

## Finalizing the Community Equity Priorities

On May 13, 2024, NYC Commission on Racial Equity (CORE) published 16 draft community equity priorities developed from publicly available feedback provided to local government at various townhalls and public sessions. We launched a public engagement process which included soliciting feedback from government partners, community organizations, faith-based organizations and provided an open survey link to the public. Feedback was solicited and received in the City’s top languages.

Respondents and NYC CORE Commissioners finalized 18 Community Equity Priorities as what community members view as most relevant to their well-being. CORE refers to New Yorkers and community members as anyone living in NYC, including immigrants, regardless of their documentation status. To implement each priority, the city will need to provide appropriate funding and leverage community-based approach. We must invest our tax dollars equitably so that all individuals and families can thrive in our city.

| Fundamental Value in our NYC Charter: Our government justly values all talents and contributions                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Draft priority                                                                                                                                                                                                                                                               | Summary of feedback                                                                                                                                                                                                                                                                                                                                                                                                                 | Final priority                                                                                                                                                                                   |
| 1. Close the racial, gender, gender identity, age, and disability gaps in city government positions that create or decide over city policy with individuals who are committed to equity, and social justice.                                                                 | Of all respondents, 83.4 percent agree with the priority. 6.7 percent disagree, 8 percent are neutral, and 1.8 percent did not respond. Respondents agree that government employees and their work should advance equity. CORE edited the text to drive structural change. It must include all government staff and attract equity, and social justice-minded people to government.                                                 | Remove the gaps in race, gender identity, sexual orientation, age, and disability in city jobs. Ensure that government work and staff reflect the city's commitment to equity and social justice |
| 2. Ensure and appropriately fund community members most harmed by racism, including youth, participate with government staff throughout the decision-making, planning, and implementation when creating new or reviewing existing rules, legislation, budgets, and programs. | Of all respondents, 85.4 percent agree with the priority. 5.9 percent disagree, 6.9 percent are neutral, and 1.9 percent did not respond. Respondents said the government should seek input from all ages to ensure outcomes in government practice that increase racial equity and social justice. CORE edited the text to include actionable and inclusive language that honors the value of contribution from community members. | Fund communities harmed by racism and injustice to shape and get updates on NYC government plans.                                                                                                |
| 3. Close the racial, gender, gender identity, age, and disability gaps in salaries for city                                                                                                                                                                                  | Of all respondents, 83.5 percent agree with the priority. 6.5 percent disagree, 7.4 percent are neutral, and 2.5 percent did not respond. Respondents asked for stronger                                                                                                                                                                                                                                                            | Remove the gaps in race, gender identity, sexual orientation, age,                                                                                                                               |

|                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| employees and staff at organizations working with NYC government.                                                                                                                                                                                             | language in the priority. They want to address gaps in promotional opportunities.                                                                                                                                                                                                                         | and disability in city pay, promotions, and contracts.                                                                                                                                                                                   |
| 4. Ensure and appropriately fund government and organizations working with NYC government provide program services and share written information in the city's top languages at an accessible level.                                                          | Of all respondents, 85.1 percent agree with the priority. 4.8 percent disagree, 7.3 percent are neutral, and 2.8 percent did not respond. Respondents wanted CORE to ensure city agencies get funding for language access. They also wanted to hire local multilingual community members.                 | Ensure NYC offices and partners get funds for community-based language access services in the city's most spoken languages.                                                                                                              |
| 5. Evaluate and remove, where needed, racial, ethnic, and poverty-based bias in computer-based instructions that produce inequities including but not limited to health care, housing, education, policing, criminal justice, employment, and social service. | Of all respondents, 81.2 percent agree with the priority. 6.2 percent disagree, 8.4 percent are neutral, and 4.2 percent did not respond. Respondents want to keep language that asks the government to assess existing formulas and processes, remove bias, and name specific sectors that use them.     | Check for and remove any formulas and computer processes that may be biased based on race, ethnicity, or poverty. This will prevent inequities in health care, housing, policing, criminal justice, employment, social service and more. |
| <b>6. New priority proposed</b>                                                                                                                                                                                                                               | CORE received requests from several groups to share data using smaller race and ethnicity subgroups across all government offices. Requests for clearer data should be collected and shared with the public.                                                                                              | Collect, analyze, and share data on access to government services with the public, categorizing it by specific groups harmed by racism and social injustice.                                                                             |
| <b>Fundamental Value in our NYC Charter: Our government ensures the condition of thriving for every person</b>                                                                                                                                                |                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                          |
| 7. Ensure and appropriately fund prevention and provide legal and financial support for families facing eviction, lease theft, and deed theft.                                                                                                                | Of all respondents, 81.5% agree with the priority, 5.2% disagree, 9.1% are neutral and 4.1% did not respond. Community raised including a sense of urgency for housing stability and inclusivity of individuals and families. CORE heard specific requests to call in ending homelessness and deed theft. | Expand access to safe, stable housing for those at risk of homelessness, eviction, and deed theft without delay. Access should be available to individuals and families.                                                                 |
| 8. Remove all government issued fees for services, where possible, and convert remaining fees and fines to an income based sliding scale.                                                                                                                     | Of all respondents, 76.9% agree with the priority, 7.5% disagree, 11.8% are neutral and 3.8% did not respond. Respondents want to adjust fines and fees, where                                                                                                                                            | Evaluate and remove fines and fees to reduce the impact on low-income people of all ages.                                                                                                                                                |

|                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                   | appropriate. They want to reduce their impact on low-income New Yorkers and seniors.                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                       |
| 9. Institute and appropriately fund trauma informed community safety practices and responses to mental health calls that lessens reliance on law enforcement.                                                                                                                     | Of all respondents, 82.8% agree with the priority, 5.7% disagree, 7.7% are neutral and 3.8% did not respond. Responding to crisis remains a critical public safety topic. Respondents differentiated between violent and non-violent calls for help. Respondents say that police are not always the right response to a call for help.                                                                                    | Use and expand non-punitive responses to mental health and all crises. These responses should rely less on police where possible. People should be allowed to decide or contribute to decisions about their own care. |
| 10. Increase and appropriately fund school districts that are suffering from racial and class segregation to provide students, and families with social-emotional, health, educational, nutritional, and social services before, during, and out of school time hours year-round. | Of all respondents, 86.1% agree with the priority, 5.6% disagree, 5.7% are neutral and 2.6% did not respond. Respondents raised a commitment to inclusive education and funding practices in every school. Respondents stressed the need to fix admissions practices and travel time. They also wanted safer schools, better education, and more programs, like art and health.                                           | Reduce racial and economic segregation and education gap by increasing support to schools. Help every student and family with education and other health related social needs.                                        |
| 11. Increase and appropriately fund the number of organizations working with NYC government to provide health, mental health, and substance use programs that understand the lived experience of community members most harmed by racism.                                         | Of all respondents, 86.3% agree with the priority, 5.5% disagree, 5.7% are neutral and 2.5% did not respond. Respondents raised both the number of service providers and their quality. Meeting the community and the individual where they are is important to respondents. Increasing funds, diversifying staff, and broadening the issues partners are working on are some of the concerns respondents raised to CORE. | Expand health, mental health, substance use, and disability services. They must meet the needs of families and individuals harmed by racism and social injustice.                                                     |
| 12. Remove all tuition and associated fees for New York City residents attending all CUNY junior and senior colleges.                                                                                                                                                             | Of all respondents, 78.7% agree with the priority, 8.5% disagree, 8.5% are neutral and 4.4% did not respond. In a city with an increasing cost of living, the cost of higher education remains a priority concern. Respondents wanted to reduce poverty by making college more accessible to all CUNY and SUNY students. Priority focuses on junior CUNY colleges, which receives partial funding from the city budget.   | Remove costs and barriers to CUNY enrollment and retention.                                                                                                                                                           |

|                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>13. New priority proposed</b>                                                                                                                                                                                                                          | The CORE Community Engagement Priority survey found that respondents felt the cost of living was too high. Cost is a major barrier to accessing food, housing, and transportation.                                                                                                                                                                                                                                                                      | Increase access and lower the cost to basic needs such as quality food, transportation, medical, and housing.                                                               |
| <b>Fundamental Value in our NYC Charter: Our government embraces vigilance, remedy, and reconstruction</b>                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                             |
| 14. Center equity and neighborhood level decision-making, planning, and implementation with community members in the city's emergency preparedness, response, and recovery system for communities harmed by racism and immigration status discrimination. | Of all respondents, 81.5% agree with the priority, 5.2% disagree, 9.1% are neutral and 4.1% did not respond. With a growing number of public emergencies, respondents highlighted the need for neighborhood-level pre-planning. Efforts should protect the well-being of all in NYC, including undocumented immigrants. They should also provide recovery support.                                                                                      | Expand access for those harmed by racial and social injustice to inform local emergency planning. These include plans to prepare for, act in, and recover from emergencies. |
| 15. Increase and appropriately fund access and opportunity for communities harmed by racism to purchase government and non-government land.                                                                                                               | Of all respondents, 80.3% agreed, 5.9% disagreed, 9.9% were neutral, and 3.8% were missing. Respondents shared that saving money to purchase land is sometimes less difficult than learning about the process and opportunities. Respondents stressed wanting to ensure that access and opportunity was widely available to all New Yorkers. Community land trusts and focusing on developing process for low-income people to buy and retain property. | Remove barriers and increase access for people harmed by racial and social injustice to learn about buy, and keep ownership of property.                                    |
| 16. Increase and appropriately fund accountability and disciplinary power of oversight bodies for law enforcement and all city workers who cause harm to people and abuse their authority.                                                                | Of all respondents, 83.6% agreed, 5.4% disagreed, 7% were neutral, and 3.9% were missing. Holding police accountable for their actions remains a priority for the public. Respondents expanded on which city workers they believe may act with bias or discrimination. City workers include child protective services, social services, and some law enforcement agencies, like the Department of Probation and Corrections.                            | Ensure all city employees and their agencies, including the police and social service providers, are held accountable for any harm and abuse of power.                      |
| 17. Close the racial, gender, gender identity, age, and disability gaps in access and opportunity to employment, and                                                                                                                                      | Of all respondents, 81.5% agreed, 5.8% disagreed, 9% were neutral, and 3.7% were missing. Respondents urgently want well-paying jobs to help their families thrive.                                                                                                                                                                                                                                                                                     | Remove the gaps in racial, gender identity, sexual orientation, age, and disability access to job training and funds to start businesses.                                   |

|                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| appropriate fund programs distributing money to start a business.                                                                                        | They want to help young people and seniors find and keep jobs.                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                   |
| 18. Reduce the number of people of all ages in jail, prison, or court monitoring for criminal offenses, and transform jails into rehabilitation centers. | Of all respondents, 68.5% agreed, 13% disagreed, 14.3% were neutral, and 4.2% did not respond. All groups stressed the need for programs to prevent first-time crime. Respondents shared that anyone who commits a crime should be held accountable. If a crime occurs, people must get services to prevent a repeat. Supporting the families and communities of people who are jailed is key to preventing crime. | Expand services to prevent, intervene, and provide care for people and families harmed by policing, jails, and court supervision. |