



DENVER
THE MILE HIGH CITY

The Denver City Attorney's Office Equity, Race and Social Justice Journey

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CML Conference

September 24, 2021

FOR CITY SERVICES VISIT **CALL**
DenverGov.org | **311**

- Introductions
- Mayor's Office of Social Equity and Innovation
- Definition of Whiteness and Relevant Case Law
- City Attorney's Office Diversity, Equity and Inclusion Work

Contextualizing Antiracism: Policies and Practices

"Antiracism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

(NAC International Perspectives: Women and Global Solidarity)



Michael B. Hancock
Mayor



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Equity Commitment

We recognize the strength, worth and promise of each person in our city and are committed to being at the forefront of expanding equity, access and inclusion as we celebrate our diverse communities. We ask the undersigned Mayoral Appointee or Executive Director to support a call to action to make addressing racial disparities and inequities in historically marginalized communities a priority for their city. We ask for support in providing employees with citywide standards and expectations in their daily responsibilities, interactions with community, investments and projects.

All the signatories serve as leaders of their agencies/departments and have committed to partnering with other city employees and community members to incorporate equity into the fabric of everything we do to build inclusive environments. We manage hundreds of city employees, therefore we must play an active role in ensuring that inclusion is at the core of our workplace culture and that our environments are representative of the communities we engage.

To be successful, we believe we need to address honestly and directly issues connected to race and social justice, neighborhood equity and stabilization, and other key areas under Mayor Michael B. Hancock's equity platform. The persistent inequities across our country underscore our urgent need to address racial, ethnic and other tensions, therefore our "Equity Commitment" will equip our workforce with tools and training to dismantle systemic inequities.

By signing the City's "Equity Commitment," the signatories agree to collectively contribute to the outlined goals to catalyze further action around equity, diversity, and inclusion within the workplace and to foster collaboration among city employees and community stakeholders:

1. **Citywide Equity, Diversity & Inclusion Teams (EDI):** These teams will support the development of tailored equity plans by utilizing inclusive leadership principles to guide specific job duties. Members of EDI Teams will act as liaisons for their agency/department, serve as role models for inclusive practices, values of diversity and racial equity, and share relevant issues within their areas with other EDI team members. The signatories will designate at least three employees for their EDI Team who represent different leadership levels ("decision-makers" and "doers").
2. **Citywide Equity Scan:** These teams will participate in a citywide equity scan that will be used to establish a baseline of current EDI related efforts at the agency and department level and will inform the strategic planning of the City and County of Denver's Race and Social Justice Initiative.

To ensure the success of the equity platform, the Race and Social Justice Initiative has received two general fund positions and the Mayor's Office has committed to invest an additional \$60,000 in operational dollars to support the development of agency toolkits for the EDI teams as well as data and evaluation analysis to assist with our future planning of equitable city services and programs for Denver residents.

Thank you for your commitment to equity, diversity and inclusion, and to our continued work to ensure that we are all inclusive leaders.

Agency/Department Name:
Date:
Signature:

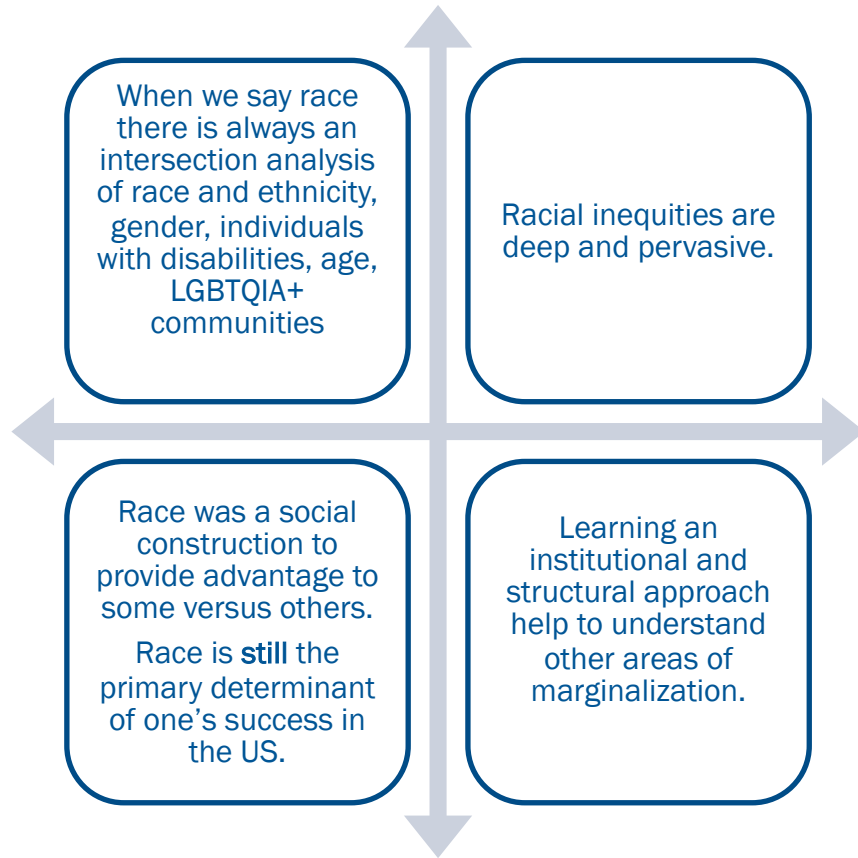
Executive Order No. 146

TO: All Departments and Agencies Under the Mayor
FROM: Michael B. Hancock, Mayor
DATE: June 1, 2020
SUBJECT: Mayor's Office of Social Equity and Innovation

PURPOSE: This Executive Order creates the Mayor's Office of Social Equity and Innovation (the "SEI Office") and establishes it to develop and implement the policies, programs, regulations, and initiatives of the City and County of Denver ("City") related to social equity and race and social justice. The SEI Office shall lead efforts to eliminate social inequality and race and social injustices by evaluating institutional and structural government systems, policies, and practices. The SEI Office shall lead efforts to promote social equity, fairness, and justice in systems and public policy that intersect with housing, business contracting for small, minority and women owned businesses, transportation, growth, development and sustainability, criminal justice, arts and culture, and education.

- 1.0 **Applicable Authority:** The applicable authority relevant to the provisions and requirements of This Executive Order No. 146, are found in Sections 2.2.1, 2.2.6, 2.2.8 and 2.2.10 of the Charter of the City and County of Denver, (Charter).
- 2.0 **Mission:** The SEI Office will oversee the City's commitment to social equity and race and social justice. The SEI Office's focus is to increase social equity and to minimize institutional, structural, and systemic racism in City government.
- 3.0 **Functional Cooperation** with DEDO, DSO, Technology Services, HRCF: An additional function of the SEI Office is to cooperate with the Denver Economic Development and Opportunity, Division of Small Business Opportunities, Technology Services and the Agency for Human Rights and Community Partnerships in matters related to social equity policy and oversight.
- 4.0 **Chief Equity Officer:** The SEI Office shall be headed by a Chief Equity Officer appointed by and serving at the pleasure of the Mayor pursuant to the Mayor's authority under the Charter Section 9.1.1 (E)(iv).
- 5.0 **Responsibilities:** The SEI Office shall have oversight on matters of strategic planning, data collection and analysis, investment, content development, learning facilitation, community and stakeholder engagement, and policy development and implementation, all related to social equity, and race and social justice. The SEI Office shall direct and coordinate city and external stakeholders on matters concerning social equity and race and social justice by:

Why Lead with Race?



Race explicit not
exclusive.....

Source: Government Alliance on Race & Equity (GARE)

Equity Lens

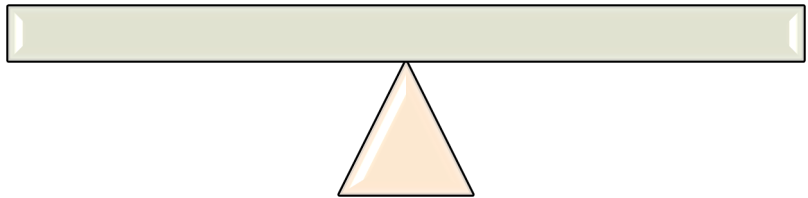
What role does
Attorney's play in
informing equitable
practices?

Land use and Zoning
laws

Revisions to
Code Language

Declaration of
Disaster

Curfew Enforcement



- Office of Social Equity and Innovation (OSEI)
 - Creation of OSEI
 - Equity Action Plans for each agency
 - Race and Social Justice Academy for all City agencies

“Whiteness rests upon a foundational premise: the definition of whites as the norm or standard for human, and people of color as a deviation from that norm. Whiteness is not acknowledged by white people, and the white reference point is assumed to be universal and is imposed on everyone.”

Robin DiAngelo, *White Fragility*, page 25.

Case Law on Whiteness

- 1909 - U.S. Court of Appeals in Massachusetts case *In Re Halladjian* declares Armenians legally white
- 1913 - first alien land law passed in California
- 1922 - Supreme Court case of *Ozawa v. United States* declares Japanese ineligible for citizenship
- 1923 - Supreme Court case of *United States v. Thind* declares Asian Indians ineligible for citizenship
- 1924 - Johnson-Reed Immigration Act establishes immigration quotas based on national origin
- 1930-1940s - federal housing programs created, making home ownership possible for millions of white Americans for the first time
- 1954 - McCarran-Walter Act removes racial barriers from naturalization
- 1968 - Fair Housing Act passes, making housing discrimination illegal

CAO's Diversity, Equity, & Inclusion Work

- CAO Legal Work
 - Change “Illegal Alien” to “worker without authorization”
 - Crown Act
 - Police Reform

CAO Learning Opportunities

- Deeper Understanding of Diversity, Equity, & Inclusion, Leading with Race
 - DEI Executive Committee
 - Municipal Operations Section Work
 - CAO Leadership Discussions

- Example curriculum
 - Watch Robin DiAngelo discussion of her book “*White Fragility*”
 - Peggy McIntosh's essay, "White Privilege: Unpacking the Invisible Knapsack."
 - “A Poem for My White Friends”
 - 1619 Project
 - PBS Documentary – “*The House We Live In*”



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Questions

Questions?

Thank you!

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