Executive Order regarding Mayor’s Commission on Racial Equity and Inclusion (COREI)

On behalf of the City of Baton Rouge-Parish of East Baton Rouge, this Executive Order asserts Mayor-President Sharon Weston Broome’s commitment to racial equity, social justice, and social cohesion. This order establishes the Mayor’s Commission on Racial Equity and Inclusion (“COREI” or “Commission”), which will work to include measurable outcomes, greater accountability, and community-wide efforts to achieve racial equity in our community. The Commission aims to instill and encourage the practice of racial equity and inclusion throughout the City/Parish.

WHEREAS, the Office of Mayor-President of the City of Baton Rouge, Parish of East Baton Rouge Parish recognizes communities of color constitute 52.7% of East Baton Rouge Parish’s population and 61.3% of Baton Rouge’s population;

WHEREAS, racial, economic, and social inequities persist across many issue areas, including education, employment, housing, health, the justice system, arts and culture;

WHEREAS, the systemic and structural barriers for people of color are barriers to the creation parish-wide peace, prosperity, and progress for everyone;

WHEREAS a race equity and inclusion lens should be embedded into the fabric of our community so that race does not determine our residents’ ability to succeed;

WHEREAS, equity is a cornerstone of a thriving democracy and the internal actions of organizations, businesses, institutions, government, etc. contribute to the health and well-being of everyone in our parish;

WHEREAS, local government leadership is necessary to achieve racial equity in the community, and it is also necessary for local government to work in collaboration with local, regional and national partners, both within government and across sectors;

WHEREAS, Racial Equity is defined as the active state in which race does not determine one’s livelihood or success, 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;

WHEREAS, Racial Equity Framing is defined as an intentional and transparent approach used to identify structural and institutional racism and their effects and build a shared understanding of the social context and history of racial inequities and is necessary in preventing the progression and reconstruction of inequities through the use of tools and language to provide a structure for planning and processes that advance racial equity;

NOW THEREFORE, I, SHARON WESTON BROOME, by the authority vested in me as Mayor-President of the City of Baton Rouge, Parish of East Baton Rouge, hereby order as follows:

1. Effective date:
   a. This order shall be effective on June 12, 2020.

2. Purpose:
   a. The purpose of this Executive Order is to establish a Commission with the vision of achieving racial equity in the community and promoting inclusion and full participation of all residents, and partnering with the community to achieve racial equity across East Baton Rouge Parish.
   
   b. FOCUS AREAS:
      i. Community and Economic Development
      ii. Education, Health and Human Services
      iii. Arts, Culture and Community Based Non-Profits
      iv. Government Entities

3. Establishment of the Commission

   There is hereby an established commission, which shall be called the Mayor’s Commission on Racial Equity and Inclusion. Members of this Commission shall serve without compensation.
a. Four (4) members representing each focus area: Community and Economic Development; Education, Health and Human Services; Arts, Culture and Community Based Non-Profits; and Government Entities. All members must be residents of East Baton Rouge Parish, who shall be appointed by the Mayor-President of the City of Baton Rouge/Parish of East Baton Rouge;

b. Five (5) at-large residents from East Baton Rouge Parish, who shall be appointed by the Mayor-President of the City of Baton Rouge/Parish of East Baton Rouge;

c. Three (3) members who are the Student Body Presidents of Southern University, Louisiana State University and Baton Rouge Community College.

4. Meetings:

The Commission will meet within 14 days of the issuance of this Order and will meet bi-monthly. A majority of the entire membership of the Commission shall constitute a quorum, and no business shall be transacted by the Commission unless a quorum is present.

5. Goals for the Commission:

a. Convene open and honest dialogues with public and private sector leaders, as well as with community members from across the city-parish;

b. Collection of data disaggregated by race and ethnicity (where applicable) or other proxies, such as policies, practices, attitudes, and culture and the recommended implementation of potential changes to and construction of these areas identified through this lens.

c. Offer specific recommendations and develop a work plan that brings community voices and concerns into action.

d. Report to the Mayor-President and Metropolitan Council on performance and attainment of racial equity goals, and other directives set forth in this Executive Order.

6. Through the continued work of the COREI, future application will be executed regarding racial equity framing for policies, practices, attitudes, and culture, and the implementation of changes to and construction of these areas.
a. Support progress toward attaining racial equity and social justice goals as a fundamental part of the evaluation of performance and departmental mission;

b. Promote inclusion and full participation of all residents and partnering with the community to achieve racial equity across East Baton Rouge Parish.

c. Apply training, framing, and other tools to proactively and continuously improve outcomes by race or neighborhoods through actions identified in this Executive Order.

7. Reporting:
   The Commission shall provide a report to the Mayor-President’s Office and Metropolitan Council within 90 days after its first meeting.

8. Special Considerations:
   The Commission may review and consider services and programs including, but not limited to, the following actions that may be of interest to communities of color in East Baton Rouge:

a. **Racial Equity Framing:** Establish and normalize the use of 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;

b. **Historic Recognition:** Address historic and persistent divisions of race and class through public symbols, including street and building names, that detract from cultural unity and racial wellness;

c. **Health In All Policies:** Consider the health equity implications of current and proposed policies, programs and initiatives, practices, and budget allocations. When deemed appropriate proposals should be evaluated relative to their impact on health along with other dimensions of equity;

d. **Equitable Economic Development:** Ensure we develop public-private partnerships to focus on areas of disinvest in areas like healthcare, small business
development, redevelopment, grocery, and retail etc. in addition to implementing recommendations from the recently completed Disparity Study specific to City-Parish Contracts to the fullest extent possible;

e. **Artistic and Cultural Elevation:** Efforts to recognize the contributions of all communities of color;

f. **Community Engagement:** Prioritize engagement and outreach, including stakeholder partnerships to support more inclusive, efficient, and effective community participation in City-Parish departments.

9. Legal Compliance and Procedures:

All agendas and public notices for the meetings of the Commission will be made in accordance with the Louisiana Open Meetings Law and all records will be subject to the Louisiana Public Records Law.

The Commission may adopt rules governing its own procedures by majority vote of the members.

10. Duration:

This Executive Order shall be effective for one year from the date of its signing.

**SIGNED THIS** 12 **DAY OF** June, **2020.**

**SHARON WESTON BROOME**

**MAYOR-PRESIDENT**

**CITY OF BATON ROUGE-PARISH OF EAST BATON ROUGE, LOUISIANA**