



Town of Arlington
Diversity, Equity & Inclusion Division
Department of Health and Human Services

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Memo to: Adam Chapdelaine, Arlington Town Manager
From: Jillian Harvey, Diversity, Equity & Inclusion Division Director
Date: January 6, 2022
Subject: Use of Available American Rescue Plan Act Funds

Many community members have felt the negative impacts of the COVID-19 pandemic over the course of the last two years. The pandemic also exposed the reality of racial inequities that persist in all facets of life, and it has exacerbated existing inequities across the nation and in our community. ARPA funds are intended to target pandemic recovery, and addressing issues of inequity must be a priority at this time.

The Town has made a commitment to "building a community where everyone is heard, respected and protected" and in order to uphold this commitment an in-depth community equity audit needs to be conducted. While the Town strives to provide its services and programs to all residents effectively and efficiently, we know that not all community members have the same opportunities and access to all that the Town has to offer.

To help address these inequities, the Town is requesting a comprehensive equity audit. An equity audit will identify barriers to access for community members, including language and communication needs for residents, and provide a road map toward Arlington being a more equitable community. An equity audit that would take place over the course of 10-12 months and at a cost of \$100,000.

Additionally, a support role is necessary for this equity work. A Community Outreach and Engagement Coordinator is imperative to assisting residents in this time of recovery. It is anticipated that this position would begin at the start of FY23 at a salary of \$55,000 per year (plus standard benefits) for three years. This position would also assist with the implementation of the recommendations that will result from the equity audit.

We estimate that by spring 2023 the results of the audit will be complete. The remaining funding will be directed towards implementation of services and support necessary to carry out the recommendations in the equity audit. We will provide those details when known.

Please do not hesitate to contact me to discuss this request in more detail.

Sincerely,
Jillian Harvey
Diversity, Equity & Inclusion Division Director

A handwritten signature in black ink, appearing to read "Jillian Harvey", is written below the typed name.