



Request for City Council Committee Action from the Office of the City Coordinator

Date: July 30, 2014

To: The Honorable Council Vice President Glidden, Chair,
Committee of the Whole

Subject: Goals, Values & Strategic Directions: Equity and Racial Equity Definitions

Recommendation: Approve definitions of Equity and Racial Equity

Department Information

Prepared by: Trudy Kjenstad, Manager, Administrative Services

Approved by: Jay Stroebel, Interim City Coordinator

Presenters in Committee: Jay Stroebel, Interim City Coordinator

Financial Impact

N/A

Supporting Information

On March 26, 2014, the Committee of the Whole directed the City Coordinator, as part of the adoption of goals, values and strategic directions, to provide support to the City Council, Mayor, and Department Heads in developing a definition for the value "equity", and other key terms as necessary.

The City Coordinator's Office subsequently coordinated discussions that led to the following definitions of equity and racial equity.

EQUITY: Fair and just opportunities and outcomes for all people

RACIAL EQUITY: The development of policies, practices and strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race.