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

Jenelle Osborne
Mayor of Lompoc, CA

Timothy L. Ragland
Talladega, AL

Robert Garcia
Mayor of Long Beach, CA

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

Eric Garcetti
Mayor of Los Angeles, CA

John Giles
Mayor of Mesa, AZ

Libby Schaaf
Mayor of Oakland, CA

Kate Gallego
Mayor of Phoenix, AZ

Michael M. Vargas
Mayor of Perris, CA

Regina Romero
Mayor of Tucson, AZ

Teresa Barrett
Mayor of Petaluma, CA

Marilyn Ezzy Ashcraft
Mayor of Alameda, CA

Thomas K. Butt
Mayor of Richmond, CA

Mary Casillas Salas
Mayor of Chula Vista, CA

Todd Gloria
Mayor of San Diego, CA

Acquanetta Warren
Mayor of Fontana, CA

London N. Breed
Mayor of San Francisco, CA

Lily Mei
Mayor of Fremont, CA

Sam Liccardo
Mayor of San Jose, CA

Justin Massey*
Hermosa Beach, CA

Pauline Russo Cutter
Mayor of San Leandro, CA

Farrah N. Khan
Mayor of Irvine, CA

Kate Colin
Mayor of San Rafael, CA
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<tr>
<th>Name</th>
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<tr>
<td>Sue Himmelrich</td>
<td>Mayor of Santa Monica</td>
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<td>Ian N. Oglesby</td>
<td>Mayor of Seaside</td>
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<td>Lori Wilson</td>
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<td>Carol Dutra-Vernaci</td>
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<td>Martha Guerrero</td>
<td>Mayor of West Sacramento</td>
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<td>Patrick J. Furey</td>
<td>Mayor of Torrance</td>
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<td>Tom Stallard*</td>
<td>Mayor of Woodland</td>
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<td>Aaron Brockett</td>
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<td>Michael B. Hancock</td>
<td>Mayor of Denver</td>
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<td>Kyle Schlachter</td>
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<td>Joe Ganim</td>
<td>Mayor of Bridgeport</td>
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<td>Marcia A. Leclere*</td>
<td>Mayor of East Hartford</td>
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<td>Luke Bronin</td>
<td>Mayor of Hartford</td>
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<td>Caroline Simmons</td>
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<td>Muriel Bowser</td>
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<td>Betty Resch</td>
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<td>Ana M. Ziade</td>
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<td>Buddy Dyer</td>
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<td>Rachelle A. Litt</td>
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<td>Geoffrey Jacobs</td>
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<td>Rick Kriseman*</td>
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<td>Keith A. James</td>
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<td>Hardie Davis Jr.</td>
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<td>John Arthur Ernst Jr.</td>
<td>Mayor of Brookhaven</td>
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<td>Rochelle Robinson</td>
<td>Mayor of Douglasville</td>
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<td>Vince R. Williams</td>
<td>Mayor of Union City</td>
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<td>Brad Hart*</td>
<td>Mayor of Cedar Rapids</td>
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<td>Frank Cownie</td>
<td>Mayor of Des Moines</td>
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<td>Lori E. Lightfoot</td>
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<td>Daniel Biss</td>
<td>Mayor of Evanston</td>
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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
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<td>Dontario 'Don' Hardy</td>
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<td>Alan Webber</td>
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<td>Mayor of Reno, NV</td>
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<td>Shawyn Patterson-Howard</td>
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<td>Thomas M. Roach</td>
<td>Mayor of White Plains, NY</td>
<td>Jim Kenney</td>
<td>Mayor of Philadelphia, PA</td>
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William Peduto*
Mayor of Pittsburgh, PA

Paige G. Cognetti
Mayor of Scranton, PA

Michael Helfrich
Mayor of York, PA

Maria Rivera
Mayor of Central Falls, RI

Jorge O. Elorza
Mayor of Providence, 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

Mattie Parker
Mayor of Fort Worth, 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