



THE UNITED STATES CONFERENCE OF MAYORS



MAYORS' COMPACT ON RACIAL EQUITY

For decades, America's mayors, through The United States Conference of Mayors, have taken a strong position in support of civil rights and in opposition to racism and discrimination in all its forms. In 2013, working with UNESCO and the U.S. Department of State on the 50th anniversary of the bombing of the 16th Street Baptist Church in Birmingham, the Conference established the U.S. Coalition of Cities Against Racism and Discrimination and more than 100 mayors pledged to implement a 10-point plan that outlined actions they would take collectively through the Conference of Mayors and individually in their cities. In the days following the violent and deadly demonstrations in Charlottesville in August 2017, more than 325 mayors signed a Mayors' Compact to Combat Hate, Extremism and Bigotry, a 10-point pledge to work toward inclusive and compassionate cities drafted by the Conference in conjunction with the Anti-Defamation League. This led to the establishment of the Mayors and Business Leaders Center for Compassionate and Equitable Cities. Now, one year into a national conversation on racial reckoning, the U.S. Conference of Mayors and the African American Mayors Association have developed this Mayors' Compact on Racial Equity.

As Americans and as mayors, we stand united in taking measures to ensure that all our residents are treated with dignity, respect and fairness. We are committed to our shared goals of promoting racial equity, compassion, and justice for all residents of our cities, and to confronting injustices with proven programs and services informed and guided by the lived experiences of communities of color.

Mayors acknowledge the historic complicity of cities with other levels of government and other institutions in segregationist policies that funneled Americans into separate communities and different neighborhoods based largely on race and then structurally directed far fewer resources and opportunities to them. We acknowledge that remedies that have been applied through the decades have fallen far short of narrowing the resulting society-level racial disparities across areas including income and wealth accumulation, education, health, housing, public safety, and many more. And we acknowledge that, at this point in our history, systemic racism in our cities is a serious public health crisis that continues to claim so many thousands of our people's lives – disproportionately, in our communities of color.

The goal of this Compact is to advance racial equity in our cities by individually and collectively committing to act to dismantle institutional racism and systemic inequities in measurable and sustainable ways.

To achieve this goal, we shall:

1. Stand with communities of color through word, deed, procedure, program, policy, vote, or any other mayoral action, and work purposefully to eliminate discrimination faced by these communities;
2. Work effectively to eliminate gaps in wealth, wages, education, economic opportunity, health, life expectancy, housing security, resources and supports, digital access, safety, criminal justice, food security, student loans, voting rights, and any other inequities faced by communities of color;
3. Undertake initiatives to promote inclusion, racial equity, and equal justice;

4. Convene culturally competent conversations about race among community members to build awareness and understanding and to help establish the base necessary to support cultural acceptance;
5. Encourage and make accessible community involvement in decisions made by and through our offices;
6. Initiate and support calls for equitable and inclusive economic development, infrastructure development, anti-poverty measures, and other initiatives to improve and sustain quality of life;
7. To the extent possible, secure and allocate resources to support these actions; and,
8. Identify outcomes of at least one action, program, plan, or initiative undertaken in carrying out this Compact in our communities in partnership with the U.S. Conference of Mayors African American Mayors Association and report what is learned so that it can be shared with all mayors and highlighted at the organizations' 2022 annual meetings.

The undersigned mayors agree to implement the Mayors' Compact on Racial Equity in their cities.

Steven Reed
Mayor of Montgomery, AL

Farrah N. Khan
Mayor of Irvine, CA

Timothy L. Ragland
Talladega, AL

Jenelle Osborne
Mayor of Lompoc, CA

Frank D. Scott Jr.
Mayor of Little Rock, AR

Robert Garcia
Mayor of Long Beach, CA

John Giles
Mayor of Mesa, AZ

Eric Garcetti
Mayor of Los Angeles, CA

Kate Gallego
Mayor of Phoenix, AZ

Libby Schaaf
Mayor of Oakland, CA

Regina Romero
Mayor of Tucson, AZ

Michael M. Vargas
Mayor of Perris, CA

Marilyn Ezzy Ashcraft
Mayor of Alameda, CA

Teresa Barrett
Mayor of Petaluma, CA

Mary Casillas Salas
Mayor of Chula Vista, CA

Thomas K. Butt
Mayor of Richmond, CA

Acquanetta Warren
Mayor of Fontana, CA

Todd Gloria
Mayor of San Diego, CA

Lily Mei
Mayor of Fremont, CA

London N. Breed
Mayor of San Francisco, CA

Justin Massey*
Hermosa Beach, CA

Sam Liccardo
Mayor of San Jose, CA

Pauline Russo Cutter
Mayor of San Leandro, CA

Kate Colin
Mayor of San Rafael, CA

Ian N. Oglesby
Mayor of Seaside, CA

Lori Wilson
Mayor of Suisun City, CA

Carol Dutra-Vernaci
Mayor of Union City, CA

Martha Guerrero
Mayor of West Sacramento, CA

Tom Stallard*
Mayor of Woodland, CA

Sam Weaver*
Boulder, CO

Michael B. Hancock
Mayor of Denver, CO

Joe Ganim
Mayor of Bridgeport, CT

Marcia A. Leclerc*
Mayor of East Hartford, CT

Luke Bronin
Mayor of Hartford, CT

Caroline Simmons
Mayor of Stamford, CT

Muriel Bowser
Mayor of Washington, DC

Betty Resch
Mayor of Lake Worth Beach, FL

Wayne M. Messam
Mayor of Miramar, FL

Ana M. Ziade
Mayor of North Lauderdale, FL

Buddy Dyer
Mayor of Orlando, FL

Rachelle A. Litt
Mayor of Palm Beach Gardens, FL

Geoffrey Jacobs
Mayor of Pembroke Park, FL

Frank C. Ortis
Mayor of Pembroke Pines, FL

Rex Hardin
Mayor of Pompano Beach, FL

Rick Kriseman*
Mayor of St. Petersburg, FL

Jane Castor
Mayor of Tampa, FL

Keith A. James
Mayor of West Palm Beach, FL

Hardie Davis Jr.
Mayor of Augusta, GA

Rochelle Robinson
Mayor of Douglasville, GA

Vince R. Williams
Mayor of Union City, GA

Brad Hart*
Mayor of Cedar Rapids, IA

Frank Cownie
Mayor of Des Moines, IA

Lori E. Lightfoot
Mayor of Chicago, IL

Daniel Biss
Mayor of Evanston, IL

Nancy Rodkin Rotering
Mayor of Highland Park, IL

Chris Koos
Mayor of Normal, IL

Leon Rockingham Jr.
Mayor of North Chicago, IL

Thomas P. McNamara
Mayor of Rockford, IL

Thomas 'Tom' C. Henry
Mayor of Fort Wayne, IN

Jerome A. Prince
Mayor of Gary, IN

James Mueller
Mayor of South Bend, IN

Greg Fischer
Mayor of Louisville, KY

Sharon Weston Broome
Mayor of Baton Rouge, LA

LaToya Cantrell
Mayor of New Orleans, LA

Adrian Perkins
Mayor of Shreveport, LA

Michelle Wu
Mayor of Boston, MA

Yvonne M. Spicer*
Mayor of Framingham, MA

William C. Reichelt
Mayor of West Springfield, MA

Brandon M Scott
Mayor of Baltimore, MD

Patrick L. Wojahn
Mayor of College Park, MD

Jacob R. Day
Mayor of Salisbury, MD

Eugene W. Grant*
Seat Pleasant, MD

Jeffrey Z. Slavin
Mayor of Somerset, MD

Bryan K. Barnett
Mayor of Rochester Hills, MI

Michael C. Taylor
Mayor of Sterling Heights, MI

William R. Wild
Mayor of Westland, MI

Elizabeth B. Kautz
Mayor of Burnsville, MN

James B. Hovland
Mayor of Edina, MN

Jacob Frey
Mayor of Minneapolis, MN

Kim Norton
Mayor of Rochester, MN

Quinton Lucas
Mayor of Kansas City, MO

Tishaura O. Jones
Mayor of St. Louis, MO

Chokwe Antar Lumumba Esq.
Mayor of Jackson, MS

Jacques Gilbert
Mayor of Apex, NC

Lydia Lavelle*
Carrboro, NC

Elaine O'Neal
Mayor of Durham, NC

Nancy Vaughan
Mayor of Greensboro, NC

Dontario 'Don' Hardy
Mayor of Kinston, NC

James Allen Joines
Mayor of Winston-Salem, NC

Leirion Gaylor Baird
Mayor of Lincoln, NE

Sean M. Spiller
Mayor of Montclair, NJ

Adrian O. Mapp
Mayor of Plainfield, NJ

Tim Keller
Mayor of Albuquerque, NM

Kenneth D. Miyagishima
Mayor of Las Cruces, NM

Alan Webber
Mayor of Santa Fe, NM

Hillary Schieve
Mayor of Reno, NV

Kathy M. Sheehan
Mayor of Albany, NY

Waylyn Hobbs Jr.
Mayor of Hempstead, NY

Shawyn Patterson-Howard
Mayor of Mount Vernon, NY

Robert Restaino
Mayor of Niagara Falls, NY

Gary R. McCarthy
Mayor of Schenectady, NY

Ben Walsh
Mayor of Syracuse, NY

Thomas M. Roach
Mayor of White Plains, NY

Dan Horrigan
Mayor of Akron, OH

Thomas M. Bernabei
Mayor of Canton, OH

Andrew J. Ginther
Mayor of Columbus, OH

Nan Whaley*
Mayor of Dayton, OH

David J. Berger*
Lima, OH

Jack W. Bradley
Mayor of Lorain, OH

Mary Ann McDonald
Mayor of Trotwood, OH

Breea Clark
Mayor of Norman, OK

David Holt
Mayor of Oklahoma City, OK

Lacey Beaty
Mayor of Beaverton, OR

Travis Stovall
Mayor of Gresham, OR

Steve Callaway
Mayor of Hillsboro, OR

Ted Wheeler
Mayor of Portland, OR

Jason B. Snider
Mayor of Tigard, OR

Jim Kenney
Mayor of Philadelphia, PA

William Peduto*
Mayor of Pittsburgh, PA

Michael Helfrich
Mayor of York, PA

Maria Rivera
Mayor of Central Falls, RI

John J. Tecklenburg
Mayor of Charleston, SC

Steve Benjamin*
Mayor of Columbia, SC

Teresa Myers Ervin
Mayor of Florence, SC

Tim Kelly
Mayor of Chattanooga, TN

Indya Kincannon
Mayor of Knoxville, TN

Steve Adler
Mayor of Austin, TX

Trey Mendez
Mayor of Brownsville, TX

Eric Johnson
Mayor of Dallas, TX

Rachel L. Proctor
Mayor of DeSoto, TX

Sylvester Turner
Mayor of Houston, TX

Thurman 'Bill' Bartie
Mayor of Port Arthur, TX

Ron Nirenberg
Mayor of San Antonio, TX

Justin Wilson
Mayor of Alexandria, VA

McKinley L. Price DDS
Mayor of Newport News, VA

Kenneth Cooper Alexander
Mayor of Norfolk, VA

Shannon E. Glover
Mayor of Portsmouth, VA

Cassie Franklin
Mayor of Everett, WA

Mary Lou Pauly
Mayor of Issaquah, WA

Cheryl L. Selby
Mayor of Olympia, WA

Angela Birney
Mayor of Redmond, WA

Jenny Durkan*
Mayor of Seattle, WA

Satya Rhodes-Conway
Mayor of Madison, WI

*Signed before completing term