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# CITY OF REVERE RACIAL EQUITY MUNICIPAL ACTION PLAN

## BUILDING SUPPORT AND A COLLECTIVE UNDERSTANDING OF RACIAL EQUITY

### WHAT IS REMAP?

It is a national network of governments working to achieve racial equity and advance opportunities for all. The network consists of cities, counties, and regional and state agencies in 36 states across the country.

# WHO ARE THE REVERE REMAP COLLABORATORS?

## External:

- The Federal Reserve Bank of Boston (FRBB)
- The Metropolitan Area Planning Council (MAPC)
- Government Alliance on Race and Equity (GARE)

## Internal:

- **John Perella**, Director of Youth Engagement and Success
- **Claudia Correa**, Chief of Talent and Culture
- **Paul Fahey**, Election Commissioner
- **Gianni Hill**, Mayor's Aide
- **Asmaa Abou-Fouda**, Language Access Coordinator from Ambassador
- **Kevin Dacey**, Assistant Auditor, also, Union Rep. for the

## Administrative workforce

- **Dr. Garcia**, Assistant Superintendent of Inclusion and Equity, Revere Public Schools
- **Randall Mondestin**, 311/ODIM Deputy Director
- **Lauren Buck**, Chief of Health and Human Services
- **Danielle Osterman**, Community Development Program Manager
- **Tom Skwierawski**, Chief of Planning and Community Development.
- **Thomas Trainor**, Water and Sewer Business Manager, DPW
- **Madelyn Pineda**, Liaisons Coordinator from Ambassador
- **Claire Inzerillo**, Policy Writer & Analyst



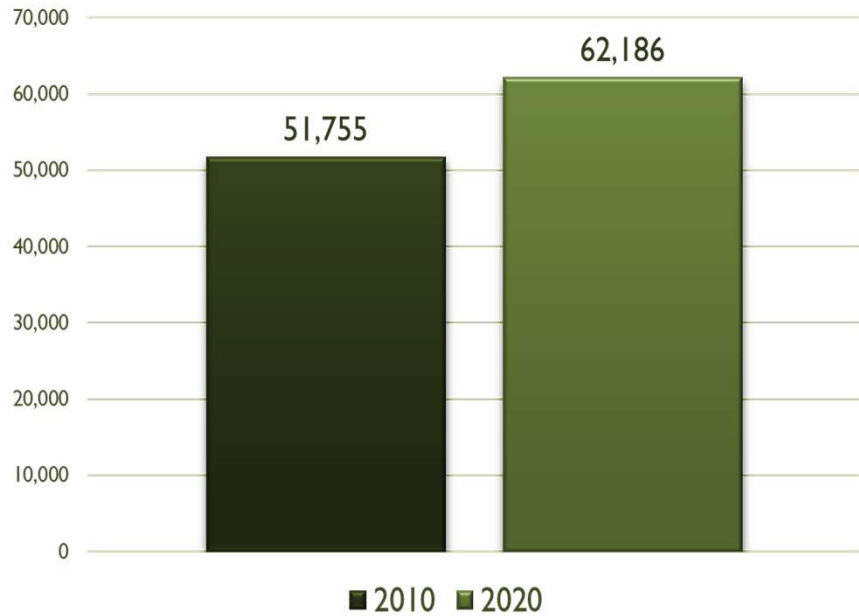
## WHY RACIAL EQUITY? VALUES AND BENEFITS:

- REDUCED “KNOWLEDGE GAPS” IN OUR WORK
- MORE CREATIVITY & INNOVATION
- BETTER ENGAGEMENT (CIVIC) & INTERCULTURAL LEARNING
- DIVERSE TEAMS PRODUCE AT HIGHER RATES
- BETTER HIRING AND RETENTION PRACTICES

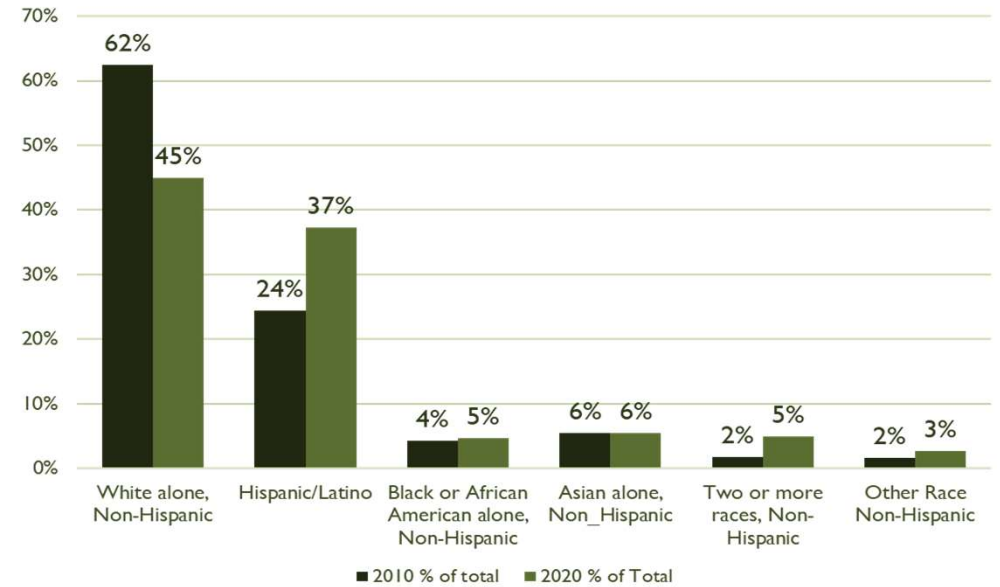
## RACE AND...

- Gender
- Sexual orientation
- Religious affiliation
- Disability status
- Income
- Age, etc.

## Revere Population



## Population Share: 2010 to 2020



# REVERE'S RECENT DEMOGRAPHIC CHANGES

## WHY REMAP?

It helps us create systems to improve diverse hiring practices.

Leads us to take actions to create a more welcoming and racially sensitive City Hall culture.

Provides us with the necessary tools to engage in important, but difficult conversations around racial equity.

## REMAP'S NEXT STEPS: 1. INCREASE DIVERSE HIRING

Draft an equitable  
and inclusive hiring  
and recruitment  
policy

Review, simplify,  
standardize, and  
update job  
descriptions

Review equal pay  
practices

Create internship  
opportunities  
through stipends  
and higher pay

## 2. BUILD MUNICIPAL SUPPORT FOR RACIAL EQUITY

Departmental conversations on the meaning of racial equity

Bring employees to the decision-making table

Ensure diversity is included in each department's budget goals

De-silo departmental budget process

Create a space for regular engagement between city and community leaders

Turn REMAP into a Municipal Equity Task Force

Create trackable indicators and outcomes to measure progress



### 3. IMPROVING CITY HALL CULTURE

Premium pay for bilingual staff

Strengthen personnel policies and practices

Create accountability around racial equity for every department

Promote professional development resources available to staff

Work with Unions to add BIPOC representation to leadership

Create a leadership development and mentorship program for staff and boards that is sensitive to racial equity work

## How and when to measure successful implementation of REMAP

Monthly	<ul style="list-style-type: none"><li>● Grievances related to possible discrimination</li><li>● Track regular meetings with BIPOC staff focus groups</li><li>● Track professional development opportunities, trainings</li></ul>
Quarterly	<ul style="list-style-type: none"><li>● Does City Hall Staff/hiring look like the population being served?<ul style="list-style-type: none"><li>● Do Boards &amp; Commissions?</li></ul></li><li>● Is retention among BIPOC staff comparable to overall retention?<ul style="list-style-type: none"><li>● Has overall and BIPOC retention improved?</li></ul></li></ul>
Annual	<ul style="list-style-type: none"><li>● Staff surveys to gauge impact of racial equity and cultural work</li><li>● Community conversations and surveys to learn if/how changes are being felt and identified in the community</li></ul>