



Equity Office Report to Hispanic/Latino Quality of Life Commission
Tuesday, May 15, 2018

In response to community concerns about the impact CodeNEXT could have on communities of color and other marginalized populations, the City's Equity Office invited the Government Alliance on Race and Equity (GARE), the Center for Social Inclusion/Race Forward, and Mesu Strategies, LLC (Mesu), to review a Racial Equity Assessment Tool for CodeNEXT. In addition to the completion of the tool, the Equity Office organized training throughout the process to help provide the City's CodeNEXT team with a foundation of racial equity. The Equity Office hosted two "Undoing Racism" workshops and developed a customized training workshop with the City Community Archivist Program to educate staff about the racial history of land use and zoning in Austin.

In this report, GARE and Mesu have recommended the following five key actions to significantly improve the results of CodeNEXT as it relates to equity:

- Increase attention to intersectional outcomes;
- Aim for consistency in language and practices;
- Build capacity and culture around community partnership;
- Leverage the power of City staff to collaborate on equitable change; and
- Build a supportive infrastructure around CodeNEXT to "scaffold" equity efforts now and into the future.

The report and all back up documents, including responses to the Equity Assessment from the City's Planning and Zoning Department, can be found on the CodeNEXT website at <http://www.austintexas.gov/departments/codenext-shaping-austin-we-imagine>.

It is staff's hope the Equity Assessment can help inform the discussion on CodeNEXT. One of the important features of this report is a detailed SWOT (Strength/Weakness/Opportunity/Threat) analysis highlighting strengths, challenges, and specific recommendations to strengthen the draft of the code