



## **2020 END OF YEAR REPORT DIVERSITY, EQUITY, INCLUSION, AND BELONGING**

In June 2020, following the killings of George Floyd, Breanna Taylor, Ahmaud Aubrey, Dreajon Reed, and many others, Keep Indianapolis Beautiful (KIB) created a charter on diversity, equity, and inclusion. KIB chose to create this charter to hold itself accountable to its actions internally with staff, and externally in the city it loves.

Over the last six months of the year, KIB has made some initial progress against the goals it set for the organization.

- KIB established a Diversity, Equity, Inclusion, and Belonging Task Force on the staff, which includes a small group, diverse in age, ethnicity, and gender. This group meets weekly to advance the goals of the DEIB charter.
- KIB amended its Bylaws for the Board of Directors, and created a formal Diversity, Equity, Inclusion, and Belonging Committee, composed of a diverse mix of Board members, staff, and community members. This group will initially meet monthly to provide counsel and advice and resources to the internal staff task force.

KIB also started to make progress on the specific goals outlined in the charter, as follows:

### **EXTERNAL GOAL: TO STRENGTHEN TIES WITH DIVERSE NEIGHBORHOODS, COMMUNITIES, VENDORS, AND PARTNERS.**

Engage in open dialogue with civic and social justice organizations and with neighborhood advocates in town hall meetings to identify environmental justice issues in underserved communities.	<ul style="list-style-type: none"> <li>• KIB has invited two community members to join the formal DEIB Committee created with new Bylaws approved in December.</li> <li>• KIB has plans to conduct 4 town hall meetings, with first in Q2 2021.</li> </ul>
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<p>Examine historical data to provide an objective and honest picture of the communities where KIB has invested its resources.</p>	<ul style="list-style-type: none"> <li>• KIB has mapped locations of IPL Project GreenSpaces, community tree plantings, and Great Indy Cleanup programs overlaid with social vulnerability indices.</li> <li>• KIB analyzed racial and economic demographics for its efforts over the past four years.</li> <li>• Currently, many KIB programs align with overall demographics of Indy. One exception is the GreenSpace program which intentionally examines a variety of factors, including race, median household income, and access, before selecting sites.</li> <li>• Going forward: In Q1 2021: <ul style="list-style-type: none"> <li>◦ KIB will determine how it has allocated dollars toward projects in recent years, as an additional layer of analysis.</li> <li>◦ KIB will explore overlays of heat island effect, flooding, litter, and historic real estate redlining on current gentrification.</li> </ul> </li> </ul>
<p>Allocate future resources where they are most needed and welcomed to create safe and healthy neighborhoods for all, and more equitable access to a healthy environment.</p>	<ul style="list-style-type: none"> <li>• KIB is creating a “totality” analysis to visualize relative investment of various programs, to develop a coherent understanding of the geographic distribution of KIB’s investments in the community.</li> <li>• KIB’s new strategic plan will focus its resources on improving environmental equity, and to allow for more resources to be allocated in neighborhoods that need and want them most.</li> <li>• KIB will create a rubric in Q2 2021 to follow when looking at new partnerships.</li> </ul>

<p>Review existing use of minority-owned vendors, and their subcontractors. KIB will set a goal of matching or exceeding the diversity of the city with its vendors.</p>	<ul style="list-style-type: none"><li>• KIB has reviewed its work with Minority-owned, Women-owned, and Veteran-owned Business Entities (XBE).</li><li>• KIB created a standard operating procedure guide to ensure it maximizes use of XBE vendors</li><li>• KIB is examining opportunities to utilize the forementioned SOP to expand its list of vendors.</li><li>• KIB joined the Hispanic Business Council, the Indy Black Chamber of Commerce, and the Indy Rainbow Chamber.</li></ul>
<p>Ensure that all participants feel safe and welcomed at KIB projects and events, and in the neighborhoods where work occurs.</p>	<ul style="list-style-type: none"><li>• KIB examined which projects along busy thoroughfares require police presence for traffic calming.</li><li>• KIB conducted surveys for the Youth Tree Team, and Greenspace participants, and audited the surveys.</li></ul>

**INTERNAL GOAL: TO FOSTER A DIVERSE, EQUITABLE, AND INCLUSIVE WORKPLACE, WHERE ALL STAFF FEEL SAFE AND WELCOME.**

<p>Seek expertise outside KIB staff to audit and recalibrate the organization’s culture and sensitivity to race, diversity, equity, and inclusion in daily operations.</p>	<ul style="list-style-type: none"><li>• KIB gathered input regarding its organizational culture.</li><li>• KIB developed a staff survey and analyzed results to determine what type of training is most needed.</li></ul>
<p>Recommit to staff hiring practices and board nominations that increase diverse representation.</p>	<ul style="list-style-type: none"><li>• KIB has conducted an audit of staff hiring practices.</li><li>• KIB made several updates to the hiring playbook to ensure diversity is considered at multiple steps during the hiring process.</li><li>• KIB’s new strategic plan includes goals to increase board diversity to match the demographics of Indianapolis more closely.</li></ul>
<p>Ensure that all staff and board members engage in anti-racism training and commit to ongoing development.</p>	<ul style="list-style-type: none"><li>• KIB set aside funds in its 2021 budget to pay for a consultant.</li><li>• KIB created an RFP to solicit a trainer to conduct DEI training for staff and board.</li><li>• KIB will review and select a DEIB consultant in Q1 2021.</li></ul>