

2018-2019 BUDGET QUESTION
Response to Request for Information

DEPARTMENT: Management Services – Equity Office

REQUEST NO.: 162

REQUESTED BY: Tovo

DATE REQUESTED: 9/4/18

DATE POSTED: 9/7/18

REQUEST: Please provide greater detail about the need for an Equity Academy to roll out the Equity Assessment Tool. Please provide details regarding what is encompassed in the proposed \$257,000 allocation?

RESPONSE:

The purpose for creating an Equity Academy is to support the process of utilizing the annual Equity Assessment Tool. The Equity Office is striving to build, promote, and adopt an equity lens across our City so that equity is embedded in everything we do.

The Equity Office’s framework to adopt an equity lens is centered on operationalizing equity through the use of assessment tools, organizing partnerships internally and externally to address equity issues, and normalizing to develop a shared understanding and analysis of racial equity. To work through an equity lens, the City must engage with residents, meet their needs effectively, and minimize the unintended consequences or bias in our decisions. In order to accomplish this goal, the Equity Office is proposing the development and implementation of an Equity Academy to give City staff the skills and capability to effectively advance racial equity in their work. The academy represents our efforts to normalize equity and will make workshops available to City staff to incorporate a shared analysis. Throughout our work with departments completing racial equity assessments, we identified both a need and demand for formal training opportunities in anti-racism principles and systemic approaches to building equity. After completing training in the Equity Academy, staff will be better equipped to constructively critique the programs and services of their department and effectively complete the Equity Assessment Tool.

The Equity Academy is also aligned with impacting the following metrics in Council’s Strategic Direction 2023:

- A. Percentage of employees who feel that their department values diversity
- B. Percentage of departments implementing the equity assessment tool
- C. Percentage of City employees who have completed diversity/anti-racism/implicit bias training

The proposed \$257,000 allocation includes a request for one (1) Business Process Consultant Sr. FTE to oversee the development and implementation of the academy; along with funding for six (6) Undoing Racism trainings and other enrichment activities to be identified.

1 Business Process Consultant Sr. (Salary & Benefits)	\$125,971.00
Undoing Racism Trainings (6 trainings/year)	\$108,000.00
Training/Assessments and Supplies	\$23,000.00