

RACIAL EQUITY GOALS & STRATEGIES



GOAL 1 Racial Equity with Employees

The City of Indianapolis is committed to the diversity, inclusion, and racial equity of its employees.

STRATEGY:

- Implement a comprehensive diversity, equity and inclusion training and development plan that includes racial equity training with programs such as implicit bias and dismantling racism.
- Intentionally recruit diverse candidates, specifically with regard to race, ethnicity and gender.
- Incorporate diversity, equity and inclusion questions in the hiring and search process.
- Evaluate potentially disparate salaries within job levels and families by race, ethnicity and gender and equitably adjust salaries
- Implement a comprehensive compensation and retention overhaul to our current salary administration plan, promotional and professional development practices, by 2023 budget introduction.

GOAL 2 Racial Equity in Community: Communication, Collaboration & Feedback

The City of Indianapolis is committed to significantly increasing its communication, collaboration and feedback with the city's residents.

STRATEGY:

- Gather better data through the use of department, agency, and employee surveys that measure delivery of services and identify racial disparities or barriers
- Develop and implement a resident survey on race and equity, including questions about equity and/or service gaps and whether services/programs are inadvertently creating systemic barriers that fail in lifting specific communities.
- Develop diverse communication strategies to provide community and employee updates about progress towards goals, programs and services.
- Implementing a regular annual survey to assess City-County culture, including questions about morale and racial equity, and provide employees with an opportunity for feedback.

GOAL 3 Racial Equity in Delivery of Programs & Services

The City of Indianapolis is committed to racial equity in its delivery of programs and services, with each department and agency working to identify and prioritize programs and services that reverse systemic racism.

STRATEGY:

- Identify criminal justice reform metrics and goals to reverse racial inequity and create safe communities.
- Providing goals and metrics for programs and services that build wealth and economic prosperity in communities that have been subjected to racial inequity.
- Each department and agency identifying and reporting its programs/services that address and reverse systemic racism in: housing, health, education, employment, and/or safe communities.
- Regularly reporting and meeting utilization rates for minority-, woman-, veteran-, and disabled-owned businesses, as well as report capital investments in historically marginalized communities.
- Increase training and development opportunities for the community with navigating funding, regulations and accessibility for minority-, woman-, veteran-, and disabled-owned businesses.