

**Commission Recommendation  
African American Resource Advisory Commission  
Support For  
Recommendation 20190507-05.a  
Budget Working Group Recommendation and Resolution**

**Whereas**, Equity is identified as a Strategic Direction 2023 Strategic Anchor as one of the values that support quality of life in Austin across our outcomes; and

**Whereas**, the Quality of Life Commissions and Commissions represented within the Joint Inclusion Committee have been asked to work with City departments to serve their community needs; and

**Whereas**, these Commissions have been asked to make recommendations to improve the operational efficiency of departments and programs within the City budget; and

**Whereas**, these Commissions have determined that the current budget process is neither sufficiently equitable nor transparent; and

**Whereas**, the City of Austin has developed an Equity Assessment Tool created by the Equity Office and the Equity Action Team, and not all City departments have completed an equity assessment; and

**Whereas**, there is no process or requirement for updating and reporting on departmental progress on their benchmarks; and

**Whereas**, there is not sufficient data collection on demographics, including race, ethnicity, gender, gender identity, age, ability, sexual orientation, primary language, veteran status; and

**Whereas**, this limits our ability to understand how our communities are being served by the City of Austin; and

**Whereas**, this limits the Commissions' ability to make good policy and budget recommendations; and

**Whereas**, the Joint Inclusion Committee passed a recommendation (Recommendation Number 20190227-04b) that the Strategic Direction 2023 indicators 'Equity of City programs and resource allocation' and 'Transparency and ethical practices' be added to City Council's top priority indicators;

**Therefore, be it resolved;**

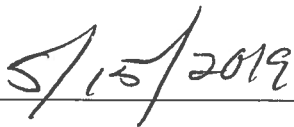
**The African American Resource Advisory Commission recommends the following:**

**The City Manager require all departments:**

- 1. to capture and analyze comprehensive demographic data when measuring outcomes, personnel (staff, vendors and contractors), service delivery, and community needs, including race, ethnicity, gender, gender identity, age, ability, sexual orientation, primary language, veteran status, and**
- 2. to transparently report outcomes annually in a manner easily accessible to the community, consistent across departments, and**
- 3. to complete the Equity Assessment Tool by December 2020, if they have not done so already, and**
- 4. to identify a single point of contact (SPOC) that communicates with all commissions represented in the Joint Inclusion Committee, and**
- 5. to allocate sufficient resources within existing funds to accomplish these recommendations.**

Voter in Favor	12	Chair Kenneth Thompson, Volma Overton, III, Elaina Fowler, Clifford Gillard, Aaliyah Noble, Miriam Conner, Dr. Chiquita Eugene Aaron Demerson, Greg Smith, Nelson Linder, Vice Chair Marissa Jones, and Tam Hawkins
Absent	1	Jessica Faith Carter
Vacant	2	

  
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Kenneth Thompson, Chair

  
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Date