



**Atlanta BeltLine, Inc.
Racial Equity Action Plan**

An internal working document

Updated June 2020



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The Atlanta Beltline is transforming the city of Atlanta. The Beltline project has the potential to break down barriers and connect people, communities, and cultures that have been intentionally segregated for generations. As the birthplace of the Civil Rights movement, Atlanta has a rich history of community, organizations, and government coming together to remove barriers and build paths of opportunity. Our hope is to implement the Beltline project in a way that ensures all Atlantans have the chance to participate in and benefit from its economic growth for generations to come.

Guided by principles of equitable and sustainable development, the Atlanta Beltline is delivering transformative public infrastructure that enhances mobility, fosters culture, and improves connections to opportunity. The Atlanta Beltline is committed to building a more socially and economically resilient Atlanta with partner organizations and host communities through job creation, inclusive transportation systems, affordable housing, and public spaces for all. The Atlanta Beltline is focused on creating economic development and housing opportunities that benefit all Atlantans, while also ensuring that equitable development and environmental justice is incorporated into all processes, decision-making, and programs. To do this, the Atlanta BeltLine must address policies, practices, and procedures. Historical discrimination through redlining, racially restrictive housing covenants, zoning ordinances, and urban renewal created and maintained disparities between whites and people of color.

The Atlanta BeltLine, Inc. is committed to its racial equity vision: ***All legacy residents, new residents, and business owners benefit and prosper from the economic growth and activity associated with the Atlanta BeltLine.*** This vision is consistent with the Atlanta Beltline's overall vision and is guided by an understanding that inequities undermine the city's collective prosperity and threaten the region's ability to remain globally competitive. The Atlanta BeltLine acknowledges that everyone is situated differently and the relationship between place and race in Atlanta is glaring. The prosperity of the region and the success of the Atlanta Beltline depends on every person having a fair chance to fulfill their human potential and thrive.

The Atlanta BeltLine is beginning its journey towards equity and inclusion. The success of the Atlanta BeltLine depends on creating and preserving affordability; reducing residential, commercial and cultural displacement; reducing racial and economic disparities; promoting transit and connectivity; ultimately improving the overall quality of life for all BeltLine residents. The Racial Equity Action Plan is an internal working document and outlines concrete action steps that leadership and staff will take to achieve racial equity in its organization, operations, investments, programs, and policies. The action plan supports ongoing internal transformational change to ensure a BeltLine that benefits its communities. Going forward, Atlanta BeltLine, Inc. will monitor progress of the Racial Equity Action Plan, report its results on an annual basis, and make adjustments as needed, as well as integrate new strategies, programs, and policies as appropriate.

**Atlanta BeltLine, In.
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					
Community 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 • Number and percent of employees who believe ABI has an inclusive culture 	<p>1. Conduct assessment to gauge employee knowledge and capacity to operationalize equity and inclusion.</p>	Q3 2018	Chief Equity and Inclusion Officer	Number of employees who participated in the survey	Complete
	<p>2. Convene executive team to develop shared understanding of equity and inclusion concepts.</p>	Q3 2018	Chief Equity and Inclusion Officer	Development of equity and inclusion vision statement	Complete
	<p>3. Review ABI policies, practices, procedures, and structures to identify gaps and opportunities to advance equity and inclusion.</p>	Q4 2018	Chief Equity and Inclusion Officer	Identification of barriers to advancing equity and inclusion	Complete
	<p>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.</p>	Q4 2018	Chief Equity and Inclusion Officer	Number and percent of ABI employees who attend trainings	Complete
	<p>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. Learnings from each effort will be documented and shared as an opportunity to further build the racial equity capacity of staff. As a part of applying the racial equity toolkit, this action will include community engagement and outreach efforts.</p>	2019	Chief Equity and Inclusion Officer	Number of new or revised policies and practices that utilize racial equity in decision making	Ongoing

B. Atlanta Beltline employees support their families, achieve work/life balance and enjoy working at ABI					
Community 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 • Vacancy rates • Gallop Engagement Survey 	<p>1. Include racial equity as a core competency in all job descriptions. As job descriptions are developed and/or revised, incorporate racial equity as a core competency and expectation into the job description.</p>	Q2 2019	Human Resources Manager	Number of new or revised job descriptions that incorporate racial equity	Complete
	<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	Ongoing
	<p>3. Foster a diverse workforce that uses paid time off while maintaining workflow and minimizing staff turnover.</p>	Q3 2019	Human Resources Manager	Number and percent of staff who utilize PTO Number and percent of vacant positions filled	Ongoing

C. Atlanta Beltline investments in contracting and procurement benefit the diversity in Beltline communities					
Community 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 • Percentage of overall contract spending with MBEs 	<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. Collect and analyze data to identify gaps and opportunities in contracting and procurement. DBE is defined as including Female Business Enterprises (FBE), Minority Business Enterprises (MBE), Small Disadvantaged Businesses (SDB) and Small Business Enterprises (SBE).</p>	Q2 2019	General Counsel	Report on DBE participation Number of policies/processes updated	Complete
	<p>2. Conduct survey of local DBEs. Implement a survey of DBEs to determine vendor awareness and perception of ABI's procurement process.</p>	Q3 2019	Procurement Team	Tracking and reporting mechanism established and implemented	In discussion
	<p>3. Revise existing ABI policies and practices to demonstrate racial equity in contracts across the organization. Review contracting practices to ensure contracting and procurement dollars are accessible</p>	Q4 2019	General Counsel, Chief Financial Officer		Ongoing

C. Atlanta Beltline investments in contracting and procurement benefit the diversity in Beltline communities					
Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress report
	to and benefiting the diversity of Atlanta's small and minority business owners. Revise policies such as bonding requirements and prompt payment of vendors and sub-contractors to enable equity in contracting.				
D. Atlanta residents view the Atlanta Beltline as an inclusive entity that effectively engages all communities					
Community 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 	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.	2019	Vice President for Community Planning and Engagement and Arts	Number of people engaged Variety of community members engaged Alternative engagement plan developed and implemented	Ongoing Community engagement consultant brought on to support efforts along Southside trail. Hosting mobile office hours and community pop ups to deepen engagement and build trust with community.

E. Art on the Atlanta BeltLine is responsive and reflective of community needs					
Community Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress report
<ul style="list-style-type: none"> Number of new artists who are diverse, represent marginalized communities, 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>	Q4 2019	Vice President for Community Planning and Engagement and Arts	Number of active partnerships with local, neighborhood arts organizations	Ongoing New language added to AoAB RFP. Performance art, music, dance, etc. have been included in the RFP scope of work to attract more artists of color.
	<p>2. Revise ABI contracting and procurement process to lessen the burden on artists.</p>	Q4 2019		Number/percent of local artists that apply for an are accepted Into Art on the Atlanta BeltLine	
				Number/percent of underrepresented artists who apply for and are selected for Art on the Atlanta BeltLine	