CENTER FOR ECONOMIC INCLUSION

RACIAL EQUITY DIVIDENDS INDEX 2023 REPORT

Assessing implementation of racial equity standards among Minnesota businesses

Prosperous local governments of the future are racially inclusive AND competitive...

Let us show you the way.

You're ready to design communities and an economy that truly works for everyone. That means everyone must have a hand in building the economy of the future, its housing, parks and open spaces, workforce systems, and more. Leveraging the unique assets of a community, its history, cultural vitality, industry diversity, and workforce assets is a winning strategy for remaining competitive in a rapidly changing global economy.

Historically, too often that has meant mitigating the impacts of high unemployment and spatial mismatch for workers of color. Today, it must mean addressing the systemic policies and practices that have led to disparate impacts and results between racial groups and developing a cultural of racial and economic inclusion that creates shared prosperity for everyone.
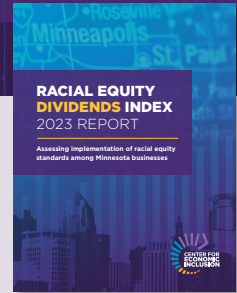
What Gets Measured Gets Done

The Public Sector Index assesses participating organizations based on 70 proven racial equity and inclusive economic growth standards across ten categories (with an 11th category, Human Services, for county organizations specifically):

- Leadership
- Hiring
- Culture, retention and advancement
- Procurement
- Finance and budgets
- Community and Economic Development
- Workforce development
- Public safety
- Housing, transportation, and land use
- Public policy
- Human Services (county governments only)

Racial Equity Dividends Index – Public Sector 2023 Report

What will the report include?

This report will highlight the progress that organizations have made toward implementing practices that demonstrate how to build more racially equitable and inclusive communities for Black, Indigenous, Latine and Asian individuals.

How often will the report be produced?

The Racial Equity Dividends Index report will be produced annually and includes:

- Most frequently implemented standards in each Index category
- Promising practices and case studies from Index participants and national leaders

"The Racial Equity Dividends Index for the Public Sector is an important resource for local governments to use in establishing a baseline measurement of their racial equity work. This tool will empower our public organizations to build anti-racist policies. With the help of the Center, and through this index, our public institutions can truly focus their attention to using their results to uplift Black and Brown people in our communities who have been historically undervalued and underserved."

– Toni Carter, Fmr. Ramsey County Commissioner; Current Metropolitan Council Member, District 14

Who is eligible?

The Public Sector Index is available to all city and county governments in Minnesota as well as select city and county governments outside of Minnesota on an invite-only basis. Note that the Index must be completed by a city or county as a whole entity; individual departments are not eligible to complete the Index by themselves.

Other government types, including state governments, regional agencies, and port authorities, are welcome to complete the Racial Equity Dividends Index and will receive customized score reports, but their data may not be included in the overall 2023 Public Sector Index Report.

Cost

The Index uses a tiered pricing system to support participation by communities of all sizes. This price includes a briefing on the Index Results to be held this Fall.

- $1,500 for city and county governments with fewer than 75,000 residents
- $2,000 for city and county governments with 75,000 to 250,000 residents
- $3,500 for city and county governments with more than 250,000 residents

Communities can also elect to receive a briefing from leaders with the Center for Economic Inclusion to better understand their scores and consider opportunities for further progress. Additional details about pricing can be found on the registration page.

Assessing Your Efforts

The Index is designed to be completed by one senior leader within the organization, with input from leaders in other departments. Each standard will require a simple, multiple-choice answer. These questions will be accompanied with definitions to help respondents answer appropriately. Participating organizations will also be given the opportunity to provide details of specific practices and policies they are implementing to advance racial equity in their communities.

After completing the Racial Equity Dividends Index survey, participating organizations will receive a customized Racial Equity Dividends Index score report featuring organizational scores, peer comparisons, recommendations, and case studies from leading public sector entities. Entities will also be publicly recognized in an annual Racial Equity Dividends Index report.

How is the Public Sector Index Distinct From Other Tools?

The Racial Equity Dividends Index for the Private Sector is intended to complement currently available racial equity tools by identifying specific racial equity standards that can be implemented across your organization, from your organization's budget processes, to procurement, to economic development, to public policy.

In doing so, the Public Sector Index offers tangible actions that local governments can take to leverage their power as employers, service providers, and policymakers to drive racially inclusive outcomes for their communities. Distinct from existing tools, the Public Sector Index score reports also provide quantitative scoring and peer comparison to give leaders in government a clear sense of their current progress and future opportunities for inclusive, antiracist action.

HOW CAN I PARTICIPATE?

Your organization can register online at **centerforeconomicinclusion.org** until June 30. Registered organizations will receive a link to the Racial Equity Dividends Index Survey. Score reports will be distributed to companies and overall results will be shared with each organization in November 2023.

CENTER FOR ECONOMIC INCLUSION

For more information, contact Heather Worthington at hworthington@centerforeconomicinclusion.org.