

Resource Management Commission

Equity Intro Workshop



Introduction and Ice-Breaker

Why does Resource Management Commission exist?

What role do you play in this commission, your mission, the goals/outcomes you want to achieve?





All men are created equal...

...was revolutionary at the time, but when Jefferson spoke these words, they applied to White male property owners.



Of the people, by the people, and for the people...

...yet our leaders across all industries don't come close to the diversity of our communities. Women didn't get the right to vote until 1920. Until the Voting Rights Act of 1965 People of Color were guaranteed access to their vote

Who we are:

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.

Often confused...



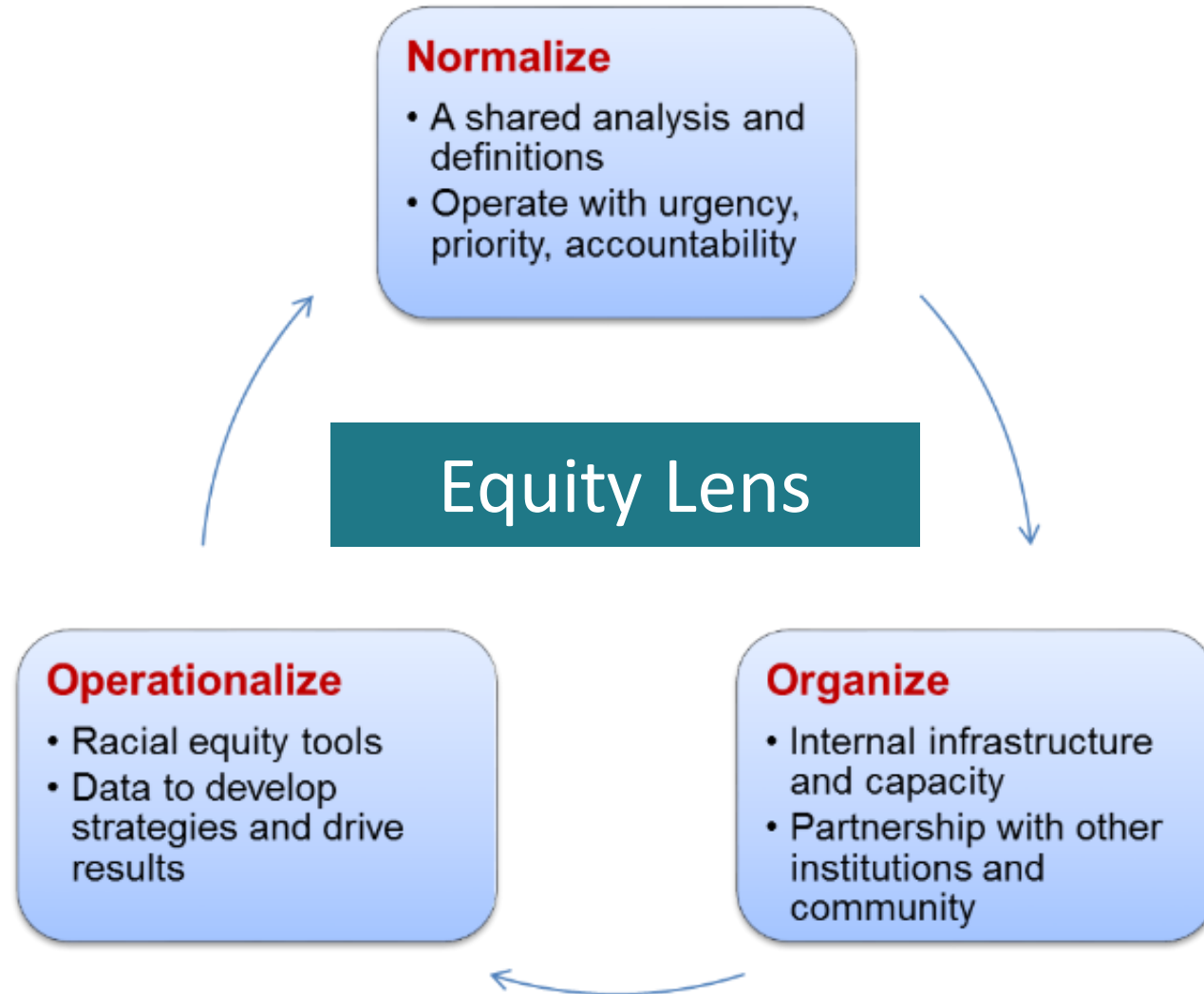
EQUALITY



EQUITY

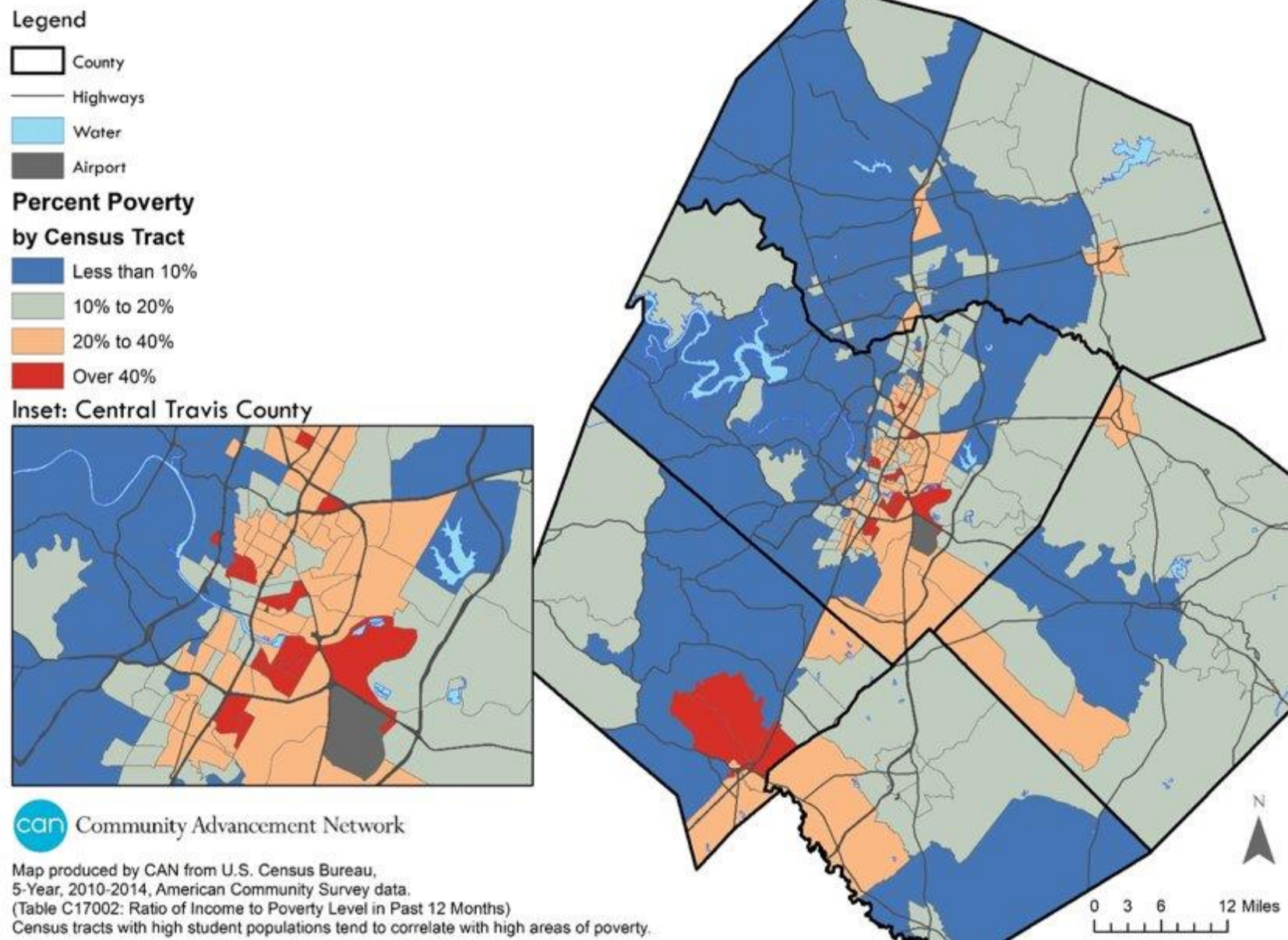
...But **NOT** the same

Our framework for Equity:

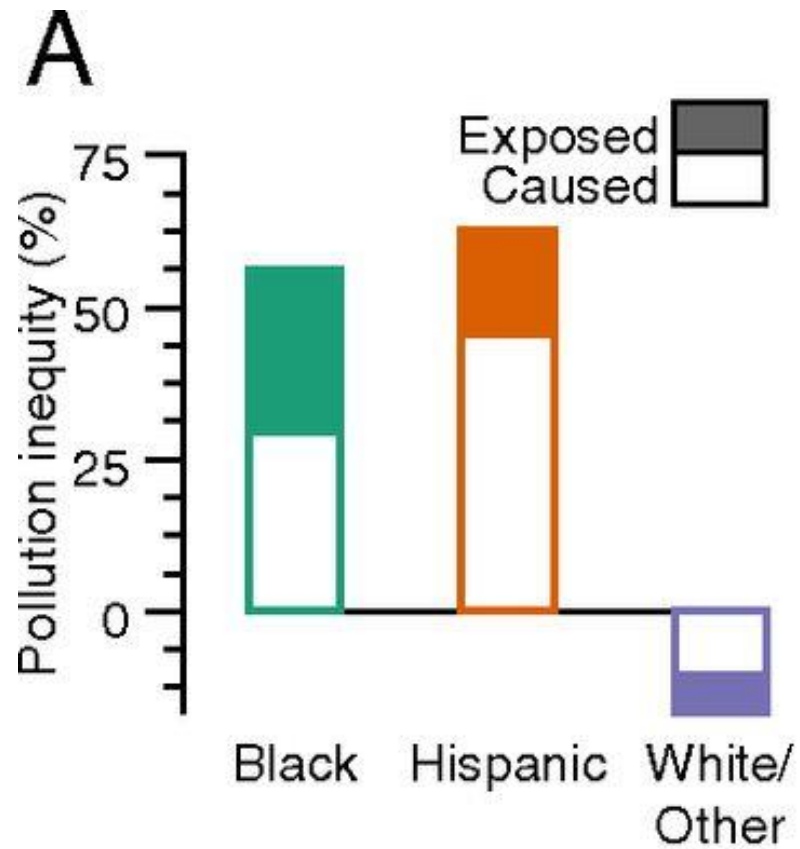


Map of Poverty:

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



Who Pollutes, Who is Impacted?



A study published in the Academy of the Sciences in 2019 found that although White Americans are the majority polluters, it is Black and Latinx people who are impacted

This increases risk of cardiovascular problems, respiratory illness, diabetes and even birth defects

An Example of “Colorblindness”

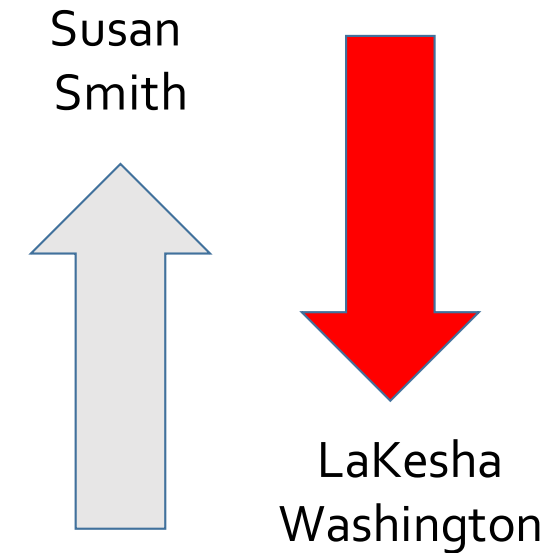
Replicated Study done by Southampton University

19,000 emails to public service departments including Libraries, Schools, Sheriffs, County Treasurers and Clerk’s Offices

Identical email requests apart from names.

Black sounding names were both:

- less likely to receive a response
- less likely to have a cordial, respectful response



Source: Racial Discrimination in Local Public Services: A Field Experiment in the US

What would equitable recommendations look like
from the Resource Management Commission



Thank you! Any questions?

