Equity Office Update

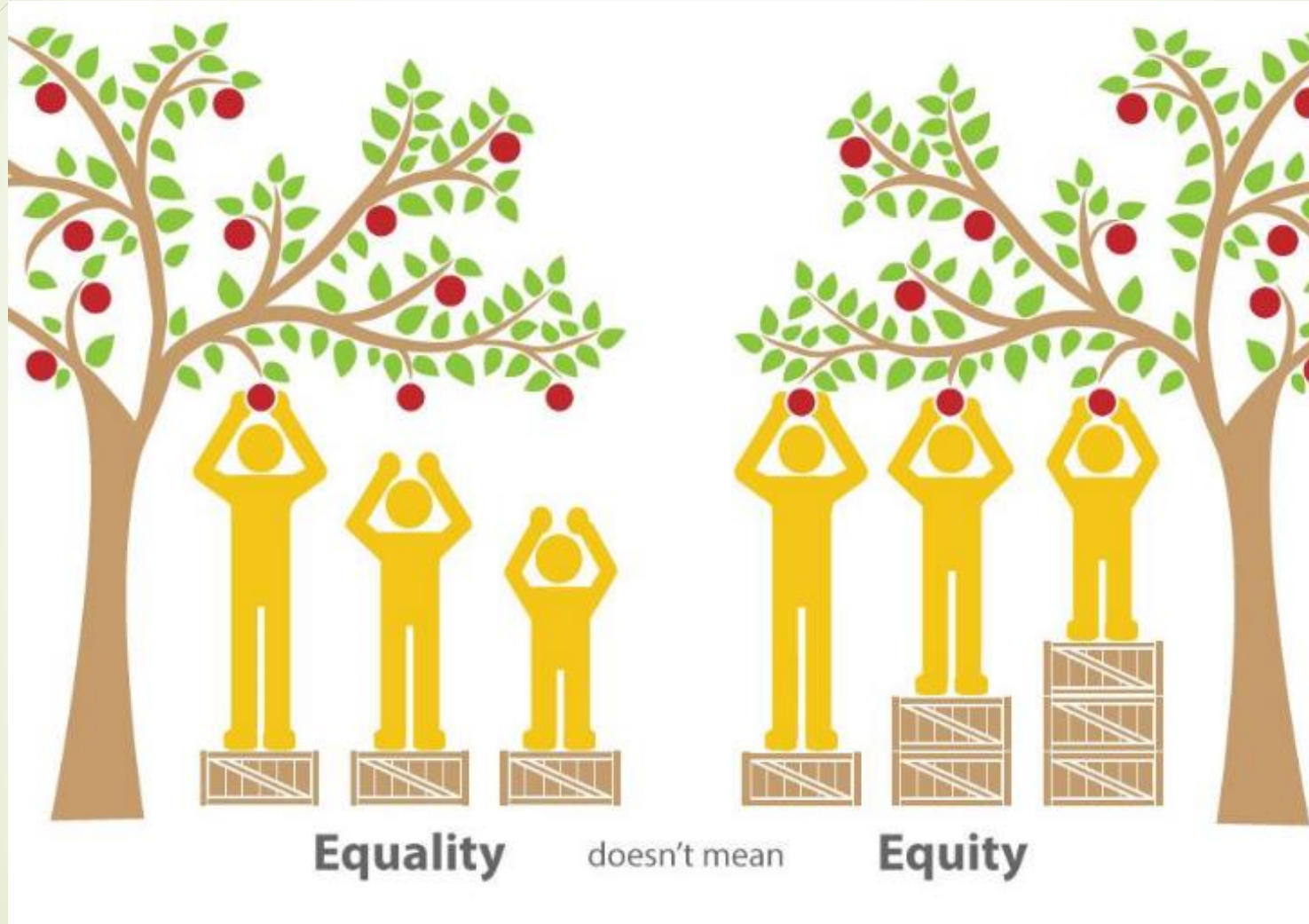*Presented by*

Brion Oaks

Chief Equity Officer

Vision

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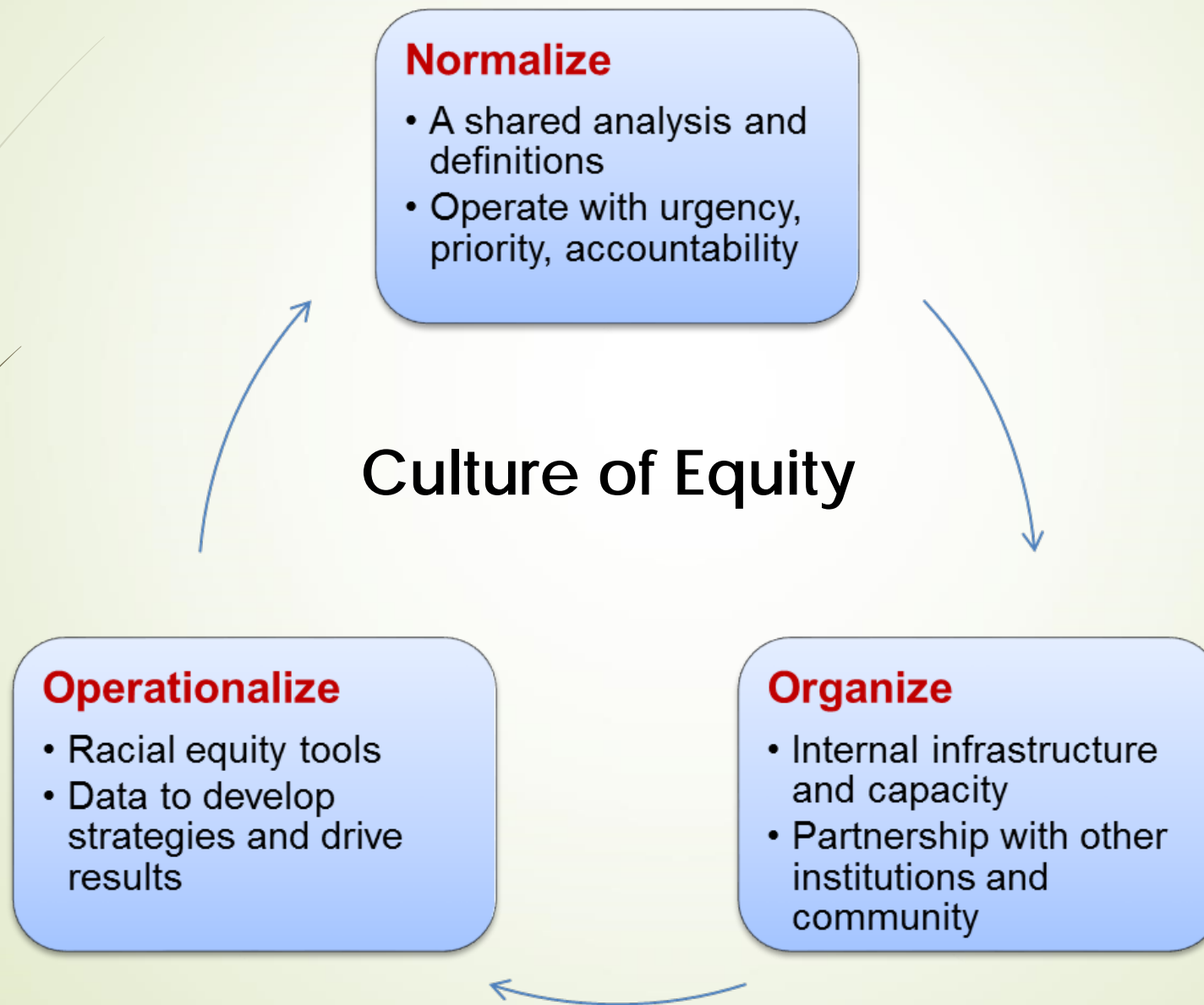
Mission

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.

What does equity look like to you?

Equality doesn't mean **Equity**

Building a Framework for Equity

Normalize
- A shared analysis and definitions
- Operate with urgency, priority, accountability

Culture of Equity

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

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

Building Capacity for Equity

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

- City Staff Core Team
- Alliances
- Leadership Team
- Mayor's Task Force on Institutional Racism
- Equity Action Team
- Department Equity Teams
- Quality of Life Commissions
- Racial Equity Here Workgroup

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

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

Lead Priority: Development of an Equity Assessment Tool

❑ <u>Equity Assessment Tool</u> – 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

Operationalize
• Racial equity tools
• Data to develop strategies and drive results

Equity Assessment Tool Pilot Departments

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

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 October 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

Transactional approaches

- Issue-based
- Help individuals negotiate existing structures.
- Solutions "transact" with institutions
- Short-term gains for communities, but leave the existing structure in place
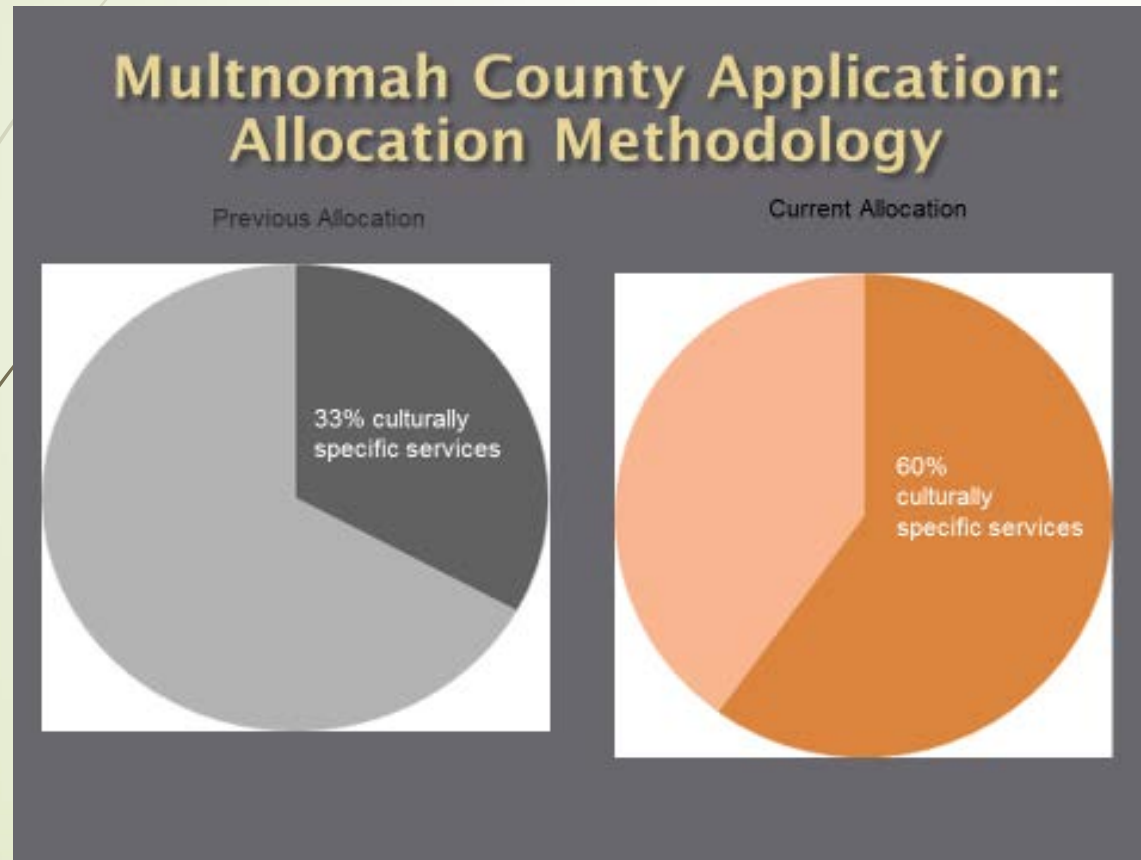
Transformative approaches

- Cut across multiple institutions
- Focus on policy and organizational culture
- Alter the ways institutions operate
- Shifting cultural values and political will to create racial equity

Transactional & transformational change

"The single biggest failure in change initiatives is to treat adaptive challenges like technical problems."

Technical Fix	Adaptive Solution
Increase penalty for drunk driving	Raise public awareness of the dangers and effects of drunk driving, targeting teenagers in particular
Take medication to lower blood pressure	Change lifestyle to eat healthy, get more exercise and lower stress
One time funding for initiatives	Integrate community priorities into the fabric of the budget for sustainability

Transactional & transformational change

Multnomah County Application: Allocation Methodology

Previous Allocation

33% culturally specific services

Current Allocation

60% culturally specific services

Multnomah County transformed social service delivery by applying an equity lens to Social Service Contracts to ensure that allocations were going towards organizations and initiatives that provided high quality "culturally specific services" designed and delivered for people experiencing inequities as a result of racism and discrimination.