Human Rights Impact Review

Austin Equity and Inclusion

Aging Commission
Wednesday, November 04, 2026

What is a Human Rights Framework?

A human rights framework evaluates government performance through the lens of **residents' rights, dignity,** and **equitable access to services.**

Rather than asking whether programs exist, it asks whether people's rights are being fulfilled and where **barriers** remain.

Why is it important and how does it support the City?

- **Identifies barriers** that prevent residents from accessing services.
- **Improves accountability** by measuring outcomes, not just activities.
- **Informs better decisions** that promote equity, dignity, and public trust.
- **Prioritizes resources** where needs and disparities are greatest.

Co-Created Impact Review

The City engaged Henekom Group, a human rights consulting firm, to conduct an independent Human Rights Impact Review. The review included research across **160+ sources**, engagement with **30+ stakeholders**, and a community workshop with **120+ participants** to identify human rights risks and prioritize opportunities across 12 key issue areas.

Result: Co-created recommendations grounded in community input and aligned with international human rights best practices.



City of Austin - Human Rights Framework

> *"Design and implement a Human Rights framework for assessing existing City services and programs to improve accessibility and responsiveness for residents' needs."*
>
> **- Austin City Manager's Top 25 Goal**

160+
Sources and commissions reviewed

300+
Stakeholders identified and engaged

120
Registered workshop attendees

92
Issues identified

69
Proposed mitigations for salience

Steps to Conduct a Human Rights Impact Review and Report

Issue Identification → Mitigation Identification → Stakeholder Engagement → Implementation

1. **Desk Research**
   12 issue areas, 160+ sources

2. **Issue & Mitigation Identification**
   Defined salient human rights issues and potential mitigations

3. **Stakeholder Mapping**
   Built 300+ stakeholder list with City Departments, Community and City Council recommendations

4. **Landscape Assessment**
   Reviewed existing programs, initiatives, ordinances, and laws informed by community and City Council

5. **Human Rights Workshop - Building Consensus**
   Multi-stakeholder dialogue at March 23 workshop, approximately 120 attendees

6. **HeneKom's Activity Analysis**
   HeneKom scored and identified salient issues and mitigations for priority action set forth by community stakeholders

7. **Post Workshop Survey**
   Sent to all registered stakeholders unable to attend to ensure all feedback was collected

8. **Human Rights Impact Report**
   Developed feasible municipal strategies based on knowledge-based best practices research

9. **Cross-Functional Integration, Briefings and Feedback**
   Engaged City Departments (May 2026)
   Briefed City Manager's Office (May 2026)
   Continued feedback loop to Participant Stakeholders (June 2026)
   Briefed and Engaged Commissions (July 2026 - Present)
   Briefing to City Council (August 2026)

Mitigations At a Glance

Each issue area produced at least four mitigations. Below is a representative example from each.

Economic Mobility
Create a property tax benefit for landlords who voluntarily agree to multi-year lease terms at stable rates to prevent rental instability.

Homelessness
Conduct and publicly release an annual cost comparison of eviction prevention versus shelter and emergency services costs.

Hate Crimes
Offer safety escort programs for vulnerable populations during peak weekend hours in District 9 (when hate crimes incidents rise).

Reentry
City hosts quarterly document fast-track days with Social Security Admin, Department of Public Safety, Vital Records, and NGO's at one location.

Aging / Seniors
Add a transit proximity requirement to city-funded affordable senior housing.

LGBTQIA+
Require anti-trafficking training focused on LGBTQIA+ youth for all city-funded shelters and transitional housing programs serving youth.

Human Trafficking
Pass an ordinance giving APD faster tools to close illicit massage businesses, with hours-of-operation as a red flag indicator.

Immigration / Refugees
Partner with Austin ISD and legal aid organizations to run school-based clinics helping immigrant families create emergency legal plans for children.

Veterans
Engage VA officials to enroll Austin veterans in the VHA-Uber Health Connect transportation program for medical appointments.

Accessibility
Require scooter riders to park in corrals or lock to bike racks; establish improper scooter parking as a Vision Zero pedestrian safety metric.

Worker Rights
Convert the Living Wage Resolution to a Full Ordinance and Close Coverage Gaps.

Public Safety
APD to provide a way for individuals to report a crime virtually - with video call or phone call where they could remain anonymous.

Five Indicators for Consideration

Each mitigation in the final report is followed by a row of five indicators. A filled circle means that category applies; an empty circle means it does not.



Fiscal Impact

Requires new or reallocated budgets, grant funding, or carries meaningful cost implications for the City.



Policy Impact

Requires passing, amending, or codifying a law, ordinance, resolution, or formal City policy.



Cross-Departmental Collaboration

Requires two or more City departments to coordinate on design, funding, or delivery (excluding Austin Equity and Inclusion).



County / State / Federal Collaboration

Requires action, advocacy, or formal coordination with county, state, or federal government entities.



Community Collaboration

Requires partnering with NGOs, nonprofits, community organizations, or members of the public.

● = Applies ○ = Does not apply

Aging Commission: Leadership and Partnership

Our Aging/Senior section of the report includes 10 mitigations – the most mitigations of any human rights topic area.

Depending on priority areas - the Commission has an opportunity to set forth recommendations, collaborate with City Council and support policy, and partner with stakeholders and City departments to lead the charge.

Mitigations

Improve transit infrastructure and walkability - including benches, shade, and better lighting; safe crossings near senior housing.

Co-locate senior housing with healthcare facilities, groceries/pharmacies, senior centers, and accessible transportation - ensure coordination between transportation and housing departments.

Partner with NGOs (Habitat for Humanity or others) to coordinate volunteers to help with home repairs.

Cross Collaboration of City Departments

City departments that have a key role in implementing mitigations across the 12 issue areas.

Austin Equity and Inclusion	36
Austin Police Department	21
Austin Public Health	25
City Manager's Office	15
Austin Code / Code Compliance	5
Parks and Recreation Department	5
Austin Police Oversight	3
Austin Homeless Strategies and Operations	4
Austin Housing Department	6
Austin Housing Authority	3
Austin Wage Theft Coordinator	2
Austin Transportation and Public Works	2
Austin Department of Aviation	2
Austin Energy	1
Austin Water	1
Austin Emergency Management	1
Austin Economic Development	1
Small and Minority Business Resources	1
Austin-Travis County EMS	1

Understanding the Report

Risk

Explains the human rights issue, who is affected, and why it is important, based on research and stakeholder input.

Current Situation

Describes how the issue currently impacts Austin and outlines existing City policies, programs, and initiatives related to the topic.

Mitigations

Provides practical, community-informed mitigations for the City to consider, developed with Austin's legal authority, resources, and operational realities in mind.

Where We Have Been?

March 23, 2026
Human Rights Impact Review Workshop
Community consensus building with 120+ stakeholders to identify and prioritize human rights risks and opportunities

May 6, 2026
City Departments Briefing
Cross-section of municipal strategies and implementation next steps

May 11, 2026
City Manager's Office Briefing
Full findings and mitigations presented to City Manager

June 10, 2026
Impact Review – Stakeholder Accountability
AEI shares out to all human rights stakeholders who contributed, providing findings, highlights and next steps

July 2026
Community Accountability
AEI briefs commissions and engages with key stakeholders and departments

August 2026
City Council Briefing and Final Report
Final Report presented to City Council. Report to be published and shared.

What Happens Next?

August 25, 2026
City Council Presentation
Full findings and mitigations presented to Austin City Council

August–October 2026
Assign Mitigation Leads
City departments identify leads, resources, and partners for each mitigation

Oct 2026–Sep 2028
Implement Proposed Strategies
Austin Equity and Inclusion coordinates cross-departmental implementation

Future cycle
Repeat & Update
The framework is designed to be revisited as Austin evolves and priorities shift

Ongoing
Community Accountability
Communicate progress back to stakeholders who participated in the process and track progress publicly

Austin
Equity and Inclusion

Presented by
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Thank You

Questions welcome.









