



CITY OF PHILADELPHIA

OFFICE OF GRANTS

Office of the Director of Finance
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April 26, 2019

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised at the April 2, 2019 hearing before the Committee of the Whole on the Fiscal Year 2020 proposed budget for the Office of the Director of Finance. At this hearing, the following question was asked:

Councilwoman Reynolds-Brown: *Please provide the grant reports or data that show the impact of training received through grant funding for diversity and inclusion programs.*

In response to the Councilwoman's question at the hearing, I provided the example of the Racial Equity Here grant, which was awarded in 2016 by the Living Cities Coalition, a consortium of private philanthropy and a national network of governments. The grant opportunity provided a two-year learning and implementation cohort whereby participating cities worked to apply a racial equity lens to government operations, with a focus on adults and youth of color aged 16-24, who are disproportionately either not in school or a job. The grant awarded technical assistance, coaching and interaction with peer cities to accomplish three key goals: normalizing racial equity as a key value with a clear understanding and shared definitions, operationalizing racial equity via new policies and by transforming the underlying culture of the organization, and organizing, both internally and in partnership with other institutions and the community. Additionally, the grant award included \$50,000 to support the City's participation in the cohort convenings and to fund the initial implementation of the racial equity plan.

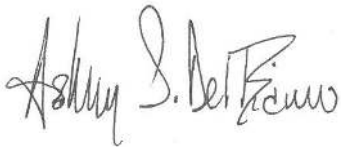
As required by the grant, the City of Philadelphia committed a cross-agency team of six members to steer the development of a racial equity plan for the City. The team participated in six two-day convenings and an annual site visit from the technical assistance providers. The technical assistance involved training, exercises and practical skill development to support the design of the racial equity plan. The City developed a plan for the years 2016-2020 containing the following elements:

- Design of a Racial Equity Action Plan that addresses racial equity across an array of government agencies and departments;
- Articulation of specific and measurable racial equity goals that local government would seek to achieve concerning adults and youth not in school or a job;
- Measures of progress toward these goals;
- Formation of a team of trained facilitators ready to implement the racial equity training within local government; and
- Development and expansion of partnerships that advance racial equity.

The resultant Racial Equity Action Plan is provided as an attachment to this response.

If you have any additional questions, please feel free to contact my office.

Thank you,

A handwritten signature in black ink that reads "Ashley S. Del Bianco". The signature is written in a cursive, flowing style.

Ashley Del Bianco
Chief Grants Officer

Attached: City of Philadelphia Racial Equity Action Plan (6.20.17-final)