



MEMORANDUM

To: Mayor and City Council

From: Brion Oaks, Chief Equity Officer

Date: May 9, 2018

Subject: CodeNEXT Equity Assessment Report

The purpose of this memo is to provide the CodeNEXT Equity Assessment Report prepared by the Government Alliance on Race and Equity (GARE), the Center for Social Inclusion/Race Forward and Mesu Strategies, LLC (Mesu). This document is available on the CodeNEXT website at <http://austintexas.gov/page/codenext-draft-3>

Background

City Council passed Resolution No. 20150507-027 directing the City Manager to evaluate the impact existing city policies and practices have on equity, and to develop an equity assessment tool that could be used across City departments in order to address equity challenges in the City.

In response to community concerns about the impact CodeNEXT could have on communities of color and other marginalized populations, the Equity Office invited GARE and Mesu to review a Racial Equity Assessment Tool for CodeNEXT consisting of a series of “Equity Logic Models” and “Project Analysis and Engagement” responses on twenty-four (24) topics across departments to identify areas of strength and opportunities for improvement in the draft of the code.

Summary

In this report, GARE and Mesu recommend the following five key actions to significantly improve the results of CodeNEXT as it relates to equity:

- 1) Increase attention to intersectional outcomes
- 2) Aim for consistency in language and practices
- 3) Build capacity and culture around community partnership
- 4) Leverage the power of City staff to collaborate on equitable change
- 5) Build a supportive infrastructure around CodeNEXT to “scaffold” equity efforts now and into the future

In addition, the report contains a detailed SWOT analysis highlighting strengths, challenges, and specific recommendations to strengthen the draft of the code.

This report has been shared with all relevant departments and is being shared with you and the land use commissions to inform policy discussions. If you have any questions, please contact me at brion.oaks@austintexas.gov or 512-974-7979.

All back up documents can be found on the CodeNEXT website “Code Draft” page:

- City of Austin CodeNEXT Equity Evaluation: <https://bit.ly/2ruy4sl>
- Austin CodeNEXT SWOT Analysis (via the data portal):
 - Logic Model Analysis: <https://bit.ly/2K6VFXe>
 - Community Engagement Map: <https://bit.ly/2K0h2xJ>
- Equity Assessment Responses Sections 1 and 2: <https://bit.ly/2rx0EsG>
- Logic Models with Supporting Maps: <https://bit.ly/2G0cyR8>
- Additional questions and supporting documents: <https://bit.ly/2K56Uj6>

cc: Spencer Cronk, City Manager
Joe Pantalione, Interim Assistant City Manager
Ray Baray, Chief of Staff
Greg Guernsey, AICP, Planning and Zoning Director
CodeNEXT Executive Team
Stephen Oliver, Planning Commission Chair
Jolene Kiolbassa, Zoning and Platting Commission Chair