

*"Equity is **fairness** and **justice** achieved through systematically assessing disparities in opportunities, outcomes, and representation and redressing [those] disparities through targeted actions."*¹

Mission

We will provide charter recommendations to City Council that create and reinforce equitable access to government for all. We begin by acknowledging that not all residents are situated equally in our community; therefore, we must target specific strategies to mitigate and remove barriers and amplify assets so that all residents can participate, thrive, and have a sense of belonging in our City.

Values

Compassion, empathy, humility, respect, dignity, integrity, transparency, begin from love, inclusivity, trust, equity, and belonging

Norms

1. Access. Provide a diverse array of channels through which the public can provide input. Welcome all comments and questions.
2. Transparency. Have clear and open communication, clear expectations, and provide a realistic picture of project constraints. (complexity, it is new, timeline)
3. Trust. Engage with a humble approach. This process that centers on equity is new to the charter committee; nobody is an expert. We are all learning this together as we go.
4. Kindness and Respect. Treat others with the same respect that we want to be treated.

Principles

1. Knowledge and access for all. Information, knowledge, and access are power. Ensure that community members understand and have access to the charter review process regardless of socio-economic status, immigration status, race/ethnicity, language, differently-abled, gender identity, sexual orientation, etc.
2. Design for all. The goal is for every community member to thrive. The outcomes are universal. The strategies are what need to be nuanced and intentional. Equitable design accommodates differences in historical contexts for BIPOC and other underrepresented communities.
3. Acknowledge historical implications. Race blindness is harmful to communities of color; we will start with recognizing historical harm to Black, Indigenous, and People of Color (BIPOC) and other marginalized communities.
4. Commitment to equity. We will ensure that we are not treating all communities the same. We will give special attention to historically disenfranchised communities and equity priority communities.
5. Explore targeted strategies. Identify and strive to fully engage equity priority communities and other historically disenfranchised members of the City with the most inclusive and equitable opportunities to ensure diversity of voice and leadership, a redistribution of social and political power, and belonging for all.
6. Commit to learning. Enacting equity requires a continual process of learning, deconstruction of assumptions, inviting new concepts and experiences, and analyzing impact data.
7. Ensure equity in the process and the outcome. Apply equity principles across all parts of the charter review process.

| Equity in Process | Equity in Engagement | Equity in Charter Recommendations |
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| <ul style="list-style-type: none"> • Committee membership • Community engagement • Laws and guidelines • Timelines | <ul style="list-style-type: none"> • Focus on communities facing barriers to accessing information and power • Focus on communities historically disenfranchised and underserved | <ul style="list-style-type: none"> • Increase access to local government for all, including historically disenfranchised communities • The resulting leadership bodies will reflect the communities they serve |

¹ Source *Centering equity in collective impact* by Sheri Brady, Junious Williams, Mark Kramer, Paul Schmitz, John Kania
<https://philanthropynewsdigest.org/columns/ssir-pnd/centering-equity-in-collective-impact>. (source: SEED) Sshiels