

MAYORS' STARTER GUIDE

Compassionate & Equitable Cities



compassionate **USA**

ABOUT C-USA

325 mayors sign **Mayors' Compact to Combat Hate, Extremism, and Bigotry**. U.S. Conference of Mayors launch the **Mayors and Business Leaders Center for Inclusive and Compassionate Cities**.

2017-2018

Mayors' Compacts:

Combat Hate, Extremism & Bigotry



Racial Equity



Influx of migrants arrive at our southern border, the **COVID-19** pandemic rages, and the public protests for **greater police accountability**. **Social isolation** and collective **mental health** begin to worsen.

2019-2021

U.S. Conference of Mayors introduces the **Mayors' Compact on Racial Equity**. **Compassionate USA** is created by the Mayors and Business Leaders Center for Inclusive and Compassionate Cities in partnership with the Alamo College District's Peace Center in San Antonio, Texas and the International Charter for Compassion.

2022-2023



In less than 6 months, over **100 cities and organizations** signed on to be C-USA partners. **650+ communities** were affirmed as **Compassionate Cities** through the International Charter for Compassion. **Mayor's Guide for Compassionate and Equitable Cities** was launched at USCM June Meeting in Kansas City, MO.

2024

Int'l Charter for Compassion

CompassionateUSA.org



COMPASSION CURRICULUM

Click [here](#) for C-USA Trailer



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Be...



Click the titles above to access the lessons!



BUILDING CIVIC INFRASTRUCTURE

[Civic Infrastructure] is the places, policies, programs, and practices that enable us to connect with each other, define and address shared concerns, build community, and solve public problems.¹

”

COMMUNITY MODELS



CompassionateSA
Neighborhood Toolkit



University of Kansas
Building Compassionate Communities

These can be utilized as launching points to develop your civic infrastructure plan, based on best practices

The purpose in creating **Civic Infrastructure** is to help facilitate the recognition that **compassion skills** are paramount to all aspects of **civic leadership**. These skills impact near and long term processes, policies, and programs, providing the **systemic strength and intent** to form a framework of **community-based compassion and care**. As Mayors, we must be **visible** within this infrastructure, **bridging divides between any and all communities** to exponentially increase its effect and adoption.

¹ Stephen Patrick & Sheri Brady. "Building an Intentional and Inclusive Civic Infrastructure." Stanford Social Innovation Review (08/07/2015). https://ssir.org/articles/entry/building_an_intentional_and_inclusive_civic_infrastructure



RECOMMENDATIONS

Designate at least one person within your civic infrastructure or within your greater community to serve as the chief strategic bridge-builder, connector, and collaborator. If you can tap more individuals, all the better. These change-makers should come experienced in community organizing and networking.

Convene a community conversation within your region around the vision of becoming a more compassionate and equitable city.

Create an accessible directory of every government agency, faith-based and service organizations, nonprofit institutions, and education districts. A working model can be found at [SACRD.org](https://www.sacrd.org).

Study and exercise compassion yourself, and encourage your staff, Council colleagues, city staff, and community leaders to do the same. CompassionateUSA offers a deeper understanding of compassion and is available at no-cost at [CompassionateUSA.org](https://www.compassionateusa.org), powered by Coursera.

YOUTH CURRICULUM



Building compassion skills in your community should begin with **building a more compassionate future**. This kind of work should not be limited to adults, who will likely undergo several “unlearning” mechanisms as they work toward better implementing empathy and equity in their decision making. **There are plenty of compassion resources available for children and young adults**, but we recommend:



SEE Educating the
Heart & Mind
LEARNING

COMPASSIONATE POLICY

A POLICY'S PURPOSE



The **purpose of policy** in developing a compassionate and equitable city is to recognize that **policies lead to systems** that have potential to impact multiple generations of a city's population. We must **provide awareness and encouragement** to strive toward systems that **take care of our neighbors, facilitate a cohesive community, and broaden our understanding of love and empathy.**

EXAMPLES



BUILDING MOMENTUM



As mayors, we must face the fact that **we are temporary**. Local compassion efforts tend to start with enthusiasm, but can fizzle without proper strategies. **Normalizing this work takes time, vision, and intent**. The systems compassion seeks to change - **poverty, racism, violence, sexism, and silence**, for example, - require planning efforts that take into account the tasks that need to be completed on a weekly basis and those that may take generations. **We must do all we can to perpetuate our efforts.**

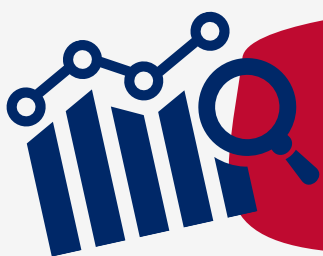
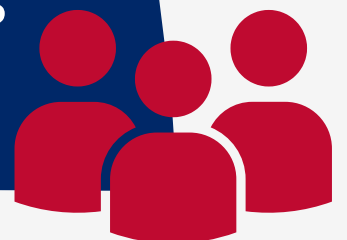
START
HERE

But first, start somewhere. Anywhere.



Call a fellow mayor
who is already engaged in this work

Gather community, faith, and business
leaders to begin the conversation



Analyze standing policies &
budgets to determine their true outcomes

Create curriculum for your
local school districts



Exemplify compassionate leadership
through your words and actions



REMINDER

There is **power** in our collective ability to transform our communities.

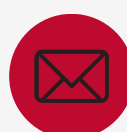
Nobody walks alone, especially in the work to organize communities around the simple golden rule:

We must treat others as we wish to be treated.

This starter guide is only the beginning. Lean on your **fellow mayors, community leaders**, and **your heart** to make positive change that fits your city's **identity, culture, and heritage. We're here to help.**



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