

Mayor's Taskforce on Institutional Racism and Systemic Inequities

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City of Austin Actions Taken

- I. Council formally received the task force's report
- II. Council passed resolution instructing City Manager to:
 - I. Identify “actionable and practicable” recommendations
 - II. Report back to Council the findings
- III. Distributed task force report to all City Directors requiring review
- IV. Requested that all departments respond to recommendations relevant to their line of business
- V. Compiled results from 42 Department responses creating a database for analysis
- VI. Integrated task force report into the Priority Outcomes process

Total Number of Responses By Status

Status	Implemented	Underway	Planned	Potential
# of responses	107	108	42	140
# of unique recommendations	60	66	30	91

City Council's Six Priority Outcomes



Economic Opportunity and Affordability

Having economic opportunities and resources that enable us to thrive in our community.



Mobility

Getting us where we want to go, when we want to get there, safely and cost-effectively.



Safety

Being safe in our home, at work, and in our community.



Health & Environment

Enjoying a sustainable environment and a healthy life, physically and mentally.



Culture and Lifelong Learning

Being enriched by Austin's unique civic, cultural, ethnic, and learning opportunities.



Government that Works for All of Us

Believing that city government works effectively and collaboratively for all of us—that it is equitable, ethical and innovative.

Implemented/Underway Items

Recommendations with Support of Equity Office

- 1.2.8. Harness the innovation of students to create a pipeline (curriculum to industry).
 - *Planned by Equity Office Racial Equity Here Youth Intervention Program*
- 1.3.10. Identify, support and partner with organizations whose work promotes access across racial lines and thus undermines barriers that produce or sustain racial disparity.
 - *Equity Assessment Tool, Equity Action Team*
- 3.5.3. Review departmental policies and procedures for all City of Austin offices.
 - *Equity Assessment Tool and its adoption to pilot project with 8 departments*

Recommendations with Support of Equity Office

- 1.4.2. Continuous (Quarterly) Training for City of Austin Institutional Leadership Across Systems
- 3.3.1. Train City of Austin, Travis County, public sector, and government agencies employees on institutional racism and systemic inequities.
 - *Planned by Equity Action Team Equity Academy Committee, Equity Trainings(GARE, Undoing Racism, Beyond Diversity Training etc)*
- 2.7.1. Acknowledgement from elected officials of racist policies of the past and present
 - *2015 City Resolution, Equity Academy, Equity Assessment Tool, Equity Training*

Economic Opportunity and Affordability

- 4.3.15. Employers spend substantial and effective effort in outreach and recruitment at educational institutions *historically serving minorities*.
- 2.2.2. Build new land banked and land trust homes on public owned properties.
- 1.2.8. Harness the innovation of students to create a pipeline (curriculum to industry)
- 5.5.6. City of Austin invest in expanded training for previously incarcerated individuals.
- 3.1.4. Planning for communities to stay and flourish.

Top Recommendation

4.3.15. Employers spend substantial and effective effort in outreach and recruitment at educational institutions historically serving minorities.

- Aviation

 - Outreaching at job fair, hiring from summer Youth Employment Program

- Fire

 - Recruiting Section annually visits historically Black colleges, Texas junior colleges, and other institutions of higher education with minority/majority student enrollment.

- Other departments (EDD, FSD-Purchasing, Library, Austin Energy, Fleet Service, Austin Water, HRD, ASO, CCO, DSD) have adopted similar programs.

Culture and Lifelong Learning

- 3.1.2. Cultural competency and linguistic sensitivity
- 5.1.5. City of Austin invest in local organizations (currently working on juvenile justice issues) to build capacity to enable culturally responsive organizations to serve more youth
- 1.2.6. Align instructional practices/pedagogy to targeted professional development around cultural competency.

Top Recommendation

3.1.2. Cultural competency and linguistic sensitivity

- CPIO
 - Implementing language access plan in all departments. Evaluating its long-term contracts for interpreter services to support this.
- APH
 - Culturally and Linguistically Appropriate Services (CLAS) standards for Health Equity Priority
- Office of City Clerk
 - Clerk-multiple bilingual staffs. Interpreters provided during Council meetings when requested
- APD
 - Cultural Competency Program

Mobility

- 2.5.1. Establish a program to put in actual affordable communities on transportation corridors.
- 3.1.2. Cultural competency and linguistic sensitivity (Transportation)

Top Recommendation

2.5.1. Establish a program to put in actual affordable communities on transportation corridors.

- Economic Development

 - Redevelopment project including Colony Park and Mueller Development

- Transportation

 - Corridor Program Implementation Office coordinating with the Housing Department to support affordable housing

- NHCD, CIP, PAZ

 - The Austin Strategic Housing Blueprint establishes goals for affordable housing along Imagine Austin Activity Corridors and in Activity Centers

Health

- 3.4.2. Incentivize public-private initiatives that increase food access in food deserts. (Food Focus Area)
- 3.3.5. Provide activities and programs for seniors in communities most affected by health disparities.
- 3.3.3. Provide health promotion and disease prevention educational materials to children and families who are most affected by health disparities.
- 3.4.4. Increase the number of healthcare facilities and health services in the Eastern Crescent of Travis County.
- 3.5.1. Develop a shared, consistent method of gathering and tracking data related to health disparities.
- 3.2.3. Allocate more resources for the Austin Public Health Department's City of Austin Health Equity Initiative.

Top Recommendation

3.4.2. Incentivize public-private initiatives that increase food access in food deserts. (Food Focus Area)

- Austin Public Health

Fresh for Less mobile markets, farm stands, and healthy corner store initiatives in food desert areas and zip codes with lower food access in collaboration with Office of Sustainability

- Office of Sustainability

Expanding the purchasing power of low-income residents; Community Garden, Fresh for Less Initiatives, Nutritious Food Incentive Program, Market Analysis

Safety

- 5.3.1. We recommend that City of Austin create alternatives to incarceration for Class C misdemeanors.
- 5.3.8. City of Austin create a system that allows residents to address minor infractions through approved classes (like defensive driving).

Top Recommendation

5.3.1. We recommend that City of Austin create alternatives to incarceration for Class C misdemeanors.

➤ Municipal Court / Community Court

- Payment plans, community service, and hardship waivers as alternatives. “walk in” dockets to review individuals' ability to pay is available
- Definition of indigency has passed the resolution in November

➤ APD

Working with criminal justice partners to create alternatives to custodial arrests

Government that Works for All of Us

- 1.2.17. Promote the value of bilingualism and bi-literacy in city affairs.
- 3.5.3. Review departmental policies and procedures for all City of Austin offices.
- 3.3.1. Train City of Austin, Travis County, public sector, and government agencies employees on institutional racism and systemic inequities.
- 1.1.15. Ensure presence of institutional culture that values/supports diversity.
- 3.5.2. Provide demographic data on race and ethnicity for all job positions in the City of Austin, and their decision-making roles.

Top Recommendation

1.2.17. Promote the value of bilingualism and bi-literacy in city affairs.

➤ Austin Energy

Monthly utility bills translated in two languages. Spanish advertising for updates and promotions, providing online access. Also providing language service on 311

➤ Development Services

Employees are provided a bilingual stipend for their assistance in providing bilingual services

➤ FSD/Capital Contracting

Vendor education session in two languages, bilingual city staff available

Actionable/Practicable Recommendations to Advance

Review the Result

Criteria



City Council's 6 Priorities



Impact on Advancing Racial Equity



Frequency of Department Responses

Economic Opportunity and Affordability

- 2.3.8. Regional public information campaign to educate on segregation and fair housing issues
- 1.3.10. Identify, support and partner with organizations whose work promotes access across racial lines and thus undermines barriers that produce or sustain racial disparity.
- 2.1.5. Draw revenue from TIFs to preserve affordable housing
- 2.4.7. Develop the east side in a context sensitive manner that ensures new development addresses gentrification

Culture and Lifelong Learning

- 1.1.10 Marketing campaign of “We are Austin” - a great place to live, work and play for Asian, Black, Latino, and American Indians, showcasing cultural, spiritual, and community assets
- 1.3.9. Support development of all professionals in contact with youth to ensure cultural proficiency and racially just, non-discriminatory practices.

Health

- 5.4.1 Implementing a screening process for mental illness at intake to be done by one Mental Health Professional or Licensed Clinical Social Worker on staff with DACC.
- 3.4.1. Building on work to date by communities affected by pollution in Austin, conduct a geographic analysis of environmental indicators, combined with race and ethnicity data, utilizing the U.S. Environmental Protection Agency's (EPA's) EJSCREEN tool.

Safety

- 5.2.10. City of Austin's Police agencies work towards a goal of 35% of daily patrol time dedicated to community policing activity.
- 5.2.13. City of Austin's law enforcement agencies mandate ongoing training on de-escalation and less-than-lethal techniques.
- 5.2.17. City of Austin's law enforcement agencies increase mental health training for all law enforcement personnel.
- 5.3.6. City of Austin to mandate interpreters for APD interactions with witnesses, victims, and alleged perpetrators.
- 5.4.3. City Prosecutor be mandated to file applications to the DACC judge for emergency detentions when there is a risk of harm to either the defendant or the public pursuant to state law.

Government that Works for All of Us

- 4.3.5. Employers anonymize resumes to remove racial identifiers including names in their hiring process.
- 1.2.1. Integrate cultural competency among staff at all levels.
- 5.1.4. City of Austin partner with local schools and community organizations to provide age appropriate anti-racism leadership summits for students at least four times a year.
- 5.2.16. City of Austin create protocols to ensure the cultural competency of all personnel.

Next Steps

Identify a process to further vet top recommendations

- ✓ Align actionable/practicable recommendations with metrics and strategies for priority outcome planning
- ✓ Consider the fiscal impact and scalability of those recommendations
- ✓ Determine implementation options