

Updated Proposal Presentation & Discussion

Racial Justice Commission Public Meeting
December 3, 2021



Agenda

- Welcome from Chair Jennifer Jones Austin
 - Review/vote on meeting minutes (11/16 & 11/22)
- Presentation on Updated Proposals from Commission Staff
- Discussion on Each Proposal
- Updated Calendar & Next Steps

Updated Calendar

Following this meeting:

- **December 9 (in person)**
 - Vote on resolution to finalize ballot proposals (Dec 9)
 - Racial Justice Roadmap
- **December 16 (in person)**
 - Vote to adopt Final Report
- **December 17**
 - Staff submits Final Report to City Clerk

Revised Organization of Proposals

1. Adding a Preamble to NYC Charter
2. Advancing Equity through Racial Equity Office & Citywide Equity Plan
3. Measuring the True Cost of Living

Organization of Proposals: Framework

1. Aspiration

- Preamble

2. Action

- Citywide Equity Plan with outcome indicators, aligned with City budget timeline
- Racial Equity Office to guide agencies in completing Equity Plans and prioritizing equity
- Priorities for advancing structural change (i.e., accessibility, anti-marginalization, neighborhood equity)
- New additional measure of True Cost of Living

3. Accountability

- Racial Equity Commission to advocate for priorities and reporting to be meaningful to the community

1. Preamble to NYC Charter

Establishes the foundational values of government, centering on equity and opportunity for all

- Expresses a strong, aspirational vision for a racially equitable city.
- Contains a land acknowledgment of the displacement of the original Lenape inhabitants, and an acknowledgment of historical wrongs that have caused and continue to cause harm.
- Expresses an intention to reconstruct, revise, and reimagine our city's foundations, structures, institutions, and laws to promote justice and equity for all New Yorkers, in the aim of repairing these past and continuing harms.
- Guides interpretation of the Charter but does not create a private right of action

2. Advancing Equity: Office of Racial Equity

- Led by the Chief Equity Officer
- Works with every agency to create their own Equity Plan that rolls up into a biennial Citywide Equity Plan created by the Mayor
- Houses and supports a permanent/codified interagency Taskforce on Racial Inclusion and Equity
- Provides technical assistance to agencies, builds their capacity to prioritize effective equity work, and helps agencies resolve poor performance.
- Builds Citywide Access Design program to improve equitable access to city programs and services, including service design, plain language, language justice, and more
- Promulgates rules relating to City occupational segregation, wage segregation, and equitable hiring and promotion
- Responsible for coordinating collection and reporting of data and indicators related to equity
- Supports all agencies in prioritizing anti-marginalization work including wage & occupational segregation, access for all, limiting use of criminal history and background checks, employing alternatives to punitive enforcement, and prioritizing resources in neighborhoods with the greatest need and deepest disparity

2. Advancing Equity: Citywide Equity Plan

- **The Citywide Equity Plan** would reflect the values in the Preamble. The Plan would include:
 - **Strategic goals and programs** in pursuit of equity and racial justice, and the elimination of marginalization of individuals and communities
 - **Indicators and data** tracking disparities and outcomes and reporting disaggregated data, according to disaggregation standards set by the Office.
 - **Required components**, such as plans to address pay equity/wage segregation, implementation of true cost of living, efforts to end marginalization and utilize alternatives to punitive enforcement, accessibility and language access, equitable distribution of resources and burdens, and other efforts to advance identified priorities.
- Citywide Plan is issued every-other year. Timing of the equity plans would align with City's budget process dates.
- Every agency completes their own equity plan which is compiled into the Citywide.⁸

2. Advancing Equity: Racial Equity Commission

- 15 member Commission led by a Chair who is independent from the Mayoralty. Supported by an independent full-time staff with relevant expertise. Commissioner appointments split among elected officials (Mayor, City Council, Comptroller, Public Advocate) a la CCRB.
- Enables community members with equity expertise and lived experience to recommend priorities for racial equity in City decision-making and policy and assess performance towards those priorities:
 - Proposes community-relevant priorities and equity outcome indicators for agency Racial Equity Plans
 - Advocates for alignment between stated equity goals and budget
 - Reviews progress reports and indicators
 - Uses indicator performance data to identify priorities for the following cycle
 - Provides a wide range community accountability, spanning from collaboration and partnership to public transparency and reporting, leaving room for future enforcement mechanisms. Has proactive accountability powers to track agency compliance
 - Has reactive accountability powers, including ability to receive complaints.

3. True Cost of Living

Require the City to develop a new additional standard that accurately reflects the cost of living in New York City to better understand poverty and pay inequities

- To be reported in Citywide Equity Plan, as well as when the City reports on poverty rates
- Also included in the Mayor's Management Report and the Social Indicators report

Recommendation for discussion: Strengthening Existing Oversight Structures

- **Board of Correction:** enable the Board to bring administrative action against Dept of Correction in adjudicatory venue (e.g., OATH).
- **CCRB:** expand its jurisdiction to include self-initiated investigations of patterns and/or practices of misconduct, and recommendations of systemic change.
- **CCHR:** maintain and expand its capacity through mandating of a minimum secure budget or headcount tied to size of city workforce.
- **EEPC:** give explicit jurisdiction over non-Mayoral entities; allow them to fill vacancies if appointing body does not fill; potentially tie budget to Comptroller.
- All entities overseeing a single agency shall have the ability to require that agency to publish data publicly and/or provide access to records and information as requested; all entities overseeing implementation of a single law shall have the ability to require any city body to publish data regarding compliance with that law.



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