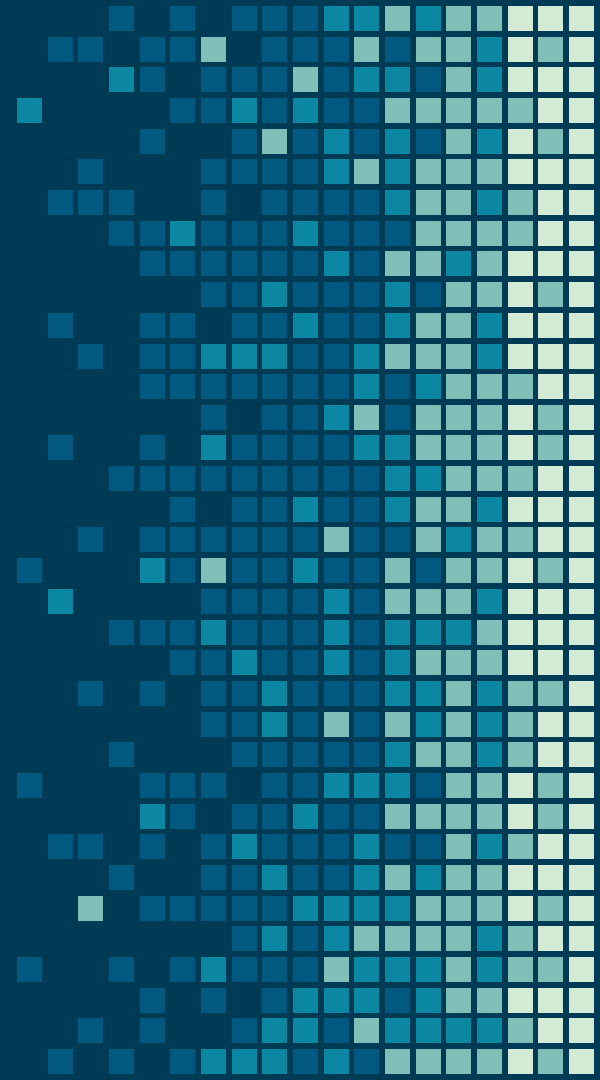


City of Austin Equity Assessment Tool Pilot Review and Mini Grant Update



Vision & Mission

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*The **vision** of the City of Austin is to make Austin the most livable city in the nation **for ALL***

*The **mission** of the City of Austin Equity Office is to provide leadership, guidance, and insight on equity to improve the quality of life for Austinites.*

A Tale of Two Cities

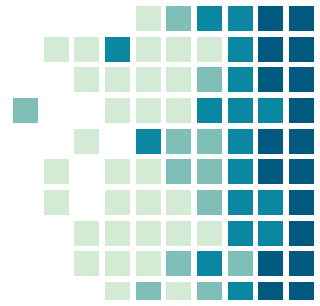
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Austin is the best place to live in the nation
according to *U.S. News and World Report*

&

One of the most economically segregated
cities in the U.S. according to the *Martin
Prosperity Institute*

What Does Equity Look Like to You?

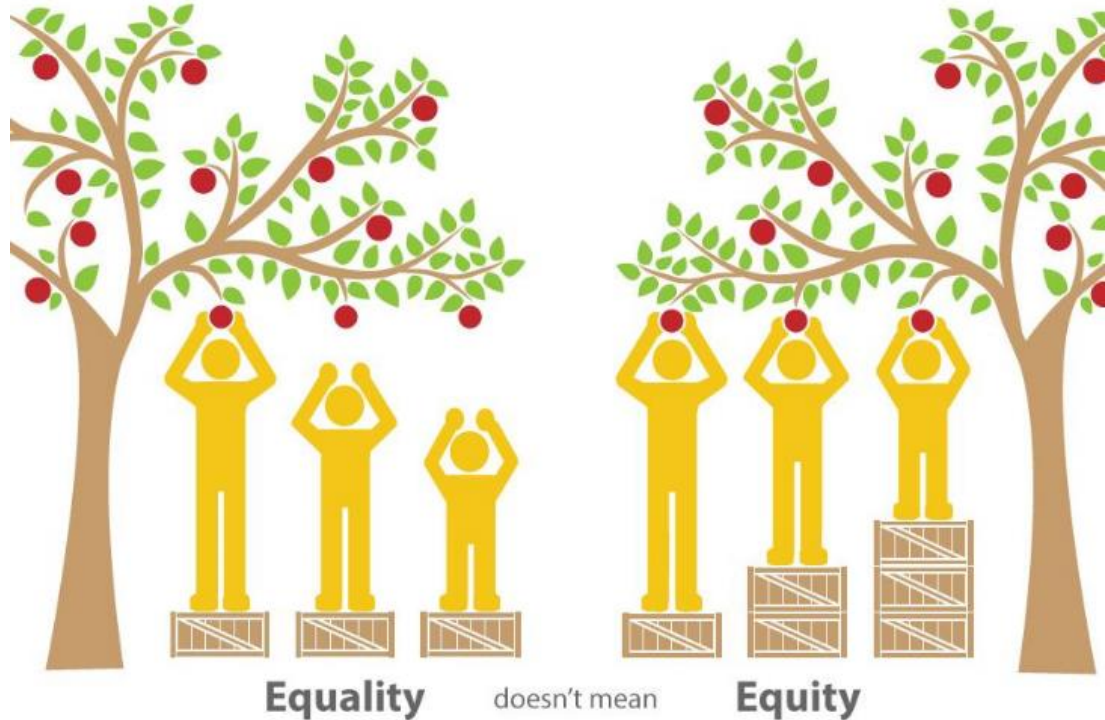


COA Equity Statement

Racial equity is the condition when race no longer predicts a person's quality of life outcomes in our community.

The City recognizes that race is the primary determinant of social equity and therefore we begin the journey toward social equity with this definition.

The City of Austin recognizes historical and structural disparities and a need for alleviation of these wrongs by critically transforming its institutions and creating a culture of equity.

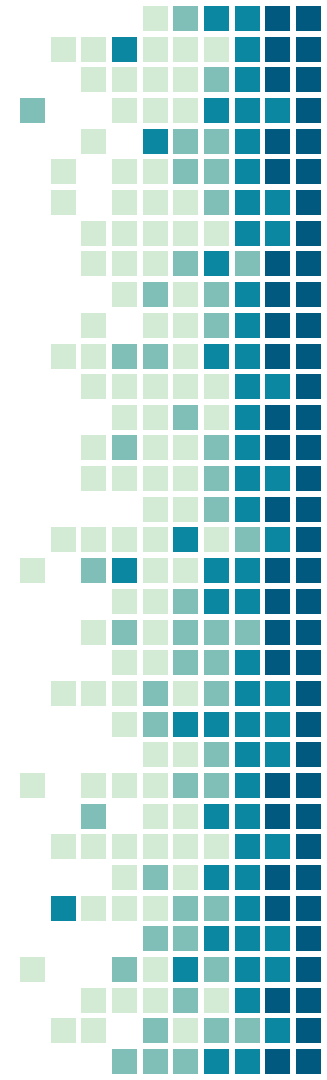


Austin's Opportunity to Drive Equity

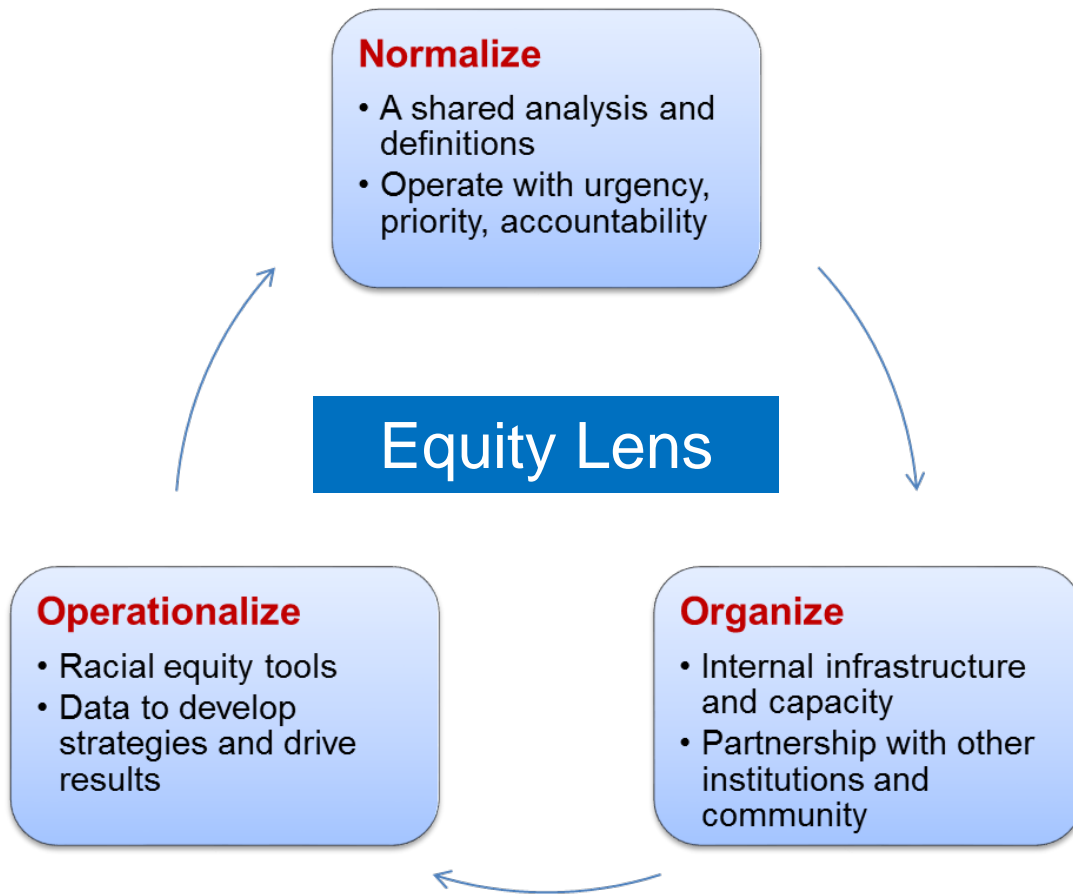
Key Areas of Departmental CHOICE

- **Planning:** What to change and prioritize in programs?
- **Budgeting:** what items do we add or cut and what initiatives get the funding?
- **Personnel:** who to hire, retain, promote, or develop as leaders
- **Policy Development:** what to propose or modify?
- **Practices:** routines/ habits and or expectations to set

The cumulative impacts of small choices can lead to BIG influence on outcomes and equity



Building a Framework for Equity



How was the equity tool developed?

- Equity Action team members logging nearly 900 hours of volunteer time
- 6 Steps for Building Racial Equity- Government Alliance on Race and Equity (GARE)
- Council's Six Strategic Priority Outcomes

What does an equity tool cover?

1. Department Culture
2. Community Engagement
3. Budgeting
4. Alignment with Advancing Equity
5. Unintended Outcomes

Equity Assessment Core Elements

Lead with
Race/Ethnicity

Focus on human
centered design and
institutional
empathy

Engage residents,
especially those
adversely affected,
in decision making

Bring conscious
attention to racial
inequities and
disparities *before*
decisions are made

Avoid or minimize
adverse impacts and
unintended
consequences

Affirm our
commitment to
equity, inclusion, and
diversity

Equity Assessment Pilot

- Austin Water
- Economic Development
- Human Resources
- Parks and Recreation
- Public Health
- Library
- Public Works
- Transportation



COURAGE...

...is contagious

Outcome Evaluation

Strengths	Weaknesses
<ul style="list-style-type: none">• Hiring and Training<ul style="list-style-type: none">◦ Use of community orgs, boards and commissions, and chambers of commerce to ID candidates• Information Sharing<ul style="list-style-type: none">◦ Standards for document translation and evaluation of cultural appropriateness	<ul style="list-style-type: none">• Data Collection and Measurement<ul style="list-style-type: none">◦ Lack of disaggregated client, contractor and consultant data• Community Engagement<ul style="list-style-type: none">◦ Lack of definitive processes or use of passive processes in gathering input
Opportunities	Threats
<ul style="list-style-type: none">• Programming<ul style="list-style-type: none">◦ Programs across city are natural touchpoints for engagement and input• Cross-Department Collaboration<ul style="list-style-type: none">◦ Individual department strengths can address city-wide issues	<ul style="list-style-type: none">• Funding<ul style="list-style-type: none">◦ Lack of tracking or ability to connect budget line items directly to equity initiatives and goals.• Disproportional Effects<ul style="list-style-type: none">◦ Well-intentioned policies disadvantaging marginalized groups

Next Steps

- Recognized internationally by the Open Governments Partnership as a **STAR** level intervention
- Launched the second cohort of 13 departments
- Working with 1st cohort of departments to implement Equity Action Plans for FY 19
- Working to build an Equity Academy to expand training opportunities
- Adopting a vision of having 100% of departments participating by 2020
- Introducing a cycle of continuous improvement around equity



New Equity Mini-Grant Program

Brion Oaks

Chief Equity Officer

City of Austin


P: (512) 974-7979

F: (512) 974-2833

Brion.oaks@austintexas.gov

What is the Mini-Grant?

In the FY2018 budget, City Council approved a budget rider of \$75,000 to establish a mini-grant process to focus on equity issues and promote the City Council's six strategic outcomes.



It was created as one of several “buckets” to address initiatives and priorities as expressed by the Quality of Life Commissions.

Goals of Mini-grants

- Focus on equity issues and promote the Qty Council's six strategic outcomes.
- Allow community-based organizations the opportunity to participate in working on equity concerns
- Simplify the grant process
- Provide grant opportunities for applicants who were unsuccessful with prior grant requests.



Mini-Grant Development Process

Equity Office worked with Austin Public Health (APH) to conduct a community forum and gather feedback from the community to discuss challenges of the current Request for Grants process for current APH subcontractors and unsuccessful applicants.

A few examples of suggested solutions:

- * Streamline the contracting process;
- * Provide up-front funding instead of reimbursing expenses;
- * Provide electronic submission of grant applications and reduce burdensome application process;
- * Improve transparency of how contracts are awarded.

Features of New Request for Grant Application (RFGA)

- One page Application Threshold Checklist
- Streamlined the Agreement document to remove cost burden requirements such as the requirement for a financial audit and waiving liability insurance requirements.
- Quality of Life Commissions will assist with notifying the community of the mini-grants and evaluating the grant applications.
- Grants will be awarded in increments of up to \$10,000.

Next Steps

- Received 125 applications
- Formed a review panel representing a commissioner from all four Quality of Life Commissions
- Projecting late November to notify recipients
- Monitoring and evaluating implementation over the course of the fiscal year





Questions and Discussion

THANKS!

Any
questions?