



Office of
Diversity, Equity and Inclusion
CITY OF PHILADELPHIA

**Diversity, Equity,
and Inclusion
Plan**

FY 2023

Department Name:



MANAGING DIRECTOR'S OFFICE

Unit Name:



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Name of Department:

 **MANAGING DIRECTOR'S OFFICE**

Name of Business Unit:



Point of Contact Name:

 **AUBREY POWERS**

Point of Contact Title:

 **CHIEF OF STAFF**

GOAL 1

SUSTAINABLE DEPARTMENT INFRASTRUCTURE

1. CITYWIDE DEI OBJECTIVES

Adopt a departmental policy and practice infrastructure that centers and accelerates diversity, equity, and inclusion.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Develop a DEI vision and mission statement and communicate it to all employees.
- Dedicate staff, existing budget, time to management and coordination of internal DEI strategy.

METRICS AND PERFORMANCE INDICATORS

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key performance measures and metrics to track progress toward this citywide DEI objective. Each performance measure or metric included a dropdown menu of options. The full list of recommended DEI performance measures and dropdown menu options are available on the City's DEI website. Below are the statuses of this department's performance measures and metrics

- Completed Vision and Mission Statement
 - » As core values, Diversity, Equity, and Inclusion (DEI) are ingrained in MDO operations. As reflective of our City, MDO is committed to building an inclusive, varied workplace welcoming to people of all backgrounds. MDO is committed to equal opportunity for employment and advancement in all of our departments, programs and worksites. MDO understands that having varied perspectives helps generate better ideas to solve complex challenges of a changing and increasingly diverse City. Creating an environment that where everyone, from any background can be creative, innovative and successful.
 - » The Department worked with the Office of Diversity and Inclusion (DEI) to develop its first Racial Equity Action Plan which includes several internal and external strategies that are designed to meet the racial equity needs of Black Indigenous People of Color (BIPOC). This work embodies the following core priorities as outlined by the DEI Office:
 - Building a workforce—at all levels—that reflects the diversity of the communities we serve and a workplace culture that values inclusion and racial equity as both a process and outcome.
 - Advancing a shared framework to embed racial equity as a governing principle in the City's budgeting, community engagement, service delivery, and significant strategic initiatives.
 - Promoting equitable procurement, contracting, and entrepreneurship outcomes so that every person and every business has the chance to grow successfully including supporting commerce in neighborhoods that have been harmed by unequal lending practices.

GOAL 1

- Working collaboratively with City departments, community partners, and other institutions to understand institutional racism, eliminate racial inequity, and improve outcomes for all, while paying closer attention to communities who are worse off.
- Number of staff communications related to DEI objectives
 - » N/A
- Budget and resource allocation for DEI objectives
 - » N/A

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- N/A

2. CITYWIDE DEI OBJECTIVES

Transform the executive leadership capacity to shift DEI practices, processes, and power dynamics that influence impact.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- DEI coaching for executive or senior departmental leadership to develop leadership behaviors that promote inclusiveness, every three years, at a minimum.
- Quarterly collaboration and communication with the Mayor's Office of Diversity, Equity and Inclusion.

METRICS AND PERFORMANCE INDICATORS

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- Number and types of coaching provided to leadership
 - » N/A
- Frequency of meetings with Mayor's Office of DEI and identification of issues resolved through collaboration
 - » Quarterly

GOAL 1

Sustainable Department Infrastructure

- » MDO meets quarterly with the Mayor's Office of DEI to collaborate on DEI initiatives, strategies, and recruitment. We anticipate working with HR and Talent to strategize on recruitment with a DEI focus and additional training opportunities.

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » Supervisor DEI training is being offered by HR&T through the LMS and required for all managers.

GOAL 2

WORKFORCE EQUITY & WORKPLACE INCLUSION

1. CITYWIDE DEI OBJECTIVES

Build and retain a workforce that better reflects and serves the residents of Philadelphia - across all functions and leadership levels - inclusive of race, ethnicity, religion, disability, age, gender, gender identify and sexual orientation.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Build and sustain a diverse and inclusive leadership team.
- Complete the annual Exempt Workforce Planning Document and track the anticipated hiring and vacancies in the departmental workforce for the next fiscal year, including hiring opportunities in the exempt workforce as required by EO 1-20.
- For each position, develop and implement a plan for recruitment from a diverse, qualified group of applicants designed to achieve equitable representation across all functions and levels: leadership, management, and staff.
- Ensure advertising reaches diverse communities where a wide variety of candidates are more likely to look for job postings.
- Identify positions and categories of diversity (race, gender, identity, etc.) where department has achieved progress in hiring diverse, qualified candidates.
- Ensure job requirements and classifications are evaluated for bias and eliminate barriers to recruitment - such as unnecessary education requirements and experience.
- Create a diverse hiring panel (of gender, age, race/ethnicity) to assist with assessing candidates at all levels of the hiring process (resume review, interviews, etc.). This key step in the process better ensures that equity will be built into the process and mitigates the impact of implicit biases.
- Create an assessment process that not only includes traditional interviews but other tools. OHR and Human Resources & Talent ("HR&T") can assist in developing your selection process.
- Utilize Exempt Diversity Handbook and partner with DEI/OHR where helpful to identify talent across diverse communities.
- In partnership with the Office of Human Resources, ensure training to conduct interviews with cultural humility.

METRICS AND PERFORMANCE INDICATORS

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GOAL 2

- List of recruitment efforts and recruitment opportunities
 - » MDO works with HR and Talent to recruit with agencies/job boards; such as LinkedIn to source for diverse candidates and invite them to apply for Revenue opportunities. The Philadelphia Fire Department plans to increase and diversify opportunities to entry into department employment to increase BIPOC interest in applying to work in the department with collaboration with OHR. The Water Department plans to shift resources and attention to internship and apprenticeship programs that serve BIPOC college students and high school graduates to increase BIPOC interns and apprentices hired annually. The Office of Criminal Justice plans to launch the Lived Experience Project to increase MDO staff with lived experience
- Diverse hiring panel attestations
 - » MDO ensures that every hiring panel, exempt and Civil Service comprises of a diverse panel.
- Exempt workforce metrics
 - » N/A
- Diversity of executive leadership team
 - » The Philadelphia Police Department plans to target leadership succession planning to develop leadership that are able to understand and articulate racial equity challenges that exist in the department.

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » N/A

2. CITYWIDE DEI OBJECTIVES

Require and sustain a workplace culture of inclusion that values and promotes respect, belonging and opportunity for all.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Consistent with the strategies set forth under Goal 3 (Impactful Learning and Professional Development), ensure that executive leadership and managers receive training on supporting a diverse, inclusive work environment.
- Identify barriers to inclusive culture through employee assessment or engagement surveys and develop specific strategies to promote inclusiveness.
- Discuss the importance of creating an inclusive working culture during staff meetings or other forums.
- Promote participation in Citywide and internal/departmental City Resource Groups or affinity groups.

GOAL 2

- Promote the use of the Employee Self Identification Census in OnePhilly, with which employees can voluntarily self-identify using expanded sexual orientation and gender identity options.
- Create an accommodating workplace environment for employees with disabilities, including a strategy for accommodating employees with disabilities.
- Involve the department's management team in the department's diversity, equity, and inclusion goals.

METRICS AND PERFORMANCE INDICATORS

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- Compliance with DEI workforce plan and progress toward goals identified in plan
 - » MDO completes a yearly DEI Workforce plan.
- Progress toward identification and elimination of barriers to retaining and promoting diverse staff
 - » MDO will partner with OHR to identify and address any barriers to retaining and promoting diverse staff. However, with the varying rule in place, barriers should be minimized. The Philadelphia Fire Department plans to dedicate personnel to work on DEI and professional standard efforts to improve BIPOC employment within the department.
- Identification of efforts done to create an inclusive environment
 - » The Water Department plans to add contractual mechanisms to Public Works contract procurement that incentivizes BIPOC and women from project area resident pool

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » N/A

3. CITYWIDE DEI OBJECTIVES

Improve the retention of diverse employees.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

GOAL 2

- Assess opportunities to develop strategies to retain qualified, diverse talent.
- Identify onboarding processes and identify opportunities within those processes to effectively integrate diverse employees into the organization.
- Conduct stay interviews with employees who have been with the department for at least 5 years about what keeps them with your team.
- Conduct exit interviews to understand reasons contributing to loss of diverse talent and other DEI issues, with a plan to address and remove barriers.
- In partnership with the Office of Human Resources, communicate employee wellness resources to address stress management, physical fitness, dependent care, selfcare, nutrition, mental health, work-life balance, and financial wellness.

METRICS AND PERFORMANCE INDICATORS

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- Number of stay interviews
 - » Currently Stay interviews are conducted on an informal basis in larger divisions. However, a formal Stay Interview process will be implemented in the upcoming fiscal year.
- Number of exit interviews
 - » N/A
- Results of exit interviews by race/ethnicity, gender, etc.
 - » MDO HR is developing an exit interview survey. The survey results will be compiled and shared with leadership on a quarterly basis.
- Onboarding policy
 - » All new employees participate in an initial onboarding orientation with the department and then are signed up for a 2-day onboarding training that is given by HR and Talent. This 2 day onboarding training give new employees an overview of city policies and procedures and city structure.
- Employee satisfaction survey results
 - » N/A

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » N/A

4. CITYWIDE DEI OBJECTIVES

Improve the promotion of diverse employees.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Assess existing promotion strategies to increase opportunities for diverse persons.
- In collaboration with the Office of Human Resources, evaluate job design and classification for bias within the exempt workforce.
- In partnership with the Office of Human Resources, ensure that managers and supervisors identify strategies to assist diverse employees to become qualified for progression into mid-management positions.

METRICS AND PERFORMANCE INDICATORS

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- Number and types of initiatives and reforms generated in response to assessment of existing policies
 - » The Department of Public Health plans to implement anti-racist policies as part of the effort to promote more African Americans and other people of color to management positions.
- Number and types of advancement opportunities
 - » There are opportunities for employees to progress in administrative, technical, managerial, and exempt positions. The Philadelphia Water Department plans to shift resources and attention to internship and apprenticeship program that serves BIPOC college students and high school graduates to increase BIPOC apprentices that are promoted to civil servant status.
- Mid-management strategy
 - » N/A

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » N/A

GOAL 3

IMPACTFUL LEARNING & DEVELOPMENT

1. CITYWIDE DEI OBJECTIVES

Deepen staff capacity and develop a culture of learning to embed diversity, equity, and inclusion strategies in everyday work.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Periodic training for managers and supervisors on how to manage diverse, inclusive teams.
- Provide all employees with access to professional development or mentorship opportunities.
- Provide professional development opportunities that are directly related to building leaders from diverse underrepresented talent.

METRICS AND PERFORMANCE INDICATORS

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- Number and types of trainings
 - » There are bi-weekly Leadership meetings, that in addition to building capacity for informed and competent leaders, are used to provide updates on DEI initiatives and used for DEI reflections. The Philadelphia Police Department aims to launch an Internal Rebrand and Reeducate Project to increase awareness and understanding of the impact of negative race relations between PPD personnel and Philadelphia communities. L&I identified a BIPOC staff development and advancement strategy that includes and racial equity training for managers.
- Number of staff participating in training and DEI initiatives
 - » N/A
- Number and types of DEI specific staff communications
 - » N/A
- Employee inclusion surveys
 - » N/A
- Number and types of initiatives and reforms generated in response to trainings, surveys
 - » L&I plans to launch a BIPOC employee survey to conduct a gap analysis to increase BIPOC employee advancement

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » N/A

1. CITYWIDE DEI OBJECTIVES

Develop a departmental budget that centers and accelerates racially equitable impact, diversity, and inclusion.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Thoroughly participate in annual racial equity budget process.
- Advance racial equity as part of the core work the department performs.
- Administer critical programs or policies with the department's existing budget to improve racial equity.
- Allocate existing resources to the recruitment of diverse, qualified candidates.
- Allocate existing resources to professional development for employees.

METRICS AND PERFORMANCE INDICATORS

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- Allocation of resources to equity, recruitment, and training initiatives
 - » N/A
- Number and types of inclusion and anti-racist workplace initiatives
 - » N/A
- Number and types of community engagement events used to inform budget priorities
 - » N/A
- Records of attendance/outreach at events used to inform budget priorities
 - » N/A
- Disaggregated data and metrics relevant to the department's Five Year Financial and Strategic Plan performance measures
 - » N/A

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » MDO is an active participant in the racial equity budget process. MDO reviews all budget requests submitted by the various city departments with a focus on supporting those initiatives/programs that promote racial equity.

1. CITYWIDE DEI OBJECTIVES

Advance economic opportunities for diverse business enterprises.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Pursuant to EO 1-21, submit an annual Compliance Plan that includes Benchmarks and an overall strategy for providing maximum opportunities for M/W/DSBE participation.
- Maximize the utilization of M/W/DSBE firms for contracting.
- Meet or exceed department's annual M/W/DSBE benchmark for inclusive contracting.
- Allot time (quarterly) to meet with OEO staff to monitor progress toward achieving the Department's annual Benchmark, discuss challenges to inclusive contracting, and identify solutions to ensure inclusive contracting.

METRICS AND PERFORMANCE INDICATORS

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- Submission of completed, approved Compliance Plan
 - » MDO OEO Compliance Plan
- Annual participation levels of Minority, Women, Disabled Owned Business Enterprises
 - » The Department has an OEO participation goal of 45%. We have met or exceeded that goal over the past 5 fiscal years with the exception of FY21 which was impacted by the Covid-19 Pandemic.

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » N/A

GOAL 6

EQUITABLE CITY SERVICES & COMMUNITY ENGAGEMENT

1. CITYWIDE DEI OBJECTIVES

Ensure fairness and equitable services, resources, and opportunities so that all Philadelphia residents reach their full potential.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Evaluate resources and capacity to consult with non-profit organizations that are actively engaged in identifying critical diversity issues and committed to making the City more inclusive.
- Evaluate resources and capacity to survey community needs and responses to Department initiatives.

METRICS AND PERFORMANCE INDICATORS

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- Number and types of engagement with community organizations
 - » The Office of Sustainability plans to resource impacted residents to implement community-driven actions that build community assets and address trauma caused by historical and ongoing oppression.
- Community survey results
 - » N/A

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » MPO is currently reviewing RFP proposals of vendors to assist with sending regular surveys to Philadelphia residents with a goal to increase diversity of respondents. MDO can collaborate on the process - OHS plans to increase community presence. Philly 311 plans to launch a BIPOC recruitment project to increase BIPOC callers sense of connectedness to staff/ 311.

2. CITYWIDE DEI OBJECTIVES

Enhance City customer service being provided by the department.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Evaluate quality of customer service being provided by department.
- Conduct department outreach in diverse communities.

METRICS AND PERFORMANCE INDICATORS

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- Community/customer satisfaction survey results
 - » MPO is currently reviewing RFP proposals of vendors to assist with sending regular surveys to Philadelphia residents with a goal to increase diversity of respondents. MDO can collaborate on the process - OHS plans to increase community presence. Philly 311's Race Equity Re-envisioning project aims to increase the resolution rate in targeted communities and increase BIPOC trust in 311 as service focused on their problems.
- Number, types, and location of outreach events
 - » The Philadelphia Fire Department plans to review and propose revisions to the transfer policy to increase perceived feeling of community safety. DBHIDS plans to develop targeted strategies for BIPOC adults to promote increased awareness for the department and its available resources, services and treatments

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » Philly 311 plans to launch an internal racial competencies expansion project to increase the number of incidents where staff/leaders utilize equity principles to resolve resident's needs.

3. CITYWIDE DEI OBJECTIVES

Produce more racially equitable outcomes for all Philadelphians.

GOAL 6

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Identify and move forward opportunities for the department to decrease the percentage of people of color living below the poverty line in Philadelphia.

METRICS AND PERFORMANCE INDICATORS

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- Identification and progress of department strategies identified to create more racially equitable outcomes
 - » The Philadelphia Fire Department plans to increase and diversify opportunities to entry into department employment to increase BIPOC interest in applying to work in the department with collaboration with OHR. The Philadelphia Water Department plans to add contractual mechanisms to Public Works contract procurement that incentivizes BIPOC and women from project area resident pool to increase BIPOC and women recruited and placed in City construction projects within their respective communities. The Philadelphia Department of Public Health plans to improve quality of health care facilities and services in the African American and Hispanic, Latinx communities. The Office of Criminal Justice plans to launch the Essential City Services Reconciliation Project to increase the number of formerly incarcerated persons stably housed and employed. PPD plans to clearly define expectations relating to the PPD's Action Plan Pillars for evolving crime-fighting strategies to ensure that equity is a central goal to reduce the negative impact on communities of color.

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » N/A

4. CITYWIDE DEI OBJECTIVES

Full integration of people with disabilities in all aspects of community life.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- N/A

METRICS AND PERFORMANCE INDICATORS

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- Track how people engage with the department: how many times American Sign Language interpretation provided; utilization of closed captioning; call in options
 - » N/A
- Department compliance with Mayor's Office for People with Disabilities guidance
 - » N/A
- Number and types of inquiries and grievances handled by ADA liaison
 - » N/A
- Number and types of resolutions of inquiries and grievances handled by ADA liaison
 - » N/A

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » N/A

5. CITYWIDE DEI OBJECTIVES

Ensure meaningful language access for Limited English Proficient residents in Philadelphia.

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Update department's Language Access Plan annually and as needed.
- Track performance of language access policies and procedures.
- Work with the Office of Immigrant Affairs to improve language access policies and procedures.

METRICS AND PERFORMANCE INDICATORS

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key performance measures and metrics to track progress toward this citywide DEI objective. Each performance measure or metric included a dropdown menu of options. The full list of recommended DEI performance measures and dropdown menu options are available on the City's DEI website. Below are the statuses of this department's performance measures and metrics.

- Maintenance of Language Access Plan
 - » After filing the MDO Combined Language Access Report for FY2020 and FY2021, OIA Language Access Program Manager proposed revisions to the MDO language access plan and policies. These plans are currently under review by OIA Executive Director and will need to be reviewed and approved by the Managing Director once ready.
- Number and types of requests for language access assistance
 - » DO's annual report is available at: tinyurl.com/MDOReportFY20-21.
 - » Moreover, city-wide language access data will be soon published by Open Data Philly for the past fiscal year.
- Outcome of requests for language access assistance
 - » Requests for translation and interpretation come directly from city employees to our vendors, and are either marked as 'filled', 'canceled' or 'unfulfilled'. Vendors provide reports to OIA for continued assessment of needs. MDO does not measure residents' satisfaction with the language access services provided. However, OIA does receive language access grievances from time to time which is an indicator of when residents do not receive the language access they have requested.

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- The Managing Director's Office is addressing this citywide objective by:
 - » Partnering with Open Data Philly to publish language access data of the previous fiscal year in an annual basis (starting December 2022)
 - » Centralizing language access contracts to ease quality checks, vendors' performance, and data reports to fulfill the annual obligation of departments' language access reports
 - » Incentivizing the use of translation and interpretation services, leading strategies to relaunch the Language Access Philly program through campaigns and collaboration with the Free Library of Philadelphia, Public Property, the Office of Innovation and Technology, and 311.
 - » Applying for additional funding to build capacity of city-wide language access initiatives, such as the Operation Transformation Fund for Phila.gov translations (awarded \$580,000) and the Innovation Fund for multilingual videos -collaboration between OIA and Commerce (award amount to be determined)
 - » Negotiating conditions for compensating employees with a language skill through a project-based approach. 'Add My Language Skills' is now available in OnePhilly for self-reporting.

RACIAL EQUITY ACTION PLAN PROGRESS

1. CITYWIDE DEI OBJECTIVES

Implement and strengthen the department's Racial Equity Action Plan

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Complete Racial Equity Action Plan cohort process.
- Identify racial equity priorities for department.
- Identify and advance strategies to address each racial equity priority area.

METRICS AND PERFORMANCE INDICATORS

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- Racial Equity Action Plan implementation progress
 - » MDO represented by 10 departments over 2 racial cohorts. (List Departments). MDO leadership met with ODEI to discuss implementation of racial equity action plan strategies.
- List of new priority strategies or areas of concern identified since conclusion of racial equity cohort process
 - » FY23 Racial Cohort Strategies Revised

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » The Office of Community Empowerment and Opportunity
- » Mayor's Commission of Aging
- » Office of Domestic Violence Strategy
- » Streets
- » Public Property
- » Community Life Improvement Plan - CLIP

2. CITYWIDE DEI OBJECTIVES

Adopt a departmental policy and practice infrastructure that centers and accelerates sustained redress of racial disparities internally

KEY STRATEGIES

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key strategies to meet this citywide DEI objective. The full list of recommended DEI strategies is available on the City's DEI website. Below are the strategies that this department committed to adopting in FY 23.

- Assess and identify internal racial disparities on an annual basis and as need
- Identify where departmental policies, practices, attitudes, and cultural messages are resulting in differential outcomes by race on an annual basis and as needed.

METRICS AND PERFORMANCE INDICATORS

The Mayor's Office of Diversity, Equity and Inclusion provided City departments with a list of key performance measures and metrics to track progress toward this citywide DEI objective. Each performance measure or metric included a dropdown menu of options. The full list of recommended DEI performance measures and dropdown menu options are available on the City's DEI website. Below are the statuses of this department's performance measures and metrics.

- Reduction and/or elimination of disparities and differential outcomes by race
 - » The Department will work with the DEI Office and OHR, including HR and Talent, to identify any race disparities.

ADDITIONAL STRATEGIES

Describe any additional strategies the department is using or plans to use to advance the citywide objective.

- » N/A