



Equity Office Update

Presented by

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Chief Equity Officer





Vision

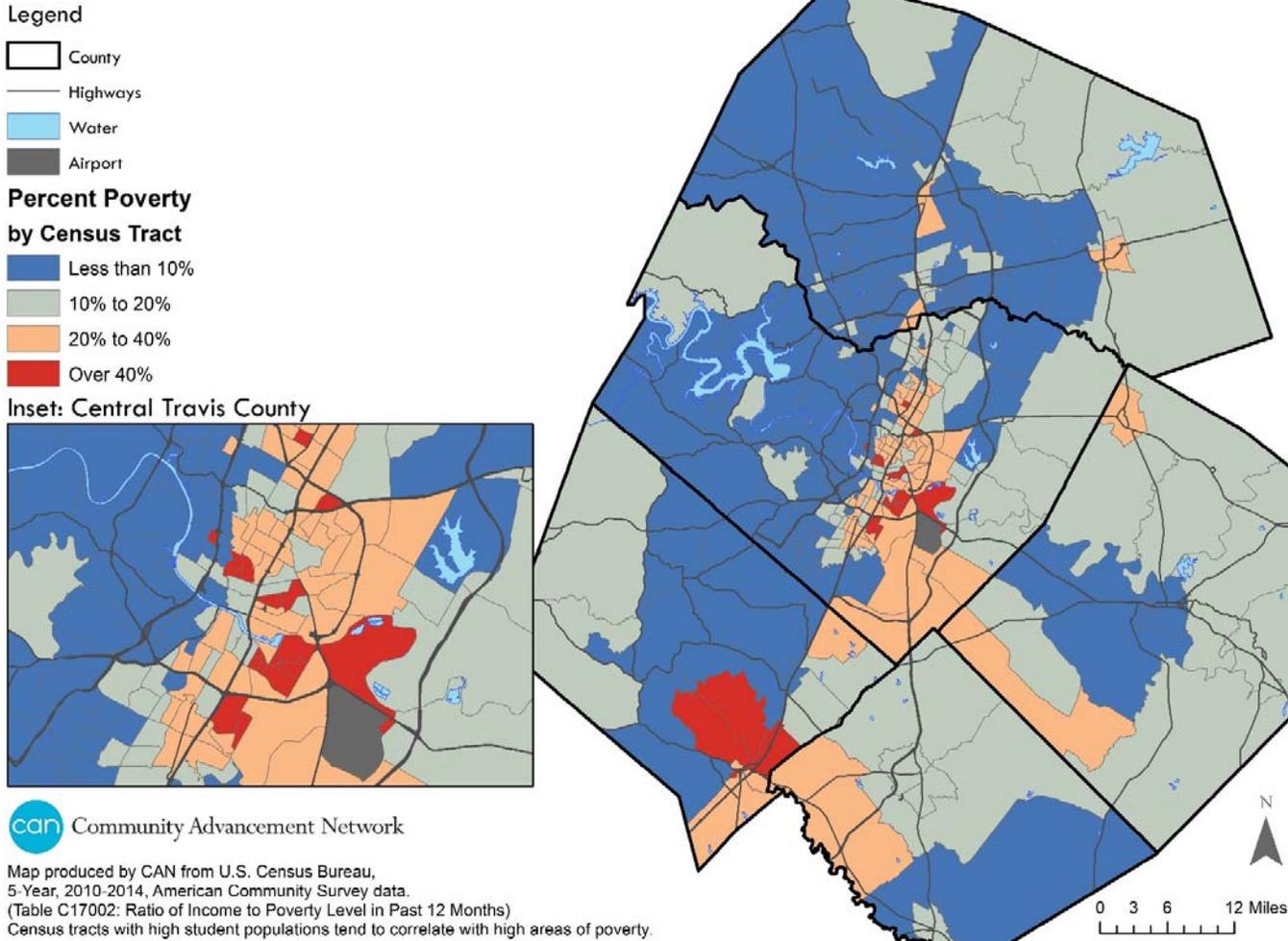
We want Austin to be the most livable city in the country

Mission

To provide leadership, guidance, and insight on equity to improve the quality of life for Austinites and achieve the vision of making Austin the most livable city in the country for ALL.

Areas of Concentrated Poverty

Percent Poverty by Census Tract, Austin MSA, 2010-2014, ACS 5-Year Data



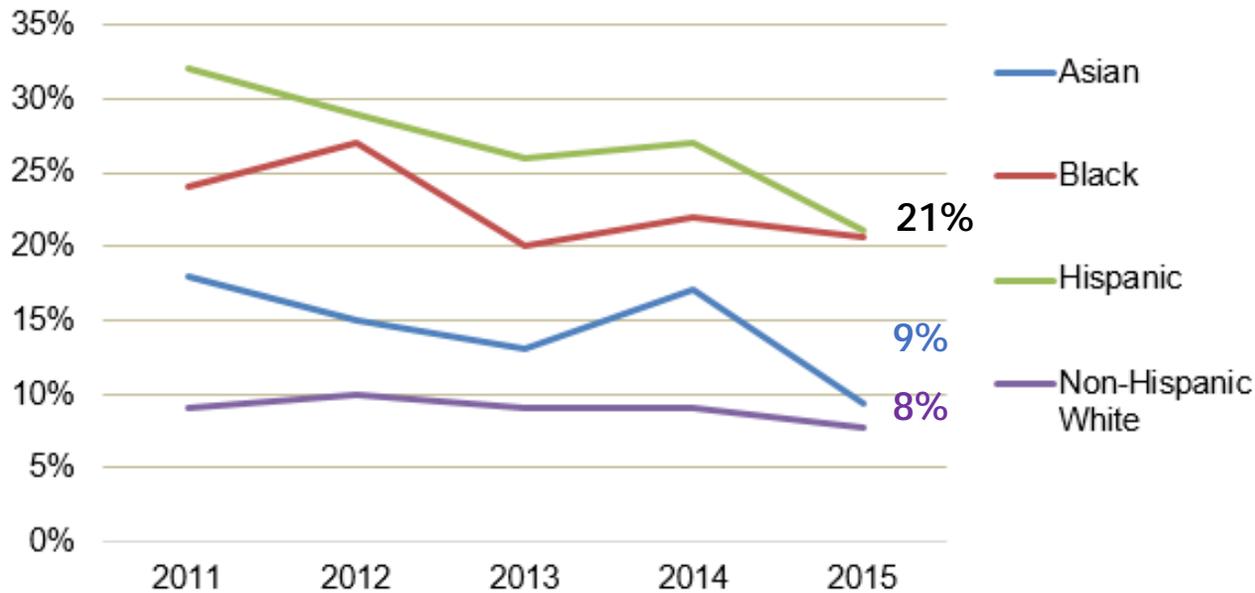
Brookings reports people living in concentrated poverty face

- higher crime rates
- poorer physical health
- low-performing schools
- higher drop out rates
- poor job-seeking networks



Disparities in poverty

Percent of Individuals in Travis County with Incomes Below the Poverty Level by Race and Ethnicity



The poverty rate for Hispanics and Blacks is **twice** the rate for Asians and Whites.



Source: American Community Survey, 1-Year data, Travis County

Children are most likely to be poor



City of Austin

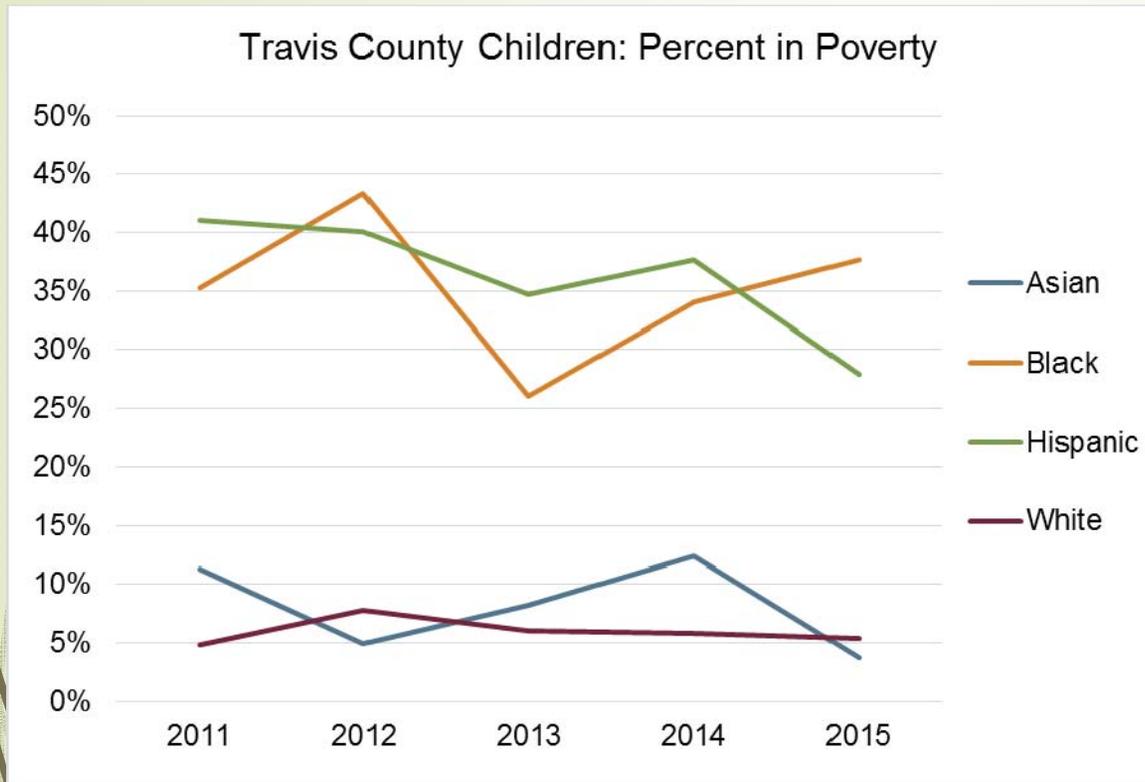
20% of those under the age of 18 live in poverty

Travis County

18% of those under the age of 18 live in poverty

Source: American Community Survey,
1-Year Estimates, 2015

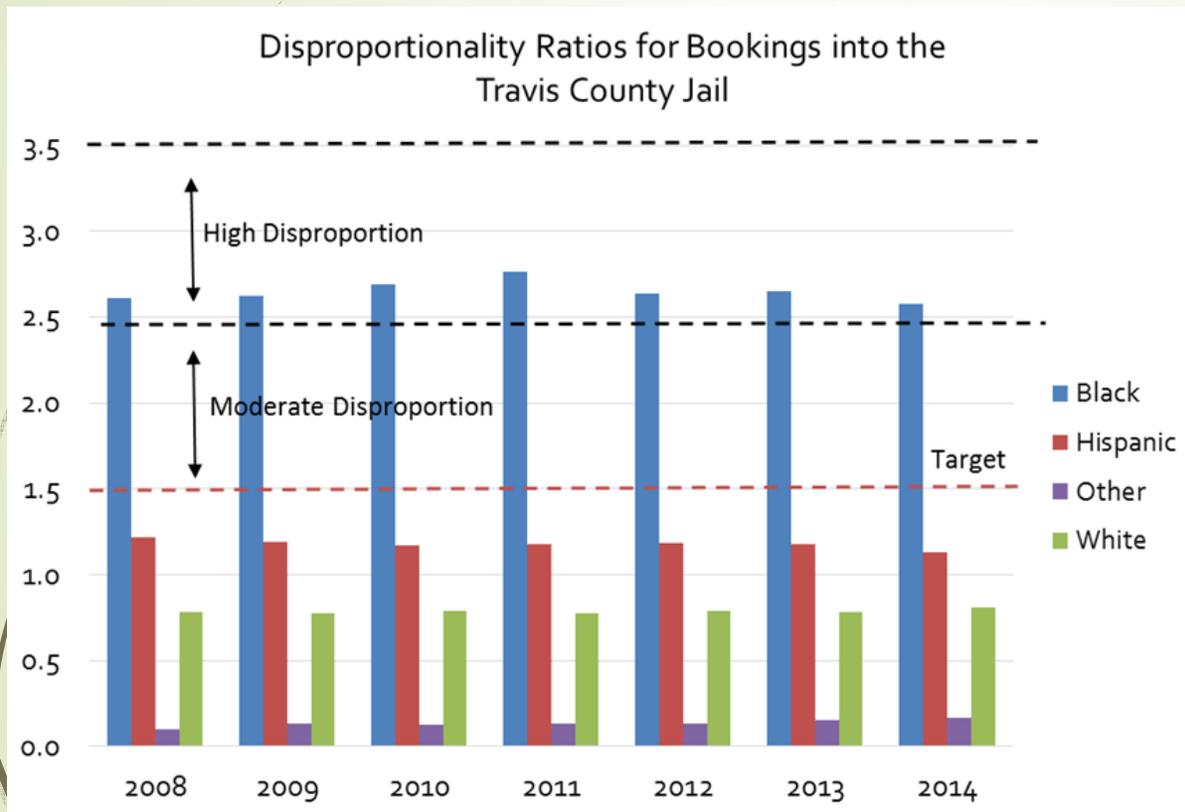
Child poverty disparities, Travis County



Hispanic and Black children are 5 to 7 times more likely to live in poverty than White or Asian children.

Source: American Community Survey, 1-Year data, 2015

Proportionality of Jail Bookings

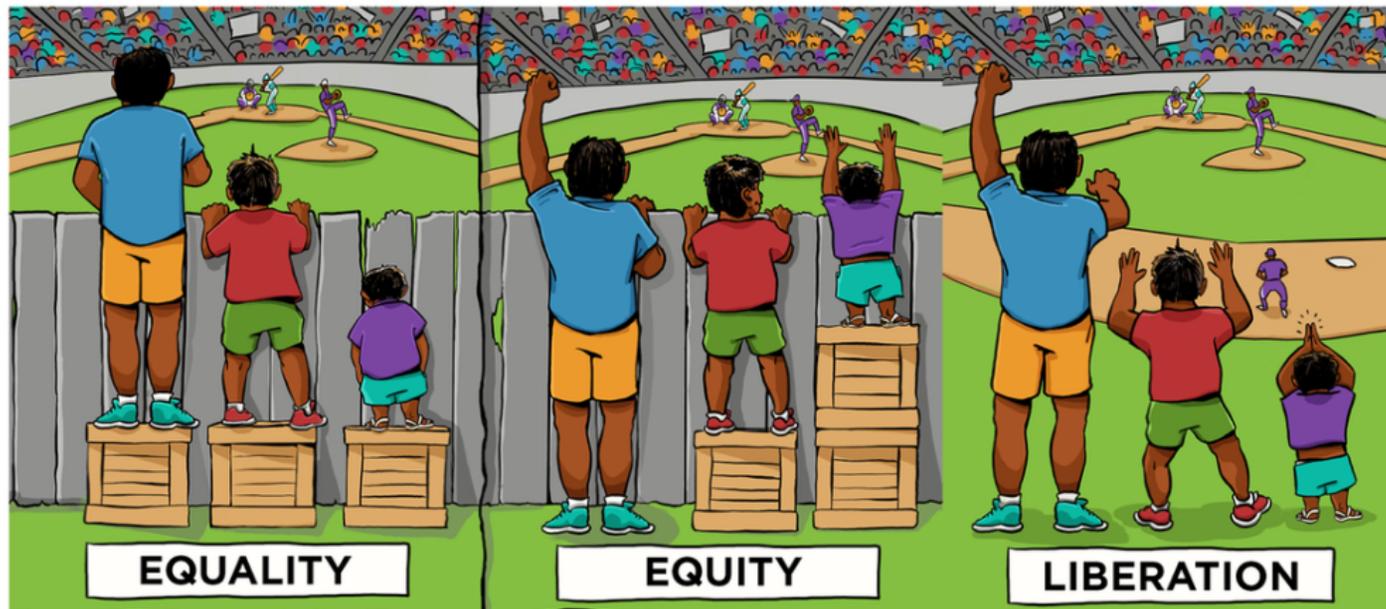


Having a criminal history impacts your ability to...

- get a job
- rent a home
- move back with your family
- get a loan
- pursue certain professions

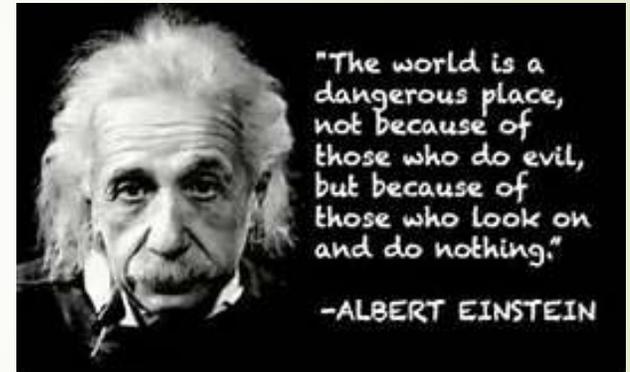
What does equity look like to you?

Don't just tell a different version of the same story.
Change The Story!



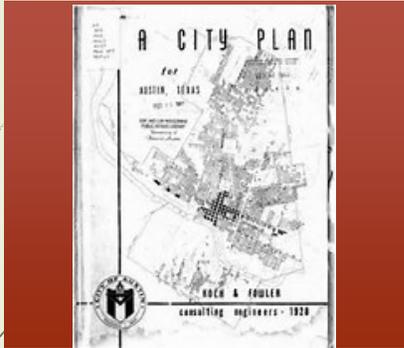
Why Government & Our City

- ▶ Government has the ability to
 - ▶ Create inequity
 - ▶ Create Equity
 - ▶ Improve overall quality of life for residents



History of government and equity

Initially explicit



Government explicitly creates and maintains inequity.

Became implicit



Discrimination illegal, but “neutral” policies and practices perpetuate inequity.

Government for racial equity



Proactive policies, practices and procedures that advance equity.



City of Austin's Opportunity to Drive Equity

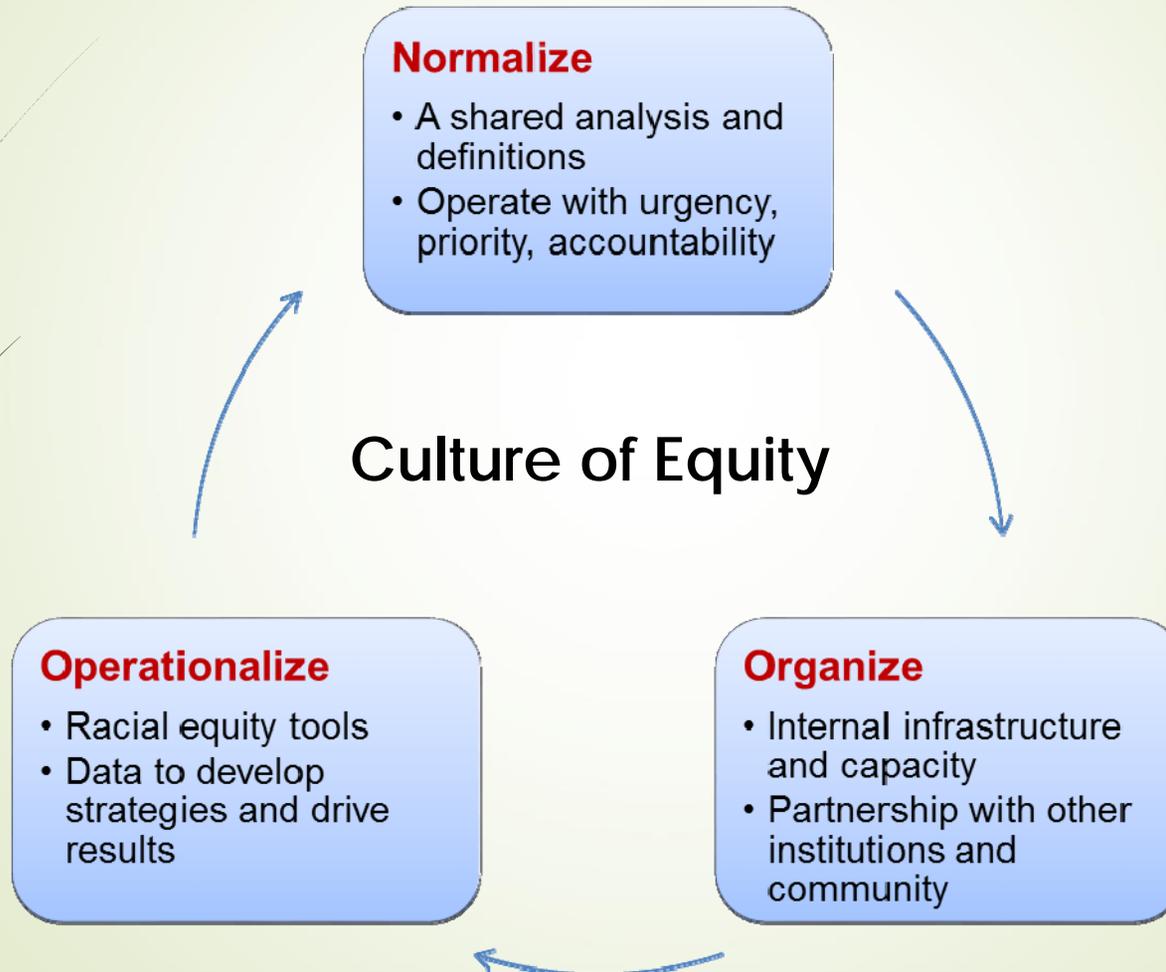
It's all about CHOICE POINTS

- Choice Points are decision-making opportunities that influence outcomes
- The cumulative impacts of small choices can lead to BIG influence on outcomes and equity
- When we are conscious of choice points and the related impact, we're less likely to replicate implicit bias and the status quo, and we open new possibilities for equitable change.

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

Building a Framework for Equity



Building Capacity for Equity

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Organize

- Internal infrastructure and capacity
- Partnership with other institutions and community

Equity Action Team

- Over 100 stakeholders
- Diverse & inclusive
- Community leaders and City staff
- Committed to co-creative process

Lead Priority: Development of an Equity Assessment Tool

Operationalize

- Racial equity tools
- Data to develop strategies and drive results

- ❑ Equity Assessment Tool – is a protocol or equity primer that will systematically integrate deliberate consideration and consciousness of how our decisions as city government within choice points can have a positive or negative impact on equity in our community.
- ❑ Utilizing Strategic Co-creation Process
- ❑ Engage community stakeholders
- ❑ Goal to pilot with 5 or more Departments and secured 8
- ❑ Pair assessments with budget requests

Equity Assessment Tool Pilot Departments

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

Operationalize

- Racial equity tools
- Data to develop strategies and drive results



COURAGE...

...is contagious

Equity Action Team Visioning

Operationalize

- Racial equity tools
- Data to develop strategies and drive results

Core Elements of an Equity Assessment tool:

- ▶ Lead with Race/Ethnicity
- ▶ Focus on human centered design and institutional empathy
- ▶ Engage residents in decision-making, especially those adversely affected by the current condition
- ▶ Bring conscious attention to racial inequities and impact before decisions get made
- ▶ Help us avoid or minimize adverse impacts and unintended consequences
- ▶ Prevent racism from occurring in the first place and to get ahead of the curve
- ▶ Affirm our commitment to equity, inclusion, and diversity.
- ▶ Continue to evolve organically

Outline of Equity Assessment Tool

- ❑ Introduction – Brief historical account and Council Resolution for context
- ❑ Departmental Analysis – A look at the department's cultural and commitment to principles that drive equity
- ❑ Budget – A scan of potential for realignments and insight on how community is included in budget planning
- ❑ Community Engagement – Gauges your practices and quality of interaction with the community
- ❑ Alignment – Evaluates opportunities to drive addressing disparities within Council's six priority outcomes

https://docs.google.com/document/d/12_boHTxystzcauPM7_pfcHGjr-r9eIXrb5BdKiTbTk8/edit?usp=drive_web

The Journey Forward

- ▶ Timeline
 - ▶ Assessments completed
 - ▶ Provide Council Report November 2017
- ▶ Community Engagement
 - ▶ Raise awareness & collect data
 - ▶ Reach marginalized communities
- ▶ Equity Academy
 - ▶ Comprehensive and continuous
 - ▶ Engage leadership
- ▶ Evaluation
 - ▶ Quality control for assessments
 - ▶ Review the assessment process
- ▶ Definitions



Equity Office Partnership

Operationalize

- Racial equity tools
- Data to develop strategies and drive results

Consider overlaying an equity lens to your prioritization process:

1. Know the History: Consider historical context of projects. Does the project address events that have negatively impacted communities of color? Acknowledge them and create space for communities to share as to not repeat the same mistakes.

2. Review & Monitor the Data: What are the data and projected impact of the project? What do the data tell us? Are they disaggregated by race/ethnicity?

3. Engage the Community: How have communities been engaged? Are there opportunities to expand engagement and what were the efforts to reach most marginalized populations and bring those voices into consideration?

5. Advance Racial Equity: Does this project have an opportunity to advance equity within Council Six Outcome Priorities and reduce/eliminate a disparity?

6. Analyze Unintended Consequences: Are there any possible unintended outcomes for this project? Could the project have a negative impact on communities of color and/or other marginalized populations?