City of Indianapolis
DEIA Initiatives

Listening, engaging, understanding and working together
DEIA Recent Current

Chief Diversity & Equity Officer

GARE : Government Alliance on Race and Equity

Cultural Equity Plan, DMD

- Intensive study seeking to identify and maintain cultural assets, resident legacies and battling displacement
- Reflect City’s desire to identify and celebrate the diverse cultures of Indy while promoting culture, history and equity in day to day operations
- Goal is to transform Indianapolis’ identity from being known as not only a sports hosting City to also a cultural hub
Lift Indy

Lift Indy - $29 Million in the past 5 years

East 38th Street Corridor

- $3.5 Million from City’s signature community development program to expand affordable housing and homeownership opportunities, fund economic development, park improvements

Eight Lift Indy Designations since 2017

- Monon16, Old Southside, East 10th Street, Near North, Martindale-Brightwood, Mid-North and Far Eastside
Community and Neighborhood Investments

Elevation Grants – Violence Reduction program in Partnership with **CICF**
Addressing the Root Causes of Violent Crime
Investing $45 Million in Neighborhoods over the next three years

Neighborhood Grant Program in Partnership with **INRC**
Designed to support the engagement, collective action and increased development of all neighborhoods and organizations
Investing $1.5 Million in neighborhoods over the next three years 48% of funds in RD 1 went to communities of color
PARKS

Frederick Douglass Park's new family center- $20 Million
Completion in 12/2023

Riverside Regional Park-
$11 Million: Promenade and Riverside Adventure Park, Taggart Memorial Amphitheatre- $9.2 Million

Grassy Creek Park- $8.6 Million & new family center- $7 Million

Rev Charles Williams Park- $2.25 Million

27 Parks playground, hardcourt improvements
Office of Minority Women and Business Development

Certifies businesses, provides community outreach and education, assist with utilization plans and reports

XBE Utilization Goals
Minority Owned 15%, Women Owned 8%, Veteran 3%, Disabled 1%

Disparity Study 2019 assessed whether minority, woman, veteran and disable owned business faced barriers as a part of the City's contracting process
International & Latino Affairs

- Mayors Latino Advisory Council
- Axis Professional Leadership Program
- Engage with Indianapolis Sister Cities
- Engage with International Community to connect to resources
- Language

The City of Indianapolis
Arts

- Annual Grant Program: $1.15 Million
- Arts & Culture Institutions COVID-19 Relief Fund
- Indianapolis Arts & Culture Neighborhood reactivation "#IndyKeepsCreating Series Fall 2021-Spring 2022"
- Arts & Culture Marketing Support
- Music City Strategy Recovery Grant to Independent Music Venues in 2021
- Vaccinate Indy! Public Service Announcement/Art Campaign 2021
Equality vs Equity

Equality-The state of being equal – the same identical and status rights and opportunity

Equity-The quality of being fair and impartial
The Goal

Equity is giving resources to each individual group based on their needs. Developing equity by building an equity foundation will bring a company or organization

• New audiences
• Unique experiences
• Different points of views
• New supporters
• New revenue streams

And promotes including everyone and not pushing people out or ignoring them.
Questions to consider

- Who are the centered voices?
- Are you having different conversations with different people, different groups?
- What is our culture?
- Readdressing systems?
- Where is there tension?
- Who are the stakeholders?
Reality

This work takes time and commitment.

It is a change in thinking, mentality, processes, and procedures.

It is not just performance.
Diversity is a Fact

Equity is a Choice

Inclusion is an Action

Belonging is an Outcome