

April 26, 2016.

Update on the City of Austin's Equity Office

*Presentation to the
Joint Inclusion Commission*

April 26, 2016





Background

- **City Manager was directed to create an Equity Office**
- **\$183,000 in funding allocated from Fiscal Year 2016 budget**
- **Project team appointed to research and assess equity practices in other cities**



City Consultants

The Hawkins Company

- Will work with Human Resources Dept. to conduct Chief Equity Officer recruitment.
- Extensive experience hiring talent related to diversity and equity issues in the U.S.

Government Alliance for Race & Equity (GARE)

- Is a national network of public sector entities working to advance equity at local government level.
- Represents over 100 jurisdictions in 30 states.



Creation of Equity Office

- Current work is being done on 2 parallel tracks:
 - Recruitment of Chief Equity Officer
 - Engagement with Government Alliance for Race & Equity to perform an equity assessment of the City of Austin:
 - ❖ Inventory the City's current equity practices and identify gaps;
 - ❖ deliverables will include collaborating with local experts on a community engagement strategy; and
 - ❖ advising on implementation of a citywide internal equity tool.



Equity Assessment

Timeline

- April** Create internal Equity Core Teams in each COA department.
- Early May** Equity workshops with City leaders and staff.
- Mid-May** Town hall meeting to collect feedback on Equity Office.
- May** Analyze employee understanding of equity via survey tool.
- June** Consultant will submit draft recommendations outlining “quick wins” and longer term strategies.
- Late-June** Gather feedback and integrate into final report.



Equity Officer Recruitment

Timeline

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|-------------------|---|
| March | Kick-off of recruitment process; key stakeholder meetings. |
| April | Community Interest meeting to collect feedback on Equity Officer recruitment. |
| Late April | Finalize job profile and advertise position. |
| May | Pre-screening of job candidates. |
| June | Candidates selected for interviews. |
| Late June | Final candidate selected. |



Questions?

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