

**EXECUTIVE ORDER
OF
MAYOR MARTIN J. WALSH**

An Executive Order Relative to Racial Equity and Leadership

SUMMARY: *On behalf of the City of Boston, this Executive Order asserts Mayor Martin J. Walsh's commitment to resilience, racial equity, social justice, and social cohesion. It affirms the role of the Mayor's Office of Resilience and Racial Equity (MORRE) to instill the practice of resilience and racial equity throughout city government.*

WHEREAS, communities of color constitute 53% of Boston's population;

WHEREAS, vulnerable populations including children, seniors, individuals of immigrant status, individuals with disabilities, women, LGBTQ residents, who are economically disadvantaged and highly concentrated in communities of color, contributing to the compounding effects of racism and social injustice;

WHEREAS, racial, economic and social inequities persist across many issue areas, including education, employment, housing, health, the justice system, the environment, arts and culture, access to city services, and immigrant rights;

WHEREAS, the only way to create citywide resilience is to embed racial equity, social justice, and social cohesion within infrastructure and environmental, social, and economic aspects of resilience so that race and class do not determine our residents' ability to thrive, heal, and connect in daily life or during emergencies;

WHEREAS, the City of Boston acknowledges the role institutional and structural racism have had and continue to contribute to individual and collective trauma for communities of color;

WHEREAS, the City of Boston takes responsibility for the role of local government in addressing issues of racial equity, racial disparities, and their consequences by evaluating and deconstructing existing policies, programs and practices in order to construct those that advance racial equity;

WHEREAS, the City of Boston is committed to supporting its cabinets, departments, agencies, and offices in building the capacity to advance racial equity and social justice;

WHEREAS, Mayor Martin J. Walsh issued an Executive Order in February 2016, to ensure that minority and women entrepreneurs are afforded fair and equitable opportunities when competing for City contracts;

WHEREAS, Mayor Martin J. Walsh released the City of Boston Economic Inclusion and Equity Agenda in February 2016, which focuses on programs, policies and initiatives that have been initiated or carried out by the Walsh Administration to address racial and economic disparities in the City of Boston;

WHEREAS, equity is a cornerstone of a thriving democracy and a key pillar of government administration; and

WHEREAS, it is necessary for local government to work in partnership with community members, leaders, organizations, and institutions to effectively advance racial equity and strengthen social cohesion across the City of Boston;

NOW THEREFORE, pursuant to the authority vested in me as Chief Executive Officer by order of the City of Boston pursuant to St. 1948, c. 452, s. 11, and every other power hereto enabling, I hereby order and direct as follows:

1. I, Martin J. Walsh, Mayor of Boston, hereby affirm the City's commitment to enhancing our collective resilience by advancing racial equity, prioritizing social justice, and strengthening social cohesion.
2. To this end, I hereby order every City cabinet, department, agency, and office to take all necessary steps to implement this Executive Order, including proactively engaging in the Racial Equity and Leadership (REAL) Training Program and Citywide data collection and evaluation relative to advancing racial equity across cabinets, departments and agencies.

ARTICLE I. Definitions

- A. **Racial Equity** is the active state in which race does not determine one's livelihood or success. It is achieved through proactive work to address root causes of inequities to improve outcomes for all individuals; That is, through the elimination or shifting of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.
- B. **Social Justice** exists when all people recognize that they share a common humanity and therefore have a right to opportunities, resources, equitable treatment, and support regardless of one's race, ethnic origin, sex, gender identity, sexual orientation religion, political affiliations, age, disability, location, social class, socioeconomic circumstances, or other characteristics of group membership.
- C. **Racial Equity Framing** is an intentional and transparent approach used to explicitly identify structural and institutional racism and their effects and build a shared
- D. understanding of the social context and history of racial inequities. Racial equity framing is necessary in preventing the progression and reconstruction of inequities through the use of tools and language to provide structure for planning and processes that advance racial equity.

ARTICLE II. Accountability: Each City department, office, cabinet or agency shall:

- A. Participate in racial equity capacity building, including: training and education to develop the knowledge and skills to advance racial equity and social justice;
- B. Apply training, framing and other tools to proactively and continuously improve outcomes by race (or neighborhoods) through actions identified in this Executive Order, including but not limited to:
 1. Collection of data disaggregated by race and ethnicity (where applicable) or other proxies, such as neighborhood;
 2. Preparation of specific goals to support advancing racial equity and social justice priorities within this Executive Order and integration of goals into department strategies and work plans;

3. Application of a racial equity framing to policies, practices, attitudes, and culture, and implementation of changes to and construction of policies, practices, attitudes and culture identified through this lens.
- C. Support progress toward attaining racial equity and social justice goals as a fundamental part of the evaluation of performance and departmental mission;
- D. Report to MORRE and the Mayor on performance and attainment of racial equity and social justice goals and other directives set forth in this Executive Order.

ARTICLE III. Inclusion and Outreach: Each City cabinet, department, office, and agency shall:

- A. Participate in or host information sessions on this Executive Order with employees;
- B. Identify a point of contact to partner with MORRE on the development and implementation of education, trainings, and tools to support execution of this Executive Order;
- C. Actively participate in the development of institutional capacity to enhance equity through trainings and learning with a goal of ensuring departments are prepared to uphold the advancement of racial equity as part of employee day-to-day work and ongoing evaluation and planning processes. This shall include MORRE's Racial Equity and Leadership (REAL) Training Program focusing on:
 1. Understanding systemic and institutional racism, implicit/unconscious bias, racial equity framing and community engagement strategies;
 2. Personal and institutional roles and responsibilities for achieving racial equity;
 3. Developing plans and goals for resilience, racial equity, and social justice;
 4. Application of a racial equity framing to identify the impacts of City policies, practices, attitudes, and culture on racial equity and social justice and adoption and normalization of the consideration of racial equity data relative to the status of the most marginalized residents into policies, practices, attitudes, and culture.
- D. Fully support employee adoption of racial equity framing and other activities in favor of equitable outcomes.

ARTICLE IV. Administration and Operation: Each City cabinet, department, office, and agency shall:

- A. Identify departmental representatives to interface with MORRE on a consistent basis. Department Representatives should hold a level of agency, access and credibility conducive to devising strategies and implementing actions in collaboration with department employees;
- B. Engage in a process of identifying critical issues related to racial disparities, discrimination and institutional racism within local government. City cabinets, departments and agencies shall encourage employees to participate in City-wide staff surveying as part of this commitment. The Office of Resilience and Racial Equity will partner with the Boston Planning and Development Agency's Research Division to develop, implement, track, and report on staff surveying and data collection and evaluation;
- C. Support the use of a racial equity framing to review current and proposed policies, programs, initiatives, practices and budget allocations to prevent decision making that adversely impacts communities of color and other marginalized populations. This tool will help surface unintended consequences of proposed actions, identify opportunities for improvement, identify how actions may advance racial equity, and create opportunities for increased community engagement and accountability;
- D. Identify key goals for each equity priority identified below:

1. **Racial Equity Framing:** Establish and normalize the use of Racial Equity Framing as the way of conducting business throughout the entity.
2. **Health In All Policies:** Consider the health equity implications of current and proposed policies, programs/initiatives, practices and budget allocations. When deemed appropriate proposals should be evaluated relative to their impact on health along with other dimensions of equity
3. **Contracting:** Ensure the employment of Minority and Women Business Enterprises in City contracting to the fullest extent possible. See [Executive Order](#) of Mayor Martin J. Walsh: Promoting Equity in Public Procurement.
4. **Community Engagement:** Prioritize engagement and outreach, including stakeholder partnerships to support more inclusive, efficient, and effective community participation across city departments.

ARTICLE V. Stakeholder Engagement and Interdepartmental Collaboration

- A. MORRE shall collaborate with the following departments and others as appropriate on each equity priority previously listed: Mayor's Office for Immigrant Advancement, The Mayor's Office of Diversity, Women's Advancement, Elderly Commission, Fair Housing and Equity, Neighborhood Services, Labor Relation and Human Resources and encourage communication within and across these departments for the purposes of attaining the City of Boston's goal of achieving a state of racial equity for all Bostonians.
- B. Furthermore, MORRE shall provide support for department and quasi-agency compliance with this Order.

ARTICLE VI. Severability

The provisions of this Order are severable and if any provision, or portion thereof, should be held to be unconstitutional or otherwise invalid by any court of competent jurisdiction, such unconstitutionality or invalidity shall not affect the remaining provisions that shall remain in full force and effect.

ARTICLE VII. Effective Date

This Executive Order shall take effect immediately. This Executive Order and the provisions herein shall remain in effect, unless previously superseded or otherwise change by Executive Order.

SIGNED THIS ___ DAY OF _____, 2019

Martin J. Walsh
Mayor