



Equity Office Update

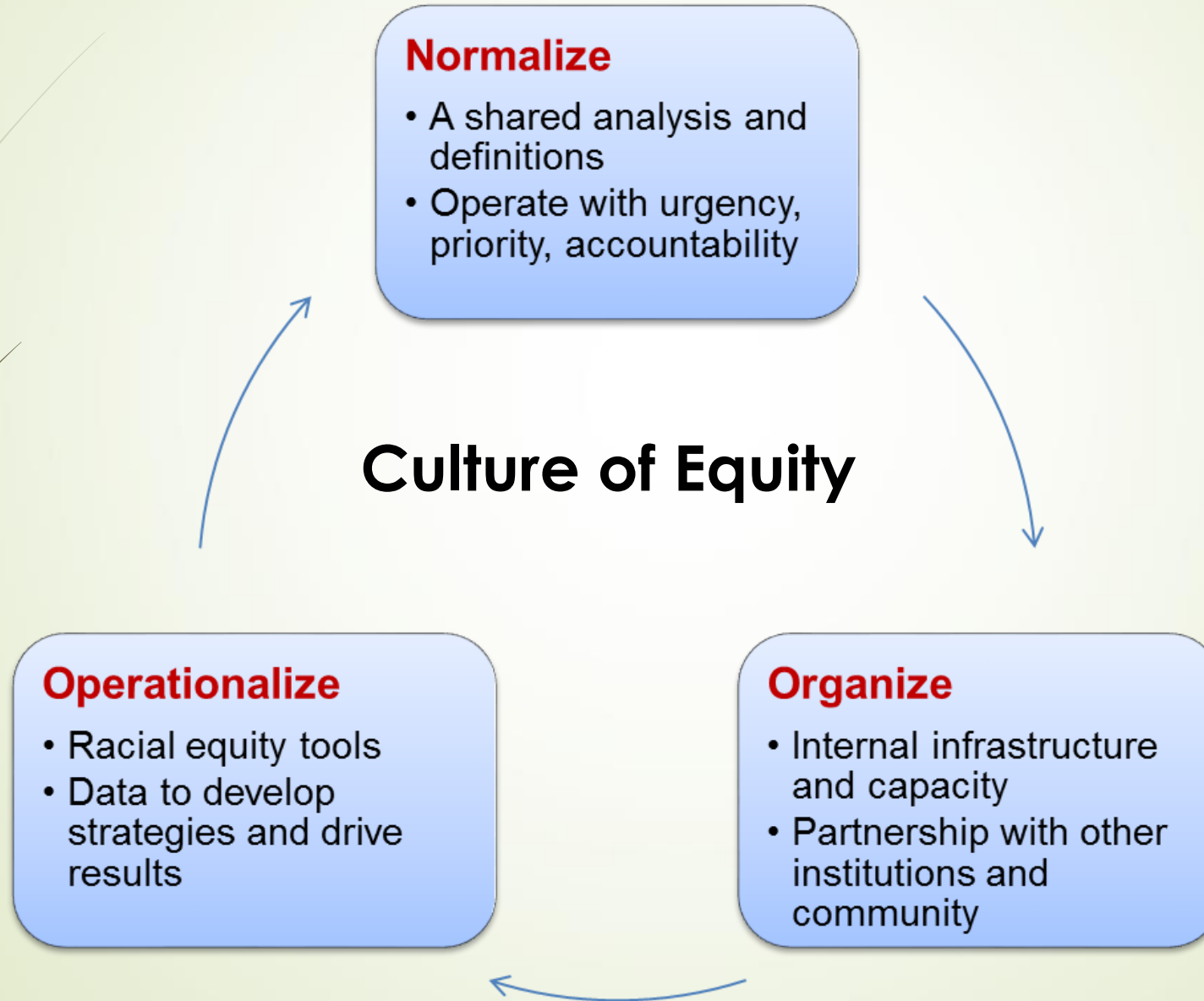
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Chief Equity Officer

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Building a Framework for Equity



Developing a Shared Understanding

Normalize

- A shared analysis and definitions
- Operate with urgency, priority, accountability

- ✓ Completion of Initial Equity Assessment by Government Alliance on Race and Equity (GARE)
 - ❑ A thorough review of source documents.
 - ❑ Interviewed more than 40 key stakeholders, conducted both individually and in groups.
 - ❑ Analysis of a previously conducted citywide employee survey for information regarding systemic opportunities to advance equity.
 - ❑ Two public Town Hall meetings with more than 150 participants.
 - ❑ A workshop with representatives from every Austin department that provided shared framing and racial equity strategies.
 - ❑ The engagement of the City Manager, City of Austin department heads, other staff and community members was essential.

Elevated Findings & Themes:

Normalize

- A shared analysis and definitions
- Operate with urgency, priority, accountability

- ❑ The City of Austin's communities of color must share in the city's economic prosperity.
- ❑ Economic development decisions have been questionable with regard to their equitable distribution throughout the City and have not always reflected equity as a priority of government.
- ❑ All residents of Austin should have healthy life outcomes.
- ❑ Residents have the right to remain in their neighborhoods in the face of escalating housing costs.

Elevated Findings & Themes:

- ❑ Work remains to ensure that all Austin neighborhoods are safe and that racial disproportionalities in the criminal justice system are eliminated.
- ❑ While there is pressure on the City to act quickly, thoughtful strategy that puts permanent progress in advancing racial equity at the forefront is imperative.
- ❑ Keeping community voices centered is fundamental to the success of the effort. Build on positively perceived processes as a model for future work to engage meaningfully with the community.

“What does equity look like to you?”

Normalize

- A shared analysis and definitions
- Operate with urgency, priority, accountability

Equity is about...

- access and opportunity
- process and outcome
- understanding needs and the distribution of resources
- removing barriers and elevating the well-being of the entire community
- addressing institutional structures

- A shared analysis and definitions
- Operate with urgency, priority, accountability

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“What does equity look like to you?”

Equity is about...

- advancing dignity and integrity;
- infusing with notions of justice and fairness;
- acknowledging the reality of race; and
- ultimately dealing with the movement of power.

Building Capacity for Equity

Organize

- Internal infrastructure and capacity
- Partnership with other institutions and community



Primary Priority: Development of an Equity Assessment Tool

- ☐ Equity Assessment Tool – is a protocol or equity primer that will systematically integrate deliberate consideration and consciousness of how our decisions as city government within choice points can have a positive or negative impact on equity in our community.
- ☐ Utilizing Strategic Co-creation Process
- ☐ Engage community stakeholders
- ☐ Pilot with 5 or more Departments
- ☐ Utilize assessment with requests for unmet needs

Equity Action Team: Visioning Session December 9, 2016

Operationalize

- Racial equity tools
- Data to develop strategies and drive results

Core Elements of an Equity Assessment tool:

- Focus on human centered design
- Engage residents in decision-making, especially those adversely affected by the current condition
- Bring conscious attention to racial inequities and impact before decisions get made
- Help us avoid or minimize adverse impacts and unintended consequences
- Prevent racism from occurring in the first place and to get ahead of the curve
- Affirm our commitment to equity, inclusion, and diversity.

Looking Forward

Key Deliverables

- Establish standing meeting for Equity Action Team to begin January 2017
- Secure commitments from 5 departments to pilot the tool by January 2017
- Provide all departments with “Budgeting for Equity: Guiding Principles” by January 2017
- Establish an annual training schedule for City Staff Core Team by February 2017
- Complete first version of Equity Assessment tool by April 2017

QUESTIONS?



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