

# Federal City Council Fall Meeting - Thursday, October 1, 2020

## RACIAL EQUITY: Through A Project Lens

As the Black Lives Matter protests swept the country in the wake of George Floyd's death, the Federal City Council (FC2) sought to bring our commitment to advancing racial equality and justice even more to the forefront. We did this by redoubling our work to progress equity through our programs and initiatives. We have dedicated our Fall Meeting to igniting this important discussion within our organization. This meeting will focus on tangible ways FC2 can help make DC a more racially equitable city. Together, we seek to advance **RACIAL EQUITY: Through a Project Lens** within the District of Columbia by tackling three distinct areas of focus:

### Closing the Digital Divide in DC

With more than one in five District residents living without access at home to broadband Internet service or a computer, the coronavirus pandemic and the resulting drive to learn and work at home revealed how deep and wide the digital divide is in the District. The gap in access to digital services and goods remains a serious problem in the African American community in DC. The Alliance for Excellent Education reports that 27 percent of Black households in the District do not have access to broadband Internet speeds, compared to only 5 percent of White households.

To address this issue, we will start our Fall Meeting with a discussion of the Digital Divide and how the business community can help to close DC's substantial disparities in technology access. The moderator for the conversation will be **Maura Marino**, Co-Founder and Chief Executive Officer of Education Forward DC. Our panelists for the conversation will be **Lindsey Parker**, Chief Technology Officer of the District of Columbia, **Melissa Kim** Deputy Chancellor of DC Public Schools and **Patricia Brantley**, Chief Executive Officer of Friendship Public Charter School.

### Employers for Equity

Racial equity is a shared goal. We're all asking ourselves what we can do about it. At the FC2, one of the clearest ways we can see to do this is to ensure young people of color are prepared for good jobs in the region. As a District, we've primarily relied on schools to prepare young people for careers and focused all our efforts on getting students to and through college without ensuring they develop key

competencies in the workplace or build a supportive network of professionals. Now we want to ask what employers can do to get this done.

During the Fall Meeting, we will discuss ways we can strengthen pathways from high school to career and to help more young people attain DC's good jobs through Employers for Equity, an extension of our CareerWise DC initiative. The moderator for the conversation will be **Richard Bynum**, Chief Corporate Responsibility Officer for PNC Bank. Our panelists will be **Marty Rodgers**, Market Unit Lead for the US South Division of Accenture, **Marie Johns**, CEO of PPC-Leftwich, and **Antwanye Ford**, President & Chief Executive Officer of Enlightened, Inc and Board Chair of the Workforce Investment Council (WIC).

### Public Safety

Americans of all races have been inspired to protest our country's racial inequities, set off by the killing of George Floyd, Breonna Taylor and too many other young black people. Although racial inequities are evident in all our country's institutions, policing has been the flashpoint for this current racial reckoning. For this momentum to result in tangible improvements to public safety, it is going to require both reflection and also action.

We will close the Fall Meeting with a discussion about public safety and how the District can respond to calls for police reform. Our CEO **Tony Williams** will engage in a Question & Answer Session with **Mark Tuohey**, Of Counsel at Baker & Hostetler LLP and former Director of Mayor Bowser's Office of Legal Counsel.

## Racial Equity Resources

### Racial Equity Institute, LLC

Creators of "The Groundwater Approach," which is designed to help practitioners at all levels internalize the reality that we live in a racially structured society, and that *that* is what causes racial inequity.

### The Racial Equity Asset Lab (The REAL)

The REAL brings structural analysis to understanding racial inequity by considering the ways that complex, dynamic systems interact to maintain racial disparities in our society. By addressing both public and institutional policies, practices and cultural representations through a race lens, we can work to dismantle harmful, racist systems.

### Managing Leadership for Tomorrow (MLT)

MLT bridges the critical college-to-career transition gap and ensures their Fellows succeed in that "last mile" to post-college careers. By preparing people of color to land and thrive in high-trajectory jobs, MLT delivers immediate and lasting upward socioeconomic mobility. MLT propels their Fellows on paths to leadership, which has the added benefit of lifting their families and their communities.

*\*This list is also available on our website. If you have any other Racial Equity Resources for your peer members, please let us know and we will add them to the list.*

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