



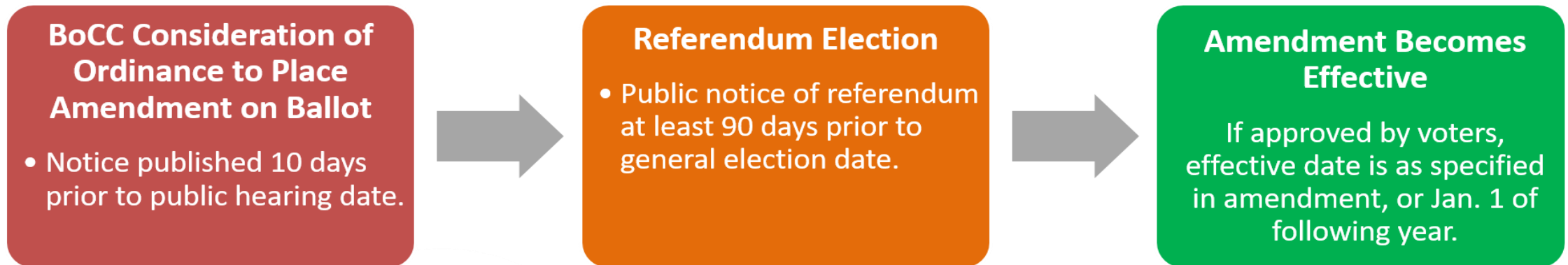
# Alachua County Charter

## *Follow-Up on Potential Board-Initiated Charter Amendment on Equity*

# Process for BoCC-Initiated Charter Amendments

## Key Dates:

- **June 12, 2020** – Deadline to notify Supervisor of Elections about number of proposed charter amendments that will be on ballot (both CRC-initiated and BoCC-initiated)
- **July 2020** – Notice of referendum published (required 90 days prior to election)
- **August 21, 2020** – Deadline to provide ballot language to Supervisor of Elections.
- **November 3, 2020** – General Election



# Equity Charter Amendment

Board motion regarding text for ballot question:

“Refer the proposed ballot language from Kali Blount’s comments staff to return with recommendations:

*“The Board of County Commissioners has the prerogative and obligation to examine all existing governmental and managerial policies of all county departments for elements of racial, economic, and gender bias in the design and delivery and they must identify and act to ameliorate the effects and patterns imposed by said biases. The BoCC will subject all future policy making formation to test for similar bias. Elected policy makers shall utilize staff and citizens to apply/evaluate such test for bias so that the BoCC will restructure policy proposals accordingly.””*

# Equity Charter Amendment

Staff recommendation for ballot question:

“Shall the Alachua County Charter be amended to require the Board of County Commissioners to examine all existing County policies for elements of racial, economic, and gender bias in the design and delivery of County programs or services; to identify and act to mitigate and improve upon the effects, patterns, and disparities imposed by said bias; and to endeavor that all future policies will be free from such bias?”

# Equity-based Amendments to Comprehensive Plan

- Member of “Friendship 7” community partnership to study inequity in Alachua County
- 2018 Report “Understanding Racial Inequity in Alachua County”
- Report identified two key areas worthy of attention:
  1. High quality education - HS diploma as a baseline; benefits of additional education; good skills training is essential
  2. Employment - more jobs providing a living wage are essential to ameliorating disparities

# **Equity-based Amendments to Comprehensive Plan**

**BoCC directed GM staff to incorporate findings of Racial Inequity report in Comprehensive Plan update**

Staff presented draft Policy amendments in May 2018 BoCC workshop and subsequent workshops, primarily in Economic, Community Health, Future Land Use, Public Schools, & Capital Improvements Elements to eliminate disparities identified in report

**BoCC adopted final policy amendments in December 2019**

# Board Actions Promoting Equity and Inclusion

- In 2010, the Board approved a County-wide Diversity & Inclusion Plan
  - Primary goal is to ensure that diversity and inclusion values are woven into County policies, procedures, programs and services.
- Plan includes an *Inclusion Lens Checklist*: from Employment to Communication to Planning, Policy and Program Development. The checklist helps to guide consideration of the purpose, need, barriers and impact of policies in the development phase and to solicit input from the affected groups.

# Next Steps

- Complete hiring process for Board approved new FTE to lead the Equity and Inclusion efforts
- Recommend that Alachua County pursue membership in the Governmental Alliance on Race and Equity (GARE):
  - A national network of government working to achieve racial equity and advance opportunities for all
  - Core Member: \$1000 per year for up to 1000 employees



# GARE Core Members

- Jurisdictions that have made a commitment to advancing racial equity across the breadth (all functions) and depth (from frontline staff to appointed and elected leadership) of their jurisdiction.
- This commitment can be demonstrated by development and implementation of a Racial Equity Work Plan or Strategic Plan, integration of racial equity into other strategic or operational plans, use of a Racial Equity Tool in routine decision making, and/or adoption of legislation that describes the jurisdiction's commitment.
- Credit: <https://www.racialequityalliance.org/faq/membership/>

# Recommendation

- If the Board chooses to place the proposed Equity Charter Amendment language on the ballot, authorize staff to advertise a public hearing for June 9<sup>th</sup>.

# Questions?