

	Q6	Q7	Q8	Q9	Q10	Q16	Q55	Q56	Q57	Q58	Q59	Q63	Q65	Q69	
	Which commission are you representing?	Which outcome area will your recommendation primarily impact? (Choose only one)	Select the primary Council Indicator your recommendation will address. (You may select a secondary indicator on the following page)	If applicable, select a secondary Council Indicator your recommendation will address.	Which metric is applicable to your recommendation? (Choose all that apply)	Which metric is applicable to your recommendation? (Choose all that apply)	Which strategies align with your recommendation? (Choose up to 2)	Which characteristics should apply to department, community-based organization, and/or vendor that would put your recommendation to work? (Choose all that apply)	What is your budget recommendation? Make sure it is specific, see the examples below.	Provide evidence to support your recommendation. Include relevant data and sources regarding the Council Indicator you seek to "move the needle on" and evidence supporting the recommended approach. See the example below.	How much money is necessary to support your recommendation?	Are you requesting one-time funding or ongoing funding?	Is this a Draft Recommendation, or is it Final (i.e. has it been approved by your Commission)?	When did your Commission vote to approve this recommendation?	What was the vote tally?
1									Examples: "Create and execute an outreach strategy for the Human Resources Department to improve diversity of City staff at all levels."  "Team with the United Way to create new or support available job training programs to address the underemployment in the African-American community."	You can refer to the Community Action Network Dashboard for Data, found here. Or, copy and past the following link: <a href="http://canatx.org/dashboard/">http://canatx.org/dashboard/</a>  Examples: "Although Asian Americans make up X% of staff for the City of Austin, they only represent X% of executive level staff."					
	African American Resource Advisory Commission	Safety	D. Fair administration of justice		D-1: Difference between the percentage of citations, warnings, field observations, and arrests that result from motor vehicles stops, issues to individuals of a particular race compared to the percentage of that race in the City of Austin.D-2: Percentage of people who say they were treated fairly during our enforcement and judicial processes.D-3: Number and percentage of use of force incidents in proportion to the number of arrests made.D-4: Number and percentage of instances where people access court services other than in person (e.g. kiosk, mobile application, online, expanded hours).D-5: Number and percentage of court cases that are adjudicated within case processing time standards.D-7: Number and percentage of unique individuals incarcerated in local jail, state prison, or federal prison, or jailed awaiting trial		1. Develop and act on recommendations to ensure that all community members are treated fairly and equitably in the enforcement of laws and the adult and juvenile justice systems, whether they are defendants or victims of crime.2. Enhance and build relationships between community members, organizations, and public safety professionals to define, prioritize, and address community safety needs	"Cultural Responsiveness," e.g. being respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse consumer/client populations and communities whose members identify as having particular cultural or linguistic affiliations.Alignment of founding mission with the community proposed to be served (creation of mission was historically based in serving communities experiencing racism) and alignment with the outcomes desired by the program.Commitment to a diverse and highly skilled workforce by employing robust recruitment, hiring and leadership development practices	The African American Resource Advisory commission is recommending \$1,000,000 be invested into the Office of the Police Monitor to specifically address the disproportionate rate in which African Americans are stopped, searched, arrested and subjected to the use of force in our City. The Police Monitor should leverage this funding to provide trainings, data collection/analysis, policy research, community engagement and/or any other appropriate activities the Police Monitor deems necessary to eliminate these racial inequities.  The funding could assist with:  • Staffing to increase positions for:  o An additional community outreach liaison and/or a Youth Project Coordinator *  <a href="http://www.kidsandcops.org">www.kidsandcops.org</a> : \$200K Budget – reach of 600 kids per year  • Based on the model from the Independent Police Monitor – City of Denver  o Policy Analyst – Review APD policies, conduct research that will inform recommendations for policy improvements.  • Community Outreach  o Satellite offices: Will help greater awareness on OPM, take complaints, conduct trainings (know your rights, constitutional rights, what to do well stopped/pulled over)  • Based geographically on where in the City of Austin majority of complaints are generated and/or high crime areas  • Enhanced Technology  o Ipads in library to allow Austinites to file complaints and/or review  o Software to assist in data analysis of racial profiling statistics, stops, arrests, use of force and officer involved shootings  o Website development to include open data and live data portal  o OPM App	Austin has had a long history of strained relationships between the black community and the police department. Black residents are disproportionately stopped, searched, arrested, and subjected to the use of force in our city. For example, according to the Community Advancement Network Equity Report, Black residents account for 22% of people booked into jail, but only 8% of Travis County's adult population, which indicates a high level of disproportionate representation and a disproportionality ratio of 2.7. Another way to relay this information is that being black in Austin/Travis County makes you 270% more likely to be booked and jail. Our commission sees similar inequities in stops and searches for Black residents as well. The most recent APD Racial profiling report indicates that black motorists that are stopped get searched 18% of the time while white motorists that are stopped only get stopped 6% of the time. Black motorists are three times as likely to get searched compared to whites. Our recommendation seeks to invest resources to deal with these long standing racial inequities. We believe that Council cannot achieve the indicator of Fair Administration of Justice without directly addressing these racial inequities in policing. This recommendation speaks directly to the metric that looks at the Difference between the percentage of citations, warnings, field observations, and arrests that result from motor vehicles stops, and arrests issued to individuals of a particular race compared to the percentage of that race in the City of Austin. Furthermore, these racial inequities in policing impact other areas of the quality of life for the black community. For example, being arrested and having a record impacts your ability to find a place to live, buy a home, get a job, etc. It is critical that we address this issue for our community.	1 Million	ongoing	Final	May 16th 2018	8-0 in favor
2															
	African American Resource Advisory Commission	Economic Opportunity and Affordability	D. Housing	C. Cost of living compared to income	C-1: Percentage of households paying more than 30 percent (and more than 50 percent) of income toward housing.C-2: Percentage of households that are considered cost-burdened based on calculation of housing and transportation costs relative to income (utilities, child care, property tax, and health care costs to be added as data become available).C-5: Rates and Fees affordability metrics	D-1: Number of un-subsidized affordable market-rate rental units.D-2: Number and percentage of residential units that are considered vacant.D-3: Median house value.D-4: Number of subsidized and incentivized rental units considered to be affordable.D-5: Number and percentage of residential plan reviews completed on-time.D-6: Number and percentage of newly constructed housing units that are in a range of housing types from small lot single-family to eight-plexes.D-7: Ratio of residents whose income is less than 60 percent median family income (MFI) residing in the City of Austin to residents whose income is less than 60 percent MFI residing in the Greater Austin Metropolitan Statistical Area	5. Develop and act on recommendations to reduce the number of households and businesses displaced from Austin due to unaffordability.7. Acknowledge Austin's history of racial segregation and counter it by applying an equity perspective to the City's land development code and policies, aligning with community priorities as articulated in Imagine Austin, and ensuring affordable housing options throughout Austin.	"Cultural Responsiveness," e.g. being respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse consumer/client populations and communities whose members identify as having particular cultural or linguistic affiliations.Alignment of founding mission with the community proposed to be served (creation of mission was historically based in serving communities experiencing racism) and alignment with the outcomes desired by the program.Intimate knowledge of lived experience of the community.Multiple formal and informal channels for meaningful community engagement, participation and feedback exists at all levels of the organization (from service complaints to community participation at the leadership and board level).Commitment to a diverse and highly skilled workforce by employing robust recruitment, hiring and leadership development practices	Direct the city manager to develop a comprehensive plan, budget and ordinance to be adopted that shall:  1. Establish a separate, dedicated Low Income Housing Trust Fund (LIHTF) into which all City Housing Funds including those specified below, are placed.  2. Establish a Low Income Housing Fund Management Agent to administer the LIHTF. The Agent shall have diverse membership and shall include lower income residents, both homeowners and renters, and community representatives.  3. Begin each annual budget process by first allocating \$16 million to the LIHTF to preserve, construct or subsidize housing for low income families, defined as households making 60% or less of MFI, this being the amount the City of Austin spent in fiscal year 2015 – 2016 on fee waivers.  4. Establish a policy that all future general obligation bond elections include at least 20% of the bonds for low income housing.  5. Establish a policy similar to the City of Houston's that all new Tax Increment Zones or other quasi-governmental entities created by the City be required to dedicate at least 1/3 of their revenue to the LIHTF for both preservation and construction of low income housing.  6. Amend all density bonus programs so that developers have the mandatory option to pay a fee in lieu equal in an amount to the economic value of the required on-site affordable units.	With the decline of Austin's black population along with Austin being one of the most economically segregated cities in the country, the City is in need of large investments in effective low-income housing to undo Austin's past policy decisions on housing. The Austin Strategic Housing Blueprint Plan estimates a need of 47,000 additional housing units by 2025 for residents making 60% of MFI or less, which would cost approx. \$4 billion to fully address. The housing market in Austin is not producing or preserving affordable housing in this income range.  Austin's low income residents by the thousands have been and are currently being forced to move from Austin. Census data shows from 2011 to 2015 the number of Austin households making 60% of median family income (MFI) or less decreased by 4,411 despite a net growth of 34,893 households within the City. The market-rate housing market cannot produce affordable housing for Austin's low income families because the high cost of construction and land exceed their ability to pay.  The City Council of the City of Austin passed Resolution #20140417-049 Using City owned land for affordable housing; Resolution #20091119-063 Using City owned land on Lavender Loop for various uses, including affordable housing; and Resolution #20141016-026 Retaining families and schools; and Resolution #20160615-035 Inclusionary zoning in Homestead Preservation Districts; and Resolution #20170411-05 from the Community Development Commission on Mobile home regulations, supporting their continued use throughout the City.  Austin still has no permanent and consistent source of funds to invest in housing and carry out these afore-mentioned resolutions. On 4/14/2017 the City Council set the Affordable Housing Goals for the City of Austin. It will require Austin to make large capital investments to preserve, construct, and subsidize housing for workforce families.	16 million	ongoing	Final	May 16th 2018	8-0 in favor
3															
	African American Resource Advisory Commission	Health and Environment	B. Accessibility to quality health care services, both physical and mental	A. Healthy conditions among individuals (absence of unhealthy conditions)	A-2: Percentage of people who report 5 or more poor mental health days within the last 30 days	B-5: Number and percentage of clients supported through The City of Austin, including community-based preventative health screenings, who followed through with referrals to a healthcare provider or community resource	1. Promote healthy living and well-being with a particular focus on areas and communities with high rates of chronic disease and high-risk behaviors who lack access to services.2. Provide and/or support initiatives that can connect those seeking wellness and medical care with the appropriate providers, and help them navigate and overcome critical barriers to obtaining health and mental health services (e.g. getting to appointments, cost of care)	"Cultural Responsiveness," e.g. being respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse consumer/client populations and communities whose members identify as having particular cultural or linguistic affiliations.Alignment of founding mission with the community proposed to be served (creation of mission was historically based in serving communities experiencing racism) and alignment with the outcomes desired by the program.Commitment to a diverse and highly skilled workforce by employing robust recruitment, hiring and leadership development practices	The AA Commission recommends that 2 million dollars be allocated to provide mental healthcare outreach and services within the African Americans community in Austin. A portion of the allocated be specifically earmarked for partnerships with community organizations or entities providing mental health services in African American communities at no cost or sliding scale to residents	A FOCUS ON EQUITY Black adults in Travis County were most likely to report poor mental health. Due to small sample sizes, the data were aggregated over five years for a comparison of sub-groups. An estimated 24% of Black adults who were surveyed during this five year time period reported experiencing five or more days of poor mental health within the past month. Poor mental health can include stress, depression, and emotional issues.	2 million	ongoing	Final	May 16th 2018	8-0 in favor
4															

Q3	Q6	Q7	Q8	Q9	Q10	Q16	Q55	Q56	Q57	Q58	Q59	Q63	Q65	Q69
African American Resource Advisory Commission	Economic Opportunity and Affordability	A. Employment	F. Skills and Capability of our community workforce	A-1: Percentage unemployment rate	F-4: Number and percentage of people who successfully complete Workforce Development training (goal to have data on number and percentage who obtain employment)	1. Influence the supply of jobs to support availability of and access to middle-skill jobs and expansion of jobs and expansion of jobs/employers to benefit communities experiencing high unemployment or lacking access to jobs. 1.1. Advance economic mobility by equipping and empowering families with wraparound services over a multi-year period so that parents can succeed in the workforce and children are prepared to succeed in adulthood	"Cultural Responsiveness." e.g. being respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse consumer/client populations and communities whose members identify as having particular cultural or linguistic affiliations. Alignment of founding mission with the community proposed to be served (creation of mission was historically based in serving communities experiencing racism) and alignment with the outcomes desired by the program. Intimate knowledge of lived experience of the community. Multiple formal and informal channels for meaningful community engagement, participation and feedback exists at all levels of the organization (from service complaints to community participation at the leadership and board level). Commitment to a diverse and highly skilled workforce by employing robust recruitment, hiring and leadership development practices	The AA Commission recommends that the City of Austin invest \$6,000,000s in the areas of technology, STEM, and healthcare	A FOCUS ON EQUITY The unemployment rate for Black residents in Travis County is about 10%, which is twice the unemployment rate for white residents (5%). The Hispanic unemployment rate is 7%. The Capital Area Workforce Plan Mayor's Task-force Institutional Racism and systemic Inequities report - page 40	6 million	ongoing	Final	May 16th 2018	8-0 in favor
African American Resource Advisory Commission	Health and Environment	B. Accessibility to quality health care services, both physical and mental	A. Healthy conditions among individuals (absence of unhealthy conditions)	A-2: Percentage of people who report 5 or more poor mental health days within the last 30 days	B-1: Percentage of residents younger than 65 with no health insurance coverage B-3: Infant mortality rate (number of deaths of infants younger than 1 year-old per 1,000 live births) B-5: Number and percentage of clients supported through the City of Austin, including community-based preventative health screenings, who followed through with referrals to a healthcare provider or community resource	4. Adjust our contracts with social service providers to include accountability for outcome-based results and determine the best approach to award multi-year contracts so that each funding category (e.g. mental health, basic needs, early childhood) can be independently reviewed on a regular cycle. 7. Improve community health, social cohesion and connections, and resilience through programs and amenities that strengthen families, foster an increased sense of community, and enhance support networks	"Cultural Responsiveness." e.g. being respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse consumer/client populations and communities whose members identify as having particular cultural or linguistic affiliations. Alignment of founding mission with the community proposed to be served (creation of mission was historically based in serving communities experiencing racism) and alignment with the outcomes desired by the program. Intimate knowledge of lived experience of the community. Commitment to a diverse and highly skilled workforce by employing robust recruitment, hiring and leadership development practices	Reference Anti-displacement and affordability report. The Commission recommends that \$2 million to be allocated to provide healthcare outreach and services within the African American community in Austin. A portion of the allocated be specifically earmarked for partnerships with community organizations or entities providing mental health services in African American communities at no cost or sliding scale to residents	A FOCUS ON EQUITY The uninsured rate for Blacks is 13%, and the uninsured rate for Asians is 14%, significantly higher than the 8% uninsured rate for Whites in Travis County.	2 million	ongoing	Final	May 16th 2018	8-0 in favor
African American Resource Advisory Commission	Government That Works for All	F. Equity of City programs and resource allocation	G. Transparency and ethical practices	F-2: Difference between the percentage of community members of a particular race represented on City Boards and Commissions compared to the percentage of that race in the overall community population. F-3: Percentage of City departments implementing the equity assessment tool	G-1: Percentage of residents who report employees of the City of Austin are ethical in the way they conduct City business. G-2: Number of findings of fraud, waste, and abuse by employees, officials, and contractors	3. Increase equity in our community by allocating City resources based on greatest need and in ways that have the highest impact, consistent with recommendations from existing City reports and studies. 6. Engage community members on the matters that impact them in ways that are timely, convenient, meaningful, and honor their communication preferences; and equip employees to better engage vulnerable and historically marginalized communities	"Cultural Responsiveness." e.g. being respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse consumer/client populations and communities whose members identify as having particular cultural or linguistic affiliations. Alignment of founding mission with the community proposed to be served (creation of mission was historically based in serving communities experiencing racism) and alignment with the outcomes desired by the program. Multiple formal and informal channels for meaningful community engagement, participation and feedback exists at all levels of the organization (from service complaints to community participation at the leadership and board level). Commitment to a diverse and highly skilled workforce by employing robust recruitment, hiring and leadership development practices	Quality of Life Staff Liaison - Funding is requested to provide a paid staff liaison or liaisons to support the four QoL advisory commissions. The staff would be located within the Equity Office. Funding for 1 FTE Neighborhood Liaison position is requested.	Nearly ever negative outcome associated with Quality of life in progressive Austin Texas fall on the backs of African Americans	85K	ongoing	Final	May 16th 2018	8-0 in favor
African American Resource Advisory Commission	Culture and Lifelong Learning	A. Quality, accessibility, and diversity of civic and cultural venues, events, programs, and resources	D. Honoring and preservation of historical and ethnic heritage	A-1: Percentage of residents who report being satisfied or very satisfied with the quality of cultural and learning services and programs. A-2: Percentage of creatives who report that they do not have access to creative space they require. A-3: Percentage of residents who report being satisfied or very satisfied with the quality of the City's cultural and learning facilities	D-1: Percentage of residents who feel that Austin is a place that honors and preserves their personal heritage. D-2: Number of historic and/or culturally significant facilities (e.g. homes, businesses, landmarks) preserved that reflect Austin's diverse history. D-4: Number of culturally significant homes and/or landmarks threatened or that have been lost	3. Strengthen our portfolio of culture and lifelong learning programs, events and facilities by engaging and building trust with the community to ensure equitable access and participation, and that services are aligned with community expectations. 5. Ensure Austin's historical narrative is comprehensive and accurate by partnering with the community to protect, preserve, and share the character of Austin's cultural, social, economic, political, and architectural history	"Cultural Responsiveness." e.g. being respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse consumer/client populations and communities whose members identify as having particular cultural or linguistic affiliations. Alignment of founding mission with the community proposed to be served (creation of mission was historically based in serving communities experiencing racism) and alignment with the outcomes desired by the program. Intimate knowledge of lived experience of the community	\$3,000,000 be allocated to increase cultural and learning opportunities to African Americans in the City of Austin. Increasing educational opportunity and educational success for African Americans is one way to bridge the economic divide and increase access to opportunity with the arts providing a gateway. We are asking the city Manager to increase and supporting the Black arts in Austin Texas in all forms such as but not limited to music, theater, concerts, spoken word, murals etc.	• University of Texas- Eric Tang report entitled, "Those who left."	3 Million	ongoing	Final	May 16th	8-0 in favor