EQUITY AGENDA
COUNTYWIDE STRATEGIC COMPONENTS

Daniel P. McCoy
Albany County Executive

ALBANY COUNTY
Cares about our community

Mission

Albany County maintains a compassionate, progressive, collaborative, and inclusive government that provides its residents with quality public services to support a healthy, safe, equitable, and vibrant communities.

Vision Statement

Albany County is a diverse, healthy, and caring community that promotes social justice, diversity, equity, inclusion, economic equity, and protects the environment so that all residents, businesses, and organizations have access to opportunities that nurture success.

Guiding Principles

Inclusiveness. We are committed to providing equitable opportunities to all.

Integrity. We meet our commitment in an honest, respectful, fair, and ethical manner while providing comprehensive and professional services

Collaboration. We work together effectively within the organization and with other governments, private entities, and community partners to promote civic engagement.

Accountability. We are responsible for all our actions and interactions with each other and the public.

Transparency. We are committed to the disclosure of information and an open decision-making process.

Fairness. We serve all residents of Albany County by promoting equity in access to applicable services.

Equity Lens. We use transformative frameworks in policymaking, program development, program implementation, and evaluation to identify opportunities for empowerment and recognition that produce unbiased access, treatment, and outcomes for all.

Countywide Strategic Priority Areas

Equity
Albany County will promote equity by understanding and addressing the root causes of inequities and providing access to services and opportunities in a way that addresses the needs of the residents:
1. Increase focus in underrepresented areas
2. Strengthen local, state, and federal advocacy efforts
3. Promote a climate of inclusiveness and diversity within the workforce
4. Assure equitable access to services and opportunities for all residents and employees
5. Promote education and participation in contracting opportunities

Representative Workforce
Albany County government has a commitment to diversity and inclusion and will recruit and retain a representative workforce that reflects the demographics of the County:
1. Update and review job descriptions for gender and culture appropriateness
2. Review and enhance regulations that protect against all forms of pay discrimination
3. Streamline the application process for employment
4. Expand and adapt recruitment efforts to attract applicants and interns from diverse backgrounds

Equitable Administration of Laws and Justice
Albany County will embody equitable administration of laws and justice by promoting a safe environment where the rights of all residents are respected and valued:
1. Advocate for the creation of a Mental Health Court
2. Advocate for changing policies and laws that negatively impact businesses and residents who have been historically underrepresented
3. Provide Crisis Intervention Team (CIT) training for law enforcement and related fields
4. Combat the impact of the opioid epidemic, from a prevention, treatment, and recovery perspective
5. Engage in environmental advocacy and protection

Accountable Leadership
Albany County will be responsive and transparent in its obligation to provide services and resources to all residents:
1. Foster a climate of inclusiveness and diversity in the workforce
2. Use social media and public forums to promote County services and open, transparent communication
3. Incorporate compliance guidelines and when possible offer notifications in multiple languages.

Effective Resource Management
Albany County has a wide range of resources from its highly trained employees, information technology, and access to equipment. The County will deploy and continuously evaluate ways that efficiently utilize their maximum potential:
1. Explore various technologies that aid the implementation of services.
2. Utilize municipal expertise to address shared issues
3. Identify community partners who can provide valued services
4. Identify barriers to participating in County projects for those who have been historically underrepresented

Collaborative Governance
Albany County will embody collaborative governance by encouraging civic engagement with the community and private sectors where common goals exist:
1. Improve public health outcomes by optimizing collaborative partnerships
2. Reduce barriers to employment for those who receive public assistance benefits by engaging new partners to offer educational/vocational training, job readiness/job skills training, and work placements
3. Partner with local educational institutions

Technology Innovations
Albany County will integrate technology innovations to promote information transparency and accessibility:
1. Increase public internet access
2. Become more green and efficient
3. Modernize and expand access to service in Albany County
4. Reduce the amount of waste disposed of in landfills and waterways

Public and Environmental Health
Albany County will enhance public and environmental health by developing and implementing initiatives that address health disparities and sustainability of the environment:
1. Advocate for and, when possible, increase access to rural health services
2. Take into account the entire community when determining the impact of implementing new projects
3. Ensure adequate and safe staffing for medical care facilities
4. Reduce the prevalence of toxins and pollution in air and water sources
5. Combat pharmaceutical abuse, from both a prevention and a treatment/recovery perspective

Develop a Green Economy
Albany County will develop a green economy by promoting economic growth while ensuring environmental justice and sustainability:
1. Increase the fleet of electric vehicles and the number of public charging stations
2. Expand the Rail Trail and access to non-motorized transportation
3. Reduce pollutants introduced into the Hudson River
4. Reduce cost and environmental impact of waste removal

Continuous Improvement
Albany County will expand procedures and processes to evaluate and continually improve policies, programs, and services:
1. Add new performance measures in all future requests for proposals and contracts for services that require providers to develop, implement and report on targeting and recruiting priority populations
2. Incorporate cultural competency, empathy, and respect in all areas of service
3. Incorporate public feedback into policies and procedures
4. Implement safety measures for staff and building security
5. Continuously update webpages and public information
6. Digitize information
7. Identify opportunities and prepare for changes