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.**

<table>
<thead>
<tr>
<th>Mayor Name</th>
<th>City Name</th>
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<tbody>
<tr>
<td>Steven Reed</td>
<td>Mayor of Montgomery, AL</td>
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<tr>
<td>Timothy L. Ragland</td>
<td>Talladega, AL</td>
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<tr>
<td>Frank D. Scott Jr.</td>
<td>Mayor of Little Rock, AR</td>
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<td>John Giles</td>
<td>Mayor of Mesa, AZ</td>
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<td>Kate Gallego</td>
<td>Mayor of Phoenix, AZ</td>
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<tr>
<td>Regina Romero</td>
<td>Mayor of Tucson, AZ</td>
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<tr>
<td>Marilyn Ezzy Ashcraft</td>
<td>Mayor of Alameda, CA</td>
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<tr>
<td>Mary Casillas Salas</td>
<td>Mayor of Chula Vista, CA</td>
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<td>Acquanetta Warren</td>
<td>Mayor of Fontana, CA</td>
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<tr>
<td>Lily Mei</td>
<td>Mayor of Fremont, CA</td>
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<tr>
<td>Justin Massey*</td>
<td>Hermosa Beach, CA</td>
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<td>Farrah N. Khan</td>
<td>Mayor of Irvine, CA</td>
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<td>Jenelle Osborne</td>
<td>Mayor of Lompoc, CA</td>
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<td>Robert Garcia</td>
<td>Mayor of Long Beach, CA</td>
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<td>Eric Garcetti</td>
<td>Mayor of Los Angeles, CA</td>
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<td>Libby Schaaf</td>
<td>Mayor of Oakland, CA</td>
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<td>Michael M. Vargas</td>
<td>Mayor of Perris, CA</td>
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<td>Teresa Barrett</td>
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<td>Thomas K. Butt</td>
<td>Mayor of Richmond, CA</td>
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<td>Todd Gloria</td>
<td>Mayor of San Diego, CA</td>
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<td>London N. Breed</td>
<td>Mayor of San Francisco, CA</td>
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<td>Sam Liccardo</td>
<td>Mayor of San Jose, CA</td>
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<tr>
<td>Pauline Russo Cutter</td>
<td>Mayor of San Leandro, CA</td>
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<tr>
<td>Kate Colin</td>
<td>Mayor of San Rafael, CA</td>
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</table>
Sue Himmelrich  
Mayor of Santa Monica, 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

Patrick J. Furey  
Torrance, CA

Tom Stallard*  
Mayor of Woodland, CA

Aaron Brockett  
Boulder, CO

Michael B. Hancock  
Mayor of Denver, CO

Kyle Schlachter  
Mayor of Littleton, CO

Joe Ganim  
Mayor of Bridgeport, CT

Marcia A. Leclere*  
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

John Arthur Ernst Jr.  
Mayor of Brookhaven, 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

William 'Bill' D. McLeod  
Hoffman Estates, 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

Derek Armstead  
Mayor of Linden, NJ

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

Joe Begeny  
Mayor of Reynoldsburg, OH

Mary Ann McDonald  
Mayor of Trotwood, OH

Joseph L. Barnes Sr.  
Mayor of Urbancrest, 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
<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>William Peduto*</td>
<td>Mayor of Pittsburgh</td>
<td>PA</td>
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<tr>
<td>Paige G. Cognetti</td>
<td>Mayor of Scranton</td>
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<td>Michael Helfrich</td>
<td>Mayor of York</td>
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<tr>
<td>Maria Rivera</td>
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<td>Jorge O. Elorza</td>
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<tr>
<td>John J. Tecklenburg</td>
<td>Mayor of Charleston</td>
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<tr>
<td>Steve Benjamin*</td>
<td>Mayor of Columbia</td>
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<tr>
<td>Teresa Myers Ervin</td>
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<tr>
<td>Tim Kelly</td>
<td>Mayor of Chattanooga</td>
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<td>Indya Kincannon</td>
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<td>Steve Adler</td>
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<td>Trey Mendez</td>
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<td>Eric Johnson</td>
<td>Mayor of Dallas</td>
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<td>Rachel L. Proctor</td>
<td>Mayor of DeSoto</td>
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<td>Mattie Parker</td>
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<td>Sylvester Turner</td>
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<td>Thurman 'Bill' Bartie</td>
<td>Mayor of Port Arthur</td>
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<td>Ron Nirenberg</td>
<td>Mayor of San Antonio</td>
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<td>Justin Wilson</td>
<td>Mayor of Alexandria</td>
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<td>McKinley L. Price DDS</td>
<td>Mayor of Newport News</td>
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<td>Kenneth Cooper Alexander</td>
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<tr>
<td>Shannon E. Glover</td>
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<td>Cassie Franklin</td>
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<td>Mary Lou Pauly</td>
<td>Mayor of Issaquah</td>
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<td>Cheryl L. Selby</td>
<td>Mayor of Olympia</td>
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<tr>
<td>Angela Birney</td>
<td>Mayor of Redmond</td>
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<tr>
<td>Jenny Durkan*</td>
<td>Mayor of Seattle</td>
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<tr>
<td>Satya Rhodes-Conway</td>
<td>Mayor of Madison</td>
<td>WI</td>
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*Signed before completing term