

Treasurer: Racial Equity Work Plan Table

AREA OF OPPORTUNITY	TIER 1 (BEGINNING) ~ Information ~	TIER 2 (EMERGING) ~ Analysis ~	TIER 3 (ADVANCING) ~ Action ~
I. Organizational Commitment			
Statement of commitment to fairness and equity in day-to-day operations and communications			Connect those living on the margin with budgeting resources, social services, housing assistance, job searches, etc.
II. Leadership Development			
Statement of commitment to value diversity and public service	Share examples of how equality ≠ equity		
	Share online implicit definition, examples, add online assessment		
	Share learning and communication similarities and differences between generations		
III. Program Innovation			
Accessible counter, public terminals, information availability, and tax-related discussions at times that work for both the taxpayer and the treasurer		Make a concerted effort to identify who benefits and who burdens in each decision	Help those facing aging and disability, in-person visits with delinquent taxpayers
Address communication barriers like translation and cultural differences			Incorporate in-person, phone, and online translation services
IV. Collaboration			
Urban League, Centro Hispano, Literacy Network, YWCA, etc.	Share tax information regarding deadlines, how to pay, methods to prevent delinquencies, etc.		
Youth in Government & school/community education			Visit youth to discuss broad financial management, the tax system, the Treasurer as the public fiduciary (liquidity-security-yield), and the role of ethics
V. Resource Mobilization			
VI. Brand and Visibility			