



2022 Racial Equity Action Plan: LAFPP

Please complete your department's Racial Equity Action Plan.

To guide you in crafting achievable goals this cycle, **review the Goal Criteria on the left, and the example on Page 2.** When setting goals, consider incorporating all six criteria to ensure your department submits thoughtful, ambitious yet realistic goals. **Complete all questions in the Action Plan on Page 3** to articulate key components of your goal. We understand departments have different capacities depending on their size. We recommend **departments with more than 50 employees create two or three goals, completing one Action Plan per goal; departments with less than 50 employees may submit a minimum of one Action Plan, reflecting one goal.** Please keep in mind, we expect departments to create goals they are confident can be completed and measured within two years from the Action Plan's approval date. Please avoid goals that focus on conducting a study or other forms of data collection. Rather, the department should depend on the findings of a commissioned study to craft a goal. Departments may create Action Plans for past goals that were not completed, permitted the goal meets a majority of the criteria.

Data Driven

The goal includes a tangible and measurable metric that will allow for change to be assessed and tracked over time.

Attainable

It's reasonable to believe this goal can be achieved if the department allocates the appropriate resources within a two-year timeframe.

Feasible

The goal focuses on improving an area that the department actually has influence or jurisdiction over.

***Tip:** This criteria is intended to encourage departments to think about the resources required to achieve this goal. Ideally, the department will craft goals leveraging the department's current resources.*

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Rooted in Racial Equity

The goal is centered in deliberate action to address specific groups' historic lack of access to resources or opportunities resulting from legacies of unjust laws, institutional policies, or societal values.

Clear Benefit to Individuals of Diverse Race and Ethnicity

The identified outcomes enhance the positive experiences and/or opportunities for people of color and those who are otherwise marginalized.

Innovative

The goal is innovative because it promotes a process improvement to an existing function, **or** the development of a new initiative.

***Tip:** Departments are not expected to launch new initiatives. Rather, departments should seek to assess and improve their operations, processes or services.*

COMPLETE ONE RACIAL EQUITY 2022 ACTION PLAN PER GOAL.

1) CHALLENGE What racial equity challenge does the department want to address? (150 Words Max)	2) GOAL How does the department want to tackle the racial equity challenge? (150 Words Max)
<p>Subtle Discrimination in the Workplace</p> <ul style="list-style-type: none">• Overly critical Supervisors• Implicit bias• Stereotyping• Open unexplained hostility• Communication issues• Cultural misunderstandings• Slower decision making• Inequitable inclusion	<p>LAFPP will tackle the racial equity challenge by requiring additional training and providing our employees/Commissioners with additional resources to improve their ability to combat subtle racism</p> <p><u>Goal 1</u></p> <ul style="list-style-type: none">❖ Utilize Cornerstone training to increase Racial Diversity knowledge amongst staff<ul style="list-style-type: none">➢ Require that 1 of the 2 non-mandatory trainings for LAFPP employees be on or related to gender diversity (10-15 minute online trainings).❖ Utilize training from other City Departments to increase Racial Diversity knowledge amongst staff<ul style="list-style-type: none">➢ Status on the Commission of Women training<ul style="list-style-type: none">▪ Take a Stand Against Hate: A Dialogue with the Asian Pacific Islander Community https://www.youtube.com/watch?v=p_FE0nJp2c0▪ Discrimination Series: Fair Employment, Equitable Workplaces, and Upward Mobility https://www.youtube.com/watch?v=UkJos98WOr0➢ Civil+Human Rights & Equity Department<ul style="list-style-type: none">▪ LA for ALL: Stop Hate Resource Hub<ul style="list-style-type: none">◆ https://civilandhumanrights.lacity.org/laforall▪ Stop Hate Videos (24-50 minutes)<ul style="list-style-type: none">◆ https://civilandhumanrights.lacity.org/laforall/videos

3) OWNER(S)	4) RESOURCES What resources do you have to accomplish this goal?					
Who is responsible for accomplishing this goal?	EXISTING BUDGET What is the cost + How will you fund this?	STAFF How many staff are needed?	EQUIPMENT What equipment is needed?	POLICIES + PRACTICES What policies will be adjusted?	PROCESS IMPROVEMENTS What process will be improved?	ADDITIONAL MATERIALS What else is needed?
<ul style="list-style-type: none">• James Schiffhauer• Monique Lewis	<ul style="list-style-type: none">• \$0 The training is all free of charge	<ul style="list-style-type: none">• 1 staff from HR to coordinate and record training	<ul style="list-style-type: none">• Internet Access• Phone, e-mail address• Headphones/speaker	<p>Department policy - 2 non-City mandated training</p>	<ul style="list-style-type: none">• Non-Mandatory training will include 1-3 Cornerstone Diversity Training courses &/or 1 training course from the Commission on the Status of Women	

5) DATES

When will you launch this work?

6) MEASURABLE RESULTS

What are expected measurable changes stemming from this goal?
Example: Percentage increases or reductions

7) ALL OTHER RESULTS

What are the expected organizational/ cultural/societal changes/ behavioral impacts you expect as a result of accomplishing this goal?

September 2022	September 2023	<ul style="list-style-type: none">• Increase percentage of employees with 1-3 trainings on racial diversity courses to 100%	<ul style="list-style-type: none">• Improved cultural & racial empathy• Improved communication amongst culturally diverse staff• Decrease in subtle racism and discrimination• Improved relationships and knowledge of LAFPP for individuals of diverse races, that have been traditionally marginalized
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<ul style="list-style-type: none">• James Schiffhauer• Monique Lewis	<ul style="list-style-type: none">• \$0 The information is all free of charge	<ul style="list-style-type: none">• 1 staff from HR to coordinate accumulation and dissemination of information to LAFPP staff and Commissioners	<ul style="list-style-type: none">• Internet Access• Phone & e-mail address• Headphones/speaker	<ul style="list-style-type: none">• Add Affinity Group information to LAFPP Intranet• Update LAFPP Administrative Manual with information on MYVOICELA.ORG, a new on-line system to report equity complaints• Update LAFPP	<ul style="list-style-type: none">• Contact each affinity group to obtain details about their organization and establish a relationship with each.• Send out e-mail to employees and Commissioners about the Affinity groups and MOT and provide information	

				Administrative manual on Executive Directive 34: Citywide Workplace Equity	on memberships and other services they offer <ul style="list-style-type: none"> Post Racial Equity posters throughout department 	
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5) DATES		6) MEASURABLE RESULTS		7) ALL OTHER RESULTS	
When will you launch this work?		When will you complete the work/measure success?		What are expected measurable changes stemming from this goal? Example: Percentage increases or reductions	
September 2022		September 2023		<ul style="list-style-type: none"> Increased employee knowledge & participation in City employee Affinity groups that cater to individuals of diverse genders that have been traditionally marginalized Increase the number of anti-discrimination posters at LAFPP 	
				<ul style="list-style-type: none"> Improved cultural & racial empathy Improved communication amongst culturally diverse staff Decrease in subtle racism and discrimination Improved relationships and knowledge of LAFPP for individuals of diverse races, that have been traditionally marginalized 	

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<ul style="list-style-type: none">• Kristy Nguyen• Derek Niu	\$0	1 staff from Systems and 2 staff from Investments to coordinate, stream, and record online webinar	<ul style="list-style-type: none">• Internet Access• Phone, e-mail address• Headphones/speaker			
5) DATES <i>When will you launch this work?</i>		6) MEASURABLE RESULTS <i>What are expected measurable changes stemming from this goal? Example: Percentage increases or reductions</i>	7) ALL OTHER RESULTS <i>What are the expected organizational/ cultural/societal changes/ behavioral impacts you expect as a result of accomplishing this goal?</i>			
December 2022	December 2023	Increase investment commitment and diversity in the private equity program dedicated to Specialized Managers, including firms with minorities-, women-, LGBTQ- (Lesbian, Gay, Bisexual, Transgender and Queer), persons with disabilities-, and/or US Military veterans- ownership.	<ul style="list-style-type: none">• Focused on nurturing the dialogue between institutional investors, asset managers and diverse GPs in the mission to increase diverse manager investments.• To raise employee awareness of diversity and changing demographics in order to help the organization better serve the changing community.			