Austen, Rebecca - BC
Sent: Monday, September 18, 2017 12:46 PM
To: Aversa, Mary <Mary.Aversa@austintexas.gov>
Cc: Tober, Sarah - BC <bc-Sarah.tober@austintexas.gov>
Subject: Equity working group - questions on report

Hi Mary,

Following up from our commission meeting last week, I've attached the questions we'd like for you to pass along to Rodney Crain. Thank you!

Becky Austen
City of Austin Commission for Women

Rebecca Austen
Boards and Commissions

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Rodney,

Thank you very much for joining the Commission for Women meeting on Sept 13 to discuss the City of Austin's efforts to address gender disparities. Referencing the report dated August 24, 2017, here are the follow-up questions from our working group:

- Page 1, row 1: References gender neutral criteria that determine base pay rates for new hires and promotions. Do comparable criteria exist for determining pay increases?
- Page 1, row 3: Can you provide more details on the MBE/WBE Procurement Program, including what contracts are eligible (i.e., what is the City Manager's spending authority, so we understand what contract values are above it), how many MBE/WBE's apply and how many are awarded contracts each year under this program, and any other metrics or outcomes that would help us understand the scope and impact of the program.
- Page 1, row 4: The Mother-Friendly Worksites initiative shows 2012 – is the program still ongoing?
- Page 2, row 1: Is the Women's Resource Group open to all employees at Austin Energy or are there specific selection criteria for women to participate? Are there any measured outcomes from the group, such as # of women trained or mentored?
- Page 2, row 3: Are there metrics citing the number of women who have participated in this program and the outcomes of the program? Are there comparable programs for other minority women, such as Hispanic?
- Page 12, row 1: Is the Women's Professional Development Network open to all employees at Austin Water or are there specific selection criteria for women to participate? Are there any measured outcomes from the group, such as # of women trained or mentored?
- Page 12, row 5: Are there any measured outcomes of the CCO program, e.g., have there been increases in the number of MBE/WBE's being awarded contracts or increases in the value of such contracts because of this program?
- Page 12, row 6: Can you describe the specific guidance that is provided to hiring managers, such as what questions may or may not be asked in an interview, or what criteria are used to assess and select candidates for hiring or promotion? How are hiring managers trained on the procedures, are the procedures audited for compliance, and what are the implications of not following them?
- Page 13, row 3: Can you provide more details on this training program, including which/how many employees, managers or executives will be trained, over what time period, with what expected outcomes?

We also discussed the racial equity tool, which is not specifically cited in this report. Can you provide more information on the tool, such as whether the data can be filtered by gender in addition to race? If not, what would be the cost, time and effort to include gender as well as race reporting in the tool? Will the tool be used to examine equity issues across all city departments?

Sincerely,
Rebecca Austen
Commission for Women

MEMORANDUM

TO: Austin's Commission for Women
Human Rights Commission

FROM: Joya Hayes, Human Resources and Civil Service Director

DATE: August 24, 2017

SUBJECT: City of Austin Efforts to Address Gender Disparities

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The purpose of this memorandum is to provide the Austin's Commission for Women and the City's Human Rights Commission a list of efforts the City has undertaken to address gender disparities in the City of Austin, as directed in Council Resolution 20170323-054.

Interim City Manager Hart sent a memo requesting all city departments provide documentation on current and previous programs that affect the citizen experience and/or workforce operations, which were driven by initiatives to address potential gender disparities and to be inclusive of women. Attached to this memorandum is the responsive information gathered.

Now that this list has been compiled, the resolution directs the Commission for Women and Human Rights Commission to research other practices not documented and develop recommendations for modifying City policies or practices to eliminate potential disparate impacts. This resolution states this joint recommendation should be submitted within 180 days.

The Human Resources Department recognizes the amount of time taken to compile the requested information has taken longer than anticipated, and will inform Council a response will be provided after the initial deadline. We hope to have this completed and to Council by November. Since the Human Resources Department supports both commissions, we will support this endeavor and ensure this new timeline can be met.

If you have further questions regarding this information, please contact your staff liaison to your commission and we will provide a response.

Attachment

Cc: Elaine Hart, Interim City Manager
Mark Washington, Assistant City Manager

Summary of City of Austin Initiatives - Council Resolution 20170323-054				
Department Name	**Department POC**	**Program/Initiative Name**	**Dates Program/Initiative was/is in effect**	**Short description of Program/Initiative**
Citywide-All Departments	Debbie Maynor	Establishing Base Pay	current	Use of the City of Austin's gender neutral criteria (work experience) for determining base pay rates for new hires and promotions.
Citywide-All Departments	Karen Haywood	Healthy Pregnancy Program	2016 - Ongoing	The Healthy Pregnancy Program provides employees with a personalized approach and access to nurses and education resources 24 hours a day, 7 days a week. The program is designed to help pregnant women have a healthy pregnancy and avoid complications and high risk pregnancies.
Citywide-All Departments	Veronica Briseño Lara, Director, Small and Minority Business Resources (SMBR)	Minority-owned and women-owned business enterprises (MBE/WBE) Procurement Program	1987 to current (ongoing)	The MBE/WBE program encourages minorities and women participation on City contracts by establishing special procurement goals on City contracts above the City Manager's spending authority. Goals for MBE and WBE participation differ from contract to contract, based on the type of contract, the availability of MBEs and WBEs to perform the functions of the contract, and other factors. Minority goals may be either aggregate MBE/WBE goals or race-specific goals depending on the project.
Citywide-All Departments	Karen Haywood	Mother-friendly Worksites	2012	The purpose of this initiative is to encourage pregnant and postpartum employees to express during the work day. With this initiative employees will be able to continue breast-feeding. Provide nursing and lactation privacy for nursing mothers and support flexibility in work scheduling to accommodate time for employees to express.
Citywide-All Departments	Jeff Burton, HRD	Personnel Policies	1960's to current (ongoing)	City policy requires management to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their sex or gender and other protected characteristics. Such employment actions include recruitment, work assignment, consideration for promotion, compensation, benefits, performance evaluation, transfer, training opportunities, layoff, or termination.
Citywide-All Departments	Karen Haywood	Women's Health Month	Ongoing	September is Women's Health Month. During this time a variety of classes and screenings are held in observance of Women's Health Month. Mammo-mixers are held during this month so that women may receive a mammogram in a comfortable and relaxed environment.

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Austin Energy	Alina Ortega Bustamante; Khalil Shalabi – Executive Sponsor	AE Women's Resource Group	January 6, 2016	Mission: To build leadership capability and organizational capacity by valuing the perspective women bring to our workforce. Goals: 1. Develop leaders who understand their value. 2. Provide avenues for mentorship and sponsorship. 3. Promote inclusion in our organization via professional development of members.
Austin Public Health	Bob Corona	Austin Healthy Adolescent (AHA) Program	2008 - current	Seeks to promote and enhance positive health outcomes for adolescents. Health education activities and curriculum are provided strategically so as to help reduce health disparities in teen pregnancy and the incidences of sexually transmitted infections.
Austin Public Health	Bob Corona	Maternal Infant Outreach Program	2013 - current	Seeks to improve disproportionately high adverse maternal and infant health outcomes for Black women by providing psychosocial support, referrals for and assistance navigating health and human services, and accompaniment to appointments if desired for pregnant/parenting moms. Services are provided using the Community Health Worker (CHW) model. CHWs recruited are Black women from the communities of women they serve who have experienced the same socioeconomic and systemic barriers that can impact maternal health and birth outcomes. The CHW position is an entry level opportunity for City employment. All necessary training, including certifications, are provided as part of the program.
Austin Public Health	Bob Corona	Moms Place Lactation Support Center	1994- current	Provides breastfeeding support to all women who have questions, concerns or challenges with breastfeeding. Lactation services are provided by certified lactation consultants and is free to anyone seeking services.

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Austin Public Health	Bob Corona	Mother Friendly Worksite Initiatives	2011 - current	APH has led the community in not only helping the City of Austin become a Texas Designated Mother Friendly Worksite but has also assisted numerous employers in the city in becoming Mother Friendly Worksite. Mother-Friendly Worksites are businesses that proactively support employees who choose to breastfeed their infants. Nursing mothers with Mother-Friendly employers are able to continue to provide their babies with breastmilk after returning to work, ensuring that they and their babies experience the full range of benefits that breastfeeding imparts.
Austin Public Health	Bob Corona	Neighborhood Services	1974-current	PLEASE ADD HOW THIS IS WOMAN SPECIFIC Provides a wide range of services which include help with basic needs, employment, social work case management, crisis intervention and preventive health for low to moderate income families.
Austin Public Health	Bob Corona	Social services agreement with Con Mi MADRE	2017 - current	Serves young Latinas, and their mothers in Central Texas. CMM works toward ensuring that all young Latinas served by CMM earn a postsecondary degree. CMM's approach to achieving that goal is unique in that CMM 1) engages the mothers of the girls served in the educational process; 2) provides holistic education that focuses on academic and socio-emotional learning; and 3) begins services for girls and their mothers in 6th grade that continue until graduation from college for a total of up to 13 years of services available for each client. Simultaneously, CMM empowers and equips the mothers of girls with the knowledge and resources they need to support their daughters through adolescence and in their pursuit of higher education. This agreement has an annual allocation of $60,414.

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Austin Public Health	Bob Corona	Social services agreement with GENaustin	2013 - current	Serves at-risk girls in the Holly neighborhood that are referred by school counselors, administrators, and onsite truancy officers, and referrals target girls who have excessive absences or other behavior issues that indicate a risk of being filed upon through the court system. The program includes 8-12 week groups, a weekly afterschool program, workshops, and a conference aimed at creating a safe space for clients to share, learn, and grow, and provide them with critical skill building opportunities, and increase their self-esteem and self-reliance. This agreement has an annual allocation of $21,822.
Austin Public Health	Bob Corona	WIC	1974- current	The Special Supplemental Nutrition Program for Women, Infants and Children (WIC) is a health and nutrition program with a successful record for improving the diet of pregnant, postpartum, and breastfeeding women who are at risk for nutrition-related illness. The main focus of the WIC program is to educate mothers on the proper nutrition for themselves and their children.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	(Roller) Derby Day	May 7, 2016	A program featuring a screening of the Hell On Wheels documentary film about the resurgence of modern, all-girl roller derby. Also real roller derby skaters from Texas Roller Derby (TXRD) and Texas Rollergirls share what it takes to be a rollergirl.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Art + Feminism Wikipedia Edit-a-Thon	March 11, 2017	Articles on notable women in history and art are absent on Wikipedia. This event, for people of all gender identities and expressions, particularly trans- and cis-gendered women, was organized by Art + Feminism to address the disparity in gender participation (both in writing and in content) in Wikipedia by communally updating the latter's entries on art and feminism. Female-identified editors were particularly encouraged to attend. The Art + Feminism Wikipedia Edit-a-Thon is a yearly all-day event that takes place in many cities worldwide. Art +Feminism is a rhizomatic campaign to improve coverage of women and the arts on Wikipedia, and to encourage female editorship.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Backwards in High Heels Exhibit	February 25 to October 5, 2014	Backwards in High Heels: Getting Women Elected, 1842-1990 was an Austin History Center exhibit that looked at the local women who have played a significant part in politics in Texas' capital city. Covering a span of 150 years, the exhibit highlights many of the female "firsts" in local and state politics. With conviction and effective strategy, women went from being disenfranchised to holding the highest office in the state. Press Release: http://library.austintexas.gov/press-release/backwards-high-heels-getting-women-elected-1842-1990-54433
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Beer Garten Social: The Wit and Wisdom of Ann Richards	September 3, 2014	The Austin History Center celebrated the birth of Texas' 45th Governor during its second annual Beer Garten Social at Scholz Beer Garten in partnership with Austin's own vaudevillians, Esther's Follies, to stage a variety show honoring Texas' last female governor. The show starred Shannon Sedwick and other special guests including author Spike Gillespie. There was music and a performance by a thespian student. In addition to the stage show, the program offered fun family activities, birthday cake, a table-top exhibit celebrating the life of Ann Richards and other surprises. Beer Garten Social: The Wit and Wisdom of Ann Richards is one of a series of events in conjunction with the Austin History Center's exhibit Backwards in High Heels: Getting Women Elected, 1842-1990.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Beginners Music Workshop and Tour Planning Seminar	Summer of 2017	Adult Summer Reading Program 2017 program featuring all female presenters. Programming includes: Ladies Rock Camp and Ruby Dee of Ruby Dee and the Snakehandlers, leading attendees on how to get started in music and touring, program featuring an LGBTQ, bilingual (Spanish and English) all female band to celebrate LGBTQ Pride month and intersectionality.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Controversy and Conversation: GTFO Documentary Screening and Discussion	November 3, 2016	A film screening and discussion about 2015 documentary GTFO by filmmaker Shannon Sun-Higginson that explores sexism and women in the world of video games. The film pries open the video game world to explore discrimination and misogyny in the 20-billion-dollar industry. In recent years, the gaming community has grown more diverse than ever, leading to an extraordinary clash of values. Through interviews with video game developers, journalists and academics, GTFO paints a complex picture of the video game industry and the acts of harassment that women experience. Join in the conversation sparked by this documentary, contributing to the vision of the future of the video game world. Controversy & Conversation is a film series that screens documentaries about the most controversial issues of the day and discusses them as a group. This program is presented in partnership with The University of Texas Humanities Institute's Difficult Dialogues program.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Controversy and Conversation: Just Gender and Southwest of Salem	August 4, 2016 and February 2, 2017	Just Gender, the 2013 documentary directed by George Zuber that tackles the little understood world of transgender people. The film also seeks to dispel the confusion between sexual orientation and gender identity. Southwest of Salem, that follows the struggle for exoneration of four Latina lesbians who were wrongfully convicted of gang rape against two young girls. This screening featured a Q&A with director Deborah Esquenazi.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Effecting Change	June 11, 2014	Austin History Center panel discussion with former Austin mayor Carole Keeton and former Texas State Representative Wilhelmina Delco, moderated by St. Edward's University professor Paula Marks, with poignant and often humorous stories about their lives and careers in politics.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Forgotten Women Writers	May 27, 2017	Workshop meant to introduce attendees to the work of brilliant, underappreciated female authors neglected by time and the establishment, and to learn from their literary feats to craft their own unique style.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Howson Foreign Film Series and Discussions: The Patience Stone and Fill the Void	April and June 2017	April - French-Afghani movie, woman watches over the husband reduced to a vegetable state by a bullet in the neck, abandoned by Jihad companions and brothers. One day, the woman decides to say things to him she could never have done before. June - An Israeli movie about a young Hasidic Jewish woman being pressured into an arranged marriage to a widower.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Kid Me Not	March 28, 2015	Austin History Center author program with Aralyn Hughes. Book is a collection of stories from women in their 60s who grew up in the 1960s and chose to not have children, being the first generation to have that choice. Several women read from their contributions, sharing stories that are not only personal to them, but a social history and commentary on the 1960s and 70s.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Las Gabacha-chas	Summer of 2017	Adult Summer Reading Program 2017 program featuring an LGBTQ, bilingual (Spanish and English) all female band to celebrate LGBTQ Pride month and intersectionality, included a board for attendees to write supportive statements for each other and the community, tabled by PFLAG Austin.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Latinas in the Shadow of the Live Music Capitol of the World	April 8 to September 11, 2014	Austin History Center exhibit focusing on Latina musicians in Austin's history.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Made With Code: Code the World You Want to See	May 30 and September 19, 2015; October 1, October 22, November 5, and November 12, 2016; April 8 and April 29, 2017	Test out kid-friendly coding and virtual reality activities and learn about Google Fiber and the Community Connections program: experience virtual reality with Google Cardboard, explore the world of coding, and learn more about the Digital Inclusion Project. Google started its Made with Code initiative "because increasingly more aspects in our lives are powered by technology, yet women aren't represented in the roles that make technology happen... "If we can inspire teen girls to see that code can help them pursue their passions, whatever they may be, then hopefully they will begin to contribute their voices to the field of technology for the benefit of us all."
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Meet Debra Winegarten, Author of Oveta Culp Hobby: Colonel, Cabinet Member, Philanthropist	September 21, 2014	Meet Debra Winegarten, author of Oveta Culp Hobby: Colonel, Cabinet Member, Philanthropist on Austin Museum Day at the Austin History Center and join her for a discussion of the fascinating story of Oveta Culp Hobby (1905-1995). Oveta Culp Hobby: Colonel, Cabinet Member, Philanthropist is the first biography of this important woman. The book traces her life from being raised in Killeen, Texas to being a Parliamentarian. During World War II, she was asked to build a women's army from scratch – which she did, then became its first director and the first female Army colonel. President Eisenhower chose her as Secretary of Health, Education and Welfare, the second woman in history to be appointed to a president's cabinet. With her husband, former Texas governor William P. Hobby, she led a media empire that included the Houston Post newspaper and radio and TV stations.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Meet the Author, Carol O'Keefe Wilson and Learn About the Scandal-Plagued TX Govs "Ma" and "Pa" Ferguson	July 19, 2014	Meet Carol O'Keefe Wilson, the author of In the Governor's Shadow: The True Story of Ma and Pa Ferguson at the Austin History Center. Wilson discussed the story of Texas Governors James and Miriam Ferguson and the depths of their political machinations, revealing a level of misconduct previously unknown. The presentation offered an in-depth and unique perspective on the election of Miriam Ferguson as Texas' first woman governor a full ten years after James' impeachment and how her situation affected and was affected by women's political issues of the day. This program was offered in conjunction with the Austin History Center's exhibit Backwards in High Heels: Getting Women Elected, 1842-1990.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Mother Daughter Book Clubs	Ongoing monthly program since 2007	Mother Daughter Book Club is recommended for mothers and their daughters ages 8 to 12. Daughters bring their moms and discuss what you're reading with the group. Mother-Daughter Book Club is a good way for mothers and daughters to spend quality time together in an increasingly hectic world. Reading together also lets mothers share with their daughters their love of reading, one of the most priceless gifts available. And last, but not least, it's a great place for girls to express their thoughts and opinions and make new friends.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	My Library Keeps Me Healthy: Finding the Help You Need	November 17, 2016	A program that offers help finding mental health, addiction and health insurance resources for women reintegrating into the community after incarceration and for their families. Dr. Nicole Warren from Austin Travis County Integral Care (ATCIC) was the speaker. Ms. Angela Herron from the Texas Department of Insurance provided a Q&A. The My Library Keeps Me Healthy initiative is funded by the U.S. Institute of Museum and Library Services through a grant to the Texas State Library and Archives Commission. (2017)

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Queremos Realizar Nuestra Música Para Usted	April 13, 2014	Live Latina music performance in conjunction with Latinas in the Shadow of the Live Music Capitol of the World at the Austin History Center.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Tech Chicos	June 26 to June 30, 2017	A week of technology-based learning and fun for boys and girls between 9 – 14 years old. Explored storytelling through a variety of technology and design activities such as virtual reality, animation, app design, 3D printing, graphic design, etc. In partnership with Google Fiber and Latinitas, "a nonprofit organization focused on informing, entertaining, and inspiring young Latinas to grow into healthy, confident, and successful Latinas," and whose mission is "to empower Latina youth through media and technology."
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	The Therapy Sisters	August 20, 2017	Adult Summer Reading Program 2017 program featuring an LGBTQ all female band, kicking off Austin PRIDE week. Includes a board for attendees to write supportive statements for each other and the community support group PFLAG will have a table with supportive literature.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	They Sing from their Hearts	April 16, 2014	Austin History Center presentation about the history of Latina musicians in Austin, followed by a panel discussion with Leticia Rodriguez, Manuel "Cowboy" Donley, Martha Fuentes Rodriguez, Peggy Vasquez, and Rose Reyes.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	This Is Happening Without Your Permission	March 4, 2017	This Women's History Month event consisted of the following: girls/ladies rock camp, songwriting workshop; zine making workshop; podcasting workshop; Echo and the Bats, the Austin Public Library's all-Librarian band, perform Riot Grrrl hits.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Women in Tech	April 15 and April 22, 2017	Trailblazing women in tech speak about the impact women are having in technological fields. Speaking engagement, with a question and answer session.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Women Printmakers of Austin Art Demo and Reception plus Art Exhibit	Art Demo and Reception: January 16, 2016; Art Exhibit: January 15 to February 15, 2016	Art demonstration and reception featuring artists Theresa Bond and Carol Hayman. The artists demonstrated their printmaking techniques, including intaglio and silkscreen. Both are members of Women Printmakers of Austin, an organization dedicated to encouraging artists to actively pursue artistic expression through printmaking, and the Slugfest Print Studio.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Women's History Month: Women in Action	March 21, 2017	Austin History Center celebrated Women's History Month with "Women in Action", a program dedicated to the history of women's advocacy and leadership in Austin. Featuring a roundtable discussion with longtime Austin community leaders, "Women in Action" explores past challenges and obstacles of political organizing and advocacy and shares strategies to help women today meaningfully engage in politics and/or social change. Panelists included Ora Houston, City Council Member District One; Susana Almanza, Director of PODER; Priscilla Hale, Director of allgo; Angela-Jo Touza-Medina, Executive Director of YWCA Greater Austin; Linda Phan, Executive Director of AFSSA (formerly SAHELI).
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Women's Resource Guide	Completed May 2010. Revised and Updated March 2017	The collections of the Austin History Center contain valuable research materials that document the lives and activities of Austin women from primarily the mid-19th century to the present time. The materials in this resource guide are arranged by collection unit. Within each collection unit, items are arranged in shelf-list order. Note, all category listings are by no means exhaustive or complete. Rather, they are meant to highlight a selection of collections that could be of value or interest to researchers investigating history related to women in the Austin/Travis County area.

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Austin Water	Sherri Hampton	Austin Water Women's Professional Development Network	2014	Women led group focusing on networking, communication and professional development of women. Meets quarterly, includes women speakers from City Departments, female ACMs and female City Council members discussing career advancement. Meetings have included sessions on resume writing, interview tips and how to fill out a City employment application.
Department of Aviation	Cory Hurles	ABIA Art Program: Exhibits of Women Contemporary Artists	Summer of 2017	Display exhibits of art designed/drawn by Austin women contemporary artists.
Department of Aviation	Karen Arnold	Texas Women Conference Ticket Purchase	July, 2013	The Department purchases tickets for all Aviation women employees that are interested in attending the annual Texas Women Conference in an effort to encourage Aviation women to participate in the conference.
Department of Aviation	Susana Carbajal	Women in Aviation Speaker Series	Anticipated Start Date is Fall of 2017	This program invites women that are in the Aviation industry to speak on topics that are beneficial to other Aviation professionals.
Financial Services – Capital Contracting Office (CCO)	Rolando Fernandez, Interim Capital Contracting Officer	Contractor/Consultant Community Outreach and Education	2009 to current	CCO routinely works with the contracting and consulting community in an effort to encourage Minority-Owned and Women-Owned Business Enterprises (MBE/WBEs) to bid on City capital improvement contracts. CCO holds educational sessions on a regular basis, as well as partners with the Small & Minority Business Resources Department (SMBR), to educate minority/women-owned firms on prime contracting and subcontracting opportunities, and disseminates information on CCO contracting processes, which include the Consultant Rate Review process, professional services qualifications-based selection, and construction prevailing wage compliance.
Human Resources	Rodney Crain	Hiring, Promotions and Lateral Transfers Procedures	2014	Procedures provide guidance to hiring managers to utilize consistent and fair processes in hiring and selection for competitive positions; this is also in accordance with the City's Municipal Civil Service Rules.

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Human Resources	Rodney Crain	Internship Programs	in development	HRD recruitment initiatives include targeting women and communities of color at various colleges and universities for internships in various departments.
Human Resources-Compensation	Joya Hayes; Debbie Maynor; Bryan Dore	Pay Disparities Report completed annually and reported to Council	March 20, 2014 to current	Resolution 20140320-053 directed the City Manager to produce an annual report to Council analyzing the City's compensation practices to ensure employees are paid based on lawful criteria rather than gender and other protected statuses. This report has been produced annually beginning in 2014. In 2016, this report was created by a third-party, who met with departments in which potential disparity issues were identified to explain the data, determine if there are in fact issues to address, and to discuss high-level solutions.
Human Resources-Organization Development	Sheila Balog, OD Manager	City Wide Training Initiative/Through the Looking Glass	Currently in development (2017); For implementation in FY 18	Program goal: to raise awareness of the bias that may exist in individuals that may impact decisions related to hiring, promotions, discipline, development and other aspects of our work environment.
Parks and Recreation	Amanda Ross, Division Manager, Natural Resources Division	Art-chery activity in conjunction with the "Dirt Diva" program	March-April 2017	Although the "Dirt Diva" program is sponsored by the Camacho Activity Center, female Rangers and Cadets of PARD assisted with the program by leading an activity called Art-chery, in which female participants learned about archery. The activity also incorporated elements of art education and themes of setting and aiming for goals. The female Rangers and Cadets also offered insight into career opportunities working as female Park Rangers and Cadets at PARD. Dirt Divas is a program designed for the female youth of our community and introduces them to outdoor recreation, community service projects, environmental education, and leadership and confidence building activities.

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Department Name	**Department POC**	**Program/Initiative Name**	**Dates Program/Initiative was/is in effect**	**Short description of Program/Initiative**
Parks and Recreation	Amanda Ross, Division Manager, Natural Resources Division	Junior Cadet Program	To begin August 2017	Collaborative effort between Bertha Sadler Means Young Women's Leadership Academy and the City of Austin Park Ranger Division. Park Rangers support the school's mission to foster a sisterhood environment to develop confident, academically prepared, service-minded, and innovative young women leaders for success in college, career, and life.
Parks and Recreation	Amanda Ross, Division Manager, Natural Resources Division	Park Ranger Cadet Program	August 2016-Present	The program has a specific focus on Women in Outdoor Leadership, to support female cadets even more so to develop confidence, provide extra opportunities, and empower them to continue to work in a male-dominated field. The mission of the Park Ranger Cadet Program is to introduce cadets to a variety of experiences: land management, ecology, natural resources, recreation programming, sustainability, education and outreach
Public Works	Jorge Morales, P.E., Assistant Director	Pathway Partnership	2012 to current	The City of Austin Public Works Department partners with the Ann Richards School, a public, all-girls college preparatory school serving grades 6 through 12. The Pathway Partnership program is a well-defined, short term experiential learning opportunity for 11th grade students that provide real world experience in the fields of Science, Technology, Engineering and Math (STEM). On an annual basis, the Public Works Department provides a structured one week internship program that includes a "pre-employment" interview, are assigned a specific engineering or architectural project, and complete their internship with a presentation on their project to a panel of City professionals in the field. The internship program objectives are to develop professional skills and provide career awareness and promote young women's interest in the fields of engineering and architecture.

Summary of City of Austin Initiatives - Council Resolution 20170323-054				
Department Name	**Department POC**	**Program/Initiative Name**	**Dates Program/Initiative was/is in effect**	**Short description of Program/Initiative**
Public Works	Shelly Sheppard, Human Resources Manager	Texas Conference for Women	2015 to current	The City of Austin Public Works Department promotes women's leadership development through sponsoring non-managerial women's participation in the Texas Conference for Women. Each year the Department purchases a table for 10 participants who have not previously attended the conference. Employees interested in participating may apply by submitting a written statement regarding how the conference will benefit them with workplace challenges and future career goals. After attending the conference, participants are given an opportunity work with the other participants to create a presentation for the PWD Executive Team. Conference attendee "alumni" who participated in previous years are given the opportunity to attend future conferences as individual participants, if funding is available.
Telecommunications & Regulatory Affairs	Rondella Hawkins, TARA Officer; John Speirs, Digital Inclusion Program Manager	Grant for Technology Opportunities Program (GTOPs)	July 1, 2017 to June 30, 2018	Latinitas was awarded $23,500 for Gigabit Girls. Leveraging Latinitas' place as the only girl empowerment organization of its kind providing programs in Austin public housing, its longtime relationship with Austin's public library system (15 years, 7 library campuses, 420+ workshops) and a new curriculum developed in a partnership with Google's Community Leaders program and funding from the Mozilla Foundation, Latinitas will launch Gigabit Girls, a new thread of programming focused on virtual reality design for Austin's most economically marginalized students. The "Gigabit" in the program name refers to maximizing the city's new high-speed fiber access hubs at certain public housing sites and soon, East Side libraries, where Latinitas lives. Program Participant Metrics: Percent of attendees that report they learned basic coding tools; Percent that said they would try what they learned at Code Chica again on their own; percent that learned about a new career in technology; and percent that felt confident in their code writing skills after Code Chica.

HealthyConnections City of Austin Wellness Program

MATERNITY SUPPORT

The Maternity Support Program provides expecting mother with all the resources they will need to have a healthy pregnancy. The program uses an app and telephonic check-ins to ensure your pregnancy is on track. The City of Austin also offers parental leave, breast pumps covered under City medical plans, Mother-Friendly lactating rooms, and free lactation consulting services.

Maternity Support Program -Earn $100 gift card and a HealthyConnections Onsie

The Maternity Support Program offered by HealthyConnections and UnitedHealthcare is designed to help pregnant women get the support and information they need to have a healthy pregnancy. The program offers personalized maternity care including access to a dedicated maternity nurse, educational materials and a Healthy Pregnancy App. **Participants who complete their Post Delivery Assessment will receive a $100 gift card and a HealthyConnections onsie.**

- All pregnant women enrolled in the City medical plan are eligible for the program.
- Employees whose spouse is on the medical plan and who are pregnant are also eligible.
- Complete the program and receive a $100 (taxable) Target Gift card and a HealthyConnections onsie (Starting in October).

To Enroll: Call UnitedHealthcare at 1-877-201-5328

Resources for Breastfeeding Mothers

- **Return to work** – Administrative bulletin 13-01 (effective April 1, 2013) explains the process, notifications and procedures for mothers returning to work who wish to continue breastfeeding.

Information packets are available from FMLA Coordinators for expecting mothers and fathers as they prepare to take parental leave. These packets provide information about the City of Austin Mother-Friendly Worksite designation and contain breastfeeding informational materials.

- **Breast Pumps** – City of Austin health insurance providers are required to provide covered lactating employees with an appropriate breast pump which they can use to express breast milk when they return to work. To obtain a pump, call the phone number on the back of your health plan ID card. You can get your personal use breast pump up to 30 days before your expected delivery date.

Hospital-grade multi user breast pumps are available for employee use in multiple COA facilities. If your location has one of these pumps that you would like to utilize, you can purchase a kit (Dual HygieniKit Milk Collection System) online at www.ameda.com. This is the same kit that is used for Ameda's personal use pump, Purely Yours. If you purchase (or receive through insurance) the Purely Yours pump, you do not need to purchase a separate kit to utilize the provided multi-user pumps.

- **Mother-Friendly designated rooms** – Mother-friendly rooms are available and equipped in many City of Austin facilities. These rooms offer a private location for moms to express their milk for their babies and often contain a multiuser breast pump, refrigerator, and breastfeeding-related information pamphlets. If there is not a dedicated

lactation room in your work facility or facility that you are visiting, one that meets federal law and the provisions of Admin Bulletin 13-01 will be provided.

- **Lactation Consulting Services** – Mom's Place Lactation Support Center is a specialized breastfeeding support clinic and training center where mothers can receive free breastfeeding assistance. Services include: lactation consultants, breastfeeding support, weight checks for baby, & telephone help line. To make an appointment, call **(512) 972-6700**

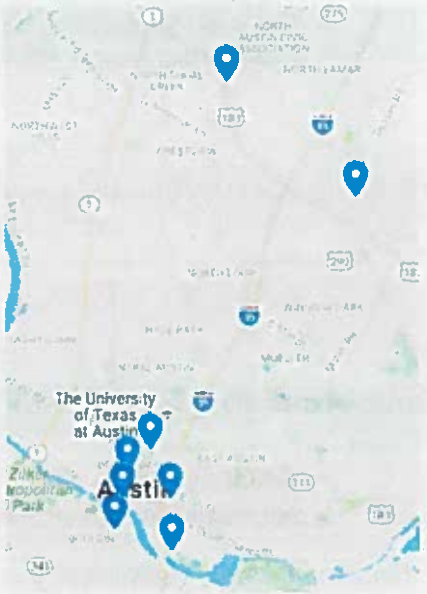
For the toll-free Breastfeeding Hotline, call **1-800-514-MOMS (6667)**

State Lactation Support Hotline, call **1-855-550-6667**

City of Austin Buildings with Mother-Friendly Rooms

You can find the Google Map here: https://drive.google.com/open?id=1caq6esA8QoDzv9FnX7Q6MDtGhug&usp=sharing

- One Texas Center, 505 Barton Springs Rd.
- City Hall – 302 W. 2nd St.
- Town Lake Center – 721 Barton Springs Rd.
- Rutherford Campus – 8301 Cameron Rd.
- Street-Jones Building – 1000 E. 11th St.
- Downtown Library – 800 Guadalupe St.
- RBJ Building – 15 Waller St.
- Mom's Place – 8701 Research Blvd.
- APD East Substation – 812 Springdale Rd.
- LRC – 2800 Spirit of Texas Dr.
- Betty Dunkerley Campus – 7201 Levander Loop



If your building has a designated Mother-Friendly Room that is not on this list, please contact APH_COA_Mother_Friendly@austintexas.gov to have it added.

More Information about City of Austin Mother-Friendly Worksites

The City of Austin Mother-Friendly Worksites Workgroup can be contacted for additional breastfeeding information packets, technical assistance and breastfeeding support questions by emailing: APH_COA_Mother_Friendly@austintexas.gov

More Breastfeeding Resources

www.momsplace.org

www.breastmilkcounts.com

www.texasmotherfriendly.org

www.llli.org

www.milkbank.org

About The Program (/about-the-program)

About The Grant (/about-the-grant)

Information for Public Health Partners (/public-health-partners)

About the Texas Mother-Friendly Worksite Program

In 1995, the Texas legislature recognized "a mother's responsibility to both her job and her child when she returns to work and acknowledges that a woman's choice to breast-feed benefits the family, the employer, and society." DSHS created the Texas Mother-Friendly Worksite Program, as directed by Health and Safety Code 165, Breastfeeding, by providing minimum criteria for Mother-Friendly Worksite designation and maintaining a listing of Texas Mother-Friendly Worksites. The Texas Mother-Friendly Worksite Program seeks to reduce barriers to breastfeeding by increasing the proportion of employers who have worksite lactation support policies and programs. The program recognizes employers who develop and maintain policies to proactively support employees in combining working and breastfeeding by providing for:

1. Work schedule flexibility to allow adequate time for the expression of breastmilk.
2. Access to a clean, safe water source and a sink to wash hands and clean pumping equipment.
3. Access to clean running water to wash hands and clean pumping equipment.
4. Access to hygienic options for storage of expressed breastmilk.

Businesses that have established a written worksite breastfeeding support policy may submit a completed application and a copy of their policy to DSHS. The application is reviewed for compliance with designation standards (http://info.sos.state.tx.us/pls/pub/readtac$ext.TacPage?sl=R&app=9&p_dir=&p_rloc=&p_tloc=&p_ploc=&pg=1&p_tac=&ti=25&pt=1&ch=31&rl=1). Worksites that meet the applicable standards for designation receive a notification letter from the department, a certificate suitable for framing and display, and a listing in the Texas Mother-Friendly Worksite Directory. Worksites that do not meet the applicable standards for designation are notified and offered technical assistance to achieve designation.

Nationally Recognized

(http://www.centertrt.org/?p=intervention&id=1182)Evaluated through an expert review process, the Texas Mother-Friendly Worksite Program (MFWP) is recognized as a practice-tested obesity prevention intervention by the Centers for Disease Control and Prevention-funded Center for Training and Research Translation (Center TRT) (http://www.centertrt.org/?p=intervention&id=1182). The evaluation process included review by Center TRT, a team of two expert reviewers, and a panel of CDC staff. To date, the program is the only worksite breastfeeding support initiative to receive this recognition.

The MFWP encourages organizational policy and practice changes to develop worksite cultures that support employees who choose to breastfeed after returning to work. It bestows official recognition upon worksites that adhere to the program's criteria for being "mother-friendly," including having a written and communicated policy that provides space in the worksite for breastmilk expression, flexible work schedules for breastfeeding mothers, and access to hygienic breastmilk storage options (refrigerator or personal cooler). Additional recognition is given for worksites with more comprehensive worksite lactation support programs.

Evaluation results showed:

- A large increase in the number of designated sites over a two-year period.
- Worksite respondents' satisfaction with materials designed to support worksite-level implementation.
- A high level of adherence to program elements.

WHAT BUSINESSES ARE ALREADY MOTHER FRIENDLY?

View Worksite Directory (/texas-directory)

This program allowed us to establish a strong breastfeeding relationship.We are so grateful! "

Ashley J
Mom

Thanks to my employer, I expressed breastmilk at my work for over 12 months. Thank you Tarrant County Public Health! "

Shannon
Mom

Program Best Practices

Since the establishment of the Texas Mother-Friendly Worksite Program in 1995, significant best-practice guidance has been produced to promote and inform worksite breastfeeding programs and policies, including defining levels of adequate, expanded, and comprehensive workplace breastfeeding support.[3 (/references#3), 21-23 (/references#21)] Evidence indicates that worksite breastfeeding support policies are most effective when they facilitate: (1) privacy for milk expression; (2) flexible scheduling and work options to accommodate [24,25 (/references#24)] breaks in a typical work day for milk expression; (3) dissemination of breastfeeding information and education to female and male employees during pregnancy and after the baby's birth; and (4) a positive, supportive environment from management and co-workers for employees who are combining work and breastfeeding.[3 (/references#3)]

Contact Us

Need help? Have questions about the initiative? We are here to help.
Contact Us (/contact)

About This Initiative

Learn more about the purpose, funding, and lessons learned of the Mother-Friendly Worksite Policy Initiative.
About This Initiative (/about-the-program)

Share This Site

An easy, inexpensive way to show you care about your employees.
Apply Now (/worksite-application)

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Privacy Policy (http://www.bf.state.tx.us/policy/privacy.shtm) References (/references)

CITY of AUSTIN Administrative Bulletin

Title	**Mother-Friendly Workplace Policy**
Administrative Bulletin Number	13-01
Effective Date	April 1, 2013
Revised	__ Annually X As Needed
Prepared by	
Original Date	April 1, 2013 **Revised** N/A
Manager's Approval	

PURPOSE

This Bulletin is (1) to establish the administrative policy of the City of Austin to be a "Mother-Friendly" workplace within the meaning of the Texas Health and Safety Code, (2) to describe the actions the City will take to carry out this policy, and (3) to define the roles and responsibilities of City personnel in order to achieve this policy goal.

The City of Austin supports and encourages measures intended to promote the health, safety, and development of newborn babies. The overwhelming weight of academic and clinical research recognizes the benefits of breast-feeding on the healthy well-being and development of babies. In addition, both federal and state law now recognize the importance of providing support in the workplace for mothers who choose to breast-feed their babies. The City will actively promote this desirable goal by establishing a workplace lactation support program for employees who choose to continue breast-feeding after returning to work.

AUTHORITY

1. The federal Patient Protection and Affordable Care Act, Section 4207 (*Reasonable Break Time for Nursing Mothers*), amends the Fair Labor Standards Act to provide a reasonable break time and place for nursing mothers. Specifically, this law states:

(1) An employer will provide—

(A) a reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk; and

(B) a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public.

(2) An employer will not be required to compensate an employee receiving reasonable break time under paragraph (1) for any work time spent for such purpose.

2. In Chapter 165 of the Texas Health and Safety Code, the Texas Legislature recognizes that breast-feeding a baby is an important and basic act of nurture that must be encouraged in the interests of maternal and child

health and family values. To that end, Chapter 165.003 establishes a "Mother-Friendly" business designation for organizations that develop specific policies supporting the practice of worksite breast-feeding.

POLICY

The policy of the City of Austin is to achieve and maintain the status of a "Mother-Friendly" workplace within the meaning of that designation under Chapter 165.003 of the Texas Health and Safety Code. In order to carry out this policy, the City will:

1. Encourage pregnant and postpartum employees to express breast milk during the work day to be able to continue breast-feeding their newborns after returning to work as a means of promoting the health of both the mother and the child.
2. Encourage and support employees in their efforts to balance work duties while continuing to express milk for their newborn child.
3. Provide or make available lactation facilities at City workplaces for the benefit of employees who elect to breast-feed their infant children or express breast milk. Such space should be (a) accessible to the mother's work area, (b) have access to a clean and safe water source and a sink for hand washing and equipment sanitation, and (c) have access to a hygienic storage location for the mother's breast milk. If dedicated space is not feasible or available, an appropriate mixed-use space may be used.
4. Support an environment that enables employees to express milk during work hours. Permit flexibility in work scheduling to accommodate reasonable break time for employees to express breast milk for a period of at least one year after a child's birth. This flexibility may include a combination of paid or unpaid break periods, lunch periods, and other accommodations as necessary. The scheduling of lactation breaks will be arranged on a case-by-case basis to accommodate needs of the individual employee according to the current time and attendance policies.
5. Avoid discrimination against employees who utilize the provisions of this policy in any terms or conditions of employment. The City considers any such discrimination to be a violation of the City's discrimination policy. Any claim of harassment or discrimination on account of breast-feeding may be addressed in accord with the grievance procedures set out in the City's personnel policies.
6. Support the State of Texas Health and Safety Code, Title 2, Subtitle H., Chapter 165.001, for employees, customers, and visitors which states, "A mother is entitled to breast-feed her baby in any location in which the mother is authorized to be."

DEFINITIONS

Employee – any full-time, part time, or temporary employee of the City.

Express Breast Milk – to remove breast milk from the breasts either by hand expression or manufactured pump.

Flexible Scheduling – variations from normal work schedules to accommodate employees who are breast-feeding, including permitting an employee to creatively combine existing breaks (e.g., combining rest breaks, splitting meal breaks, etc.) and/or adapting alternate work schedules (e.g., coming in early or leaving late) to make up the time used expressing breast milk.

Lactation Accommodation – reasonable measures provided by the City for its employees to enable an employee who wishes to express breast milk to do so. Examples of a lactation accommodation include: (a) providing a space at the work location specifically designated and authorized for expressing breast milk or, in alternate situations, a mixed-use space created on as as-needed basis for expressing breast milk; and (b)

providing flexible scheduling to accommodate an employee who is breast-feeding the employee's child as described in this policy.

Mother – City of Austin employee, customer, or visitor who is nursing her child or has the need to express breast milk.

Postpartum – Period of time immediately following childbirth.

ROLES AND RESPONSIBILITIES

DEPARTMENT:

Human Resources Department will:

1. Communicate this policy as well as the locations of lactation rooms to employees at New Employee Orientation and through employee communications such as the HR Update, CitySource Today and the Employee Benefits Guide;
2. Provide guidance to departments on compliance with this Bulletin and adherence to requirements mandated by federal and state law;
3. Develop and provide through the HealthyConnections wellness program education classes and materials on the benefits of breast-feeding; and
4. Be the lead department for interpreting equal employment opportunity policy and complaint resolution relating to the implementation of this policy;

Health and Human Services Department will provide communication materials, training, and technical guidance in support of this policy.

Building Services will assist with assignment of, and/or build-out of, lactation rooms or accommodating space(s) at City workplaces upon request by the Department. Privacy signs will be provided to department Human Resource representatives upon written request.

DEPARTMENTS:

Department Directors will support the City's policy in this Bulletin and are responsible for identifying area(s) in their workplaces usable for lactation rooms. In buildings shared by more than one department, the Directors of those departments are expected to reach agreement about allocating space for designated lactation room(s). Department Directors will also ensure that their Departments provide appropriate responses to mothers who request a lactation accommodation or flexible scheduling for lactation purposes.

Department HR Manager or designee will distribute breast-feeding information to all female employees before they go on maternity leave and when they return to work after a pregnancy-related leave of absence.

Manager and Supervisors will communicate the policy in this Bulletin to employees and adjust group work schedules to allow nursing mother's the time they need to express milk during the workday.

EMPLOYEE RESPONSIBILITIES:

1. An employee desiring a lactation accommodation after childbirth should notify the department HR Manager (or designee) as far in advance as reasonably possible about her intention to express milk during the workday.
2. Employees receiving a lactation accommodation under this Bulletin will be expected to discuss relevant workload or scheduling requirements with their supervisors as needed to meet the business needs of their work groups.
3. Employees using lactation rooms will be responsible for coordinating usage of the rooms with other mothers who are using the same rooms.
4. While the City will provide normal custodial maintenance to lactation rooms, it is the responsibility of employees using a lactation room to maintain the room in a reasonably clean and orderly manner after use.

CORRESPONDING PROCEDURES AND POLICIES

While not part of this Bulletin, the following are additional resources that managers or employees may consult for further information related to the topic of this Bulletin:

Department of Labor, Wage and Hour Division, Fact Sheet 73.
Discrimination Grievance Process, page 47, *Personal Policies Manual*
The Patient Protection and Affordable Care Act, H.R. 3590, March 23, 2010, Section 4207
The State of Texas Health and Safety Code, Title 2, Section H, Chapter 165.003
Time and Attendance Policy, page 2, 3, *Personal Policies Manual*
Discrimination, Harassment and Sexual Harassment Policies, page 1, *Personal Policies Manual*

MIOP Reporting Summary Chart

Fiscal Year	Clients served	MLIU- Medicaid, Low-Income & uninsured	Cycles of Evaluation & Improvement	Outreach contacts & Activities	Birth outcomes
DY3 10/1/2013-9/30/2014	90 reached (Goal= 75) [Note: these 90 women were the first women we reached when MIOP first began outreach activities to recruit clients; not all of these women became clients.]	Not collected	Cycle 1- Refining the process for tracking the individual outreach strategies of each of the Community Health Workers Cycle 2- Improve existing forms & create new outreach, intake, & encounter forms Cycle 3- Analysis of pre- & post-training surveys on knowledge, skills & abilities, and experience of CHWs	N/A	N/A
DY4 10/1/2014-9/30/2015	103 served (Goal= 100) Description: As of September 30, 2015, MIOP was serving 69 clients. MIOP served an additional 34 clients in DY4 who were no longer active clients at the end of the fiscal year, bringing our total clients served in DY4 to 103.	Estimated 85% of all clients served were MLIU: Of the clients who provided us with income and insurance information, 75% of clients served in DY4 were on Medicaid, 10% were low-income uninsured, and the remaining 15% had private insurance.	Cycle 1- Two Plan-Do-Study-Act quality improvement cycles to measure success of referral system. Cycle 2- Ensuring that MIOP clients have car seats installed properly before giving birth Cycle 3- Improving how we explain MIOP services to potential clients	Surpassed goal of 75 outreach contacts & activities: Outreach activities to 102 potential clients who did not become clients + 22 outreach events attended = 124.	
DY5 10/1/2015-9/30/2016	182 served (goal= 150) As of September 30, 2016, MIOP was serving 106 clients. MIOP served an additional 76 clients in DY5 who were no longer active clients at the end of the fiscal year, bringing our total clients served in DY 5 to 182.	88% of clients served were MLIU: Of the 182 clients served in DY5, 5% (n=9) did not provide us complete MLIU information. Of the 95% (n=173) clients served in DY5 who provided us with income and insurance information, 82% were on Medicaid and 6% were low-income and uninsured.	Cycle 1- Developing and implementing policies and procedures to better utilize MIOP resources, meet client needs, document services, ensure client confidentiality, & increase client retention. Cycle 2- Increasing CHW capacity through the Brazelton Touchpoints training to support clients in enhancing their parenting skills & understanding of child development.	Surpassed goal of 100 outreach contacts & activities: Outreach activities to 94 potential clients who did not become clients + 27 outreach events attended = 121. (At the 27 outreach events, MIOP staff spoke to 393 people, including	82% (46) of the 56 babies born to MIOP clients this fiscal year were carried to term; 18% (10) were born preterm.

MIOP Reporting Summary Chart

			Cycle 3- Improving CHW knowledge and skills about how to support and encourage breastfeeding with their clients through additional training.	172 African American women about the program and services	
DY6 10/1/2016-9/30/2017	115 served by 3/31/17; TDB # served by 9/30/2017; (goal= 150)	TBD	We are not reporting on this in DY6	We are not reporting on this in DY6	TBD

Comparison data:
Source: March of Dimes Peristats Travis County Data from 2012-2014:
White preterm = 9.4%, Hispanic preterm = 9.1%, Black preterm = 15.2%, A/PI = 9.0%, Overall = 9.7%

Austin Public Health does not offer a comparable program for other minority women, however one of our Health Equity Contract is with Mama Sana/Vibrant Woman. This program offers midwifery services, prenatal and parenting classes for Latina and Black women. Families continue to receive care and support 3 months post partum.

City of Austin Equity Assessment Tool (DRAFT)

City of Austin Equity Assessment Tool (DRAFT)

INTRODUCTION

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. In order to achieve this vision, institutions need formal tools to closely examine policies, practices, budget allocations, and programs that perpetuate institutional racism and systemic inequities. The Equity Assessment Tool lays out a process and a set of questions to guide city departments in the development, implementation and evaluation of policies, practices, budget allocations, and programs to begin to address their impacts on equity.

Equity is defined as _____. The Equity Assessment Tool leads with race, as it is the primary predictor of access, outcomes, and opportunities for all quality of life indicators. By focusing on racial equity, this tool introduces a framework that can be applied to additional marginalized social identities which intersect with racial identity including age, religion, gender identity, sexual orientation, and ability. The Equity Assessment Tool systematically integrates purposeful consideration to ensure budget and planning decisions reduce disparities, promote service level equity, and improve community engagement.

BACKGROUND

Austin has a long history of systemic racism and racial inequity that continues today. From the city's origins, African Americans and other communities of color were excluded, marginalized and discriminated against as a result of city policies and practices. This history was reinforced by segregationist policies throughout the 20th century affecting a range of Austin venues, including schools, public parks, and commercial businesses, among others. One of the most disheartening chapters of this legacy was the City of Austin's Master Plan of 1928, which divided the City along racial lines by moving community services for African American and Hispanic/Latinx residents to East Austin. African-American and Hispanic Austinites who tried to settle in areas outside of the designated district were often denied services such as utilities and access to public schools. People of color were told that if they wanted access to essential services, they had to live in the designated areas. Despite these challenges, communities of color in Austin thrived and developed strong, close knit, and vibrant communities.

While Austin was most recently recognized by US News and World Report as "The Best Place to Live in the U.S.," (citation needed), the City consistently makes national lists as a city with severe inequality. In 1950, Austin was fourth in the country for the most income inequality. In 2015, the Martin Prosperity Institute listed Austin as the most economically segregated city in the country (citation needed). Legacies of displacement by wealthier white Austinites and lack of access to opportunity for people of color have marked the city with continued racial disparities. For more historical context, see Appendix A.

In an effort to address racial inequity in Austin, City Council passed Resolution No. 20150507-027 in May of 2015, which directed the City Manager to evaluate the impact of existing city policies and practices on racial equity and develop an Equity Assessment Tool that can be used across City departments during the budget process. The Council's goal is to utilize the Equity Assessment Tool and implement new policies, practices, and programs to help identify and address the inequities that impact the quality of life for low-income communities in Austin, which are disproportionately communities of color.

When fully implemented, the Equity Assessment Tool will aid City of Austin departments in:

- Focusing on human centered design and building institutional empathy;
- Engaging residents in decision-making processes, prioritizing those adversely affected by current conditions;
- Bringing conscious attention to racial inequities and unintended consequences before decisions are made;
- Advancing opportunities for the improvement of outcomes for historically marginalized communities;
- Removing barriers to the improvement of outcomes for historically marginalized communities; and
- Affirming our commitment to equity, inclusion, and diversity.

INSTRUCTIONS

This tool should be completed annually by department leadership and financial staff as you craft your budget proposals and business plans for the following fiscal year.

Please refer to the following seven steps for building racial equity, provided by GARE, as you complete this tool:

1. **Know the History:** Consider historical 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. **Develop the Proposal:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?

3. **Monitor Data:** What are the data? What do the data tell us? Are they disaggregated by race?

4. **Engage the Community:** How have communities been engaged? Are there opportunities to expand engagement?

5. **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?

6. **Implementation:** What is your plan for implementation?

7. **Accountability and Communication:** How will you ensure accountability, communicate, and evaluate results?

SECTION ONE: DEPARTMENTAL ANALYSIS

1. What are your department's greatest equity priorities?

2. How does your department measure the effectiveness of its racial equity programs?

3. What strategies does your department employ to ensure departmental policies, practices, and programs do not adversely impact communities of color?

4. What is the racial breakdown of your department's client base?

5. What is the racial makeup of your department's staff? (Your HR representative can provide this information.)

6. What is the racial makeup of your department's contractors and consultants?

7. What are your department's strategies for ensuring diversity of your staff?

8. What dollar amount and percentage of your department's budget is allocated towards expanding diversity amongst your staff?

9. What dollar amount and percentage of your department's training budget is allocated towards training opportunities for staff that focus on critical issues related to equity and the elimination of institutional racism?

    a. Please list those training opportunities.

    b. In what ways are your staff on-boarded or oriented to historical and current racial inequity?

    c. How does your department measure the effectiveness of its equity and institutional racism trainings?

10. What dollar amount and percentage of your department's budget is allocated towards capturing residents' satisfaction with programming and services?

    a. Are these data broken down by race, ethnicity, gender, national origin, and income level? Please provide an attachment of your most recent resident's satisfaction report.

11. How is your department collaborating with other City departments to achieve racial equity in Austin?

SECTION TWO: BUDGET

1. Identify ways in which your department pursues racial equity throughout budget planning.

2. Identify specific realignments in your department's base budget that could advance racial equity for communities of color.

3. Describe an unmet need within your budget that inhibits your department's achievement of its greatest equity priorities.

4. What dollar amount and percentage of your budget is grant funding that supports programs or services designed to advance equity for communities of color?

5. How have you involved internal and external stakeholders, including marginalized communities of color, in your department's budget process? What amount and percentage of your department's budget is allocated towards this process?

6. Identify ways in which your department's budget may disproportionately benefit some communities over others.

7. Identify ways in which your department's budget may disproportionately burden or marginalize some communities over others.

8. What is the proportion of your department's budget in relation to the City's general fund budget?

SECTION THREE: ENGAGEMENT

1. Please list all opportunities your department offers residents to provide recommendations on programs, policies, and/or plans.

   Funds allocated for this process and percent of base budget: _____

2. Does your department translate public documents, policies, applications, notices, and hearings for persons with limited English proficiency or visual/hearing impairments? What dollar amount and percentage of your base budget is allocated towards this process? (Feel free to copy from your department's Language Access Plan.)

   - Please describe how your department determines which public documents, policies, applications, notices, and hearings are translated for persons with limited English proficiency or visual/hearing impairments.

   - List all languages into which public documents, policies, applications, notices, and hearings are translated for limited English speaking populations.

3. Please describe how your department verifies the reading level of public documents, policies, applications, notices, and hearings.

4. What dollar amount and percentage of your department's budget is allocated towards ensuring that public documents, policies, applications, notices, and hearings are concise, understandable, and readily accessible to the public?

    - Please describe your department's process for determining if public documents, policies, applications, notices, and hearings are concise, understandable, and readily accessible to the public.

    - Please describe by what means your department makes public documents, policies, applications, notices, and hearings more concise, understandable, and readily accessible to the public.

5. What dollar amount and percentage of your department's base budget is allocated towards holding public meetings for the purpose of fact-finding, receiving public comments, and conducting inquiries?

    - Please describe your department's process for determining when public meetings for the purpose of fact-finding, receiving public comments, and conducting inquiries are appropriate.

    - Please describe what accommodations are made so that community members may meaningfully participate:
        - ❑ Food is provided
        - ❑ Supervised children's activities are provided
        - ❑ ASL is provided
        - ❑ Translation or interpretation provided in (please specify languages):
            - ❑ _____
            - ❑ _____
            - ❑ _____
            - ❑ _____
        - ❑ Transportation is made available for community members with mobility issues
        - ❑ Location selected to be accessible to target community(s)
        - ❑ Other:_____

6. Please list your department's community engagement events/activities for the past fiscal year.

7. What other strategies does your department employ to ensure accountability to communities of color in its planning process? (e.g., improved leadership opportunities, advisory committees, commissions, targeted community meetings, stakeholder groups, focus groups, increased outreach, stipended participation, etc.)

8. At what stage in your decision making process do you engage the community?

9. How many community members does your department engage annually?

10. What are the demographics of the community members you engage?

11. Does your department collect feedback to evaluate the effectiveness of community engagement efforts? If so, how?

12. What are you doing to understand the lived experiences of members marginalized communities?
    - ❑ Applying for your department's services
    - ❑ Participating in simulated training experience
    - ❑ Focus groups with clients
    - ❑ Other: _____

SECTION FOUR: ALIGNMENT (with Council's Six Proposed Priority Outcomes)

Austin City Council has proposed the following six priority outcomes to guide the City:

- Economic Opportunity and Affordability: Having economic opportunities and resources that enable residents to lead sustainable lives in their communities.
- Mobility: Getting where and when they want to go safely and cost-effectively
- Safety: Being safe in our home, at work, and in their communities
- Health: Being able to maintain a healthy life both physically and mentally
- Cultural and Learning Opportunities: Being enriched by Austin's unique civic, cultural, ethnic, and learning opportunities
- Government that Works: Believing that City government works for everyone: that is fair and equitable; serves as a good, continuously improving and innovating steward of its resources; recruits and retains a high performing, ethical workforce; effectively collaborates with the public; and delivers the results people expect and an experience they welcome.

1. Please identify all the ways that your department's proposed budget and planning have the potential to positively impact racial equity in one or more of Council's six priority areas.

Appendix A: History

To know where we are going, we must first know where we have been. Learning about past inequities and social justice issues in our community can prevent repeating the same mistakes.

Learn More about Austin's Racial History:

- Austin- A "Family-Friendly" City: Perspectives and Solutions from Mothers in the City. (2015)
- Link to full Master Plan of 1928 (the "Koch Proposal") which formally and legally segregated the City by only providing essential city services (utilities, education, paved roads) to people of color in areas east of what is now I-35.
- "How East Austin Became a Negro district" (East End Cultural Heritage District)
- East Austin Gentrification Overview (East End Cultural Heritage District)
- "Austin: A Liberal Oasis?", a slide presentation by Undoing White Supremacy Austin, presenting a brief overview of the history of institutional racism in Austin (document format)
- *Shadows of a Sunbelt City* (Dr. Eliot Tretter, 2016, University of Georgia Press) Planning for displacement. The partnership between UTA, the state and federal governments, and the real estate industry and its dominance over City planning and economic development. In particular, Chapter 6 ("The Past is Prologue") describes how the City's legal and administrative policies, in conjunction with private zoning deed restrictions, codified institutional racism. Interview with Dr. Tretter
- Austin Restricted: Progressivism, Zoning, Private Racial Covenants, and the Making of a Segregated City (Tretter, Sounny-Slitine, Final Report to the Institute for Urban Policy Research and Analysis, 2012)
- Austin Gentrification Maps (making visible one of the effects of COA policy and practice)
- Inheriting Inequality (maps of the history of the racial divide in Austin)
- Crossing Over: Sustainability, New Urbanism, and Gentrification in Austin, Texas (the downside of the "new urbanist" movement)

Appendix B: Proposed City Council Priorities Infographic

6 Austin City Council Priority Outcomes and Existing Disparities

1 Economic opportunity and affordability

27% Poverty rates for Asian (17%), Black (22%) and Hispanic (27%) Travis County residents are much higher than that of Whites (9%).

2 Mobility

19 % Residents in the two districts with the lowest median household income (Districts 3 & 4) spend 19% of their annual income on transportation.

Source: City Auditor Affordability Review, December 2016

3 Safety

21 % Blacks account for ~21% of jail bookings but comprise only 8% of the population.

Source: Travis County Sheriff's Office and the ACS 1-Yr population estimates

4 Health

42% In Travis County, 42% of Black adults are obese compared with 26% among Hispanics and 17% among White adults.

Source: 2011-2014, Austin Public Health

5 Cultural and Learning Opportunities

25% Less than 25% of Black and Hispanic adults in Travis County over 25 have a Bachelor's Degree or Higher as compared to almost 60% of Whites and 70% of Asians.

6 Trustworthy Government

60% Almost 60% of White Travis County residents participated in the 2012 Presidential election, as compared to roughly 40% of Blacks, 35% of Asians, and 30% of Hispanics.

Data Source: American Community Survey, 1 Year Estimates unless noted otherwise

Appendix C: Glossary of Terms

SOURCE: http://racialequitytools.org/glossary

Discrimination - The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.

Diversity - Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.

Ethnicity - A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.

Equity

Implicit bias - Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics.

Inclusion - Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Institutional racism - Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.

Intersectionality - An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.

Oppression - Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.

Power - Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. Although power is often conceptualized as power over other individuals or groups, other variations are power with (used in the context of building collective strength) and power within (which references an individual's internal strength). Learning to "see" and understand relations of power is vital to organizing for progressive social change.

Prejudice - A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

Privilege - Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.

Race - A political construction created to concentrate power with white people and legitimize dominance over non-white people.

Racial and ethnic identity - An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.

Racism - For purposes of this site, we want users to know we are using the term "racism" specifically to refer to individual, cultural, institutional and systemic ways by which differential consequences are created for groups historically or currently defined as white being advantaged, and groups historically or currently defined as non-white (African, Asian, Hispanic, Native American, etc.) as disadvantaged.

Structural racism - The normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics and entire social fabric. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism. Structural racism is the most profound and pervasive form of racism – all other forms of racism emerge from structural racism.

White privilege - Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.