

City of Austin
Equity Assessment
Tool Pilot Update



Vision & Mission



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

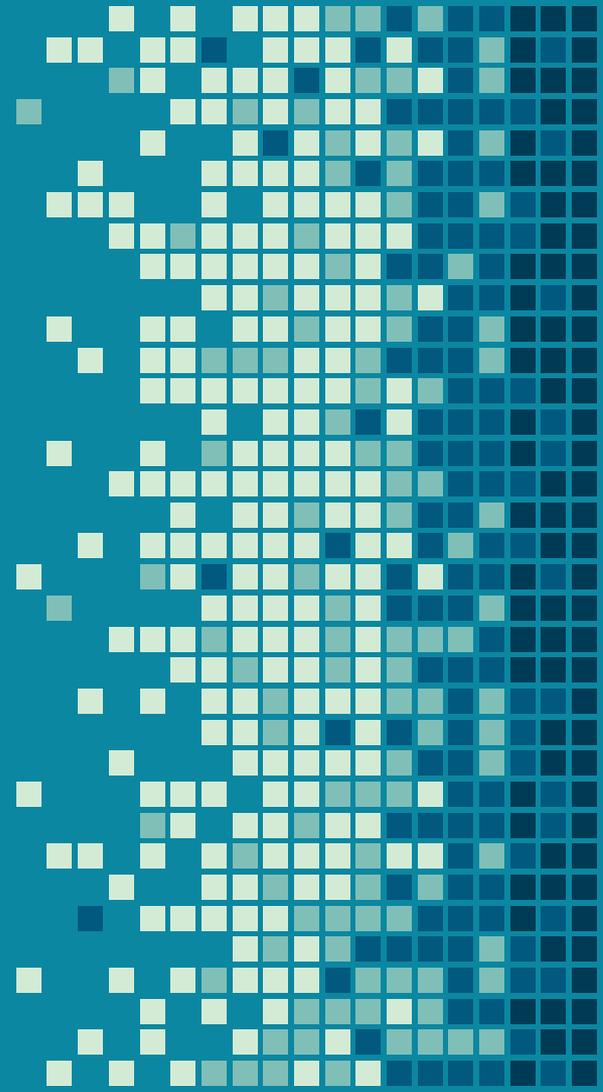
A Tale of Two Cities



Austin is the best place to live in the nation
according to *U.S. News and World Report*

&

One of the most economically segregated
cities in the U.S. according to the *Martin
Prosperity Institute*



Areas of Concentrated Poverty

Percent Poverty by Census Tract, Austin MSA, 2010-2014, ACS 5-Year Data

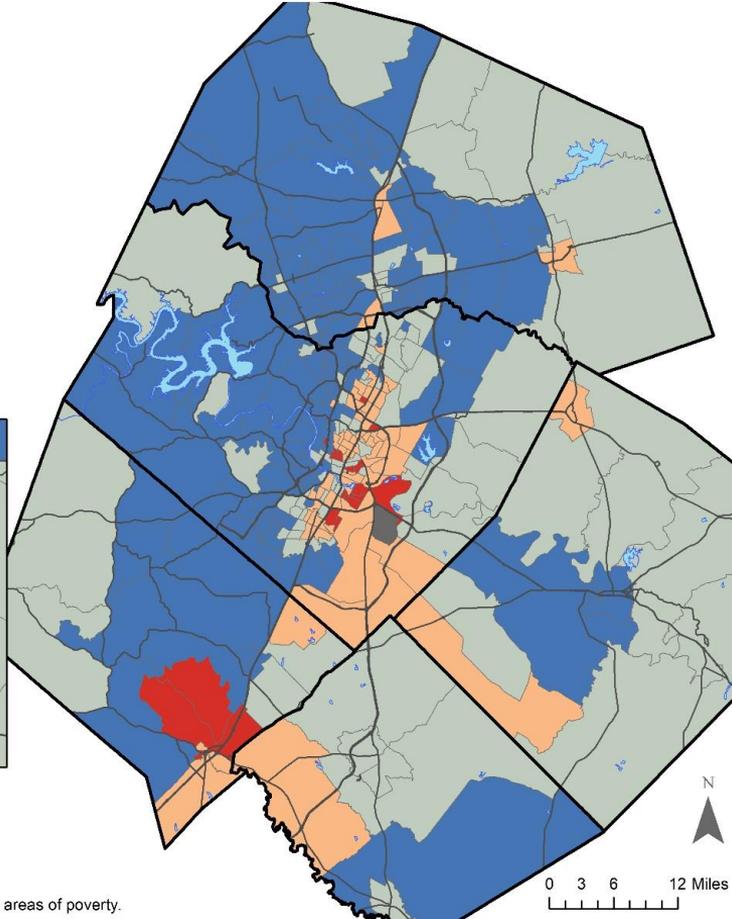
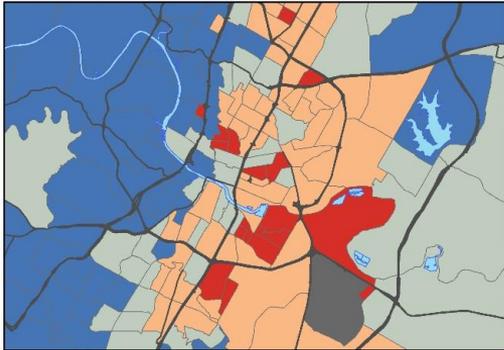
Legend

- County
- Highways
- Water
- Airport

Percent Poverty by Census Tract

- Less than 10%
- 10% to 20%
- 20% to 40%
- Over 40%

Inset: Central Travis County



Brookings reports people living in concentrated poverty face

- higher crime rates
- poorer physical health
- low-performing schools
- higher drop out rates
- poor job-seeking networks

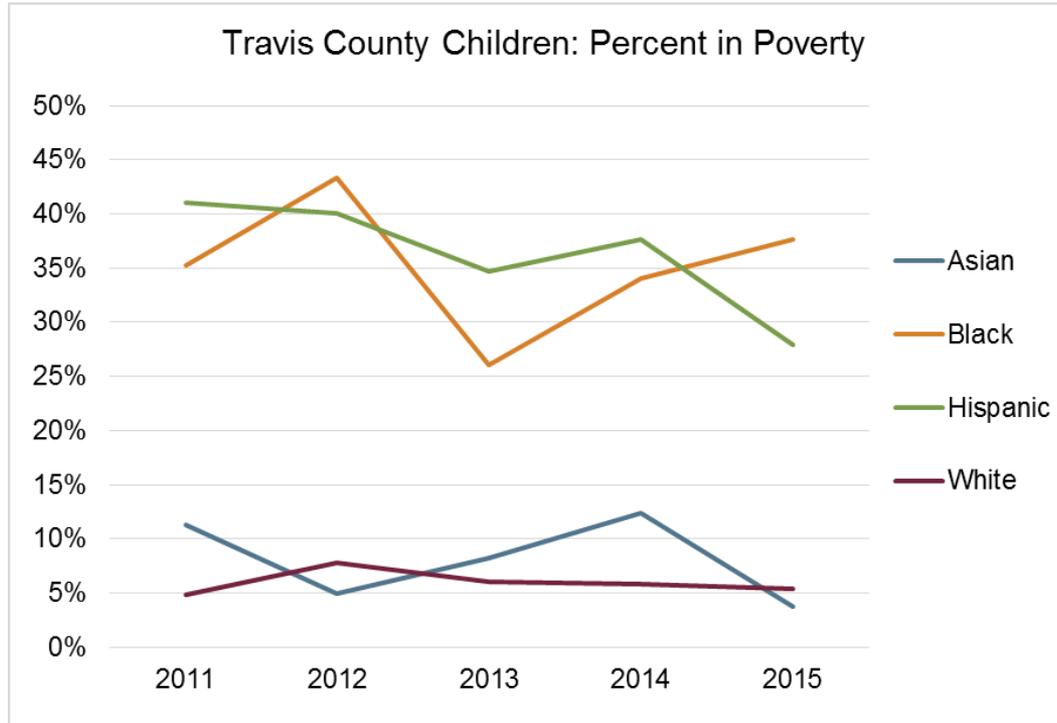
 Community Advancement Network

Map produced by CAN from U.S. Census Bureau, 5-Year, 2010-2014, American Community Survey data. (Table C17002: Ratio of Income to Poverty Level in Past 12 Months)
Census tracts with high student populations tend to correlate with high areas of poverty.

0 3 6 12 Miles



Child poverty disparities, Travis County

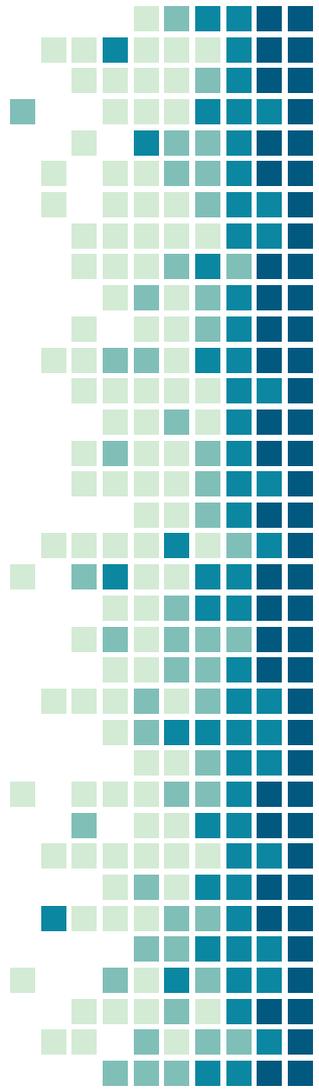


Hispanic and Black children are **5 to 7** times more likely to live in poverty than White or Asian children.

Source: American Community Survey, 1-Year data, 2015

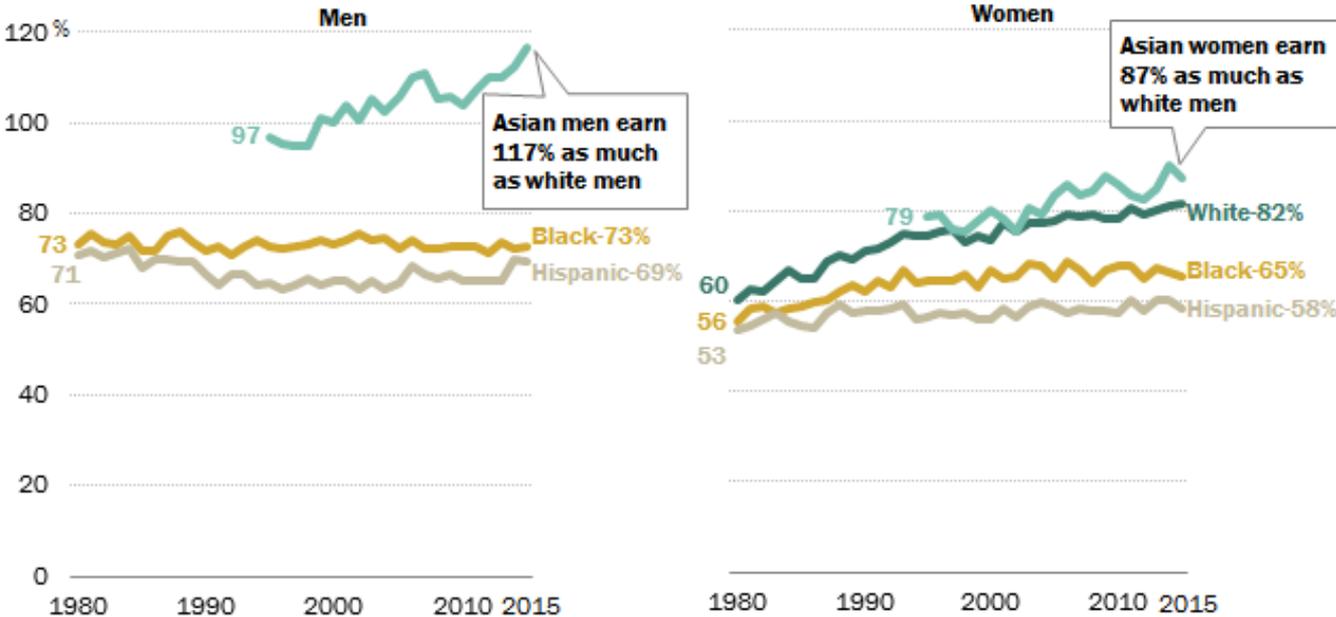


Intersection of Race, Gender, and Pay Equity



White men out-earn black and Hispanic men and all groups of women

Median hourly earnings as a percent of white men's earnings

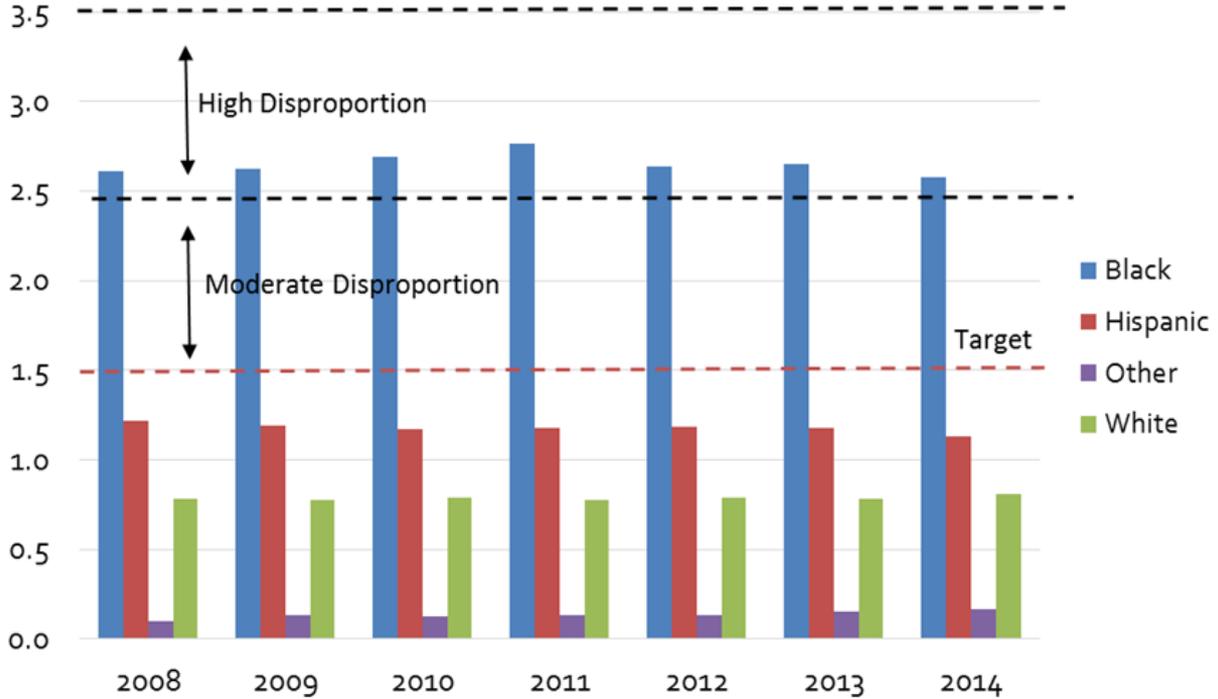


Note: Estimates are for all civilian, non-institutionalized, full- or part-time workers ages 16 and older with positive earnings. Self-employed workers are excluded. Hispanics are of any race. Whites, blacks and Asians include only non-Hispanics. Asians include Native Hawaiian and Pacific Islanders.

Source: Pew Research Center tabulations of Current Population Survey data.

Criminal Justice

Disproportionality Ratios for Bookings into the Travis County Jail

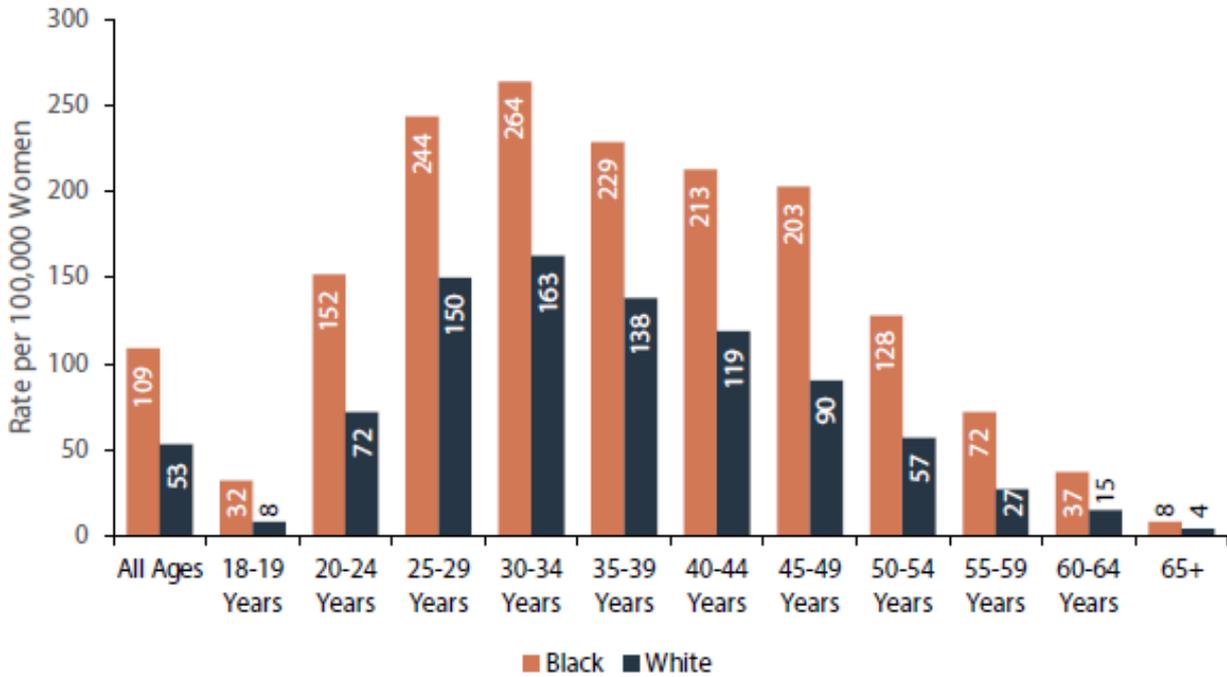


- Having a criminal history impacts your ability to...
- get a job
- rent a home
- move back with your family
- get a loan
- pursue certain professions

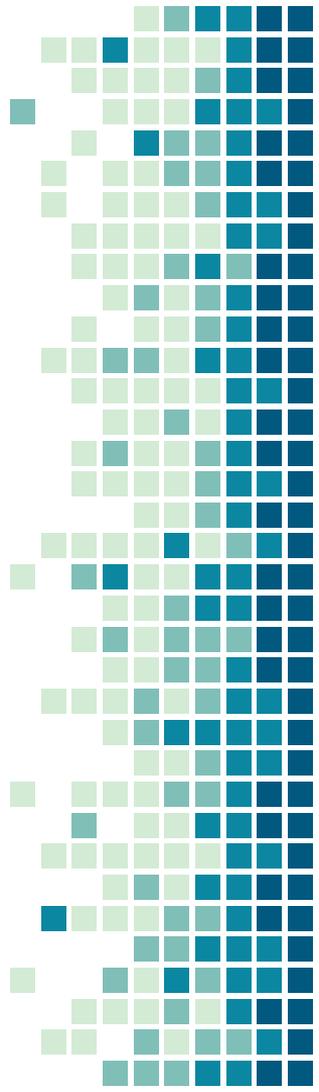


Intersection of Race, Gender, and Criminal Justice

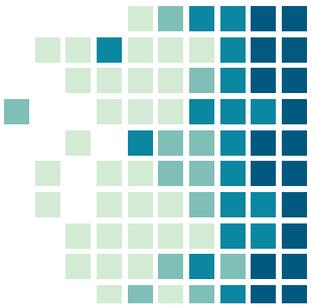
Imprisonment Rate of Sentenced State and Federal Female Prisoners (per 100,000 women) by Race, United States, 2014



Notes: Counts based on prisoners with sentences of more than one year under the jurisdiction of state or federal correctional authorities. Imprisonment rate is the number of prisoners under state or federal jurisdiction with a sentence of more than one year per 100,000 U.S. residents of corresponding sex, age, and race or Hispanic origin. See source for more information on methodology. Women of all ages include girls 17 and under. Racial groups exclude Hispanics. Source: IWPR compilation of 2014 data from Carson (2015).



What Does Equity Look Like to You?

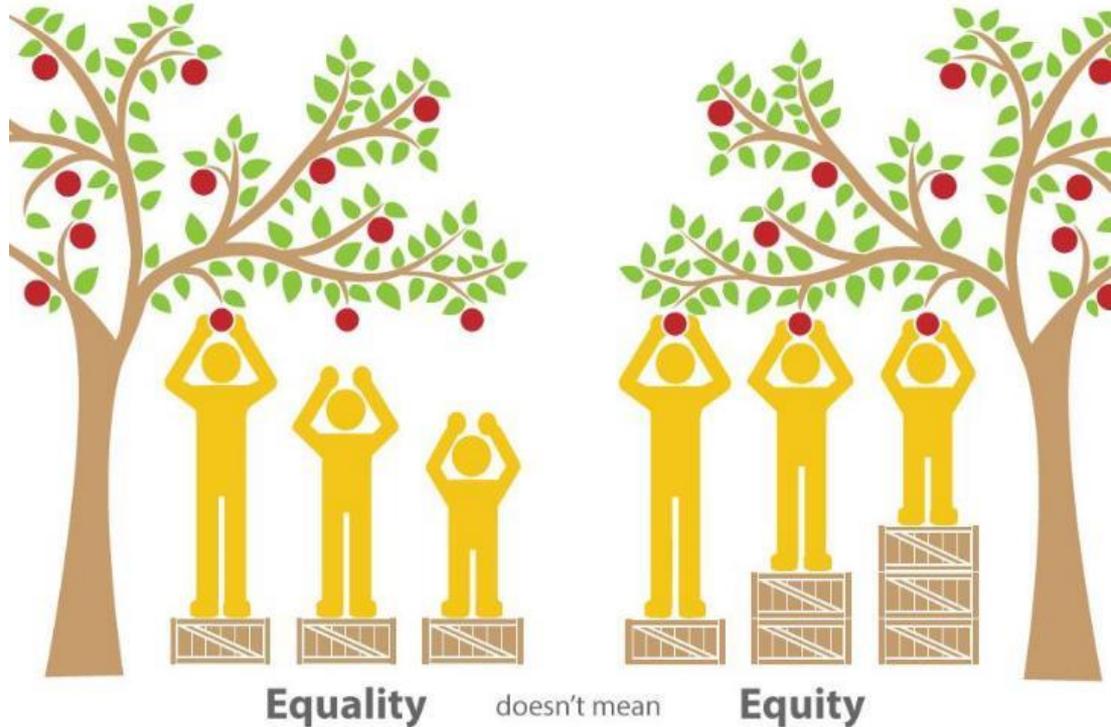


COA Equity Statement

Racial equity is the condition when race no longer predicts a person's quality of life outcomes in our community.

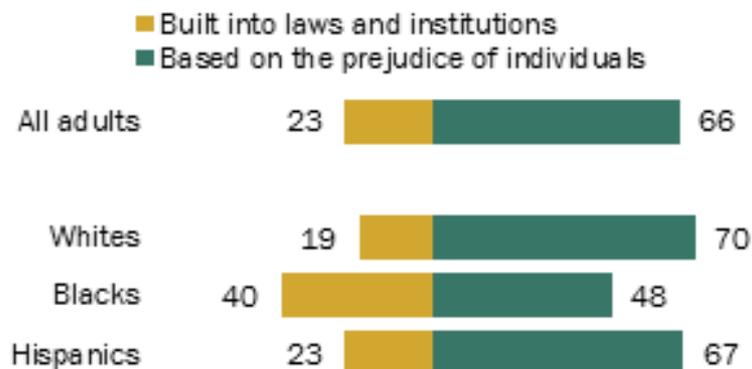
The City recognizes that race is the primary determinant of social equity and therefore we begin the journey toward social equity with this definition.

The City of Austin recognizes historical and structural disparities and a need for alleviation of these wrongs by critically transforming its institutions and creating a culture of equity.



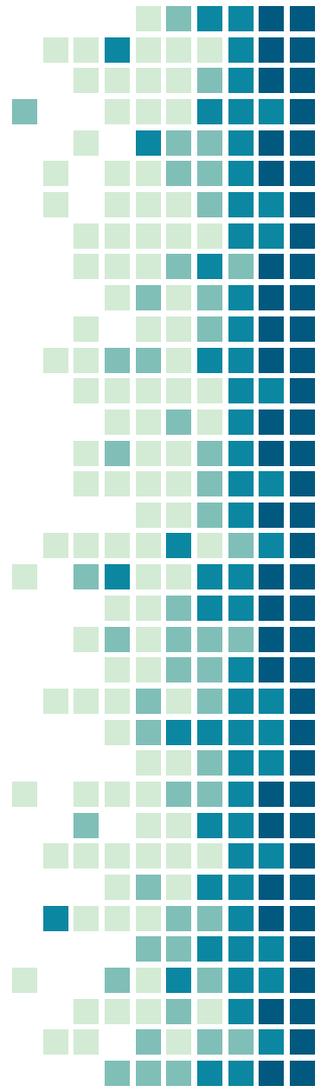
Most Americans say individual, not institutional, racism is the bigger problem; blacks are divided

% saying discrimination ____ is the bigger problem when it comes to discrimination against black people in the U.S. today



Note: "All adults" includes adults of all races. Whites and blacks include only non-Hispanics. Hispanics are of any race. Voluntary responses of "Both," "Neither/There is no discrimination" and "Don't know/Refused" not shown.

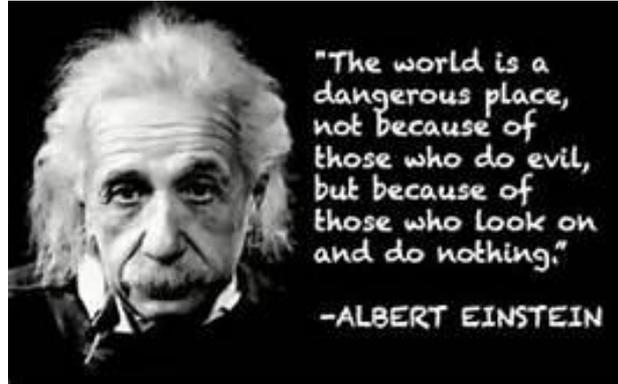
Source: Survey of U.S. adults conducted Feb. 29-May 8, 2016. Q42. "On Views of Race and Inequality, Blacks and Whites are Worlds Apart"



Why government and our City?

Government has the ability to

- Create inequity
- Create Equity
- Improve overall quality of life for residents



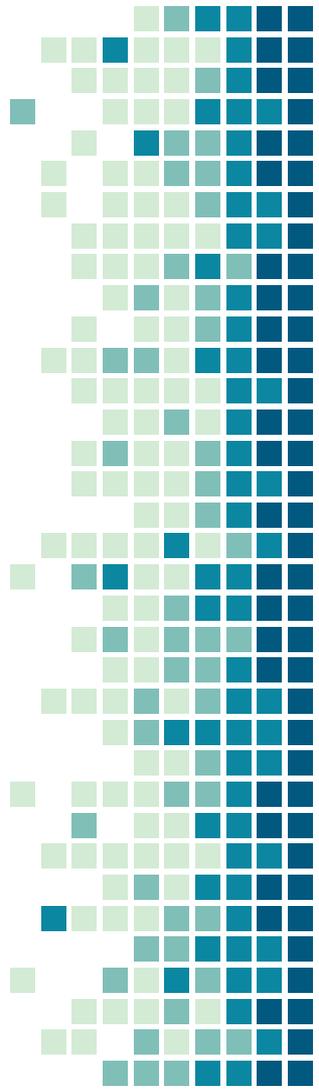
Bias

■ The evaluation of one group and its members relative to another.

- We all carry bias, or prejudice. Acting on biases can be discriminatory and can create negative outcomes for particular groups.



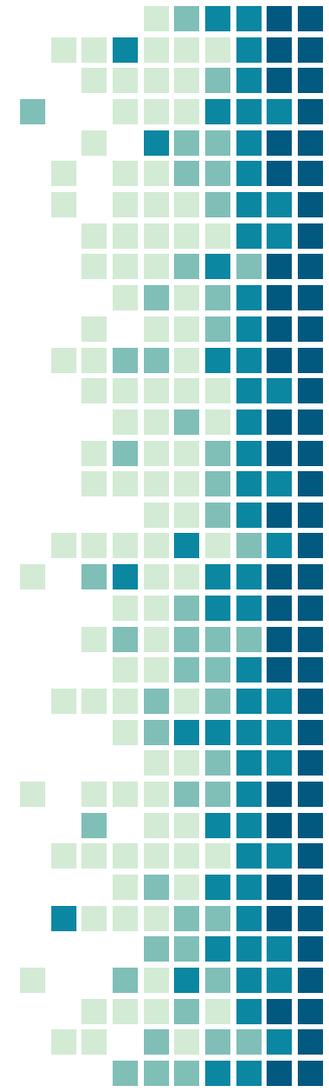
Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?



AP

Caption: Two residents wade through chest-deep water after finding bread and soda from a local grocery.

Caption: A young man walks through chest deep flood water after looting a grocery store in New Orleans.

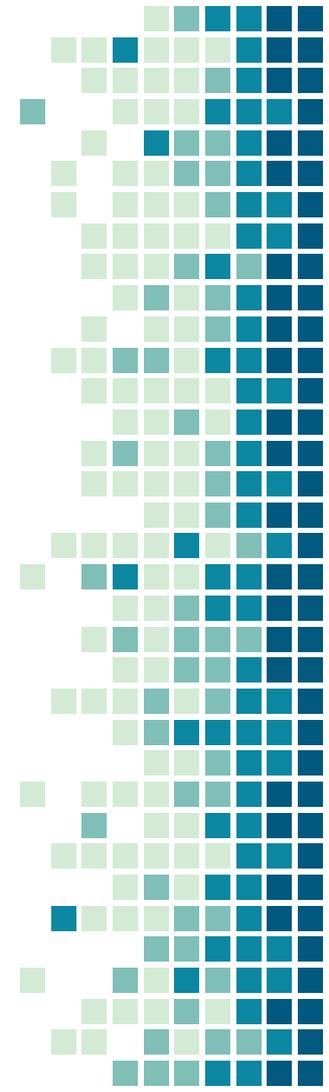


Austin's Opportunity to Drive Equity

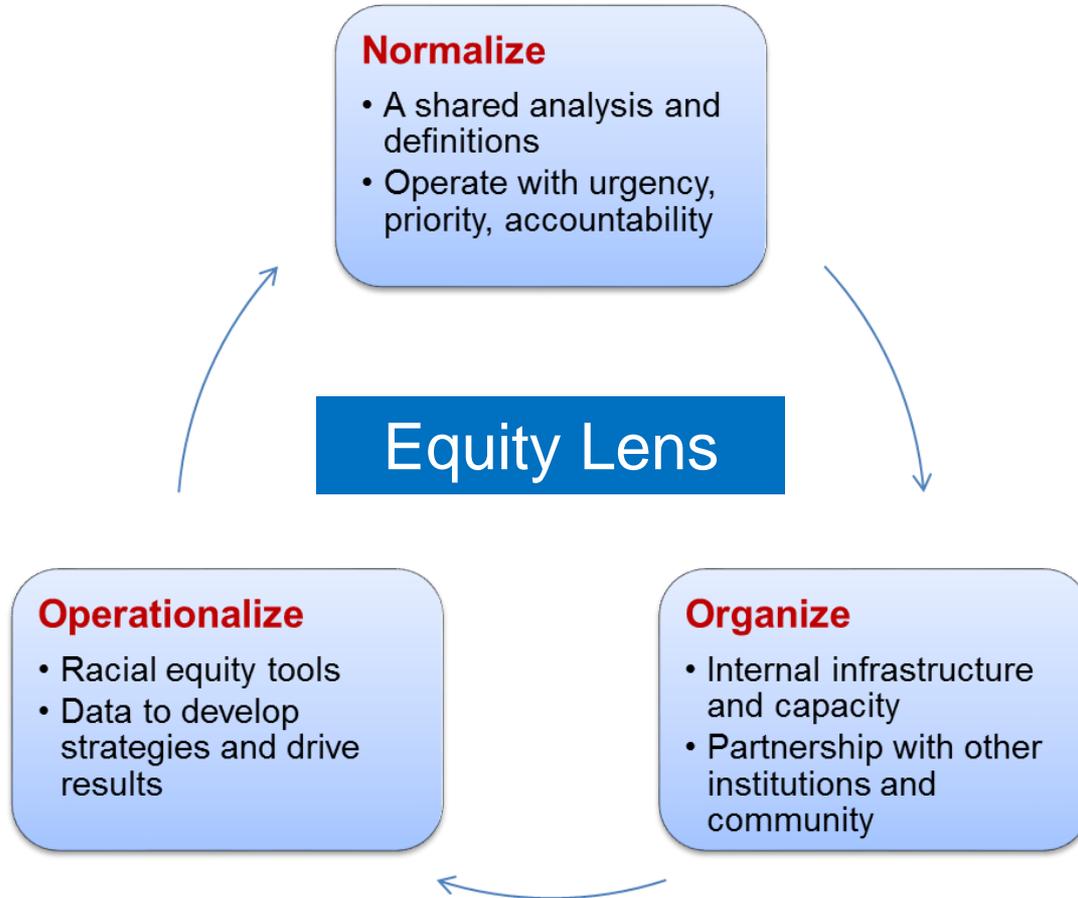
Key Areas of Departmental CHOICE

- **Planning:** What to change and prioritize in programs?
- **Budgeting:** what items do we add or cut and what initiatives get the funding?
- **Personnel:** who to hire, retain, promote, or develop as leaders
- **Policy Development:** what to propose or modify?
- **Practices:** routines/habits and or expectations to set

The cumulative impacts of small choices can lead to BIG influence on outcomes and equity



Building a Framework for Equity



How was the equity tool developed?

- Equity Action team members logging nearly 900 hours of volunteer time
- 6 Steps for Building Racial Equity- Government Alliance on Race and Equity (GARE)
- Council's Six Strategic Priority Outcomes

What does an equity tool cover?

1. Department Culture
2. Community Engagement
3. Budgeting
4. Alignment with Advancing Equity
5. Unintended Outcomes

Equity Assessment Core Elements

Lead with
Race/Ethnicity

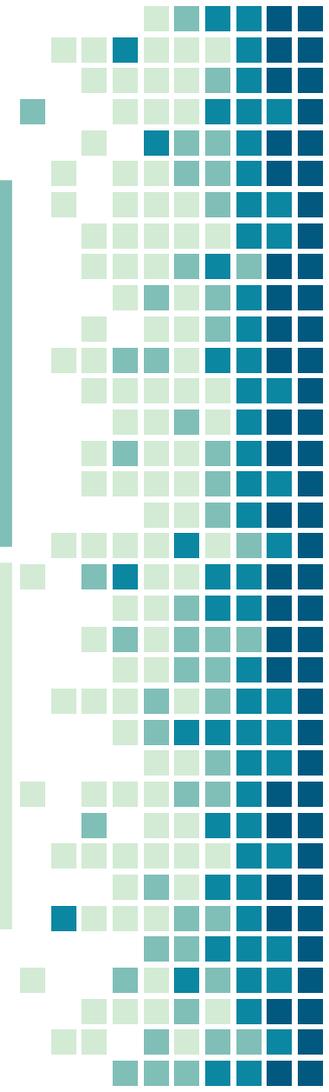
Focus on human
centered design and
institutional
empathy

Engage residents,
especially those
adversely affected,
in decision making

Bring conscious
attention to racial
inequities and
disparities *before*
decisions are made

Avoid or minimize
adverse impacts and
unintended
consequences

Affirm our
commitment to
equity, inclusion, and
diversity



Equity Assessment Pilot

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

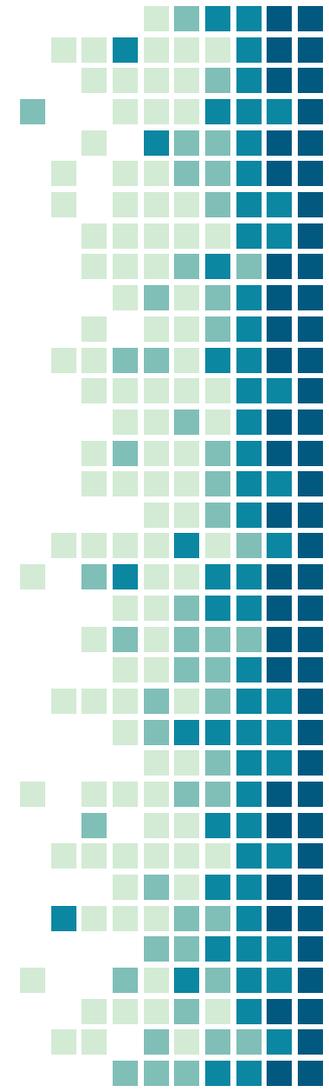


COURAGE...

...is contagious

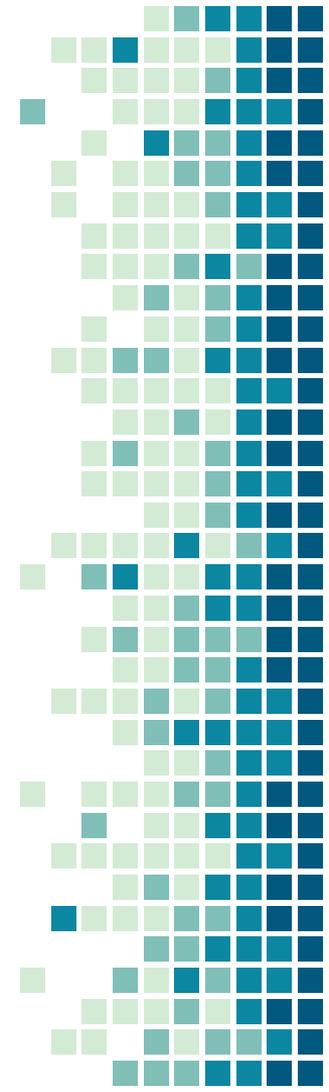
Process Evaluation

- Training, training, and more training!
- A better platform for submissions
- More assistance and time from the Equity Office
- More time to complete the tool and organize interdepartmental teams
- Integration of intersectional approach



Outcome Evaluation

Strengths	Weaknesses
<ul style="list-style-type: none">• Hiring and Training<ul style="list-style-type: none">◦ Use of community orgs, boards and commissions, and chambers of commerce to ID candidates• Information Sharing<ul style="list-style-type: none">◦ Standards for document translation and evaluation of cultural appropriateness	<ul style="list-style-type: none">• Data Collection and Measurement<ul style="list-style-type: none">◦ Lack of disaggregated client, contractor and consultant data• Community Engagement<ul style="list-style-type: none">◦ Lack of definitive processes or use of passive processes in gathering input
Opportunities	Threats
<ul style="list-style-type: none">• Programming<ul style="list-style-type: none">◦ Programs across city are natural touchpoints for engagement and input• Cross-Department Collaboration<ul style="list-style-type: none">◦ Individual department strengths can address city-wide issues	<ul style="list-style-type: none">• Funding<ul style="list-style-type: none">◦ Lack of tracking or ability to connect budget line items directly to equity initiatives and goals.• Disproportional Effects<ul style="list-style-type: none">◦ Well-intentioned policies disadvantaging marginalized groups



Next Steps

- Launched the second cohort of 13 departments
- Working with 1st cohort of departments to develop Equity Action Plans for FY 19
- Working to build an Equity Academy to expand training opportunities
- Adopting a vision of having 100% of departments participating by 2020
- Introducing a cycle of continuous improvement around equity

THANKS!

Any
questions?