

# NYC BEFORE RACIAL JUSTICE

**POWER. ACCESS. OPPORTUNITY.**

## OVERVIEW

In March 2021, the New York City Racial Justice Commission (RJC) was formed to address structural racism in the policies and procedures that govern our city. Before the end of the year, the Commission will propose changes to the NYC Charter—the City’s constitution. The effort is intended to identify, acknowledge, and eradicate structural racism by changing the Charter.


The Commission will examine the NYC Charter to identify barriers to power, access, and opportunity for Black, Indigenous, Latinx, and Asian, Pacific Islander, Middle Eastern and all People of Color\* in New York City and will put forward ballot proposals aimed at removing those barriers and advancing racial equity. New Yorkers will vote on these proposed changes in November 2022.


We need your help! Let the Commission know the ways in which City agencies and policies have negatively impacted your access to power and opportunity. Share your ideas about how to make the City more racially just.

**Make your voice heard.**

**JOIN US** as we identify changes to the City Charter that advance racial justice.

[nyc.gov/racialjustice](https://nyc.gov/racialjustice)

 [f RacialJusticeNYC](#)

 [RacialJusticeNY](#)

 [NYC Racial Justice Commission](#)



\*We will name Black, Latinx, Indigenous, Asian, Pacific Islander, Middle Eastern, and all People of Color whenever possible. We understand that each group is diverse and has varied historical and current experiences with racial inequality.

## THE PROCESS

MARCH 2021



**RACIAL JUSTICE COMMISSION FORMED**

JUNE - SEPTEMBER 2021



**COMMUNITY INPUT**

Public Input Sessions

Community Leader  
Interviews

Transforming Foundations  
Panel Series

Community  
Conversations

Online Input

SEPTEMBER 2021



**PRELIMINARY REPORT**

- Summary of input gathered to date
- Initial areas of focus for NYC Charter revisions

OCTOBER - NOVEMBER 2021



**COMMUNITY FEEDBACK ON  
PRELIMINARY REPORT**

Public Comment  
and Input

Community-Led Design of  
Racial Justice Roadmap

Community-Led  
Conversations

DECEMBER 2021



**NYC CHARTER REVISION  
BALLOT PROPOSALS**

**RACIAL JUSTICE ROADMAP**

2022 AND BEYOND



**VOTERS DECIDE**

- Education and engagement on the racial justice ballot proposals
- Ballot proposals to dismantle structural racism in the NYC Charter appear on the November 8, 2022 General Election ballot

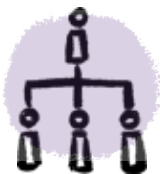


Power. Access. Opportunity.

Deep rooted racial inequity impacts every part of New Yorkers’ lives, including health, housing, education, criminal justice, and the environment. The Commission envisions a City where everyone’s worth, talents, and contributions are valued and recognized—and where race no longer determines economic, political, or social outcomes.

**We have the opportunity to transform the City Charter and uproot structural racism.**  
From the roles of City leaders to how agencies function to how our City tax dollars are spent, City Charter revisions will shape New York City’s future.

The New York City Charter is the foundation of **how** our City functions and governs...



**ORGANIZATION**  
Officials, Agencies, City Staff



**PROCESS**  
Laws, Local Elections, Public Reviews, Reporting



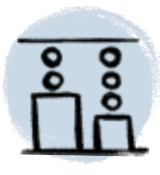
**REPRESENTATION**  
Decision-making, Participation, Accountability



**RESOURCES**  
Money, Investments, Contracting

...and it has a direct impact on the way we live and work.

Share your ideas to advance racial equity in these key areas:



**ECONOMIC EQUITY**



**PUBLIC SAFETY & CRIMINAL JUSTICE**



**HEALTH, MENTAL HEALTH & WELL-BEING**



**EDUCATION EQUITY**



**HOUSING & LAND USE**



**INFRASTRUCTURE & RESILIENCY**



**CIVIC EMPOWERMENT & CULTURE**

How have City agencies, systems, and/or policies caused you harm or limited your access to power or opportunity? What does the City need to change to advance racial equity?

**MAKE YOUR VOICE HEARD:**

- 1-on-1 interviews
- Community-Led Focus Groups
- Panel Discussions
- Public Input Sessions
- Surveys
- Online



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