

## 2021 Budget Recommendations

### Root Cause Analysis

Story: What did you hear from the community?

<The Austin Fire Department (AFD) does not reflect the diversity of the Austin community, relative to Asian Americans

Problem: What is the problem you identify?

<From 2017 – 2019 there was limited increase of Asian American in the AFD applicant pool and academy participants. However, Asian Americans are still vastly underrepresented. In 2019, the department only received 179 Community Interest Cards from Asian Americans and had 83 Asian American applicants and six individuals registered in the academy.

Source: Data provided by AFD.

How does the problem show up in your community? Who is most impacted by the problem?

<Asian Americans represent 7.5% of the total City population but only .4% of AFD uniformed officers. When the community isn't represented in Public Safety, there is less trust and poor communication. This can hinder prevention efforts and response effectiveness.

Considering all of the information you have or have not collected above, how do we solve for this problem?

1. Provide recruitment funding specifically targeted to the Asian American community
2. Assure that Asian Americans are represented in the panel that reviews and scores applications
3. Encourage Asian American representation on the City Civil Service Commission

After question three, which questions from the flowchart are you prepared to answer?

\_\_ Is there funding? Available within existing funding (assumed)

\_\_ Which department holds the funding? Austin Fire Department

\_\_ How much funding is there?

\_\_ Which orgs receive it?

\_\_ How is success measured?

What are the impacts, and gaps?

Check All