the Governor and Lieutenant Governor on issues relating to the economic prosperity and well-being of the Black community living in Massachusetts.

-
- Review and assess paramount priorities of the Black community on a statewide basis and make recommendations to the Governor and Lieutenant Governor, with a particular focus on how to promote the community’s economic prosperity and well-being.

Notes: [Click here](#) to access Executive Order No. 6060, establishing the Governor’s Advisory Council on Black Empowerment.

Contact: [Click here](#) to email the Governor’s Constituent Services Office.

Somerville, MA

Organizational structure:

The Department of Racial and Social Justice is a part of the Mayor’s Office

Activities/Goals/Duties/Authority

The Department’s webpage lists the following key areas of work:

- Public Safety for All
- The Americans with Disabilities Act (ADA)
- Hate-Bias Incidents Complaint Process
- Creating structures for Equity

Notes: The Department also oversees and supports the work of several commission, including the Commission for Persons with Disabilities, the Commission for Women, and the Human Rights Commission.

Contact: rsj@somervillema.gov

Executive Office of the Trial Court, MA

Organizational structure:

The Trial Court Office of Diversity, Equity & Inclusion is within the Executive Office of the Trial Court.

Activities/Goals/Duties/Authority

As stated on their webpage, the Trial Court Office works with court departments to do the following:

- Build capacity around issues of diversity, equity, and inclusion;
- diversify the court workforce;
- provide trainings to court employees;
- establish inclusive policies and practices; and
- improve the court user experience.

Notes: [Click here](#) to read the 2023 Trial Court Diversity Report.

Contact: diversity.info@jud.state.ma.us

Worcester, MA

Organizational structure:

The Executive Office of Diversity, Equity & Inclusion is a department of the City government.

Activities/Goals/Duties/Authority

The Office’s webpage states that its mission will be accomplished through a framework centered around the following commitments:

- Accelerate representation within City workforce and leadership.
- Increase access to opportunities through an equitable hiring process.
- Provide DEI trainings and professional development opportunities.
- Foster an environment where people with disabilities are included, empowered, and have access to support.
- Advance equal pay for equal work.
- Ensure diverse vendors have equal opportunity to conduct business with the City.

Notes: [Click here](#) to read the Racial Equity Audit Report.

Contact: CityManager@worcesterma.gov

MICHIGAN

Black Leadership Advisory Council, MI

Organizational structure:

The Black Leadership Advisor Council is an advisory body within the Department of Labor and Economic Opportunity.

Activities/Goals/Duties/Authority

The order establishing the Council lists the following duties:

- Develop, review, and recommend to the governor policies and actions designed to eradicate and prevent discrimination and racial inequity in this state, including

in the areas of health care, housing, education, employment, economic opportunity, public accommodations, and procurement.

- Identify state laws, or gaps in state law, that create or perpetuate inequities, with the goal of promoting economic growth and wealth equity for the Black community.
- Collaborate with the governor’s office and the Black community to promote legislation and regulation that ensures equitable treatment of all Michiganders and seeks to remedy structural inequities in this state.
- Serve as a resource for community groups on issues, programs, sources of funding, and compliance requirements within state government to benefit and advance the interests of the Black community.
- Promote the cultural arts within the Black community through coordinated efforts, advocacy, and collaboration with state government.
- Provide other information or advice or take other actions as requested by the governor.
- Prepare an annual report for the governor on its activities and recommendations.

Notes: [Click here](#) to access the Executive Order establishing the Council.

[Click here](#) for the 2022 Report to the Governor.

Contact: Director, Labor and Economic Opportunity, Susan Corbin
LEO-DirectorOffice@michigan.gov

Judiciary, MI

Organizational structure:

The Commission on Diversity, Equity, and Inclusion in the State Judiciary is a part of the State Court Administrative Office.

Activities/Goals/Duties/Authority

The order establishing the Commission lists the following goals and duties:

- Develop policies and standards to promote diversity, equity, and inclusion.
- Assist the judicial branch with elimination of disparities within the justice system.
- Increase participation of members from under-represented communities in judicial branch leadership.
- Assist local courts with implementation of diversity, equity, and inclusion plans and processes.
- Collaborate with other judicial branch commissions, governmental entities, and private partners to propose and implement policies aimed at achieving a more diverse, equitable, and inclusive justice system.

-
- Assess demographic and other disparities within the judicial branch and the justice system and develop, coordinate, and implement initiatives to achieve the previously described goals.

Notes: [Click here](#) to view Administrative Order No. 2022-1, establishing the Commission.

[Click here](#) to view the 2023 Draft Strategic Plan.

Contact: Court Analyst, Troy Evans
evanst@courts.mi.gov

[Detroit, MI](#)

Organizational structure:

The Office of Digital Equity & Inclusion is in the City's Department of Innovation and Technology.

Activities/Goals/Duties/Authority

The Office's webpage states that its mission is to provide residents with digital equity tools, increasing access and long-term digital equality by placing resources in community-based organizations ensuring access to affordable high-speed internet, smart devices, digital literacy skills-building courses, and IT workforce training working collaboratively with internal and external stake holders.

Notes: [Click here](#) to access the interactive dashboard to see the current state of the City's digital divide.

Contact: dei@detroitmi.gov

[Oakland County, MI](#)

Organizational structure:

The Office of Diversity, Equity, and Inclusion is a county community office.

Activities/Goals/Duties/Authority

The Oakland County Equity Council is under the direction of the Chief Diversity, Equity, and Inclusion Officer and is comprised of employees from county departments.

The Council's mission is provided on their webpage as follows:

- Create a culture that respects diversity, equity, and inclusion.
- Promote cultural sensitivity and understanding among all employees.
- Encourage and promote workforce diversity.
- Ensure that the public we serve receives services in a culturally sensitive manner.

Notes: The Council is comprised of employees from nearly every county department or office of an elected county official.

Contact: equity@oakgov.com

Westland, MI

Organizational structure:

The Department of Diversity, Equity, and Inclusion is a part of the City government.

Activities/Goals/Duties/Authority

The mission and activities of the Department listed on its webpage include the following:

- Develop and oversee programs, services, initiatives, trainings, and organizational cultural realignment strategies designed to enhance the workplace culture and quality of life of the City.
- Serve as a liaison between City officials and residents to develop community relationships within the community to promote diversity, equity, and inclusion as major priorities and core elements of the mission of the City.
- Work closely with the Disability Advocacy Committee.
- Work closely with the Diversity, Equity and Inclusion Commission, a body that promotes, supports and advocates for the vision and values around diversity, equity and inclusion.

Notes: [Click here](#) to read the City's Statement on Diversity, Equity, and Inclusion.

[Click here](#) to access the City's 2020 Resolution Declaring Racism as a Public Health Crisis.

Contact: DEI@Cityofwestland.com

MINNESOTA

Bloomington, MN

Organizational structure:

The Office of Racial Equity, Inclusion and Belonging is a part of the City government.

Activities/Goals/Duties/Authority

The Office webpage provides the following list of its work:

- Help City staff identify and remove structural bias and inequities in City policies, programs and services.
- Create, lead, manage, and support systems change throughout the organization to ensure equity, inclusion, and belonging is emphasized.
- Organize the work of the Racial Equity Business Plan and the Racial Equity Strategic Planning Committee and create processes for embedding racial equity throughout the organization.
- Respond to the community based strategic planning core values and strategies, and the action plans to follow.

Notes: [Click here](#) to learn about the City’s Racial Equity Business Plan.

[Click here](#) to access the Office’s 2023 Report.

Contact: equity@bloomingtonmn.gov

Department of Human Services, MN

Organizational structure:

The Office for Equity, Performance and Development is a part of the State Department of Human Services.

Activities/Goals/Duties/Authority

The Office webpage provides the following activities:

- Assess service delivery and workforce effectiveness through surveys and performance measurement.
- Provide planning support to senior management.
- Facilitate agencywide development and learning.
- Support equal employment opportunities for staff and management.
- Ensure public access to information about programs and offer public access to related public and private entities that monitor or are involved with the Department’s operations.

-
- The Office is responsible for the following functions: Civil Rights in Human Services, Department of Human Service Civil Rights Plan, Limited English Proficiency and the Department of Human Services Limited English Proficiency Plan.

Notes: [Click here](#) to view the Department of Human Service’s Civil Rights Plan.

Contact: 651-431-3040

Judicial Branch, MN

Organizational structure:

The Committee for Equality and Justice reports to the Judicial Council.

Activities/Goals/Duties/Authority

The Committee webpage lists the following duties:

- Recommend diversity and inclusion education programs and course materials for judges and Judicial Branch employees.
- Promote diversity and inclusion in the Judicial Branch employment and in appointments to Judicial Branch committees and boards to reflect the population served by the Judicial Branch.
- Make recommendations for improvement in court processes, procedures and policies as they relate to race, gender, ethnicity, age, disability, socioeconomic status, religion, sexual orientation, and any other status protected by law.
- Assist district Equal Justice Committees in their work at the local level and provide assistance in outreach efforts to the communities they serve.

Notes: [Click here](#) to access the Committee’s 2024-2025 Strategic Plan.

Contact: CommitteeForEqualityandJustice@courts.state.mn.us

Minneapolis, MN

Organizational structure:

Racial Equity, Inclusion and Belonging is a part of the City government.

Activities/Goals/Duties/Authority

Racial Equity, Inclusion and Belonging’s webpage lists the following goals:

- Reduce disparities for residents who are transgender or from communities of color.

-
- Foster community and government partnerships to craft innovative solutions.
 - Create capacity-building tools to help staff, leaders, elected officials and residents understand issues of equity.
 - Build advisory bodies so staff and residents can inform decision-making on policies to reduce racial and transgender disparities.

Notes: [Click here](#) to access the City’s Comprehensive Plan, Minneapolis 2040.

Contact: RaceEquity@minneapolismn.gov

MISSOURI

Department of Mental Health, MO

Organizational structure:

The Mental Health Equity and Inclusion Alliance is under the State Department of Mental Health.

Activities/Goals/Duties/Authority

The Alliance provides the following objectives on its webpage:

- Promote fairness in policies, programs, initiatives, hiring and promotion practices, funding decisions, and consumer outcomes.
- Members of this alliance help deliver and implement the Mental Health Equity and Inclusion Plan.

Notes: The Alliance includes the following workgroups: Education and Communication, Data Gathering and Analysis, Organizational Assessment, and Racial equity Impact Analysis.

Contact: 575-751-4122

Springfield, MO

Organizational structure:

The Diversity, Equity & Inclusion Office is a Department of the City.

Activities/Goals/Duties/Authority

The Office webpage lists activities, including the following:

- Improve equitable access to opportunities in the community.

-
- Advance systemic change that culminates in equitable transformation that is easily identifiable and measurable.
 - Facilitate sessions both internally and externally to plan for more relevant, constructive, and inclusive conversations about diversity, equity, and inclusion importance across all departments.
 - Make recommendations to other departments on various aspects of community engagement processes.
 - Promotes diversity, equity, and inclusion within the City and in collaboration with the community, taking the lead in analyzing City programs and services.

Notes: [Click here](#) for the Mayor’s Initiative on Equity and Equality.

Contact: Director of Diversity, Equity, and Inclusion, Taj Suleyman
taj.suleyman@springfieldmo.gov

MONTANA

Missoula County, MO

Organizational structure:

The Justice, Equity, Diversity and Inclusion Advisory Board is a part of the County government.

Activities/Goals/Duties/Authority

The Board Bylaws provide the following list of activities to achieve its purpose:

- Build an environment of trust and belonging so all members may contribute fully and openly.
- Consider how historical and current systemic barriers restrict access to services and support specific communities and work to address these barriers.
- Over time, evaluate the broad purpose/impact of Missoula City and County local code/ordinances, programs, policies, procedures, and practices through a JEDI lens while considering their benefits and burdens.
- Apply a strategic approach centered on equity to model processes that promote JEDI values.
- Develop and apply a process that uses a JEDI lens to assess the Board’s effectiveness in achieving its objectives.

Notes: [Click here](#) for the Resolution Establishing Missoula County’s Commitment to a Just, Equitable, Diverse and Inclusive (JEDI) Missoula County.

[Click here](#) to view the Board’s Bylaws.

Contact: Equity Coordinator, Elisha Buchholz
ebuchholz@missoulacounty.us

NEBRASKA

Omaha, NE

Organizational structure:

The Department of Human Rights and Relations Board operates under the Mayor and City Council.

Activities/Goals/Duties/Authority

The ordinance establishing the Board lists the following powers and duties:

- Make recommendations to the mayor and City council for the development of policies and procedures in general and for programs of formal and informal education that will aid in eliminating types of unlawful discrimination, pursuant to [Section 4.04](#) of the City of Omaha Home Rule Charter, 1956, as amended.
- Recommend to the mayor and City council legislation to aid in carrying out the purposes of this article, pursuant to [Section 4.04](#) of the City of Omaha Home Rule Charter, 1956, as amended.
- Formulate and carry out educational programs that will aid in eliminating and preventing all types of prejudice and unlawful discrimination as set forth in [section 13-21](#) of this Code.
- Promote mutual understanding and respect among all racial religious and nationality groups and work to discourage and prevent discriminatory practices against any such group.
- Disseminate information and educational materials and reports which will assist in the elimination of prejudice, intolerance, intergroup tensions and discriminations or which will promote good will and promote programs of community education and information with the object of promoting better human relations.
- Assist various groups and agencies of the community to cooperate in educational campaigns devoted to the elimination of group prejudices, tensions, intolerance or unlawful discriminations as set forth in [section 13-21](#) of this Code.
- Aid in seeing that no person in this City is deprived of equal services furnished in this City by reason of unlawful discrimination as set forth in [section 13-21](#) of this Code.
- Attempt to foster, through community effort or otherwise, good will, cooperation and conciliation among the groups and elements of the inhabitants of this community.
- Issue such publications and such reports of investigation and research as in its judgment will tend to minimize or eliminate prejudice, intolerance, bigotry,

unlawful discrimination, breach of peace or disorder or tend to promote good will.

- Enlist the cooperation of the various racial, religious and ethnic groups, community, civic, labor and business organizations, fraternal and benevolent associations, veterans' organizations, and other groups in educational campaigns and programs devoted to teaching the need for eliminating group tensions, prejudices, intolerance, bigotry and unlawful discrimination and breach of the peace and disorder occasioned thereby.
- Aid in the formation of local community groups in such neighborhoods as it may deem necessary or desirable to carry out specific programs designed to lessen tensions or improve group relations in the community.
- Cooperate with federal, state and City agencies in developing programs showing the contributions of the various groups to the culture and traditions of our City and nation, the menace of prejudice, intolerance, bigotry and unlawful discrimination and the need for mutual self-respect.
- Create such advisory committees and subcommittees of citizens as in its judgment will aid in effectuating the purposes of this local law and to empower them to study the problems of prejudice, intolerance, bigotry and unlawful discrimination and breach of the peace and disorder occasioned thereby.
- Receive public comments, concerns and complaints regarding diversity, equity and inclusion issues, other than housing, employment and public accommodations complaints which are received by the City human rights and relations department.
- Review by the board chair or his/her appointed board member, of a request for reconsideration after administrative dismissal of a charge, pursuant to sections [13-148](#), [13-149](#) and [13-150](#) of this Code.
- Three members of the human rights and relations board shall also serve as the civil rights hearing board, sections [13-122](#) through [13-128](#), and article IV, division 2, subdivision C., [section 13-370](#).

Notes: [Click here](#) to view the Ordinance establishing the Board.

Contact: 402-444-5055

NEW HAMPSHIRE

Judicial Branch, NH

Organizational structure:

The Steering Committee on Diversity and Inclusion is under the State Judicial Branch.

Activities/Goals/Duties/Authority

Work of the Committee is stated on its webpage as follows:

-
- Creating a culture that accepts diversity and is inclusive and welcoming;
 - educating themselves and others;
 - working with other groups who have the same goals;
 - monitoring work and making improvements; and
 - communicating with the public to get feedback and show the Branch's commitment to these goals.

Notes: [Click here](#) to access the Committee's 2022 Strategic Plan.

Contact: diversityinfo@courts.state.nh.us

NEW JERSEY

Attorney General's Office, NJ

Organizational structure:

The Office of Diversity, Equity & Inclusion is within the State Attorney General's Office.

Activities/Goals/Duties/Authority

The directive codifying the Office provides the following mission:

- Foster and facilitate diversity, equity, and inclusion across all Law and Public Safety (LPS) Divisions and to ensure a unified, coordinated, and consistent approach that applies best practices to that mission within LPS.

Notes: [Click here](#) for the 2022 Directive codifying the Office of Diversity, Equity, and Inclusion.

Contact: Diversity@NJOAG.gov

Governor's Office, NJ

Organizational structure:

The Office of Equity is a part of the State Governor's Office.

Activities/Goals/Duties/Authority

The executive order establishing the office provides the following duties:

- Coordinate the policymaking processes of State agencies with respect to strengthening diversity, equity, inclusion, and belonging amongst those employed by the State.

-
- Coordinate advice to the Governor on these matters.
 - Ensure that policy decisions and programs impacting diversity, equity, inclusion, and belonging are consistent with the Governor’s goals and that those goals are being effectively pursued.
 - Monitor implementation of the Governor’s policies concerning diversity, equity, inclusion, and belonging.

Notes: [Click here](#) for the Executive Order establishing the Office.

[Click here](#) for the Executive order establishing the Wealth Disparity Task Force.

Contact: [Click here](#) to contact the Governor’s Office.

NEW MEXICO

Albuquerque, NM

Organizational structure:

The Office of Equity and Inclusion is a part of City government.

Activities/Goals/Duties/Authority

The Office webpage lists five major areas of responsibility:

- Continuing to serve, as it has since 1974 under a different name, as a local civil and human rights advocacy resource dedicated to ensuring equal access and equitable opportunities for all people.
- Dismantling systemic barriers to achieve racial, gender, health and socio-economic equality.
- Supporting immigrant, refugee and other vulnerable communities to promote public safety, quality of life and human rights.
- Acknowledging the original inhabitants of our region and coordinating with tribes and native communities to cultivate equity in the lives of Native Americans living in Albuquerque.
- Equipping and inspiring our City workforce to embrace the diverse cultures that make Albuquerque the best place to live.

Notes: [Click here](#) to view the Office’s timeline.

Contact: oei@cabq.gov

NEW YORK

Erie County, NY

Organizational structure:

The Office of Health Equity is a part of the Erie County Department of Health (ECDOH).

Activities/Goals/Duties/Authority

The act establishing the Office lists the following functions:

- Analyze disparities in health, health care, and availability/accessibility to health care services among disadvantaged and marginalized County populations.
- Understand and connect factors that contribute to health outcomes including the physical environment, the social determinants of health, access to clinical care, and health behaviors.
- Make recommendations for improving delivery and access to health services for disadvantaged and marginalized populations working within the Live Well Erie framework and supporting the Live Well Erie objectives for improving the social determinants of health to relevant local health care agencies, and to the County Executive, County Legislature, and Commissioner of Health.
- Pilot models and programs to improve health disparities.
- Promote public awareness and coordinate educational events in partnership with other health agencies with the goal of supporting healthy lifestyles in disadvantaged and marginalized communities and groups.
- Publish an initial needs assessment report within 18 months of the effective date of this Local Law.
- Collaborate with the ECDOH Community Health Assessment (CHA) to develop a specific health disparities report as part of ECDOH's CHA prepared every three years by New York State and to monitor and incorporate other health disparity data already collected in the region.

Notes: [Click here](#) to access the Erie County Health Equity Act of 2021 that established the Office.

Contact: healthequity@erie.gov

New York City, NY

Organizational structure:

The NYC Mayor's Office of Equity & Racial Justice is a part of the Office of the Mayor.

Activities/Goals/Duties/Authority

The Office's webpage provides some background on Office activities, including:

-
- Kicking off the City’s first-ever Citywide racial equity planning process. The implementation of these measures will produce a Citywide Racial Equity Plan.
 - The Office is also developing the City’s first NYC True Cost of Living measure to focus on what it costs to live in NYC with dignity, without consideration of public, private, or informal assistance.

Notes: The Office includes the Racial Justice Commission, the NYC Commission on Gender Equity, the NYC Unity Project, and the NYC Young Men’s Initiative as well as the NYC Pay Equity Cabinet and the NYC Taskforce on Racial Inclusion & Equity.

Contact: [Click Here](#) to contact the Office.

NORTH CAROLINA

Apex, NC

Organizational structure:

The Diversity, Equity, and Inclusion Office is a Town department.

Activities/Goals/Duties/Authority

The Office webpage lists the following initial goals:

- Build relationships with the Council and staff and get familiar with the culture and assess current equity efforts by the Town.
- Create a clear vision and effective framework for developing a culture of diversity, equity, and inclusion; and
- Lead strategic initiatives that promote belonging; support working environments where all have an opportunity to succeed; and build external relationships with the community.

Notes: [Click here](#) for the Town-wide Diversity, Inclusion, and Belonging Action Plan.

Contact: Director, Linda Graham Jones
linda.jones@apexnc.org

Durham County, NC

Organizational structure:

The Racial Equity Commission is an advisory body to the County Government.

Activities/Goals/Duties/Authority

The Commission’s webpage lists the following primary functions:

- Advise the City and County regarding the implementation of the City/County specific recommendations from the City of Durham Racial Equity Taskforce Report.
- Advise the City and County regarding the implementation of the City and County’s racial equity action plans, developed in tandem with the Government Alliance on Race and Equity national framework, to encourage progress on equitable outcomes that might disproportionately impact Black, Indigenous, and other POC as well as low-income residents.
- Establish communication with community residents, relay progress on plan implementation and prioritize community interests to integrate into racial equity initiatives.
- Serve in an advisory capacity to racial equity staff of the City, County and educational entities in Durham to advance racial equity.
- Advise racial equity staff of the City, County and educational entities in Durham in the development and implementation of a racial equity evaluation based on Task Force report and jurisdictional racial equity action plan recommendations.
- Review plans and reports of equity staff and encourage public input on racial equity action plans.
- Pursue data, research, and policy recommendations to advance racial equity.
- Uphold government accountability towards achieving racial equity and promoting anti-racism practices.

Notes: [Click here](#) for the Commission By-Laws.

Contact: BoardsandCommissions@dconc.gov

Durham, NC

Organizational structure:

The Equity & Inclusion Department is a part of City government.

Activities/Goals/Duties/Authority

The Department webpage lists the following responsibilities:

- Develop and implement the City of Durham Racial Equity Action Plan.
- Develop and implement equitable decision-making tools and processes.
- Develop and implement equity, inclusion, belonging, and tools training for City staff.
- Monitor, assess, and report on City equity efforts and initiatives.
- Support the work of the Racial Equity Commission and the Mayor's Committee for Persons with Disabilities.

Notes: [Click Here](#) to view the Report of the Durham Racial Equity Task Force.

Contact: Director, Sharon Williams
sharon.williams@durhamnc.gov

Judicial Branch, NC

Organizational structure:

The Commission on Fairness and Equity is a part of the State Judicial Branch.

Activities/Goals/Duties/Authority

The order establishing the Commission provides the following responsibilities for 2022:

- Develop and submit a plan to collect and disseminate data on court performance, including but not limited to criminal charging, intermediate and final case outcomes, case processing times, and racial and gender disparities;
- Develop and submit a plan for eliminating racial and gender disparities in the administration of abuse, neglect, and dependency cases;
- Develop and submit such plans as are necessary to fully implement the remaining recommendations contained in the Commission on the Administration of Law and Justice Committee on Criminal Investigation and Adjudication report on Improving Indigent Defense Services; and
- Develop a plan for obtaining and analyzing feedback from the public, jurors, litigants, witnesses, lawyers, victims, law enforcement, and system employees regarding the performance of the judicial system and system actors.

Notes: [Click Here](#) to view the Order Establishing the Chief Justice’s Commission on Fairness and Equity.

Contact: The commission is co-chaired by Associate Justice Michael Morgan of the Supreme Court and Judge Valerie Zachary of the North Carolina Court of Appeals.

NORTH DAKOTA

Fargo, ND

Organizational structure:

The Department of Diversity, Equity & Inclusion is a part of the City government.

Activities/Goals/Duties/Authority

The Department's webpage provides the following purpose and activities:

- Help build an inclusive government which reflects its people and a community in which race, gender, sexual orientation, religion, age or disability are not a determinant of success.
- Work with City Administration and other departments as well as the Fargo City Commission and the advisory boards, committees, and commissions of the City to identify ways in which a more inclusive and equitable climate may be achieved,
- Craft policy, optimize services, and act as a liaison to underrepresented sections of the community.

Notes: [Click here](#) to learn more about the Department's accomplishments and initiatives.

Contact: 701-241-1310

OHIO

Cleveland, OH

Organizational structure:

The Division of Health Equity and Social Justice is within the Cleveland Department of Health.

Activities/Goals/Duties/Authority

The ordinance establishing the Division provides the following duties:

- Administer the 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, the social determinants of health and health services.
- 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.

Notes: [Click here](#) to access the ordinance establishing the Division.

Contacts: Commissioner, Lita Wills, LWills@clevelandohio.gov

Columbus, OH

Organizational structure:

The Mayor's Office of Diversity and Inclusion is a part of the Mayor's Office.

Activities/Goals/Duties/Authority

The Office webpage provides the following responsibilities:

- Support Mayor and Cabinet Leadership Team by leading diversity and inclusion management within the City.
- Focus on four pillars of diversity and inclusion management – Workforce Diversity, Supplier Diversity, Diverse Outreach and Internal Diverse Leadership, and Commitment and communication.

Notes: [Click here](#) to access the Diversity, Equity and Inclusion plan.

Contacts: odi@columbus.gov

Hamilton County, OH

Organizational structure:

The Economic Inclusion and Equity Department is a part of City government.

Activities/Goals/Duties/Authority:

- Encourage inclusive efforts that provide the opportunity for all County residents to take part in the growth of the economy and become part of a qualified, local workforce and business community.
- Work to ensure that the County lawfully leverages the millions of dollars spent by departments in a manner that provides greater contracting opportunities for small business and jobs for individuals to reduce poverty, unemployment, under-employment, and joblessness,
- Help departments make improvements where needed to assist them in adequately documenting all efforts to be an Equal Business Opportunity Governmental Entity and an equal Employment Opportunity Employer.

Notes: The Department was established by the County Board of Commissioners to promote inclusion in County procurement and County employment practices for all people of the County regardless of race, gender, disability, religion, national origin, sexual orientation, or gender identity.

Contacts: 513-946-4428

OKLAHOMA

Tulsa, OK

Organizational structure:

The Mayor’s Office of Resilience and Equity is a part of the Department of City Experiences.

Activities/Goals/Duties/Authority:

The Office webpage provides the following activities:

- Implement a broad strategy to promote resilience and equity in the City in all aspects of City life from employment, economic development, health, mental health, and human rights.
- Oversee the complaint and investigation process for discrimination in housing, employment, or public accommodations.
- Work in partnership with five commissions who represent and advocate for women, Latinas/Latinos, African Americans, and Native Americans as well as human rights in the City.

Notes: [Click here](#) to view the Resilient Tulsa strategy and [here](#) to view the update.

Contacts: Director, Krystal Reyes
kreyes@Cityoftulsa.org

OREGON

Bend, OR

Organizational structure:

The Human Rights and Equity Commission is a part of the City council.

Activities/Goals/Duties/Authority

As stated on the Commission webpage and as provided for in the City Code, the Commission will do the following:

- Provide input to the City Council on City goals and policies from a diversity, equity, and inclusion perspective.
- Create a work plan for diversity, equity, and inclusion and advise the City Council on implementation, progress, and updates to the plan.

-
- Work with the Bend community, interested groups, staff, and elected officials to make recommendations that embrace the City’s commitment to building a more inclusive community.
 - Provide opportunities for people seeking resolution and assistance regarding complaints of discrimination in Bend, including potential violations of the City's Equal Rights Ordinance.

Notes: [Click here](#) to view the code and [here](#) to view the ordinance created to establish the commission.

Contacts: equity@bendoregon.gov

Eugene, OR

Organizational structure:

The Office of Equity and Community Engagement is a part of City government.

Activities/Goals/Duties/Authority

The Office webpage lists several services provided, including:

- Provide equity consulting with City departments on how to embed equity planning in processes and service delivery.
- Provide evaluation of equity dimension of proposed plans and services.
- Advise staff regarding communication on issues affecting marginalized communities.
- Support the work of Strategic Equity Advisors and equity panels.
- Advise City departments on design of community engagement process.
- Maintain partnerships with community leaders and institutions for equity and outreach work.
- Provide training on best practices for community engagement.
- Lead community engagement processes as assigned.
- Publish a biweekly newsletter on community engagement opportunities.
- Consult with City departments on best practices and planning for multicultural/multilingual communications and outreach.
- Work to operationalize language access across all City departments.
- Coordinate weekly newscast and outreach in Spanish and support a Spanish website landing page and website resources.
- Coordinate a City Hub resource page including a list of translation vendors.
- Create and provide auxiliary programs.
- Provide Spanish language support.
- Conduct DEI Training and Education, including the Belonging Series and facilitating Equity and Belonging conversations for staff, among others.

Notes: [Click here](#) to learn about the Office’s Equity and Community Consortium.

Contacts: hrni@ci.eugene.or.us

Medford, OR

Organizational structure:

The Commission on Access, Diversity, Equity and Inclusion is a part of the City Council.

Activities/Goals/Duties/Authority

The ordinance establishing the Commission lists the following duties:

- Identify and voice concerns to Council and City staff about issues related to access, diversity, equity and inclusion.
- Review and make recommendations to Council and City staff concerning the following matters, with a lens towards access, diversity, equity, and inclusion:
 - City job descriptions and employment application processes;
 - internal administrative regulations; and
 - identification of awareness trainings for elected officials, volunteer members of City boards and commissions, and City staff.
- Facilitate the removal of barriers related to access, diversity, equity, and inclusion by providing recommendations to Council for the development of an inclusive civic engagement process by addressing, without limitation, the following issues:
 - How individuals can access City services;
 - the effectiveness of the City Strategic Communications and Marketing Plan; and
 - how community members can have their voices heard.
- Develop and recommend to Council and City staff goals, actions and strategies to improve access, diversity, equity, and inclusion through the development of an ADEI Plan, and present annual updates of the Plan to Mayor and Council, for review and approval by Council.
- Provide input to the Community Services and Development Commission to ensure City-funded programs and projects are promoting access, diversity, equity, and inclusion.
- Provide assistance and advice to other City boards and commissions on topics related to access, diversity, equity, and inclusion.

Notes: [Click here](#) to view the City's Access, Diversity, Equity and Inclusion Plan.
[Click here](#) and scroll down for the ordinance establishing the Commission.

Contacts: humanresources@Cityofmedford.org

Multnomah County, OR

Organizational Structure:

The Office of Diversity and Equity is a part of the County government.

Activities/Goals/Duties/Authority

The ordinance establishing the Office lists the following duties for the Director:

- 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: [Click here](#) for the ordinance establishing the Office.

Contacts: [Click here](#) to contact the Office.

Portland, OR

Organizational structure:

The Office of Equity and Human Rights is a part of the City government.

Activities/Goals/Duties/Authority:

- Promote equity and reduce disparities within City government.
- Provide guidance, education, and technical assistance to all bureaus as they develop sustainable methods to build capacity in achieving equitable outcomes and service.
- Work with community partners to promote equity and inclusion within Portland and throughout the region, producing measurable improvements and disparity reductions.
- Support human rights and opportunities for everyone to achieve their full potential.
- Work to resolve issues rooted in bias and discrimination, through research, education, and interventions.

Notes: [Click here](#) to view the ordinance creating the Office.

Contacts: 503-823-4433

Washington County, OR

Organizational structure:

The Office of Equity, Inclusion and Community Engagement is a part of County government.

Activities/Goals/Duties/Authority

The Office webpage lists the following activities:

- Promote a safe and inclusive workplace with a workforce that reflects the diversity of Washington County.
- Work with all County departments to promote culturally and linguistically appropriate service delivery.
- Identify and address barriers to equal employment opportunities.
- Identify and mitigate unfair and avoidable differences in access, quality and outcomes of County services.
- Invite and encourage engagement by community members in decision making that affects policy, programs services and products.

Notes: [Click here](#) to view the Strategic Equity, Diversity and Inclusion and Community Engagement Action Plan.

Contacts: equity@washingtoncountyor.gov

PENNSYLVANIA

Delaware County, PA

Organizational structure:

The Diversity, Equity and Inclusion Office is a part of the County government.

Activities/Goals/Duties/Authority

The Office webpage lists the following activities:

- Support the development of a workforce that encompasses the diversity of the communities we serve while cultivating a culture that is rooted in diversity, equity, inclusion and belonging.
- Facilitate the creation of shared frameworks to ensure equity is considered in all aspects of our operations, including but not limited to program development and implementation, budgeting, procurement, and community engagement.

-
- Provide insight on training, coaching and technical assistance to internal and external stakeholders, including but not limited to supporting working groups.
 - Strengthen relationships with our community partners, to ensure they are reflected and respected within our operations and have equitable access to services and resources.

Notes: [Click here](#) to access a list of resources offered by the Office.

Contacts: inclusion@co.delaware.pa.us

Philadelphia, PA

Organizational structure:

The Diversity, Equity and Inclusion Office is a part of the Office of the Mayor.

Activities/Goals/Duties/Authority

The duties of the Chief Diversity & Inclusion Officer are listed as follows in the executive order creating the position:

- Provide direction, guidance, advice, and support to the Mayor, as well as City departments, agencies, authorities, boards and commissions, on improving and strengthening diversity and inclusion throughout City government, including in the provision of services and the conduct of City business.
- Oversee annually the performance of City Depositories, in consultation with the City Treasurer.
- Serve as the Mayor’s representative in the oversight of Executive Order No. 3-12, as amended, pertaining to Antidiscrimination Policy Relating to the Participation of Minority, Women and Disabled Businesses in City Contracts and the strategic direction of the Office of Economic Opportunity.
- Develop, design, and work with relevant agencies to implement a strategic plan to accomplish the City’s diversity and inclusion vision and goals.
- Assist City departments, agencies, authorities, boards and commissions in identifying, developing and implementing inclusive strategies and initiatives to improve the recruitment, retention and promotion of diverse persons.
- Explore the utilization of training and work with the relevant agencies to implement such programs where feasible in the area of implicit bias and related subjects.
- Research explicit and implicit barriers to inclusion of diverse persons working within City government, and make sure reports to the Mayor are necessary to

identify such barriers and their causes, and recommend policies that will eliminate them.

- Seek to expand principles of inclusion among those who do and seek to do business with City government.
- Work to fill positions within City departments, agencies, authorities, boards and commissions by (a) identifying talent across diverse communities; (b) partnering with area colleges and universities to develop programs to train and discover diverse candidates.
- Assess the growth of diversity and inclusion in City departments, agencies, authorities, boards, and commissions, and benchmark progress towards inclusive practices through the utilization of statistical data, metrics and relevant reports.
- Consult regularly with boards and commissions of the City that are actively engaged in identifying critical diversity issues and are committed to making the City more inclusive, the Executive Director of the Philadelphia Human Relations Commission to identify and accelerate inclusion programs, and non-profit community organizations that are actively engaged in diversity and inclusion programs and activities.
- And as of Executive Order No. 1-20, the Chief Diversity, Equity and Inclusion Officer also oversees the Mayor’s Office of Lesbian, Gay, Bisexual and Transgender Affairs (LGBT) and the Mayor’s Office on People with Disabilities.

Notes: [Click here](#) for Executive Order No 1-16, that creates the first Chief Diversity & Inclusion Officer position for the City.

[Click here](#) for Executive Order No. 1-20, renaming the Office of Diversity and Inclusion to include “Equity.”

Contacts: diversityinclusion@phila.gov

RHODE ISLAND

Department of Administration, RI

Organizational structure:

The Division of Equity, Diversity and Inclusion is a division of the State Department of Administration.

Activities/Goals/Duties/Authority

The Division’s webpage lists the following major goals:

- Ensure that the state government workforce reflects the demographics of our state’s labor force, with an emphasis on increasing the representation of people of color in the higher-level management positions.
- Improve the culture within state government to be more equitable, inclusive, and engaging for all employees, as well as to improve the quality of service to our customers and clients.
- Increase opportunities for minority and women-owned business enterprises, disadvantaged business enterprises, veteran business enterprises, as well as disability business enterprises, to participate in our state’s procurement activities.

Notes: [Click here](#) to view the Rhode Island Disparity Study Executive Summary

Contacts: 401-574-8606

Judiciary, RI

Organizational structure:

The Committee on Racial and Ethnic Fairness in the Courts is a part of the Rhode Island Judiciary.

Activities/Goals/Duties/Authority

The Committee webpage lists the following goals:

- Identify areas where systemic racism exists in our various courts and develop a plan to address them.
- Identify and present training opportunities for judicial officers in areas such as implicit bias.
- Engage the public in forums outside of court to better understand their personal experiences with the courts and reaffirm our commitment to “equal treatment under law.”

Notes: [Click here](#) to view the Committee’s Fourth Quarterly Report from December 31, 2023.

[Click here](#) to view the order establishing the Committee.

Contacts: CREF@courts.ri.gov

SOUTH CAROLINA

Charleston, SC

Organizational structure:

The Human Affairs and Racial Conciliation Commission (HARCC) makes recommendations to the City Council.

Activities/Goals/Duties/Authority

The ordinance establishing the commission lists the following duties and responsibilities:

- Provide recommendations to the mayor and City council on development of a racial equity framework that will serve as a tool and processes to analyze, influence, and improve internal decision-making in a way that supports racial equity within the City as an organization and through its services,
- Assist City staff and participate in conjunction with the City in public engagement, education and outreach activities that promote equity, inclusion, racial conciliation, and engagement,
- Provide educational and outreach support to established programs and organizations in the community to promote a more inclusive and equitable City,
- Identify and provide active assistance toward training and resources to educate community members about the importance of and helpful guidance toward respectful and meaningful conversation,
- Provide any needed resources and support to City's office of equity, inclusion, and racial conciliation,
- Work with City staff toward the development of a strategic outreach plan to engage a broad spectrum of community members to provide input to the mayor and City council,
- At the direction of the Mayor and Council, meet and collaborate with community partners such as educational institutions, civil rights organizations, business organizations, local chambers of commerce, Charleston Regional Development Alliance, and Lowcountry Local First for input and assistance toward its goals,
- They will fully vet whether to become a community relations council in partnership with SC Human Affairs Commission,
- Report annually to the City Council on the status of its work, its recommendations, and any activities related to carrying out the duties and responsibilities of the HARCC,
- Assist in the review and provide recommendations in any other areas of equity, inclusion, and racial conciliation, as needed, and engage the Mayor and City Council as needed in furtherance of the welfare of the City,
- At the direction of the Mayor and Council, carry out any other issue that they deem necessary to carry out its duties, and responsibilities.

Notes: [Click here](#) to view the ordinance establishing the Commission.

Contacts: Human Affairs and Race Conciliation Manager, Adrian Capers Swinton
swintona@charleston-sc.gov

TENNESSEE

Knoxville, TN

Organizational structure:

The African American Equity Restoration Task Force is under the Community Safety and Empowerment Department of City government.

Activities/Goals/Duties/Authority

The Task Force's Strategic Framework lists the following actions:

- Conduct and review a State of Black Knoxville study to assess the current and projected economic impact of housing, business ownership, and social mobility of Black residents in Knoxville,
- Utilize data to assess disparities related to income, housing, and social mobility and establish baselines for developing policies and practices to create opportunities for generational wealth building,
- Identify local, state, and national partners for collaboration, thought partnership and/or technical assistance,
- Establish working groups to focus on developing recommendations to influence policy and practice changes to improve homeownership, workforce equity, small business development, and entrepreneurship among Black Knoxvillians.

Notes: [Click here](#) to view the Resolution of City Council to Acknowledge and Apologize for Past Actions Hurting African Americans and to Address Equity Restoration.

[Click here](#) to view the Task Force's Strategic Framework.

Contacts: Community Safety and Empowerment Officer, LaKenya Middlebrook
lmiddlebrook@knoxvilletn.gov

TEXAS

Austin, TX

Organizational structure:

The Office of Equity is a department in City government.

Activities/Goals/Duties/Authority

The Office's webpage describes several of its activities, including:

- Administers reports on the City's programs and initiatives, as reflected through the Equity Action Team Dashboard.
- Houses the Equity Action Tea, a coalition of community members and City staff focused on advancing racial equity in communities through partnerships with City departments, nonprofits, philanthropic entities, and community-based groups.
- Builds and administers the City's equity assessment tool, that has been used to establish a baseline for the City's impact on equity by taking departments through a critical examination of their policies, procedures, planning, programs, personnel, and budgeting through an equity lens.
- Holds an Annual equity Forum, a free event designed to bring together area organizers, community members, and City employees together to share information and resources on racial equity.
- Offers several grant programs to help grassroots and local community organizations access funding; and more.

Notes: [Click here](#) to view the resolution to provide resources to develop a working group to, among other directives, help evaluate the impact that existing City policies and practices have on equity, to evaluate best practices elsewhere, and to develop recommendations to address current race and socioeconomic-based inequities throughout the City.

[Click here](#) to access the Equity Action Team Dashboard.

Contacts: [Click here](#) to contact Interim Chief Equity Officer, Tamela Saldaña.

Dallas, TX

Organizational structure:

The Office of Equity & Inclusion is a department in City government.

Activities/Goals/Duties/Authority

The Office's webpage lists several activities, including:

- Working across City departments to operationalize equity to improve outcomes for all City residents;
- investigating discrimination in employment, housing, and public accommodation;
- providing education and outreach to the community on fair housing and human rights laws; and

-
- overseeing implementation of the ADA Transition Plan, Welcoming Dallas Strategic Plan, resilience Strategy, Resilience 2.0, and the Racial Equity Plan and Broadband and Digital Equity Strategic Plan.

Notes: [Click here](#) for the City's 2022-2023 Racial Equity Plan.

The Office houses several Divisions, including on Equity, Fair Housing, Human Rights, and Welcoming Communities and Immigrant Affairs.

Contacts: 214-670-8951

Fort Worth, TX

Organizational structure:

The Diversity and Inclusion Department is a part of the City government.

Activities/Goals/Duties/Authority

The Department's webpage lists several activities, including:

- Enforcement of civil rights laws as they pertain to fair housing, fair employment, and equal access to public accommodations;
- raising public awareness of the City's diverse cultures and their contributions to the community's social and economic vitality;
- fostering harmonious human relations among City residents; and
- coordinating efforts to eliminate racial, ethnic, and gender disparities in criminal justice, economic development, education, governance, health, housing, and transportation as identified in the 2018 final report of the Task Force on Race and Culture.

Notes: The Department provides staff support to the City council-appointed Human Relations Commission, the Mayor's Committee on Persons with Disabilities, and the business Equity Advisory Board as well as an employee diversity and inclusion committee.

Contacts: 817-392-7525

Pflugerville, TX

Organizational structure:

The Equity Commission is appointed by the City Council.

Activities/Goals/Duties/Authority

The Commission's purpose is listed on its webpage:

-
- Create focused recommendations specific to Pflugerville related to equity and empowerment issues;
 - actively promote community awareness and education on the value of diversity;
 - promote equity on the basis of economic status, race, color, religion, gender, national origin, ancestry, marital status, lawful source of income, physical or mental disability, familial status, sexual orientation and gender identity;
 - develop recommendations for actions to strengthen policies, practices, services and programs; and
 - create a culture and framework of community equity, diversity and inclusion awareness efforts, programs and activities that are available and accessible to all community members.

Notes: The Commission is composed of seven members who serve two-year terms.

Contacts: Citysecretary@pflugervilletx.gov

UTAH

Judicial Branch, UT

Organizational structure:

The Office of Fairness and Accountability is within the Administrative Office of the Courts.

Activities/Goals/Duties/Authority:

- Support the judicial branch in its efforts to ensure that Utah courts are achieving the judicial branch's mission to provide an open, fair, efficient, and independent system to advance access to justice under the law.
- Work collaboratively with other offices, departments, judges, commissioners, court employees, boards of judges, and Judicial Council standing committees.
- Advance efforts to eliminate bias from court operations, promote equal access to the courts, support efforts to diversify the bar and bench, and inspire a high level of trust and public confidence in the judicial branch.

Notes: [Click here](#) to view the rule establishing the Office.

[Click here](#) for more information about the Office.

Contacts: Jon Puente, Director, Office of Fairness and Accountability
jonathanp@utcourts.gov

VERMONT

Agency of Administration, VT

Organizational structure:

The Office of Racial Equity is within the State Agency of Administration.

Activities/Goals/Duties/Authority

Duties of the Executive Director of Racial Equity are listed by statute as follows:

- (a) The Executive Director of Racial Equity (Director) shall work with the agencies and departments to implement a program of continuing coordination and improvement of activities in State government in order to combat systemic racial disparities and measure progress toward fair and impartial governance, including:
 - (1) overseeing a comprehensive organizational review to identify systemic racism in each of the three branches of State government and inventory systems in place that engender racial disparities;
 - (2) managing and overseeing the statewide collection of race-based data to determine the nature and scope of racial discrimination within all systems of State government;
 - (3) developing a model fairness and diversity policy and reviewing and making recommendations regarding the fairness and diversity policies held by all State government systems; and
 - (4) temporarily overseeing the establishment of the Health Equity Advisory Commission established pursuant to 18 V.S.A. § 252 until the Office of Health Equity is established.
- (b) Pursuant to section 2102 of this title, the Director shall work collaboratively with State agencies and departments to gather relevant existing data and records necessary to carry out the purpose of this chapter and to develop best practices for remediating systemic racial disparities throughout State government.
- (c) The Director shall work with the agencies and departments and with the Chief Performance Officer to develop performance targets and performance measures for the General Assembly, the Judiciary, and the agencies and departments to evaluate respective results in improving systems. These performance measures shall be included in the agency's or department's quarterly reports to the Director, and the Director shall include each agency's

or department's performance targets and performance measures in his or her annual reports to the General Assembly.

- (d) The Director shall, in consultation with the Department of Human Resources and the agencies and departments, develop and conduct trainings for agencies and departments regarding the nature and scope of systemic racism and the institutionalized nature of race-based bias. Nothing in this subsection shall be construed to discharge the existing duty of the Department of Human Resources to conduct trainings.
- (e) The Executive Director of Racial Equity shall oversee the Division of Racial Justice Statistics (Division) established in subchapter 2 of this chapter.
 - (1) The Director shall have general charge of the Division.
 - (2) The Director may apply for grant funding, if available, to advance or support any responsibility within the Division's jurisdiction.
- (f) The Director shall periodically report to the Racial Equity Advisory Panel and the Racial Disparities in the Criminal and Juvenile Justice Systems Advisory Panel on the progress toward carrying out the duties as established by this section.
- (g) On or before January 15, 2020, and annually thereafter, the Director shall report to the House Committee on Government Operations and Military Affairs and the Senate Committee on Government Operations demonstrating the State's progress in identifying and remediating systemic racial bias within State government.

Notes: [Click here](#) for the statute listing the duties of the Executive Director of Racial Equity.

[Click here](#) to view the statute establishing the Racial Equity Advisory Panel.

Contacts: 802-828-2428

VIRGINIA

Hampton, VA

Organizational structure:

The Office of Diversity, Equity & Inclusion is a part of City government.

Activities/Goals/Duties/Authority:

The Office's webpage lists the following strategic commitments:

-
- Achieve a more diverse and inclusive employee base and create a culture of belonging;
 - create and sustain an organizational environment that affirms and respects D.E.I and employee inclusive practices throughout its daily operations;
 - engage employees in professional development in the learning of varied perspectives of diversity, equity, and inclusion;
 - create and sustain an agency or departmental infrastructure that effectively supports progress in achieving diversity goals; and
 - deepen the agency's contribution to improved inclusivity and equity in the communities we serve.

Notes: The Office runs several programs, including Movie Talks, Unity Through Arts, LGBTQ Awareness, Diversity College, Hot Button “Fish Bowl” Conversation, and the Hampton Health Equity Initiative.

Contacts: 757-728-3279

Richmond, VA

Organizational structure:

The Office of Equity and Inclusion is within the Office of the Deputy Chief Administrative Officer.

Activities/Goals/Duties/Authority

The Office’s objectives are listed on its webpage as follows:

- Help develop a collective, cohesive understanding of racial equity, inclusion, cultural competency and belonging amongst City leadership and staff.
- Help City leadership and staff better comprehend and embrace the role of government in advancing racial equity and justice.
- Help create the groundwork for normalizing and operationalizing equity and inclusion throughout all City departments/offices so that all leadership and staff operate with an equity lens and that equity and inclusion become embedded within all City policies, daily operations and overall culture.
- Work with community members and other stakeholders to collaboratively advance equity work within the City.

Notes: The Office was established in 2021.

Contacts: Manager, Office of equity and Inclusion, Osita Iroegbu
Osita.Iroegbu@rva.gov

WASHINGTON

Department of Transportation, Seattle, WA

Organizational structure:

The Office of Equity & Economic Inclusion is a part of the Director's Office.

Activities/Goals/Duties/Authority

The Office's webpage lists the following responsibilities:

- Responsible for leading the strategic vision and leadership in the planning, promotion and advancement of equity and diversity, and leads the Department of Transportation to measurable improvements.
- Promote and uphold equity through internal advocacy, partnership with the Department of Transportation Change Team, and the portfolios of the State Office of Minority and Women-Owned Business Enterprise and Contracting Equity, Race and Social Justice Initiative, Transportation Equity, EEO, and Title Vi.

Notes: [Click here](#) for the 2023 Annual Accomplishment Report.

Contacts: DOT_eeo@seattle.gov

Judiciary, WA

Organizational structure:

The Minority & Justice Commission is a part of the State's Administrative office of the Courts.

Activities/Goals/Duties/Authority

The Commission Bylaws provide the following purpose:

- The Minority and Justice Commission exists to foster and support a fair and bias-free system of justice in the Washington State courts and judicial systems.
- To that end, the Commission is charged with identifying bias of racial, ethnic, national origin and similar nature that affects the quality of justice in Washington State courts and judicial systems.
- The Commission shall take affirmative steps to address and eliminate such bias and shall take appropriate steps to prevent any reoccurrence of such bias.

-
- In furtherance of these principles, the Commission shall work collaboratively with the other Supreme Court Commissions and other justice system partners.

Notes: [Click here](#) for the 1990 Order creating the Commission and [here](#) for the 2021 Order renewing the Commission.

[Click here](#) for the Commission Bylaws.

Contacts: AOCMIN/JUS@courts.wa.gov

King County, WA

Organizational Structure:

The Office of Equity and Social Justice is located within the County Executive's Office.

Activities/Goals/Duties/Authority

Among other activities, the Office developed and lead the implementation of the Equity and Social Justice Strategic Plan, which included six goal areas:

- Leadership, Operations and Services
- Plans, Policies and Budgets
- Workplace and Workforce
- Community Partnerships
- Communication and Education
- Facility and System Improvements

Notes: [Click here](#) to view highlights from King County's 2016-2022 Equity and Social Justice Strategic Plan. The Office plans to update and expand the plan.

[Click here](#) to view the 2023-2024 Biennial Budget providing funding for the Office of Equity and Social Justice under Section 18.

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

Olympia, WA

Organizational structure:

The Social Justice & Equity Commission is a City Council Advisory Committee.

Activities/Goals/Duties/Authority

The ordinance establishing the Commission provides the following duties:

- 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.
- 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: [Click here](#) for the Commission’s 2023-2024 Workplan.

[Click here](#) for the ordinance establishing the Commission.

Contacts: dei@ci.olympia.wa.us

Port of Seattle, WA

Organizational structure:

The Office of Equity, Diversity and Inclusion is a part of the Port of Seattle, [a special purpose government](#).

Activities/Goals/Duties/Authority

Some activities listed on the Office's webpage include:

- Identify and address the root causes of inequities;
- Lead employee and leadership training to improve understanding about equity at the Port.
- Participate in strategic planning to infuse equity in all initiatives and objectives.
- Collaborate with the Commission office to embed equitable policies Port-wide.

Notes: [Click here](#) for the Office's 2023 Report.

[Click here](#) to learn about the Office's Equity in Budgeting Playbook tool.

Contacts: Senior Director, Office of Equity, Diversity, and Inclusion,
Bookda Gheisar Bookda.G@portseattle.org

Tacoma, WA

Organizational structure:

The Office of Equity and Human Rights is a part of City government.

Activities/Goals/Duties/Authority

The Office webpage lists five primary goals:

- The workforce reflects the community it serves.
- Purposeful community outreach and engagement.
- Equitable service delivery to all residents and visitors.
- Support human rights and opportunities for everyone to achieve their full potential.
- Commitment to equity in policy decision-making.

Notes: [Click here](#) for the resolution affirming City Council's dedication and commitment to comprehensive and sustained transformation of all the institutions, systems, policies, practices, and contracts impacted by systemic racism with initial priority being given to policing in the City of Tacoma.

Contacts: equity@Cityoftacoma.org

Thurston County, WA

Organizational Structure:

The Council on Racial Equity and Inclusion was established by the Board of County Commissioners.

Activities/Goals/Duties/Authority:

- Provide input to the County Commission, Board of Health, Elected and Appointed officials based on the results of a workplace assessment, so intentional and targeted strategies can be implemented to address the current state of diversity, equity, and inclusion experienced by employees, vendors, customers, clients, and residents.
- Identify barriers and recommendations to underrepresented Black, Indigenous, and People of Color (BIPOC) community members that prevent full participation in the access, use, and receipt of County government services and resources especially when compared to non-BIPOC residents.
- Identify opportunities to increase the participation of underrepresented BIPOC community members and the 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.
- Make recommendations on the forum, structure, and delivery of critical conversations on race and equity within the structure of County government and in the larger community.
- 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 facilitating 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 by 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 the greater BIPOC communities.
- Provide input to the County Commission, Board of Health, Elected and Appointed officials to conduct a regular recurring 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 within Thurston County 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, and providing recommendations to appropriate entities for suggested follow up.

Notes: [Click here](#) to view the resolution establishing the Council.

Contact: Racial Equity Program Manager, Devi Ogden
Devi.ogden@co.thurston.wa.us

Washington

Organizational structure:

The Office of Equity is a part of the State Governor's Office.

Activities/Goals/Duties/Authority

Broad goals listed are listed on the Office's webpage as follows:

- Goal 1 – all cabinet and small cabinet agencies have fully established a proactive equity anti-racism (PEAR) team rooted in relational partnership.
- Goal 2 – all cabinet and small cabinet agencies have completed baseline Equity Impact Assessments and submitted the same for review.
- Goal 3 – all cabinet and small cabinets have published their PEAR Strategic Action Plans and have started working on meeting their equity goals.

Notes: [Click here](#) for the Office's 2022-2023 Annual Report.

Contacts: info@equity.wa.gov

WASHINGTON, D.C.

Washington, D.C.

Organizational structure:

The Office of Equity within the Office of the Mayor.

Activities/Goals/Duties/Authority:

- Develop, provide oversight of and advance the District's goal of achieving racial equity.
- Coordinate with the Office of Human Rights to produce racial equity training materials to be distributed to all agencies of the District government.

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- Coordinate with Executive agencies in the development of annual metrics and a Racial Equity Action Plan or plans.
 - Work with District agencies to promote inter-agency collaboration, problem solving, and cooperation relating to achieving racial equity.
 - Advise the Council, the Mayor and District agencies about racial equity in the District, and recommend policies, programs, or regulations necessary to achieve racial equity.
 - Develop and distribute information about racial equity, social justice, and economic inclusion.
 - Promote educational activities that increase the understanding of racial equity.
 - Analyze the feasibility of expanding the Racial Equity Action Plan to include:
 - The District's contracting and procurement process.
 - The District's hiring and promotion process.
 - The development of effective systems to capture, coordinate, and share racial equity data across agencies.

Notes: [Click here](#) to access the law establishing the Office.

Contacts: racialequity@dc.gov

WISCONSIN

Department of Corrections, WI

Organizational structure:

The Equity & Inclusion Advisory Committee is a part of the Department of Corrections.

Activities/Goals/Duties/Authority

The Committee has four broad goals, as listed on its webpage:

- Increase diversity among the applicant pool;
- address hiring disparities in underutilized job groups within employment and of people who are not perceived members of social majority groups;
- create inclusive environments in which people feel safe, welcome and heard, thereby increasing retention; and
- promote a respectful culture free of bias that values diversity and actively engages in inclusion.

Notes: [Click here](#) to access the Department of Corrections Equity and Inclusion Plan for January 1, 2024 to December 31, 2026.

Contacts: 608-240-5000

Department of Transportation, WI

Organizational structure:

The Equity and Inclusion Committee is a part of the Department of Transportation.

Activities/Goals/Duties/Authority

The Committee lists activities on its webpage, including:

- Examine current efforts related to agency culture, recruitment, and retention.
- Develop an action plan to identify goals and deliverables.

Notes: [Click here](#) to access the Department of Transportation Equity and Inclusion Plan for January 1, 2024 to December 31, 2026.

The Committee is comprised of employees from across the Department of Transportation.

Contacts: Department of Transportation, Office of Public Affairs
Opa.exec@dot.wi.gov

Milwaukee, WI

Organizational structure:

The Office of Equity and Inclusion is a part of City government.

Activities/Goals/Duties/Authority

The Office's webpage lists core functions, including:

- Racial Equity and Inclusion
- Small Business Development
- Accessibility.
- Support for the City's Equal Rights Commission

Notes: [Click here](#) for the City's Racial Equity Action Plan.

[Click here](#) for the City's 2022 Racial Equity Assessment Report.

Contacts: oei@milwaukee.gov

Milwaukee County, WI

Organizational structure:

The Office of Equity is a department of the County government.

Activities/Goals/Duties/Authority

The Office's webpage lists the following activities:

- Building the capacity of county leaders, departments and municipalities.
- Socializing shared language, definitions and concepts to apply a racial equity lens to all decision-making.
- Engaging county residents.
- Facilitating the collective impact to assess and transform policies, practice, and power.

Notes: The Office's focus is spread across four service areas with dedicated staff positions: Health & Racial Equity, Community Resilience, Research & Policy, and African American Affairs.

[Click here](#) to view the County's Community Resilience Imperative Case Study.

Contacts: [Click here](#) to contact the office by submitting a form through the County website.