



Introduction & Overview: Austin Equity and Inclusion

African American Resource Advisory Commission
Briefing

Tuesday, December 2, 2025, 5:30 PM

Dr. Lindsey Wilson, Director
Shafina Khaki, Human Rights Officer
Emi Johnson, Acting Civil Rights Officer



Overview

Introductions

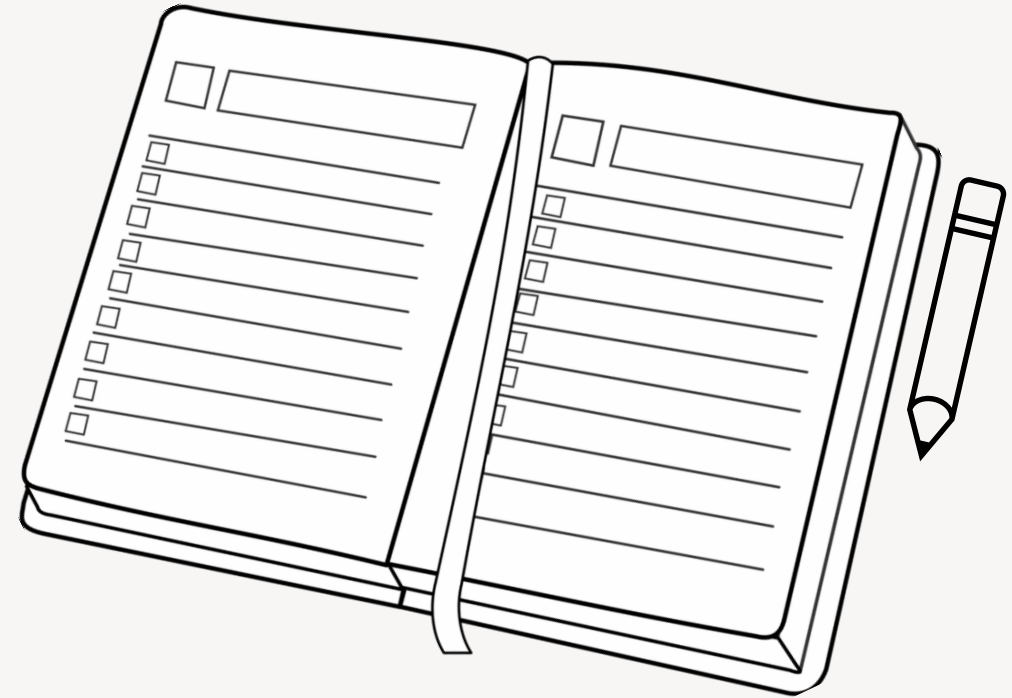
- Who We Are

Office Overview

- Vision & Mission
- Current Structure
- Core Services

Current Projects

Connecting with Our Office



Mission and Structure

Our Mission

The mission of the Austin Equity and Inclusion is to transform systems to increase access, remove barriers to opportunity, address discrimination, and foster a community where all identities are respected.

AEI ensures full compliance with applicable state and federal mandates, including local city ordinances, the Americans with Disabilities Act (ADA), and Title VI of the Civil Rights Act of 1964. AEI also oversees racial equity work, immigrant affairs, veterans, fair housing, equal employment, fair chance hiring, ADA-title II, title VI, public accommodation, CROWN Act and tenants' right to organize.



Austin Equity and Inclusion (AEI)



Shafina Khaki
Human Rights Officer



Dr. Lindsey Wilson
Director



Emi Johnson
Acting Civil Rights Officer

Core Services

- **Promote Human Rights:** Provide advocacy and direct services that help residents access benefits, understand their rights, and connect to resources that uphold safety, dignity, and well-being.
- **Carry Out the City's Strategic Goals:** Increase access, remove barriers to opportunities, and create inclusive spaces where all identities feel respected, seen, and valued.
- **Provide Anti-Discrimination Protections:** Investigate discrimination complaints related to Housing, Employment, Public Accommodations, and Fair Chance Hiring.
- **City Ordinance Enforcement:** Uphold the CROWN Act, Tenant's Rights to Organize and other Key City Ordinances.
- **Equity:** Work to reduce racial and socioeconomic disparities by collaborating with all City departments to help identify and remove barriers in services.
- **Community Engagement and Outreach:** Build collaborative community relationships to advance Equity and improve the quality of life for Austinites.

Current Projects

EQUITY



- Quality of Life Studies
- Mini-Grants
- Equity Action Team & Equity Network Meetings
- Consultation with City departments and leadership
- Normalize, Organize and Operationalize...

CIVIL RIGHTS



- Enforcing Civil Rights Laws Across Multiple Sectors, leveraging technology to advance rights.
- Collaborates with Community Members, Businesses, and Stakeholders:
- Partnering with other agencies to promote civil rights initiatives

HUMAN RIGHTS



- Know Your Rights/Benefits (Immigrants, Veterans, ADA)
- Advances the fundamental rights and freedoms of all Austinites
- Anti-Hate/We All Belong
- Community Meetings/Foster Belonging

The items listed above represent key examples, though the list is not exhaustive.

Ways to Connect

Phone:

512-974-3251

Austintexas.gov/oei

Social Media:

facebook.com/AustinEquityandInclusion

Mailing Address:

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Sign up for the Equity Action
Team (EAT) Newsletter!

