



Philadelphia's Racial Equity Strategy

A Primer on the Racial Equity Cohort Approach



Office of
Diversity, Equity and Inclusion

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We envision a City where race does not determine who receives resources and experiences opportunity. We envision a City where Philadelphians' multiple identities are cared for and represented in the City's decision-making processes.

Through [Executive Order 1-20](#), the Kenney Administration set the framework for embedding Racial Equity as an explicit governing principle—a lens all City departments and agencies will use to assess how their operations, including policies and procedures, impact all Philadelphians, including people of color.

The City developed a Racial Equity Strategy because:

- The City derives its strength from the diversity of its residents. The City works to develop a workforce that looks like Philadelphia and is treated with respect.
- Systems that are failing communities are color are failing all of us. [Targeted universalism](#) will increase our collective success and be cost effective.
- The City is committed to dismantling policies, laws, and practices that perpetuate inequity.

This primer provides an overview of the Kenney Administration's racial equity commitments under Executive Order 1-20, its progress thus far, and its vision for the future.

Diversity is the presence of differences in an environment.

Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems.

Inclusion is deliberate action aimed at creating a workplace culture where all differences are welcomed, accepted, and appreciated.

COMMITMENT TO RACIAL EQUITY UNDER EXECUTIVE ORDER 1-20

Executive Order 1-20 went into effect on January 6, 2020 and included four pillars. **This primer is focused on the City's Racial Equity Strategy.** Future primers will provide more information about the three other pillars.



Under the City's Racial Equity Strategy, the Office of DEI supports all City departments to create a **Racial Equity Action Plan by the end of 2023**. These plans will identify department-specific goals to reduce racial disparities through changing policies and practices.

PROGRESS TOWARD RACIAL EQUITY STRATEGY

During the Kenney Administration, the Mayor's Office of DEI has led the Racial Equity Strategy in partnership with City Departments

As of August 2022, **23 City Departments have completed a Racial Equity Action Plan**. Each department that participated in this process dedicated department staff to a cohort team. The department cohort teams engaged in the following process:

- A ten-session training program on racial equity foundational concepts and [results-based accountability](#).
- Department-specific coaching from a group facilitator from [Equity and Results](#), the consulting group supporting the City with its Racial Equity Strategy.
- Racial equity assessments to identify root causes of racialized disparities in their department's policies, procedures, and services.
- Development of a racial equity action plan. The action plans identified recommendations and next steps for the departments to promote racial equity through internal and external strategies.

The first ten departments completed their action plans in August 2021, The City released a [summary](#) of the process and the [racial equity action plans](#). The second cohort of 13 departments completed their process in August 2022, and their action plans will be released in October 2022 on ODEI's [website](#).

The City Departments who have completed a Racial Equity Action Plan include:

- Office of the Mayor
- Department of Behavioral Health and Intellectual disAbility Services
- Department of Commerce
- Department of Human Services
- Department of Licenses and Inspections
- Department of Planning and Development
- Department of Public Health
- Department of Records
- Department of Revenue
- Finance Department
- Free Library of Philadelphia
- Law Department
- Office of Criminal Justice
- Office of Homeless Services
- Office of Human Resources
- Office of Sustainability
- Philly311
- Philadelphia Fire Department
- Philadelphia International Airport
- Philadelphia Parks and Recreation
- Philadelphia Police Department
- Philadelphia Water Department
- Procurement Department

SPOTLIGHT ON FY21 DEPARTMENTAL RACIAL EQUITY ACTION PLANS

Department of Public Health

In its racial equity action plan, the Department of Public Health committed to a strategy of diversifying senior leadership and developing internal advancement opportunities.

Since completing the racial equity cohort process, the Department has:

- Hired its first Chief Racial Equity Officer and two new Deputy Commissioners, all of whom are people of color all of whom are people of color with close ties to Philadelphia and PDPH.
- Applied for a CDC workforce grant that would allow us to offer greater training, professional development, and growth opportunities to all department staff.

To learn more about the other activities the Department is engaged in, visit their [website](#).

Department of Revenue

In its racial equity action plan, the Department of Revenue committed to a strategy of **taking a self-assessment approach** that would engage employees in racial equity discussion forums and measurable surveys to gain a better understanding of the effects racial equity has on employees.

Since completing the racial equity cohort process, the Department has partnered with other City Departments to **host a series of racial equity listening sessions and fielded a Diversity, Equity, and Inclusion Survey**.

The feedback from these initiatives will better inform our recruitment strategies and professional development plans and provide tools and resources to employees so they are better informed and equipped to serve the community and public we serve.

NEXT STEPS FOR THE RACIAL EQUITY STRATEGY

The Mayor's Office of DEI is dedicated to ensuring that the progress made to advance the Racial Equity Strategy under Executive Order 1-20 is sustainable for years to come. The Mayor's Office of DEI has identified the following priorities for FY23:

PRIORITY #1: ALL CITY DEPARTMENTS COMPLETE A RACIAL EQUITY ACTION PLAN BY END OF 2023

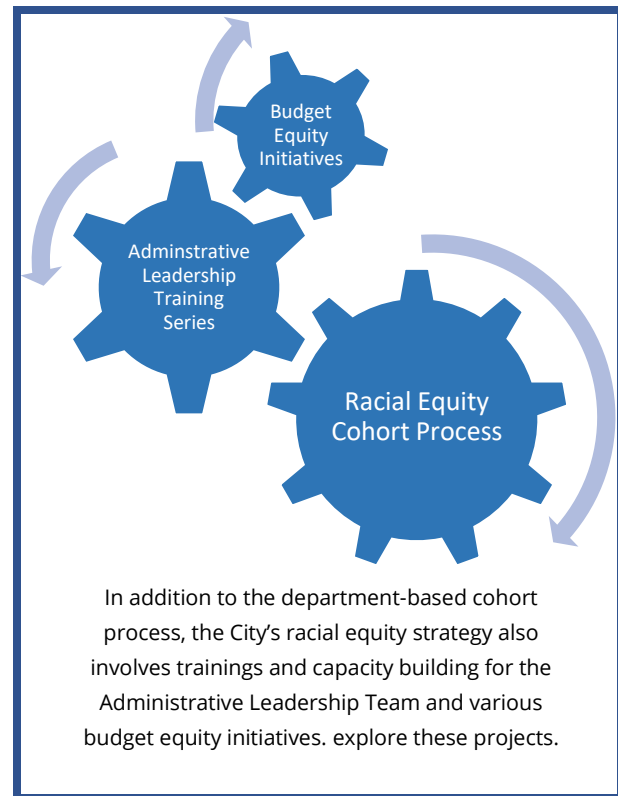
- Beginning in Winter 2022, the remaining City departments will begin the third and final racial equity cohort process of the Kenney Administration.
- **By July 2023, all City departments will have completed their first racial equity action plan** with support from ODEI and Equity and Results, an external consulting group.

PRIORITY #2: SUPPORT ALL DEPARTMENTS IN IMPLEMENTING RACIAL EQUITY ACTION PLANS

- In Fall 2022, **ODEI will launch a Community of Practice** to support all departments who have completed a racial equity action plan and ensure sustainability of racial equity efforts.
- The Community of Practice will meet monthly to provide participating department staff with ongoing professional development and trainings. The Community of Practice will also offer coaching, technical assistance, and network support to help departments workshop and elevate their racial equity goals and initiatives.

PRIORITY #3: ENGAGE PHILADELPHIA IN A NATIONAL NETWORK OF CITIES COMMITTED TO RACIAL EQUITY

- In July 2022, the City of Philadelphia was formally invited to join [Living Cities' Closing the Gap Network](#), a ten-year initiative that brings together leaders from cities across the country who are committed to imagining an anti-racist society and transforming government policies, practices and operations.
- **ODEI will continue to engage in the Network** to identify potential collaborations with other cities, funding opportunities, and innovative approaches to addressing racial equity.



HOW TO LEARN MORE ABOUT THE CITY'S RACIAL EQUITY STRATEGY

Please see below for additional links to learn more about the City's commitment to racial equity:

- [Executive Order 1-20](#)
- [Annual Workforce Diversity Profile and Annual Report](#)
- [Summary of Strategies from FY21 Racial Equity Action Plans](#)
- [Racial Equity 101 Primer](#)
- [ODEI's Website](#)

For more information about the City's racial equity initiatives, please reach out to Télyse Masaoay, Racial Equity Strategist and Content Creator.

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