

Creating the George Frederickson Center for Social Equity: Listening to and Learning from ASPA Members and Friends.

A report from the Advisory Committee. July 2022.

Frederickson Center Action Steps 2022



Listening and Learning

- Five sessions
- Over 200 participants and more than 100 comments



Analysis

- All comments analyzed



Action

- Committee work: -
Definitions,
Mission,
structure,
governance;
Program; Other?



Launch & Implement

- Sustainable center and activities



We listened and learned from

ASPA advisory committee meeting

Then, 3 listening sessions with ASPA members

- [in-person at ASPA National Conference](#)
- [virtually](#), following the national conference: Participants include practitioners, faculty of public administration programs, students; U.S. and international perspectives.
- Meeting with chapter chairs and section leaders

Then with our NAPA friends at their 2022 social equity conference session.



Analysis of comments and recommendations suggested

The building of the Center should be guided by:

Defining key terms related to social equity

Ensuring **diversity** in all that we do with and through the Center

Allowing for **international** exchange through content and programs

Collaborating with others within ASPA and related organizations

Creating a **sustainable** Center

The Center should focus on:

Creating activities that support both practitioners and academics

Advocating for policies and practices that support social equity

Reviewing the 5 key areas for
guiding the building of the Center



Defining key terms

In every listening session, participants recommended, first, defining social equity and related terms in order to promote common understanding and allow the Center to move forward.

Recommendations include:

- Agreeing on a common language around social equity
- Putting definitions of key terms on Frederickson Center website

Defining is a first step, and participants noted that this work should be conducted swiftly to allow for other activities.



Ensuring diversity

All activities should include proactive outreach to diverse voices to ensure that decisions reflect the diversity ASPA seeks to promote.

Recommendations:

- Outreach should include the widest possible swath of people.
- Meet people where they are – partnering with local chapters and other organizations to hear more diverse voices.



Allowing international exchange

The Center should include international participation in its programming.

Recommendations:

- Be sure to include voices from lower income, rural, and global south countries.
- Learn from areas marked by divisions of race, culture, religion, ethnicity.



Collaborating with others

Build on successes to date; **Do not re-invent the wheel!**

Recommendations:

- Tap into pre-existing networks (ICMA, NLC, National League of Cities, NAPA, NASPAA, ASPA chapters and sections, as well as non-governmental networks) that are already successfully engaging in this work.
- Sponsor seminars, webinars, and podcasts to provide opportunities convey best practices, previous successes, and lessons learned from those who have done it best; put all on Frederickson Center website.
- Gather existing assessment tools and webinars and put them on Frederickson Center website.



Creating a sustainable Center

Numerous members expressed a need for increased coordination from ASPA in providing resources and advancing social equity

Recommendations:

- All ASPA activities should have a social equity component – workshops, grants, research, publications, conferences.
- Create specific social equity goals for all chapters and sections to meet.
- ASPA national should place on Frederickson website all helpful social equity resources coming from sections, chapters and other sources.

Recommended activities the
Center should focus on



Listening session comments and recommendations support the National Council's suggested activities:

- Develop tools and assessments to help individuals and organizations increase their social equity competency;
- Lead webinars and other events to promote social equity training;
- Foster collaboration with practitioners from across public administration to ensure consistent and long-lasting expertise;



Listening session comments and recommendations support the National Council's suggested activities: (continued)

- Coordinate and enhance the work of all ASPA Chapters and Sections within this area to ensure efforts are recognized and amplified;
- Develop and maintain a social equity repository online to hold resources, speakers, events and more;
- Develop a leadership academy for public administrators to learn how to advance social equity in their lives, organizations and the profession.



Most frequently mentioned activities in the listening sessions by participants are:

Creating “how to” strategies and practices through seminars, handbooks, videos on social equity.

Advocating for social equity policies, education, and standards.



Creating specific recommendations mentioned by listening sessions' participants:

Strong desire to have materials created or curated for use by practitioners, students, university faculty and others.

Recommendations:

- Create handbooks and other tools on how to create a successful, actionable, DEI program that is more than a gesture. Put on Frederickson Center website
- Build resources for training, mentoring, & integrating social equity into organizations for practitioners. Put on Frederickson Center website.
- Build resources for teaching, integrating social equity into public admin coursework. Put on Frederickson Center website.
- Build resources for furthering social equity research (e.g., annotated bibliography). Put on Frederickson Center website.
- Create a “Frederickson Center track” at the annual ASPA national conference that features training, teaching, lectures, panel discussions, and research.



Advocating specific recommendations mentioned by listening sessions' participants:

- What might be ASPA's role as an advocate? Where can we be most effective? ASPA should define its role as an advocate, and provide strategies for being effective in advancing social equity policies and practices.
- National ASPA with the support of the Center should engage in policy advocacy for social equity matters.
- The Center should support civic education and engagement for young people.
- The Center should support programming and communication that educates community organizations and members ability to navigate and engage government dynamics.