

TWO FUTURES ONE COMMUNITY

Washtenaw County #1 county in Michigan for health factors



Washtenaw County ranked 80/83 for income inequality

Ann Arbor - #1 Most educated city in America



Racial gap of more than 30-40 points in student test scores

#6 Cities that are secretly great for tech grads



Ann Arbor 8th most economically segregated city

#3 hottest market housing market in the country



Washtenaw County #1 most expensive rental market in Michigan

#5 green cities for families & #1 city for millennials



Bottom 8% for upward income mobility

EQUITY FOR WASHTENAW

Neither your zip code nor the color of your skin should predict your outcome in life.

We seek to dismantle racial and structural inequities that limit opportunities and hold many in our community back.



PROCESS FOR THE COUNTY

BUILD ON EXISTING WORK

- Housing Affordability & Equity Analysis
- 20 years of Health Improvement Plan tracking health disparities
- Equity Summit & Opportunity Index
- Coordinated Funding
- My Brother's Keeper
- Growing Together Task Force
- United Way ALICE Project

PASS AN ORDINANCE

County Board of Commissioners would pass an Equity/Health in All Policy ordinance requiring integration of a budgeting & planning tool for use by internal departments and the Board of Commissioners

TRAIN EMPLOYEES

Employees would receive anti-racism and implicit bias training to create awareness about how daily decision impact equity. Department representatives would join a task force working to integrate equity decision-making an all levels.



1

LEARN FROM OTHERS

Madison, WI all employees have been trained on implicit bias and equity in decision-making. New employee and management trainings include an equity focus. They transformed EO employee requirements into an equitable hiring tool resulting in more inclusive hiring practices.

2

King County, WA has institutionalized equity review into strategic planning & budgeting. Decisions made with equity lens resulted in passage of early childhood millage, review of criminal justice system. changes to transit funding, and paid parental leave

3

INTERNAL LOOK

Departments would review internal policies and procedures using an equity lens and/or the Opportunity Index to examine how they help or hinder equity, working to revise them when needed.

4

5

ANNUAL EQUITY GOALS

Working to institutionalize the process, departments will develop annual goals around equity. All policies and budget items before the BOC would have a separate equity review. An annual equity report would track progress.

6