



ERIC GARCETTI
MAYOR

EXECUTIVE DIRECTIVE NO. 27

Issue Date: June 19, 2020

Subject: Racial Equity in City Government

Our city is in pain, and we are hungry for change. The demonstrations for racial justice in recent weeks have not exposed something new -- they've laid bare the urgent and overdue demand to end structural racism.

America's tragic history of violent and persistent discrimination casts a long shadow over the challenges Blacks and other people of color confront today in housing, employment, and the criminal justice system. Without stability in these spheres, it is no wonder these communities lag behind white Americans in indicators of financial security, such as asset acquisition and the ability to transfer wealth across generations. Even more fundamentally, Blacks and people of color have long had good reason to fear for their personal safety. The cumulative impact of these social, economic, and political forces results in a shamefully disparate and stratified society.

We must marshal every tool at our disposal to ensure that all in our community are given the opportunity to thrive and reach for their full potential. And while we cannot dislodge structural racism overnight, it is our responsibility to acknowledge hard truths and advance the cause of reform. It's our duty, as Angelenos and public servants, to make Los Angeles reflect the hallowed but often elusive principles that underlie our Republic: that we are created equal and that each of us is entitled to life, liberty, and the pursuit of happiness.

We have to translate our ideals into action and we have to start with our own government. We must be prepared to think broadly and creatively to ensure that people of color, women, persons with disabilities, and veterans may equally participate and prosper in public life and society. We must live up to our democratic ideals by placing racial equity and inclusion at the center of our policymaking.

To a significant extent, progress in racial equity in California was undermined in 1996 with the passage of Proposition 209, which amended the California Constitution to provide that state and local government entities “shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.” While it had long been unlawful to discriminate in education, employment, and contracting, the practical effect of Proposition 209 was to outlaw affirmative action in this State. In the absence of thoughtful affirmative action programs, longstanding racial and gender stratification has persisted and deepened.

On June 10, 2020, the California State Assembly passed Assembly Constitutional Amendment No. 5 (“ACA-5”) to begin the process of repealing Proposition 209. If the proposed state constitutional amendment is also passed by the State Senate, ACA5 would be placed on the November 3, 2020 general election ballot, and California voters will have the opportunity to repeal Proposition 209 by a majority vote.

The proposed repeal of Proposition 209 presents our City with the possibility of implementing affirmative action policies and programs and deciding what else we might do differently in such a changed landscape.

And while we await the results of the effort to repeal Proposition 209, we must also redouble our efforts to promote equity in our City, beginning with our own government. In employee recruitment and procurement, there remain many ways to enhance diversity and equal opportunity without affirmative action.

To support our ongoing efforts to ensure fairness, diversity, equal opportunity, and transparency in City government, I hereby direct as follows:

1. ***Racial Equity Officers.*** Each General Manager or Head of Department/Office shall designate a Racial Equity Officer for the Department/Office, and shall notify my Office of that individual’s name and contact information (including when there is a subsequent change in personnel or contact information).
2. ***Development of Racial Equity Action Plans.*** By September 16, 2020, each General Manager or Head of Department/Office shall submit to my Office a Racial Equity Action Plan. A submitted plan should have, at a minimum, the following components:
 - a. A review of all pertinent departmental functions, including, but not limited to, recruitment, hiring, training, retention, promotions, and contracting. A Department/Office must include some discussion of the efforts it will make, with applicable timelines, to attract, promote, or hire from a robust pool of qualified candidates.

- b. A list of equity indicators specific to a Department/Office and a description of how the Department/Office will develop reliable data to track progress on racial equity. A commitment to provide inclusive work environments that promote fairness and equal participation at all levels. To that end, I also direct that the Personnel department develop and maintain training on implicit bias and for that training to be mandatory for all employees on an annual basis.
 - c. Due consideration must be given to the requirement that any and all benefits contained in these plans must be generally available to all. For example, in some contexts, it may be necessary to conduct outreach to certain underrepresented groups to promote diversity and equity. The information or benefits from such targeted efforts must nevertheless be made available to all.
 - d. To promote diversity in and around the City, Departments/Offices are encouraged to consider a wide range of factors, including, without limitation, adversities overcome, first-generation graduate or worker status, neighborhood demographics and circumstances, the ability to contribute to a diverse working environment, and leadership potential. At no time should any City Department/Office differentiate a recruit, employee, or proposed contractor on the basis of their race, sex, color ethnicity, or national origin.
3. **City of Los Angeles Racial Equity Task Force.** I hereby create the City of Los Angeles Racial Equity Task Force, which shall include the departmental Racial Equity Officers and representatives from, and designated by, my Office. My Office will assist in coordinating the meetings and ensuring substantial participation by all Departments/Offices.

The Racial Equity Task Force shall:

- a. Coordinate with the Chief Equity Officer and the Civil and Human Rights Commission to fulfill the City's responsibilities under the City's Civil and Human Rights Ordinance.
 - b. Review and provide feedback on all strategies submitted under this Executive Directive, identify additional goals, and form working groups, as appropriate, to enhance the City's efforts to promote diversity and equity.
4. **Preparing for the Future.** So the City may prepare itself in the event that the California State Senate and, ultimately, the California electorate, enacts ACA-5 to repeal Proposition 209, I further direct as follows:
- a. The Chief Equity Officer, the City Administrative Officer, and the Personnel Department will conduct a thorough study to determine whether

there are disparate impacts along the lines of race in City hiring, promotion, and contracting, and where such impacts are occurring.

- b. Each General Manager and Head of Department/Office shall also prepare a contingency plan including recommendations for implementing affirmative action programs across all departmental functions, including, but not limited to, recruitment, hiring, training, retention, promotions, and contracting. The plans should also identify any anticipated challenges, include a reporting and auditing component, and designate staff who will be principally charged with administering the proposed plan.
- c. Each written plan should be submitted to the Office of the Mayor to the attention of my Chief Equity Officer by September 16, 2020.

Executed this 19th day of June, 2020.



ERIC GARCETTI
Mayor