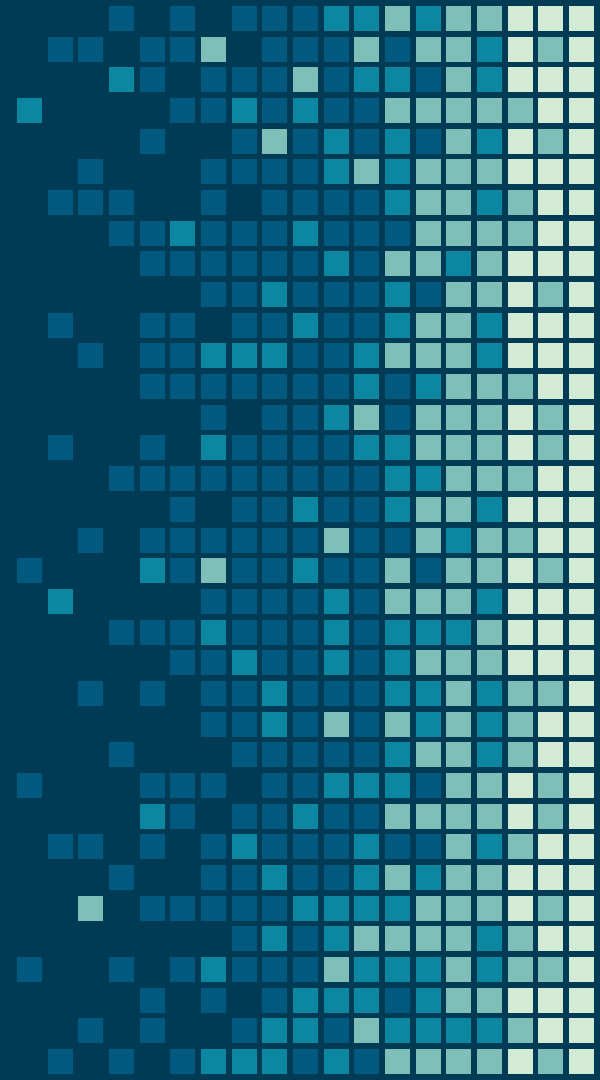


BOND ELECTION ADVISORY TASK FORCE: EQUITY ANALYSIS WORKSHEET

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Vision & Mission

*The **vision** of the City of Austin is to make Austin the most livable city 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.*

What is the Equity Analysis Worksheet?

- A tool designed to guide the City in evaluating individual projects and their impact on equity
- Worksheet leads with race- race is the primary predictor of access, outcomes, and opportunities for all quality of life indicators

How was the worksheet developed?

- Adaptation of the Equity Assessment Tool
- 6 Steps for Building Racial Equity- Government Alliance on Race and Equity (GARE)
- Austin City Council's 6 Strategic Priority Outcome Areas

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

6 Steps for Building Racial Equity

1. **Proposal:** What is the policy, program, practice, or budget decision under consideration? What are the desired results and outcomes?
2. **Data:** What are the data? What do the data tell us?
3. **Community engagement:** How have communities been engaged? Are there opportunities to expand engagement?
4. **Analysis and strategies:** Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
5. **Implementation:** What is your plan for implementation?
6. **Accountability and communication:** How will you ensure accountability, communicate, and evaluate results?

Strategic Priority Outcome Areas

Austin City Council 6 Strategic Priority Outcome Areas:

- Economic Opportunity and Affordability
- Mobility
- Safety
- Health
- Cultural and Learning Opportunities
- Government that Works

What does the worksheet cover?

1. Alignment
2. History
3. Data
4. Community Engagement
5. Advancing Equity
6. Unintended Outcomes
7. Impact

How do we complete the worksheet?

1. Questionnaire given to departments to fill out
2. Answers checked for completion and accuracy
3. Commission evaluates projects by using answers to complete the worksheet

THANKS!

Any questions?