



Equip to Innovate[™] is an integrated, collaborative framework for building your community's future. To be equipped, a local government must build capacity and competence in seven essential elements, shown here, that define high-performance governing.



DYNAMICALLY PLANNED

Clear, long-term vision and overall plan exist, with transparent systems for creating progress.

WHAT ARE CITIES DOING?

- 1 Creating comprehensive strategic plans
- 2 Promoting program coordination at all government levels
- 3 Tracking and reporting progress



HIGH-PERFORMING CITY
Fayetteville

GROWTH AREA



1/3 Proportion of cities that say they need to improve links between department plans and the overall city plan



BROADLY PARTNERED

Government freely partners internally and externally to achieve better results.

WHAT ARE CITIES DOING?

- 1 Sharing and cooperating across departments
- 2 Participating in cross-sector initiatives
- 3 Incorporating private sector and community ideas



HIGH-PERFORMING CITY
Las Vegas

STRENGTH



9 out of 10

Surveyed cities have mechanisms to communicate progress to residents and employees



RESIDENT-INVOLVED

Cities engage a broad spectrum of the community, especially harder-to-reach populations.

WHAT ARE CITIES DOING?

- 1 Civic engagement as a requirement
- 2 Soliciting input via resident surveys & culturally sensitive tools
- 3 Using feedback mechanisms



HIGH-PERFORMING CITY
Albuquerque

GROWTH AREA



Percentage of cities that ask for input but don't notify residents how that input was used



RACE-INFORMED

There is intentionality in addressing racial disparities in policy and practice.

WHAT ARE CITIES DOING?

- 1 Setting specific goals to end racial disparities
- 2 Creating diverse, representative staffs
- 3 Disaggregating data by race and ethnicity
- 4 Acknowledging a history of institutional racism



HIGH-PERFORMING CITY
Seattle

GROWTH AREA



3/4 Surveyed cities need to improve access to city services

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SMARTLY RESOURCED

SMARTLY RESOURCED

Local government strategically deploys its resources toward biggest outcomes.

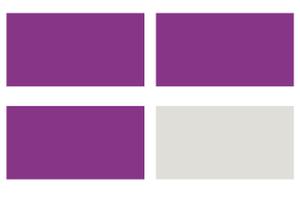


HIGH-PERFORMING CITY
Boston

WHAT ARE CITIES DOING?

- 1** Holding regular performance evaluations
- 2** Setting savings aside and improving credit ratings
- 3** Using resources for experimentation and innovation

STRENGTH



3/4

of cities are increasing their use of evidence-based budgeting

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EMPLOYEE ENGAGED

EMPLOYEE-ENGAGED

Employees at all levels are highly engaged and contributing to city's goals.



HIGH-PERFORMING CITY
San Antonio

WHAT ARE CITIES DOING?

- 1** Targeting development and training opportunities
- 2** Incorporating employee feedback
- 3** Using incentives to attract new talent

GROWTH AREA



of cities actively promote themselves as a prospective employer to potential employees

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DATA DRIVEN

DATA-DRIVEN

Data and flexible technologies are used for better performance, innovation and engagement.



HIGH-PERFORMING CITY
Kansas City, MO

WHAT ARE CITIES DOING?

- 1** Creating positions and teams that collect and share data
- 2** Promoting data transparency through open data policies
- 3** Expanding broadband access to underserved populations

STRENGTH



2/3

Amount of data that will be on city open data portals in the next five years

Get **#Equipt** at governing.com/equipt



Data Source: 2016 #Equipt to Innovate Survey