



CITY OF FRAMINGHAM, MA

Racial Equity Municipal Action Plan

Reveal

Wednesday, December 8, 2021

9am (ET)



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

CORE TEAM

- Dr. Maritsa Barros*, Chief Diversity, Equity & Inclusion Officer
- Judy Caron, Human Resources Generalist/Analyst
- Erika Oliver Jerram, Acting Director, Planning & Community Development Department
- Kelly Joseph, Community Health Manager
- Sean Riley, Deputy Chief, Framingham Police Department
- Dr. Yvonne Spicer, Mayor
- Hannah Woit*, Senior Advisor for External Affairs

**Team Leads*

Special thanks to Raul Gonzalez for all of the support!



RACIAL EQUITY VISION STATEMENT

The City of Framingham will have eliminated racial inequity when...

Sense of Belonging

- All members of our community feel a true sense of belonging, feeling that they can be their true and authentic selves without fear or discomfort. They feel valued and respected and see themselves represented wherever they are no matter their color, creed, gender, sexuality, disability, age, size, class, status, language, etc.

Engagement

- All residents across the City partake in community and civic engagement in some form or fashion. All residents have the freedom to engage in cultural and ideological representation of themselves and their communities. All residents have the opportunity to have their voices heard and represented in municipal governance.

Representation

- Framingham's municipal workforce and elected/appointed Board and Commission membership mirror the racial, ethnic, and linguistic characteristics of the City. All residents see themselves and their perspectives reflected in community leadership and decision-making. With this representation, Framingham will raise voter turnout and no longer have rates lower than the State and County.

Neighborhood Services & Resiliency

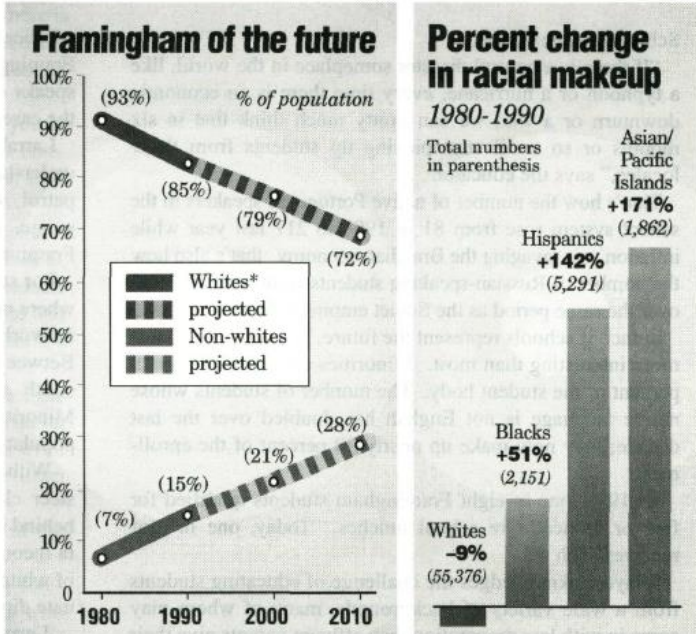
- A robust center for Neighborhood Services and Resiliency is developed and is a one-stop shop of services that supports all residents in transitioning from crisis to pathways of opportunities and self-sufficiency. Services will include but are not limited to Affordable Housing & Home Ownership, Education, Employment & Entrepreneurship, Health & Food Security.



KEY LOCAL HISTORICAL FACT

Framingham, by the Numbers

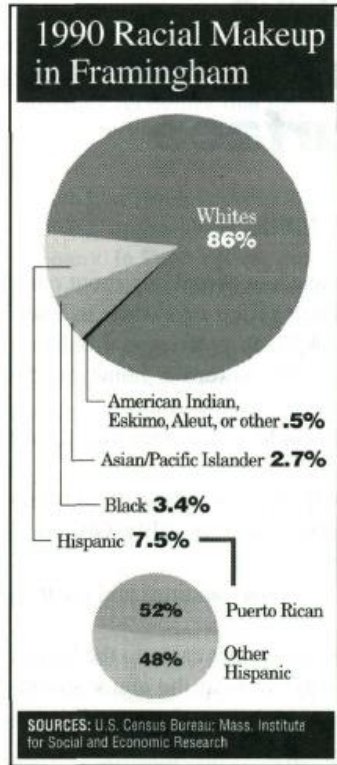
Population trends over the past few decades and projections for the next few promise a Framingham that is increasingly diverse in terms of racial and ethnic makeup.



* excludes residents of Hispanic origin who designated themselves as 'white' on the census form

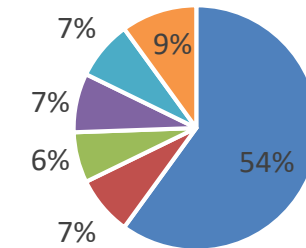
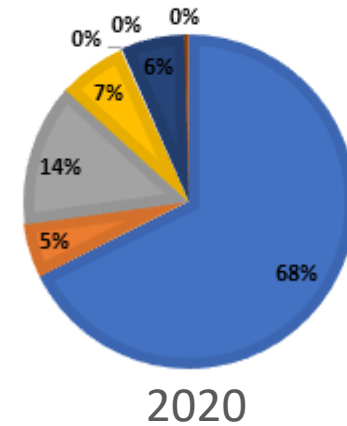
NOTE: Some of the numbers in this graphic differ slightly from those used in the story because of rounding and the use of multiple census analyses.

SOURCES: U.S. Census Bureau; Mass. Institute for Social and Economic Research



FRAMINGHAM 2010

White Black Latino Asian AI/AN NH/PI Other Multi



White Asian Black Latinx Other Multi



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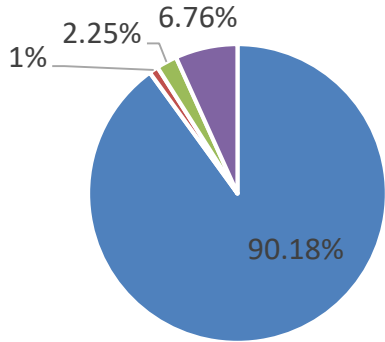


RACIAL EQUITY TOOL DATA HIGHLIGHTS

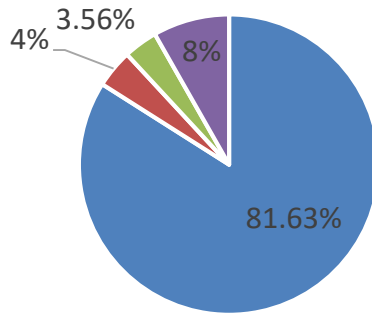
*“Framingham’s municipal workforce and elected/appointed Board and Commission membership **mirror the racial, ethnic, and linguistic characteristics of the City.**” - Framingham’s Racial Equity Vision*

Framingham Municipal Workforce

2018



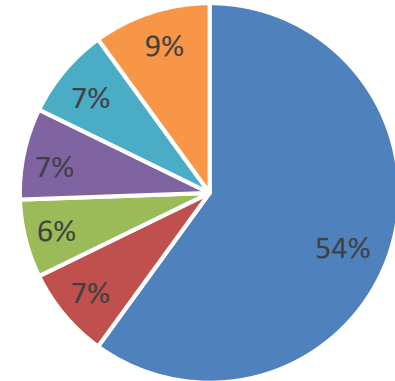
2020



■ White ■ Asian ■ Black ■ Hispanic

Framingham General Population

2020



■ White ■ Asian ■ Black ■ Latinx ■ Other ■ Multi



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RACE & EQUITY



RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP): GOALS

Enforce and Assess
Diversity Hiring
Policy

Sustained
Community
Engagement and
Outreach

Building Employee
Capacity for Working
within and across
Difference

Formalize system to
meet Linguistic
Needs and Support
of the community

Develop, Launch and
Maintain DEI
Webpages

Develop DEI
Communications &
Marketing Plan

Seek and obtain
grant funding to
support a percentage
of DEI operating
funds

Create programs and
events that
celebrates and
educates across
differences

Support Boards and
Commissions

Data Tracking &
Assessment

Invest in DEI
infrastructure and
resources

Establish the City of
Framingham as an
Autism Welcoming
City

Establish a Bias
Reporting and
Education Response
System

Provide Internship
and Graduate
Assistantships during
the fall, spring and
summer



RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals	Strategies
Enforce & Assess Diversity Hiring Policy	<ol style="list-style-type: none">1. Review Diversity Hiring Policy and Process Checklist. Tighten up the redacting process by streamlining the redacting process and hire additional staff to support the additional demand in a blind read hiring process.2. To ensure a more equitable process across the municipality, create check and balance process in hiring in order to grasp more control over the hiring selection process.3. Enforce the minimum diversity threshold policy and make exceptions when all efforts have been exhausted. (use broad definition of diversity when identifying threshold)4. Work with appropriate divisions in building relationships with programs and career tracks in Metro West and beyond to create pathways for recent grads or alumnus of the program to find their way to employment within the city of Framingham. (i.e. community college, universities, community programs, unique community employment support programs, etc.)



RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals	Strategies
Sustained Community Engagement & Outreach	<ol style="list-style-type: none"><li data-bbox="568 462 1875 619">1. Share REMAP through community presentations and meetings (i.e. Mayor's Community Hours, OpenGov, FramStat, and/or Division Head Meetings)<li data-bbox="568 634 1696 733">2. Communicate regular dedicated data reports with the community on webpage dedicated to DEI.<li data-bbox="568 748 1843 905">3. Communicate via main channels within municipality (Mayor's Monday Minute, newsletter, website generally, social media, press releases, radio stations, podcasts, etc.)<li data-bbox="568 919 1895 1133">4. Plan and execute a community listening tour. Identify target areas and community partners to gain access to the populations most burdened by inequities in our city and conduct listening tours and small focus groups to follow.<li data-bbox="568 1148 1850 1248">5. Develop a plan for communication and engagement following data collection as well.<li data-bbox="568 1262 1837 1419">6. Provide incentives or stipends for community participation in the summarizing, reporting and dissemination of data. (paid research assistantship)

RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals	Strategies
Building Employee Capacity for Working within and across Difference	<ol style="list-style-type: none"><li data-bbox="556 465 1870 608">1. Provide on-going workshops and series to engage all employees in the development of their personal and professional development of their inclusive leadership skills.<li data-bbox="556 615 1870 1015">2. Partner with the city library to build and maintain a “HUB” or web presence where two versions of the information in this HUB will live; the intra-facing version for city employees that offers more of a prescribed set of resources based in where we are as a municipality in growing the HUB and ourselves professionally. The second version is public facing and offers more variety in order to meet the interest of all who visit the site. This must be live and active sites with archived information and new information on a consistent basis.<li data-bbox="556 1022 1870 1165">3. Provide grants and scholarships to employees to assist in subsidizing the cost of attending relevant conferences and trainings that support the further development and efficiency in doing their job better.<li data-bbox="556 1172 1870 1315">4. Create a Train the Trainer model to expand capacity across the municipality as well as it provided the opportunity to folks who want to Master the skill set of what it means to be an inclusive leader.

RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals

Formalize system to meet Linguistic Needs and Support of the community

Strategies

1. Increase and update translated signage in city hall and eventually in the city streets.
2. Translate printed documents in Spanish and Portuguese.
3. Invest in software that translates on-line service forms and/or applications in multiple languages.
4. Invest in an on-call translating service where a live translator will be made available by phone or virtually to assist on and of-site. Service provider should offer many language options to choose from.
5. Hire a small team for written translation support for on-going projects and as needed items.
6. Conduct a more formal assessment of demand to determine level of investment in suggested strategies.



RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals	Strategies
Develop, Launch, and Maintain DEI Webpages	<ol style="list-style-type: none"> 1. Create webpage with shorten URL for easy access. 2. Share Racial Equity Municipal Action Plan & relate data. 3. Create a DEI Dashboard by Division to share related projects & progress. 4. Identify and Categorize sub-pages for visitors to click on and find more information about their interests. (i.e. Education HUB, Events/Programs, History of DEI in Framingham, Report Bias, etc.)
Develop DEI Communications & Marketing Plan	<ol style="list-style-type: none"> 1. Establish social media pages and develop social media communication plan. 2. Assign interns to professional staff overseeing DEI social media communications to support the work. 3. Hire young people to serve as members of a “Street Team” that works to promote events/programs and spreads the joy of inclusion across the city of Framingham. (include swag and materials as needed to support street team – partner with Tempo out of Wayside to establish these positions as paid opportunities)



RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals	Strategies
<p>Seek and obtain grant funding to support a percentage of DEI operating funds</p>	<ol style="list-style-type: none"> 1. Develop a job description for Graduate Assistant who can serve as a research assistant to find grant opportunities locally and nationally. 2. Apply to and secure DEI grant funding that are distributed in small funds as well as multi-year contracts. 3. In agreement with the Mayor and the CFO the municipality must commit to a percentage of the annual DEI operating funds, while the remaining is sought after through grant funding. In addition, every division shall identify a dollar amount that is dedicated to meeting DEI goals and initiatives annually.
<p>Create programs and events that celebrates and educates across differences</p>	<ol style="list-style-type: none"> 1. Partner with the Library events planning team to be cohesive in majority programming. Doing so provides the opportunity to present once voice/municipality to the residents of the city of Framingham. 2. Collaborate with Boards and Commissions, community partners, activated residents, community members, anyone who is interested in collaborative events that align with and move us toward meeting goals and initiatives we are focused on at any particular time. 3. Provide grants residents can apply for to support programs and events that promote celebrating and/or educate their community on matters of DEI. (Application required, selection process, support from municipality {office of DEI}).



RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals	Strategies
Provide Internship and Graduate Assistantships during the fall, spring and summer	<ol style="list-style-type: none">1. Offer the opportunity for an internship(s) experience to students enrolled in a formal education program (i.e. high school, college/university, all levels, etc.) year round (summer, fall and spring).2. Identify on-going projects that require additional support to managers and supervisors in the division.3. Create a system of reporting/documentation of work in order to maintain continuity between interns. (when possible overlap entry and exit points between intern in order to transfer knowledge and provide peer training between interns in the office)



RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals

Establish a Bias Reporting and Education Response System

Strategies

1. Connect to Bias Report System governed by District Attorney Ryan’s office by sharing [their link for incident reports](#) on the Framingham DEI webpage.
2. Require all leadership staff to insert the following language at the end of their email signature line: **“Not all incidents of hate and bias are a crime but they are still harmful. If you have been the target or witness of a harmful act of hate or bias activity. Please click and fill out the Community Incident Report. Together in partnership with the Middlesex District Attorney’s Office – Marian T. Ryan, we can make a difference. [Incident Report](#)”**
3. Establish executive level response team to be managed and overseen by the CDEIO and include, an appointed member of the Police department, Title XI coordinator, Director of Human Resources, and Legal Counsel.
4. CDEIO and Human Relations Committee work collaboratively to recruit and train members of the commission who would like to serve as an active member of the Bias Education Response Team. (On-going training and development must be provided to response team members in order to strengthen their capacity to respond to incidents and restore relationships damaged By harm.



RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals	Strategies
Support Boards and Commissions	<ol style="list-style-type: none"> 1. CDEIO to provide opportunity for board and commission members to engage in teaching and development sessions/series. 2. CDEIO and Citizen’s Participation Coordinator collaborate to provide yearly onboarding experience for all board and commission members in order to align all boards and commissions with the strategic plan of the municipality. 3. Partner closely with boards and commissions as needed and as shared interests in goals and initiatives align. (some staple commissions include but are not limited to: Human Relations Commission, Disability Commission, Youth Commission)
Establish the City of Framingham as an Autism Welcoming City	<ol style="list-style-type: none"> 1. Collaborate with office of human resources to continue offering opportunity to participate in live trainings with Autism Alliance or provide access to recording for training already delivered and track completion of all employees and report back to Autism Alliance. 2. Work closely with Autism Alliance to connect to resources for training specific to the departments of Public Safety. 3. Connect Directors of Autism Alliance with appropriate municipal leadership in order to complete consultation sessions to identify strategies and best practices around servicing families with Autism and/or other learning differences that may require specific accommodations.

RACIAL EQUITY MUNICIPAL ACTION PLAN (REMAP)

Racial Equity Goals	Strategies
Data Tracking & Assessment	<ol style="list-style-type: none"> 1. Collaborate with HR and legal counsel to craft language that allows the municipality to track incoming demographic data to serve in planning for Employee Resource groups and Affinity Group engagement. 2. Conduct a community climate needs survey every 5-7 years and plan for pulse surveys every 2-3 years in order to narrow in on needs and progress in specific demographic areas. 3. Assess best use of qualitative and quantitative approaches and execute as appropriate. 4. Incentivize the participation of and completion of any and all surveys. (incentives include, gift cards, prize giveaways, t-shirts, etc.) 5. Use tablets or laptops to offer remote stations for accessibility and outreach beyond the city hall building. 6. Communicate plan with participants on how to follow a target survey once data has been collected. Maintain transparency of progress via DEI website.
Invest in DEI infrastructure and resources	<ol style="list-style-type: none"> 1. Immediately post and hire Chief Diversity Equity and Inclusion Officer. 2. Maintain executive positioning of the CDEIO with reporting line directly to the mayor. 3. Establish a budget line specific to support the establishment and operations of a DEI Divisional Model. (Include: executive assistant, teaching and learning specialist, program and events coordinator, part-time grant writer, Title IX coordinator, ADA compliance coordinator, Bias Education Response Coordinator)

RACIAL EQUITY VISION STATEMENT

The City of Framingham will have eliminated racial inequity when...

Sense of
Belonging

Engagement

Representation

Neighborhood
Services &
Resiliency



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Challenges/Barriers

- Staffing challenges
- Core Team Reduction
- Transition to New Mayoral Administration
- One Person Operation
- Lack of budgetary investment for operations
- Municipal Employee Buy-in for professional development
- Seeing Through Rose Colored Glasses (the distance between individual experiences and systemic oppressive practices)

