



## **Annual Internal Review**

**This report covers the time period of 7/1/2018 to 6/30/2019**

### **Joint Inclusion Committee**

**The Board/Commission mission statement (per the City Code) is:**

§ 2-1-204 - JOINT INCLUSION COMMITTEE.

The council creates the Joint Inclusion Committee of the African American Resource Advisory Commission, the Asian American Quality of Life Advisory Commission, the Hispanic/Latino Quality of Life Resource Advisory Commission, the Commission on Immigrant Affairs, the Mayor's Committee for People with Disabilities, the Commission on Seniors, the Commission for Women, the Lesbian, Gay, Bisexual, Transgender, and Queer Quality of Life Advisory Commission, and the Human Rights Commission to advise the council on issues pertaining to diversity and inclusion.

- 1. Describe the board's actions supporting their mission during the previous calendar year. Address all elements of the board's mission statement as provided in the relevant sections of the City Code.**

Adopted the following resolutions and recommendations:

**Recommendation 20180926-4E** Support of Lawsuits to Remove Citizenship Questions from Census. Supporting Recommendation No. 20180406-006A3 of the Commission on Immigrant Affairs.

**Recommendation 20181128-04C** Recommendations re: Increasing Diversity on City Boards and Commissions; Requiring Social and Racial Equity Training.

**Recommendation 20190123-4B** Recommending Adding the Human Rights Commission to the Joint Inclusion Committee.

**Recommendation 20190227-04b:** Additional Priority Indicators for Strategic Direction 2023, recommending the Council add the following indicators to the list of priority indicators:

Government that Works for All:

(F) Equity of City programs and resource allocation and

(G) Transparency and ethical practices

**Recommendation 20190424-04C:** Recommendations to Support Increased Transparency and Accountability in City Programs and Services. The Joint Inclusion Committee recommends the following:

The City Manager require all departments:

1. to capture and analyze comprehensive demographic data when measuring outcomes, personnel (staff, vendors and contractors), service delivery, and community needs, including race, ethnicity, gender, gender identity, age, ability, sexual orientation, primary language, veteran status, and
2. to transparently report outcomes annually in a manner easily accessible to the community, consistent across departments, and
3. to complete the Equity Assessment Tool by December 2020, if they have not done so already, and
4. to identify a single point of contact (SPOC) that communicates with all commissions represented in the Joint Inclusion Committee, and
5. to allocate sufficient resources within existing funds to accomplish these recommendations.

**Recommendation 20190626-04D:** Ensuring that Seniors are Educated About and Able to Take Advantage of Existing Tools to Reduce their Property Tax Burden

**Recommendation 20190626-04A:** Recommendations to City Manager and Budget Office Regarding Community Engagement on City Budget (“Budget Town Hall Meetings”)

- Start the planning process earlier; hold sessions in late February/early March, prior to Spring Break and SouthbySouthwest. Ensure meetings do not take place on same date.
- Continue to let each Commission decide how to organize the events.
- Provide better clarity on organization of the meetings (commissions noted confusion over whether a quorum was required; who was responsible for note-taking; whether both conversations and written notes were transcribed; commissions reported getting different instructions)
- Provide commissions with a list of potential locations; try to cover all parts of the city and have good access to transit (we noted that all 2019 meetings were north of the river).

- Provide transportation options for those who cannot drive or use transit; the Parks and Recreation Department transportation for the Seniors Commission worked well and resulted in large attendance.
- Allow time for general discussion/open discussion; provide cards for people to leave comments.
- Consider ways to make the city priorities and indicators more understandable to participants.
- Find ways to continue engagement throughout the year; consider a Town Hall during the Fall sponsored by the Joint Inclusion Committee.
- Plan for interpretations and translations (examples, minimize noise in the room and interference from equipment)
- Consider more ways to publicize the events to target communities.

### **Summary of Budget Recommendations Submitted to the City Manager:**

- Support Quality of Life Study request from the Mayor's Committee for People with Disabilities.
- RE: funding for mental health: Support requests made by member commissions to increase resources for mental health services, education and outreach and counseling services.
- Support request of Commission for Women for Austin to endorse the Convention on Elimination of Discrimination Against Women.
- Passed the budget/data resolution drafted at the April 6 budget workgroup meeting
- Support the request of the Commission on Immigrant Affairs to create an Office of Immigrant Affairs with at least one full time staffer.
- Support the request of the Commission on Seniors to spare programs providing health care, food, affordable housing and emergency services from cuts (if revenue cap legislation passes) and instead to increase funding by at least the cost of living.
- Added the Human Rights Commission to the Joint Inclusion Committee (JIC)
- Held a retreat facilitated by Equity Officer Brion Oaks (February 2019)
- Participated in a budget meeting facilitated by Equity Officer Brion Oaks (April 2019) and drafted a resolution on transparency and accountability that has been adopted by most JIC members.
- Supported new staff position in the Equity Office through our budget recommendations.
- Met with the Early Childhood Council regarding membership on the JIC.

## **2. Determine if the board's actions throughout the year comply with the mission statement.**

The actions of the JIC comply with its mission statement.

**3. List the board's goals and objectives for the new calendar year.**

The JIC strengthens connections between City advisory bodies (boards, commissions, committees, task forces) concerned with quality of life in Austin. The JIC will advise the City Council on issues pertaining to equity, diversity, and inclusion, and will:

- (1) recommend the city prioritizes equity, diversity and inclusion in its policies and programs;
- (2) review, make recommendations on, and monitor implementation of City budgeting, programs, policies, procedures, contracts and metrics as they relate to equity, diversity, and inclusion;
- (3) promote cooperation between the City Council, City management, City advisory bodies with the goal of increasing and sustaining equity, diversity and inclusion in City programs and policies;
- (4) promote language access and meaningful outreach and engagement with diverse populations;
- (5) promote increased equity, diversity and inclusion in appointments to City advisory bodies;
- (6) identify federal and state policy discussions that are impacting quality of life in Austin;
- (7) participate in and promote the Undoing Racism training and other equity, diversity and inclusion training for the JIC, JIC members, and other City advisory bodies;
- (8) work closely with the Equity Office to improve the quality of life in Austin and to build and sustain a culture of equity, diversity and inclusion across the city, incorporating social identities which intersect with racial identity including ethnicity, culture, age, religion, gender identity, sexual orientation, ability and income;
- (9) coordinate with City advisory bodies working to address services for people experiencing homelessness.