

**Atlanta Beltline, Inc.
Racial Equity Plan**

Organization wide desired result: All legacy residents, new residents and business owners benefit and prosper from the economic growth and activity associated with the Atlanta BeltLine.

A. Atlanta Beltline, Inc. is committed to creating a culture that values and advances equity and inclusion					
Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress report
<ul style="list-style-type: none"> • Number and percent of employees who believe racial equity is a value of ABI • Number and percent of employees who believe they have the knowledge and tools necessary to advance equity and inclusion in their work 	1. Conduct assessment to gauge employee knowledge and capacity to operationalize equity and inclusion	Q3 2018	Chief Equity and Inclusion Officer	Number of employees who participated in the survey	Complete
	2. Convene executive team to develop shared understanding of equity and inclusion concepts	Q3 2018	Chief Equity and Inclusion Officer	Development of equity and inclusion vision statement	Complete
	3. Review ABI policies, practices, procedures, and structures to identify gaps and opportunities to advance equity and inclusion	Q4 2018	Chief Equity and Inclusion Officer	Identification of barriers to advancing equity and inclusion	Complete
	4. Implement ABI equity and inclusion training – provide introductory training to Senior Team, then all ABI employees. Provide Racial Equity Toolkit Training to all employees. Provide Racial Equity Action Planning Training to all employees.	Q4 2018	Chief Equity and Inclusion Officer	Number and percent of ABI employees who attend trainings	Complete
	5. Incorporate racial equity and inclusion into all policies and processes – Convene ABI workgroups to support the development and implementation of ABI projects/initiatives. Each workgroup will pilot applying the racial equity toolkit.	2019	Chief Equity and Inclusion Officer	Number and percent of new or revised policies and practices that utilize racial equity in decision making	In process

B. Atlanta Beltline employees support their families, achieve work/life balance and enjoy working at ABI

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress report
<ul style="list-style-type: none"> • Bi-annual compensation study • Analysis of current ABI salary data • PTO utilization • Vacany rates • Gallop Engagement Survey 	<p>1. Include racial equity as a core competency in all job descriptions</p>	Q2 2019	Human Resources Manager	Number of new or revised job descriptions that incorporate racial equity	In process
	<p>2.. Conduct comprehensive compensation analysis to ensure salaries are equitable and aligned across race, gender and job classification</p>	Q3 2019	Human Resources Manager	Number and percent of ABI salaries that are aligned with the work being performed	In process
	<p>3. Foster a workforce that uses paid time off while maintaining workflow and minimizing staff turnover</p>		Human Resources Manager	Number and percent of staff who utilize PTO Number and percent of vacant positions filled	In process

C. Atlanta Beltline investments in contracting and procurement benefit the diversity in Beltline communities					
Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress report
<ul style="list-style-type: none"> Number of local DBE vendors Number and percent of DBE vendors utilized 	<p>1. Establish credible baseline data on current DBE participation. Review internal databases to estimate the current level of engagement and contracting with DBE vendors. DBE is defined as including Female Business Enterprises (FBE), Minority Business Enterprises (MBE), Small Disadvantaged Businesses (SDB) and Small Business Enterprises (SBE).</p> <p>2.. Conduct survey of local DBEs. The purpose of the survey is to determine vendor awareness and perceived barriers to participation.</p> <p>3. Conduct comprehensive disparity study. This robust effort will measure utilization of DBE vendors against local availability in relevant sectors at both a departmental and organization-wide level.</p>		<p>Procurement Team</p> <p>Procurement Team</p> <p>Procurement Team</p>	<p>Report on DBE participation</p> <p>Disparity Study report which includes recommendations for improving internal policies and processes to engage more local DBE vendors</p> <p>Number of policies/ processes updated</p>	
D. Atlanta residents view the Atlanta Beltline as an inclusive entity that effectively engages all communities					
Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress report

C. Atlanta Beltline investments in contracting and procurement benefit the diversity in Beltline communities

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress report
<ul style="list-style-type: none"> Number/percent of community members who are aware of ABI's commitment to equity and inclusion Community meeting sign in sheets Community survey 	<p>1. Develop alternative methods for community engagement. In addition to public meetings, the team will explore innovative strategies to communicate with and seek feedback from Atlanta Beltline community members.</p>	2019	Vice President for Commuty Planning and Engagement and Arts	<p>Number of people engaged</p> <p>Variety of community members engaged</p> <p>Alternative engagement plan developed and implemented</p>	In process

E. Art on the Atlanta BeltLine is responsive and reflective of community needs

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress report
<ul style="list-style-type: none"> • Number of new artists who are diverse and have connections to Beltline communities • 	<p>1. Consult and collaborate with cultural organizations and underrepresented artists. Underrepresented artists are considered those who identify as nonbinary, LGBTQIA2S, ethnic minorities, women, and disabled among others.</p> <p>2.. Revise ABI contracting and procurement process to lessen the burden on artists.</p>		<p>Vice President for Commuty Planning and Engagemnt and Arts</p>		