

Watershed Protection Department Equity Initiative Update

September 1, 2021

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City of Austin

**WATERSHED
PROTECTION**

Definitions

- City of Austin Equity Initiative: Why we lead with race
- How equity applies to Watershed operations

Racial equity is the condition where race is no longer a predictor of quality of life.

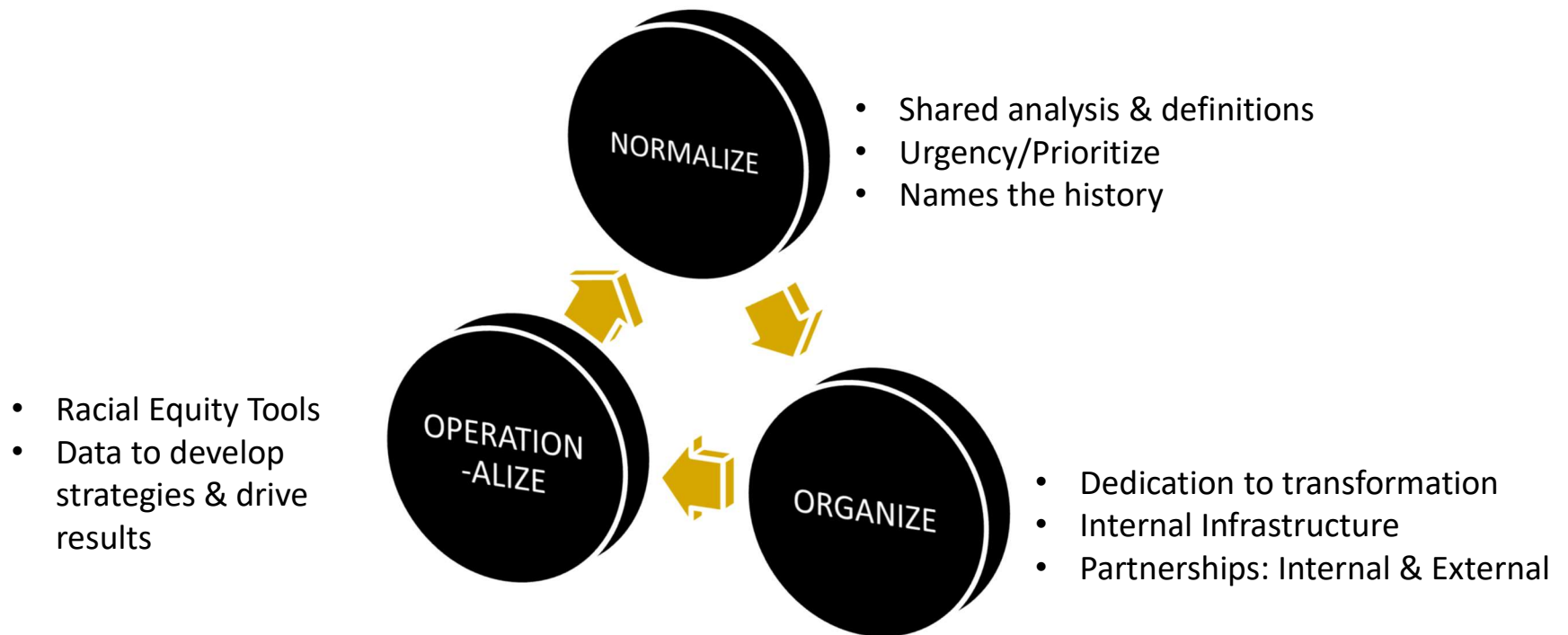


1992 photo of petroleum storage tank farm and adjacent homes in East Austin

Photo credit: Osbourne, Heather. Austin American Statesman.

Source: City of Austin State of Our Environment Report, 2021

A Strategic Approach



Source: Government Alliance on Race and Equity (GARE), Communications Guide, 2018

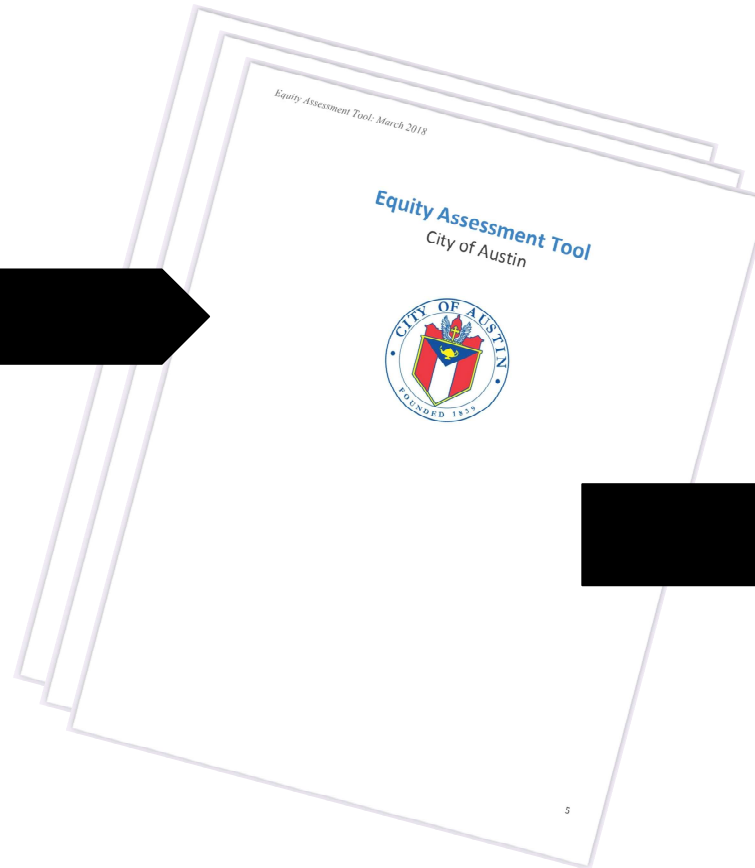
Normalize

- *Shared analysis & definitions*
- *Urgency/Prioritize*
- *Name the history*

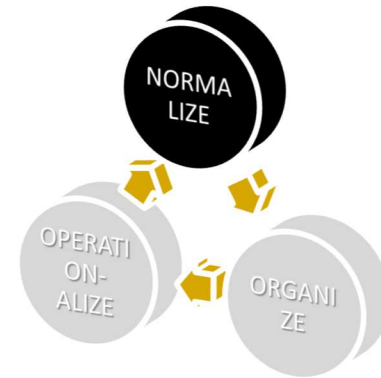


UNDOING RACISM®
The People's Institute
for Survival and Beyond

- Analyzing Power
- Gatekeeping
- Learning from History
- Identifying Manifestations of Racism
- Networking

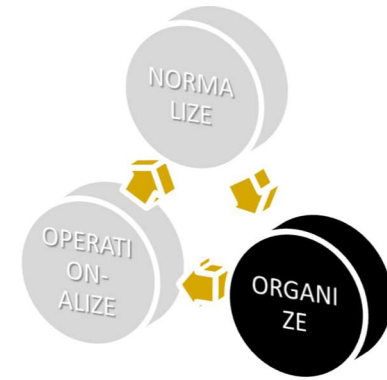


- DATA
- PRIORITIZATION
- ENGAGEMENT
- **INTERNAL EQUITY**



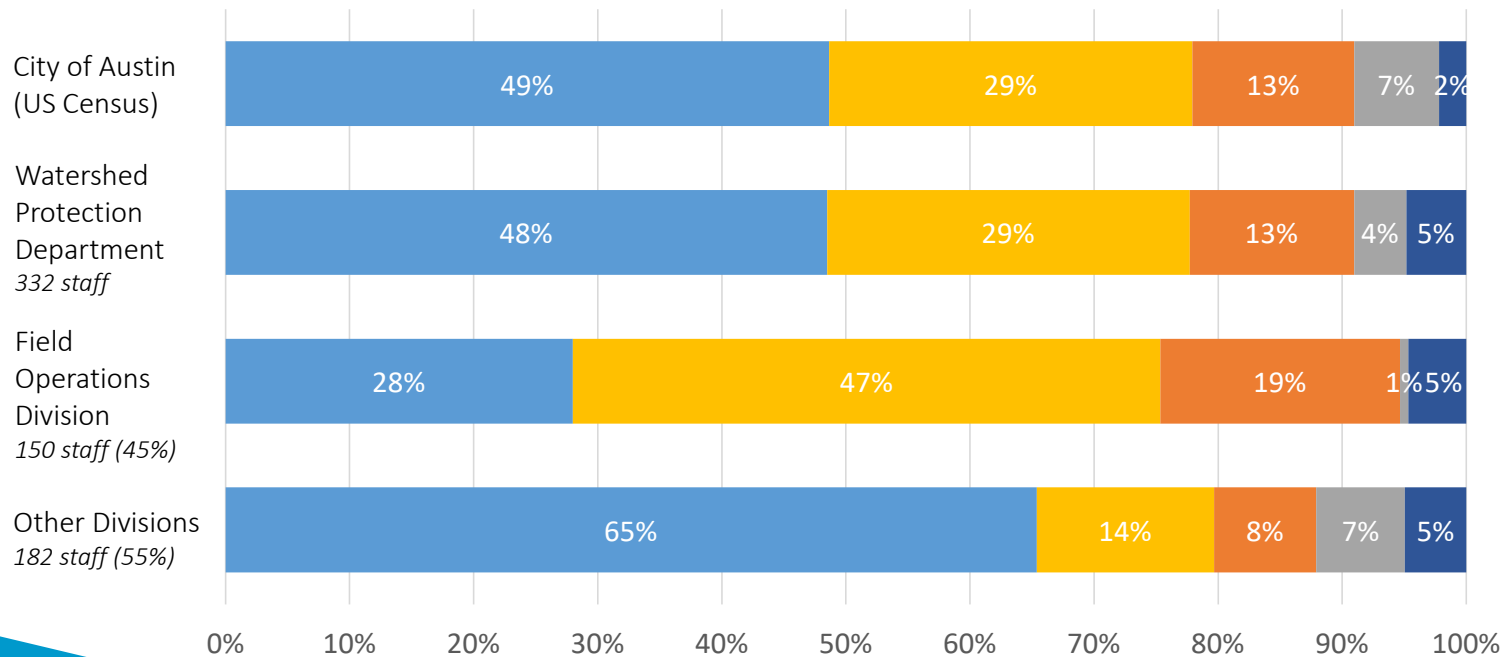
Organize

- *Dedication to transformation*
- *Internal Infrastructure*
- *Partnerships: Internal & External*



Watershed Protection Department Employee Demographics

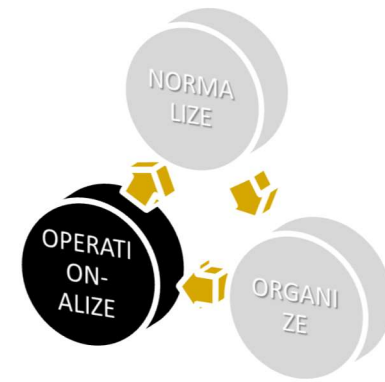
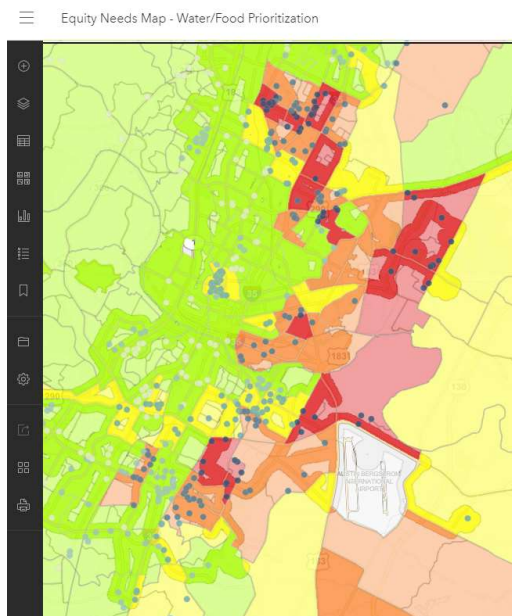
Source: WPD Department Demographic Data, Jan 2021



- White
- Hispanic/Latinx
- Black or African American
- Asian
- All Other Categories

"Building a net that works"

Operationalize: Informal



*"It's not changing what we do,
but HOW we do it"*

Operationalize: Formal

- Hiring practices
- New FTE to lead Equity Initiative in FY22
- Budget for equity-related trainings
- Core curriculum for department leadership

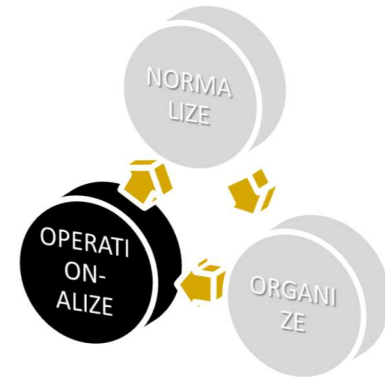
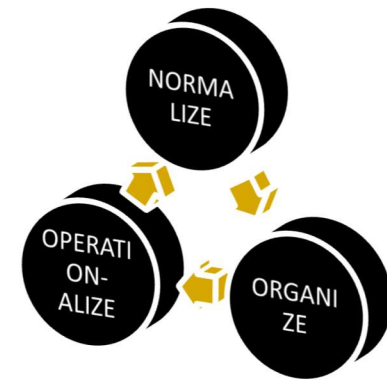
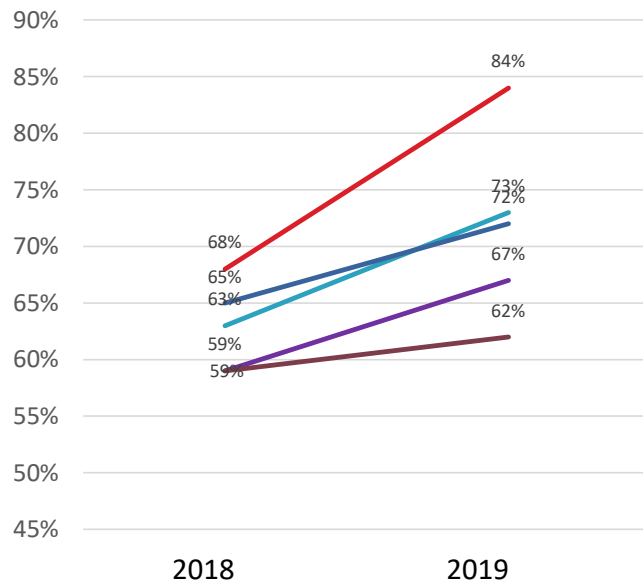


Photo source: <https://pisab.org/undoing-racism-community-organizing-workshop/> 7

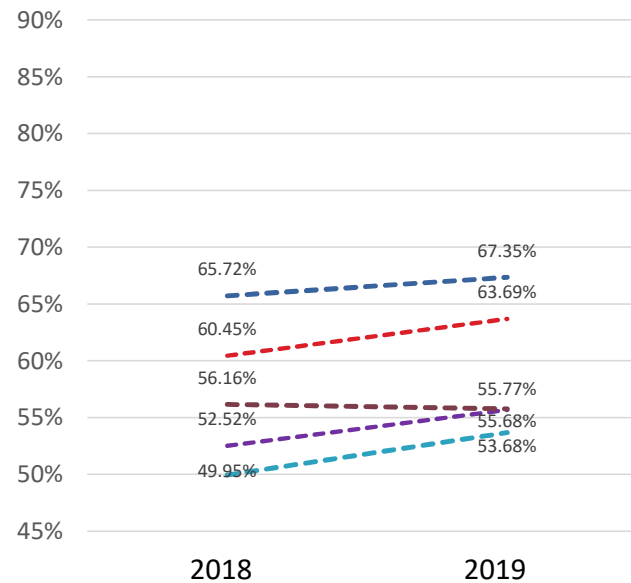
Listen, Learn, and Repeat: Internal



Watershed Protection Department



Citywide



- Valuable to Discuss Impacts of Race
- Leadership Supports Discussion of Race
- Dept. Committed to Racial Equity
- Dept. Taken Steps to Reduce Racial Inequity
- Comfortable Talking About Race

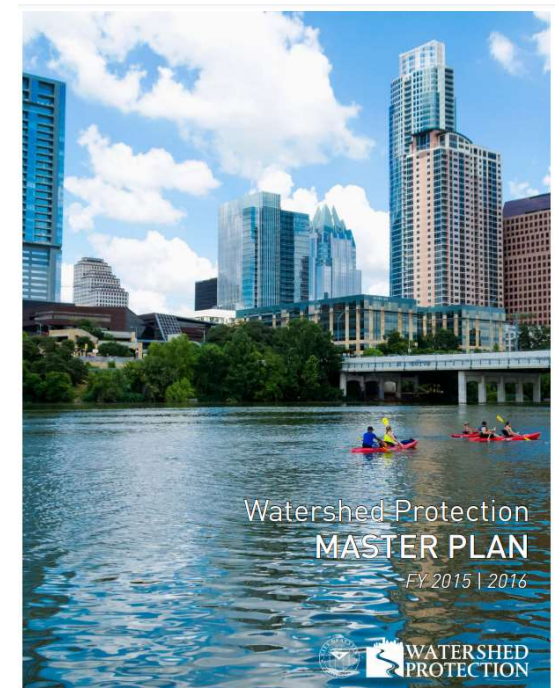
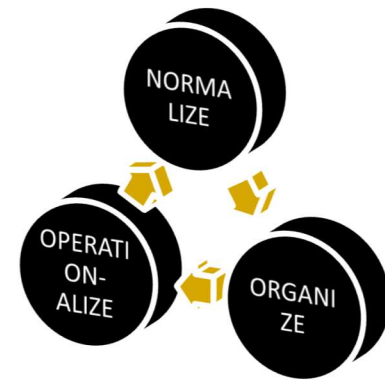
Source: Listening to the Workforce Survey Results, City of Austin Equity Action Team Dashboard, 2020

<https://app.smartsheet.com/b/publish?EQBCT=abc25cbc68c041249aa79dab1d9253ae> 8

Listen, Learn, and Repeat: External

Apply framework to how we work with the community

- Expanding community engagement networks
- Updating the Watershed Protection Strategic Plan
 - Explore themes identified in the Equity Assessment:
 - *Data*
 - *Prioritization*
 - *Community Engagement*



Thank you!