



City Council: Item 3.4

**Discussion on Definition
of Racial Equity**

Background

- **Spring 2019:** City Council engaged in public policy dialogues around equity
- **Dec. 2019:** 1st City Council Study Session on Equity
- **Feb. 2020:** 2nd City Council Study Session on Equity
- **Jun. 2020:** City Council and Mayor unanimously vote to establish
Office of Racial Equity

Proposed Racial Equity Definition

Defined by the Government Alliance on Race and Equity as:

*When race no longer predicts life outcomes
and when outcomes for all groups are improved.*