



**JOINT INCLUSION COMMITTEE (JIC)  
BUDGET ENDORSEMENTS ON ACCESS  
RECOMMENDATION #: 20220323-005c**

Date: March 23, 2022

Subject: JIC Endorsements - Recommendations for Access

Motioned By: Raul Alvarez

Seconded By: Amy Temperley

**JOINT INCLUSION COMMITTEE BUDGET ENDORSEMENTS – RECOMMENDATIONS FOR ACCESS**

**VOTE**

For: Amanda Afifi, Vincent Cobalis, Raul Alvarez, Karen Crawford, Rebecca Austen, Charles Curry, Amy Temperley, Robin Orlowski.

Against: None.

Abstain: None.

Absent: Jamarr Brown & Gregory Smith

Attest: Jeremy Garza, Staff Liaison, Equity Office:

x Jeremy Garza

**DESCRIPTION:**

The Joint Inclusion Committee unanimously endorsed the following recommendation submitted by member Commissions. These recommendations address critical issues in access that uniquely affects the quality of life for diverse communities represented from each commission member of the Joint Inclusion Committee.

- Commission on Immigrant Affairs, **Recommendation Number 20220307-2d1:** Development of Immigrant Affairs Office
- Commission on Immigrant Affairs, **Recommendation Number 20220307-2d4:** Creation of Summer Camps in Spanish or Dual Language Summer
- Hispanic/Latino Quality of Life Resource Advisory Commission, **Recommendation Number 20220322-003a:** Expand Funding for Two-Generation Bilingual Early Childhood Programs
- African American Resource Advisory Commission, **Recommendation Number 20220329-001:** Equitable Funding and Completion for the George Washington Carver Library Museum and Heritage Center
- Hispanic/Latino Quality of Life Resource Advisory Commission, **Recommendation Number 20220322-003a:** Expand Funding for AIS Parent Support Specialists

**WHEREAS**, we heard from the community an appreciation that the Immigrant Affairs position was created, and a recognition that one person cannot handle all of the work that will be required; and

**WHEREAS**, an immigrant affairs office would help ensure the needs of the immigrant community in Austin are met; and

**WHEREAS**, Austin has a large and diverse immigrant community, with varying needs and varying degrees of involvement in city government. Those most impacted are largely unseen, whether because of language barriers, cultural concerns, or concerns related to immigration status. This office will be able to reach out to the community so that their voices can be heard; and

**WHEREAS**, immigrant communities have been most affected by the pandemic and the ongoing energy and utility crises, and having an immigrant affairs office helps ensure the communities are not only reached but best served, which helps the community as a whole; and

**WHEREAS**, the City of Austin funded one full time position within the Equity Office to work in immigrant affairs; and

**WHEREAS**, there is a large, diverse immigrant community in Austin, and our commission's hope is that the immigrant affairs office can go out into the community to learn their concerns, see where there are gaps in services, and assess the City's ability to address their concerns; and

**WHEREAS**, many cities that are Austin's peers have established immigrant affairs offices, including Dallas, Houston, and San Antonio; and

**WHEREAS**, a report by the LBJ School of the University of Texas at Austin found that an immigrant affairs office is necessary and recommended<sup>1</sup>.

**NOW, THEREFORE, BE IT RESOLVED** that the Commission on Immigrant Affairs recommends the expansion of the Immigrant Affairs office, since one person cannot take on everything that is required of this office.

Attest:



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Estephanie Olivares, Staff Liaison

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<sup>1</sup> "Advancing Immigrant Incorporation in Austin," Ruth Ellen Wasseem et al, University of Texas LBJ School for Public Affairs, July 2021, <https://repositories.lib.utexas.edu/handle/2152/8682>

RECOMMENDATION 20220307-2d4: CREATION OF SUMMER CAMPS IN SPANISH OR DUAL LANGUAGE  
SUMMER CAMPS TO SUPPORT A.I.S.D.'s ENGLISH LEARNER AND DUAL LANGUAGE LEARNER POPULATIONS

**WHEREAS**, 22.2% of Austinites speak primarily Spanish at home<sup>1</sup>; and

**WHEREAS**, the City of Austin is committed to “making reasonable efforts to ensure that City services and information about those services are provided in a manner that is accessible, relevant, and timely to residents” even if those residents are limited in their English proficiency (LEP)<sup>2</sup>; and

**WHEREAS**, on November 3, 2016, the City of Austin passed Resolution No. 20161103-052 directing the City Manager to develop “Language Access Procedures” for each City Department that interacts with the public. The procedures were to specify steps for staff to follow to, among other things, deliver services to LEP individuals and ensure effective services are provided and<sup>3</sup>;

**WHEREAS**, 26% of the 81,000 students enrolled in the Austin Independent School District are English learners<sup>4</sup> and;

**WHEREAS**, 87% of those English Learners speak Spanish as their primary home language<sup>5</sup>; and

**WHEREAS**, the City of Austin Parks and Recreation Department (PARD) offers a wide variety of summer camps for children ages 5-12 at affordable rates; and

**WHEREAS**, the stated goal of the PARD’s summer program is to “provide children with exciting experiences through structured recreation in a safe and welcoming environment,”<sup>6</sup> and;

**WHEREAS**, the PARD currently offers their summer camp information, website and enrollment materials in languages other than English, but conducts most of its over 500 camps in only English; and

**WHEREAS**, English-only summer camps are not welcoming environments for children who speak another language at home; and

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<sup>1</sup> U.S. Census Data from available at:

[https://data.census.gov/cedsci/table?q=language%20austin%20tx&g=1600000US4805000&hidePreview=false&tid=ACSST1Y2018.S1601&vintage=2018&layer=VT\\_2018\\_160\\_00\\_PY\\_D1&c id=S1601\\_C01\\_001E](https://data.census.gov/cedsci/table?q=language%20austin%20tx&g=1600000US4805000&hidePreview=false&tid=ACSST1Y2018.S1601&vintage=2018&layer=VT_2018_160_00_PY_D1&c id=S1601_C01_001E)

<sup>2</sup> See the City of Austin’s Language Access Plan p.3 available at:

[https://www.austintexas.gov/sites/default/files/images/Airport/Travel\\_Security/Language\\_Access\\_Plan.pdf](https://www.austintexas.gov/sites/default/files/images/Airport/Travel_Security/Language_Access_Plan.pdf)

<sup>3</sup> Resolution No. 20161103-52 available at: <http://www.austintexas.gov/edims/document.cfm?id=267426>

<sup>4</sup> <https://www.austinisd.org/multilingual>

<sup>5</sup> [https://www.austinisd.org/sites/default/files/dre%20reports/18.22\\_Bilingual\\_and\\_ESL\\_Program\\_and\\_Demographic\\_Executive\\_Summary\\_2018-%202019.pdf](https://www.austinisd.org/sites/default/files/dre%20reports/18.22_Bilingual_and_ESL_Program_and_Demographic_Executive_Summary_2018-%202019.pdf)


<sup>6</sup> <https://austintexas.gov/department/summer-camps-0>

**WHEREAS**, the City of Austin’s Commission on Immigrant Affairs received testimony and feedback from the Austin community regarding the need for City summer programming in Spanish; and

**WHEREAS**, the Austin Independent School District Dual Language program helps students excel academically while becoming bilingual, biliterate and bicultural and is committed to educating students in a multicultural learning environment and encouraging learners to celebrate diversity and become responsible citizens of the world,<sup>7</sup> and;

**WHEREAS**, these students would also benefit from continuing their exposure to Spanish in the summer.

**NOW, THEREFORE, BE IT RESOLVED** that the Commission on Immigrant Affairs recommends that the City of Austin’s Parks and Recreation Department offer at least 10% of its total number of summer camps in Spanish and/or as Dual Language Summer Camp(s) initially reserving at least 50% of the available spots for children whose primary home language is Spanish. The Commission further recommends that the PARD conducts specific outreach to the Spanish speaking community to advertise these camps and available financial assistance for registration costs. Finally, the Commission recommends the City identify bilingual summer camp staff and review any policies that might restrict their participation.

Attest:   
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Estephanie Olivares, Staff Liaison

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<sup>7</sup> <https://www.austinisd.org/dual-language>

RECOMMENDATION 20220322-3a: EXPAND FUNDING FOR TWO-GENERATION BILINGUAL EARLY CHILDHOOD PROGRAMS

**Recommendation to Council:**

Increase Austin Public Health’s funding for two-generation bilingual early childhood programs. Ensure locations like Del Valle have access to programs in their community.

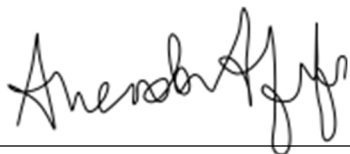
**Background and Rationale:**

The City of Austin has an agreement with Any Baby Can of Austin, Inc. to provide early childhood services to enable families to achieve self-sufficiency. These services are provided to residents through 10 agencies that comprise the Ready Families Collaborative. There are a few service providers subcontracted to provide two-generation bilingual early childhood education services. AVANCE-Austin is one of the agencies tasked to provide such services. They serve approximately 30 clients with City of Austin funding. They provide parenting and early education classes; home-visitation and case management; transportation; and food for clients. The Camp Fire USA Balcones Council provides the Play to Learn two-generation parenting program, serving approximately 60 clients. The Literacy Coalition of Central Texas provides the Playing and Learning Strategies (PALS) program in multiple sites and classrooms, serving approximately 100 clients. Communities In Schools provides comprehensive dual generation family literacy programming, PAT home visiting, and Incredible Years group parenting classes. They serve roughly 175 clients. These programs combined serve approximately 365 clients.

This is not adequate funding for high quality Spanish and bilingual (Spanish and English) early childhood education and services that also includes case management, parenting education, literacy and educational programming for parents, and community support. These programs help the child and parents by providing them with support in their preferred language. These programs help families establish networks of support.

The programs are designed to assist under-resourced families of young children in overcoming isolation and lack of opportunity. With the pandemic, we have heard numerous stories of learning loss in grade school children; however, we must not forget about the valuable socialization and learning loss suffered by the youngest children. Children born just before and during the start of the pandemic are turning 2 and 3 years old. They did not have the same socialization opportunities afforded to children pre-COVID. Although providers pivoted to online services, not all clients had reliable internet service to access them. It was difficult to provide online services to young children. Online services cannot replace in-person interactions during these crucial developmental years. The need for in-person services has only increased.

Attest:



Amanda Afifi, Chair

AFRICAN AMERICAN RESOURCE ADVISORY COMMISSION

RECOMMENDATION 20220330-001: EQUITABLE FUNDING AND COMPLETION FOR THE GEORGE WASHINGTON CARVER LIBRARY MUSEUM AND HERITAGE CENTER

**WHEREAS**, the African American Resource Advisory Commission (the "Commission") is authorized by Austin City Code § 2-1-101 to advise the City Council on issues related to the quality of life for the City's African American community; and

**WHEREAS**, the Commission is specifically authorized to recommend programs designed to alleviate any inequities that may confront African Americans in social, economic, and vocational pursuits, including (1) health care; (2) housing, including affordable housing, home ownership, and homelessness; (3) entertainment opportunities for professionals and students; (4) employment; and (5) cultural venues, including museums, theaters, art galleries, and music venues; and

**WHEREAS**, the George Washington Carver Library Museum and Heritage Center continues to be historically underfunded when compared to the Asian American resource Center (AARC) (\$100K to \$200K less) and the Mexican American Cultural Center (MACC) (~\$400K less). The Carver's funding has always been about \$300,000 behind the MACC and the Dougherty Arts Center (DAC) over the last 15 years. Funding is even a little below the AARC, which is a much smaller facility. In 2021, the Museum and Cultural Programs Department requested more funding for budget year FY2022, but additional funding did not get approved in the budget process; and

**WHEREAS**, the following charts document the Funding shortfalls by budget year; and

**Carver Museum Budget by Budget Fiscal Year**

BFY	Proposed	Amended	CYE	Actual	Balance	% of Budget	View/Edit
<a href="#">2018</a>	\$ 923,947	<a href="#">\$1,011,531.00</a>	\$ 1,011,531	<a href="#">\$1,046,643.39</a>	(\$35,112.39)	103.47%	<a href="#">[View]</a>
<a href="#">2019</a>	\$ 1,033,036	<a href="#">\$1,067,316.00</a>	\$ 1,066,801	<a href="#">\$1,080,070.10</a>	(\$12,754.10)	101.19%	<a href="#">[View]</a>
<a href="#">2020</a>	\$ 1,078,397	<a href="#">\$1,203,560.00</a>	\$ 1,116,380	<a href="#">\$1,338,828.82</a>	(\$135,268.82)	111.24%	<a href="#">[View]</a>
<a href="#">2021</a>	\$ 1,156,002	<a href="#">\$1,165,335.00</a>	\$ 1,182,440	<a href="#">\$1,193,231.75</a>	(\$27,896.75)	102.39%	<a href="#">[View]</a>
<a href="#">2022</a>	\$ 1,446,546	<a href="#">\$1,180,023.00</a>	\$ 1,162,473	<a href="#">\$516,074.75</a>	\$663,948.25	43.73%	<a href="#">[View]</a>
<a href="#">2023</a>	\$ 1,267,320	<a href="#">\$0.00</a>	\$ 0	<a href="#">\$0.00</a>	\$0.00	0.00%	<a href="#">[Edit]</a>

### Mexican American Cultural Center Budget by Budget Fiscal Year

BFY	Proposed	Amended	CYE	Actual	Balance	% of Budget	View/Edit
<a href="#">2018</a>	\$ 1,448,344	<a href="#">\$1,487,864.00</a>	\$ 1,494,038	<a href="#">\$1,539,947.66</a>	(\$52,083.66)	103.50%	<a href="#">[View]</a>
<a href="#">2019</a>	\$ 1,551,224	<a href="#">\$1,562,145.00</a>	\$ 1,562,152	<a href="#">\$1,413,256.91</a>	\$148,888.09	90.47%	<a href="#">[View]</a>
<a href="#">2020</a>	\$ 1,552,574	<a href="#">\$1,583,185.00</a>	\$ 1,496,402	<a href="#">\$1,318,290.75</a>	\$264,894.25	83.27%	<a href="#">[View]</a>
<a href="#">2021</a>	\$ 1,513,827	<a href="#">\$1,578,675.00</a>	\$ 1,579,594	<a href="#">\$1,396,637.50</a>	\$182,037.50	88.47%	<a href="#">[View]</a>
<a href="#">2022</a>	\$ 1,578,675	<a href="#">\$1,568,622.00</a>	\$ 1,568,622	<a href="#">\$630,693.37</a>	\$937,928.63	40.21%	<a href="#">[View]</a>
<a href="#">2023</a>	\$ 1,601,885	<a href="#">\$0.00</a>	\$ 0	<a href="#">\$0.00</a>	\$0.00	0.00%	<a href="#">[Edit]</a>

### Asian American Resource Center Budget by Budget Fiscal Year

BFY	Proposed	Amended	CYE	Actual	Balance	% of Budget	View/Edit
<a href="#">2018</a>	\$ 1,022,042	<a href="#">\$1,127,528.00</a>	\$ 1,127,528	<a href="#">\$1,183,688.67</a>	(\$56,160.67)	104.98%	<a href="#">[View]</a>
<a href="#">2019</a>	\$ 982,716	<a href="#">\$1,186,277.00</a>	\$ 1,183,716	<a href="#">\$988,744.85</a>	\$197,532.15	83.35%	<a href="#">[View]</a>
<a href="#">2020</a>	\$ 1,193,962	<a href="#">\$1,293,782.00</a>	\$ 1,109,944	<a href="#">\$1,032,032.61</a>	\$261,749.39	79.77%	<a href="#">[View]</a>
<a href="#">2021</a>	\$ 1,287,966	<a href="#">\$1,249,072.00</a>	\$ 1,199,385	<a href="#">\$1,076,787.36</a>	\$172,284.64	86.21%	<a href="#">[View]</a>
<a href="#">2022</a>	\$ 1,245,609	<a href="#">\$1,245,965.00</a>	\$ 1,263,515	<a href="#">\$353,105.88</a>	\$892,859.12	28.34%	<a href="#">[View]</a>
<a href="#">2023</a>	\$ 1,255,451	<a href="#">\$0.00</a>	\$ 0	<a href="#">\$0.00</a>	\$0.00	0.00%	<a href="#">[Edit]</a>

### Dougherty Arts Center Budget by Budget Fiscal Year

BFY	Proposed	Amended	CYE	Actual	Balance	% of Budget	View/Edit
<a href="#">2018</a>	\$ 1,350,632	<a href="#">\$1,402,700.00</a>	\$ 1,401,750	<a href="#">\$1,378,783.70</a>	\$23,916.30	98.29%	<a href="#">[View]</a>
<a href="#">2019</a>	\$ 1,475,448	<a href="#">\$1,514,940.00</a>	\$ 1,515,419	<a href="#">\$1,462,018.75</a>	\$52,921.25	96.51%	<a href="#">[View]</a>
<a href="#">2020</a>	\$ 1,524,862	<a href="#">\$1,563,629.00</a>	\$ 1,415,855	<a href="#">\$1,436,887.32</a>	\$126,741.68	91.89%	<a href="#">[View]</a>
<a href="#">2021</a>	\$ 1,561,296	<a href="#">\$1,574,244.00</a>	\$ 1,573,193	<a href="#">\$1,376,432.08</a>	\$197,811.92	87.43%	<a href="#">[View]</a>
<a href="#">2022</a>	\$ 1,564,394	<a href="#">\$1,572,943.00</a>	\$ 1,572,943	<a href="#">\$518,865.70</a>	\$1,054,077.30	32.99%	<a href="#">[View]</a>
<a href="#">2023</a>	\$ 1,550,400	<a href="#">\$0.00</a>	\$ 0	<a href="#">\$0.00</a>	\$0.00	0.00%	<a href="#">[Edit]</a>

**WHEREAS**, the Carver has not been able to maintain basic operations on their General Fund budget, let alone program to the degree that they desire. Furthermore, the Carver barely has enough in funding to pay temporary workers for coverage of their front desk. This has forced administrators to choose between providing culturally competent summer camps or use allocated funding for new exhibits. The ongoing shortfalls are devastating especially when emergencies arise, and the Museums & Cultural Programs department must draw from other facilities budgets to cover these emergency expenses. For years, the Museums & Cultural Programs department had grant funding from Broadway Bound, but now they do not, to cover such emergency expenses. This demand does not seem as though it slow, as the number of quality of programs grows at the Carver along with the facilities expansions; and

**WHEREAS**, the George Washington Carver Library Museum and Heritage Center history is the only museum within the City of Austin that showcases and celebrates the resilient history of black people in Austin. In its early years, the Angelina Street library was simply known as the “Colored Branch”. In 1947, however, it was christened the George Washington Carver Branch Library in honor of [the inventor and scientist](#) who brought so much pride to African- Americans. For decades, the Carver Library served the Central-East Austin community, and its patronage and book collection grew steadily. As patrons increased and space became limited, the need for a larger [Carver Branch Library](#) became apparent. Through the efforts of the Central- East Austin Citizens for a New Carver Branch, this issue continued to have a voice. In 1979 a new facility was completed directly adjacent to the original Carver Library; and

**WHEREAS**, the original building – the community imagined a museum and community center that would promote African American history and achievement in Austin, Travis County, and beyond. On October 24, 1980, their vision became a reality. What was once Austin’s first library, and what later became Austin’s first branch library, opened its doors as the George Washington Carver Museum and Cultural Center, the first African American neighborhood museum in of Texas. Since the Carver first opened its doors in 1980, it has become a pillar of historical knowledge representing black community for all Austinites to enjoy. As such, the Carver deserves a facility that meets the need of the community to provide quality programming at optimum operational capacity. Funding for the carver has been grossly underfunded whether it be intentional or an oversight the message that is being heard is that African Americans and the preservation their history is not of importance to the City of Austin; and

**WHEREAS**, as Austin has grown, the historically Black East Austin has been decimated with gentrification, increased home pricing and property taxes lend to current number of Black Austinites residing within city limits being less than 7% and declining. Over the years, the percentage of black Austinites, their heritage and businesses has continued to decline therefore, validating the importance of the Carver Museum and the cultural significance that it provides; and

**WHEREAS**, There are no other cultural centers, within Austin that have been disregarded, underfunded, and frankly left to crumble and struggle to survive over 20 years. The mere action of no action by the City of Austin to repair and expand the Carver Museum in a justifiable timely manner is a blatant reprise of the City of Austin’s treatment of African Americans that has long been documented. To continue to underfund the Carver would, in fact, continue to erase the presence and history of African Americans and their contributions and legacies within Austin. ***“A people without the knowledge of their past history is like a tree without roots.”*** - Marcus Garvey, publisher, journalist, and political activist in the early 20th century who launched the Universal Negro Improvement Association and African Communities League; and

**NOW, THEREFORE, BE IT RESOLVED** that the African American Resource Advisory Commission encourages the Austin City Council to allocate funds and explore all available means in order to resolve the current and inequitable underfunding issue and complete the Carver’s major expansion project that has been delayed for more than 20 years with a current project estimated costs of approximately \$57M (to complete all phases) per presentation from PARD in April 2021.

Attest: [Daryl Horton, Chair](#)



**Recommendation to Council:**

Renew and increase Austin Public Health’s funding for AISD Parent Support Specialists (PSS).

**Background and Rationale:**

The City of Austin has an interlocal agreement with Austin Independent School District for the provision of resources connecting parents and families to family-centered and other social services. AISD Parent Support Specialists, who are funded 50% by the City of Austin, are placed in Title I schools. PSSs are charged to identify, develop, and engage parents in their child’s education by providing parent and family support, conducting communications and outreach, and creating parent leadership opportunities.

AISD relies on PSSs to educate and refer students and their families to City and County resources, and to collaborate with social services community partners to provide support to the families and help to alleviate stressors. Their work helps improve maternal, child, and adolescent health outcomes. PSSs annually organize and conduct approximately 3,000 parent education events, with approximately 80,000 parents and guardians in attendance. PSSs organize and conduct approximately 600 life skills events annually, with approximately 17,000 parents in attendance

Parent Support Specialists are rooted in the community and have meaningful relationships with the families they serve. Many are bilingual, and they communicate with families in their preferred language. The skills and relationships PSSs build and maintain are essential during times of crisis. At the start of the pandemic, PSSs saw an increase within the first three months of the pandemic. They served 8,000 families. On February 7, 2021, KVUE published a story about a PSS helping an AISD mother of two create a resume to get a job. This story also mentioned how PSSs have been working continuously since the pandemic began. At the February 26, 2022, Quality of Life Commission Budget Engagement Town Hall, commissioners learned that the PSS at Padron Elementary has been coordinating and finding housing for the school families that were affected by fires that happened in North Austin.

Parent Support Specialists play a critical role in the communities they serve; however, there continue to be job openings. One reason for open positions is the low salary offered for this position. Current openings for PSSs show a salary of \$17.34 per hour, which is an annual income of \$28,992.48. Austin homes are more expensive than ever with a median home price of \$499,995. Between January 2021 and January 2022, average rent prices increased 35% per Redfin data. The Skills Requirements on the Job Description state some schools will require that the employee be bilingual. If an employee must be bilingual to complete the job, they should receive a bilingual stipend. They should not be expected to do more work for the same pay as monolingual staff.

Attest: Amanda Afifi, Chair  \_\_\_\_\_