



Equity Office Update

Presented by

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Chief Equity Officer





Vision

We want Austin to be the most livable city for ALL in the country

Mission

To provide leadership, guidance, and insight on equity to improve the quality of life for Austinites and achieve the vision of making Austin the most livable city in the nation for ALL. To



City of Austin's Opportunity to Drive Equity

It's all about CHOICE POINTS

- Choice Points are decision-making opportunities that influence outcomes
- The cumulative impacts of small choices can lead to BIG influence on outcomes and equity
- When we are conscious of choice points and the related impact, we're less likely to replicate implicit bias and the status quo, and we open new possibilities for equitable change.

Key Areas of Departmental CHOICE

- **Planning:** What to change and prioritize in programs?
- **Budgeting:** what items do we add or cut and what initiatives get the funding?
- **Personnel:** who to hire, retain, promote, or develop as leaders
- **Policy Development:** what to propose or modify?
- **Practices:** routines/habits and or expectations to set

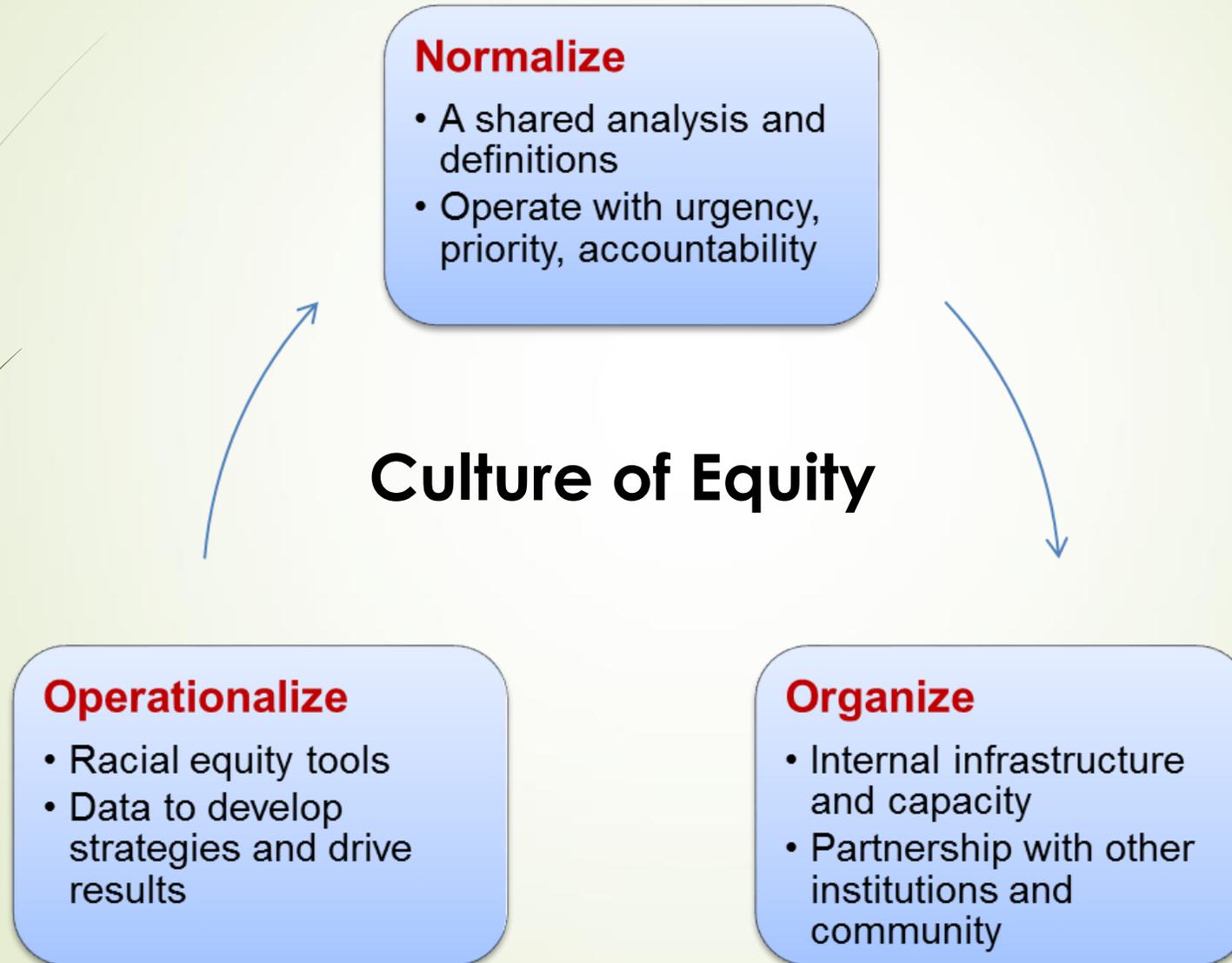


Caption: Two residents waded through chest-deep water after finding bread and soda from a local grocery.



Caption: A young man walks through chest deep flood water after looting a grocery store in New Orleans.

Building a Framework for Equity



Developing a Shared Understanding

Normalize

- A shared analysis and definitions
- Operate with urgency, priority, accountability

- ✓ Completion of Initial Equity Assessment by Government Alliance on Race and Equity (GARE)
 - ❑ A thorough review of source documents.
 - ❑ Interviewed more than 40 key stakeholders, conducted both individually and in groups.
 - ❑ Analysis of a previously conducted citywide employee survey for information regarding systemic opportunities to advance equity.
 - ❑ Two public Town Hall meetings with more than 150 participants.
 - ❑ A workshop with representatives from every Austin department that provided shared framing and racial equity strategies.
 - ❑ The engagement of the City Manager, City of Austin department heads, other staff and community members was essential.

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Elevated Findings & Themes:

- ❑ The City of Austin's communities of color must share in the city's economic prosperity.
- ❑ Economic development decisions have been questionable with regard to their equitable distribution throughout the City and have not always reflected equity as a priority of government.
- ❑ All residents of Austin should have healthy life outcomes.
- ❑ Residents have the right to remain in their neighborhoods in the face of escalating housing costs.

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Elevated Findings & Themes:

- ❑ Work remains to ensure that all Austin neighborhoods are safe and that racial disproportionalities in the criminal justice system are eliminated.
- ❑ While there is pressure on the City to act quickly, thoughtful strategy that puts permanent progress in advancing racial equity at the forefront is imperative.
- ❑ Keeping community voices centered is fundamental to the success of the effort. Build on positively perceived processes as a model for future work to engage meaningfully with the community.

“What does equity look like to you?”

Normalize

- A shared analysis and definitions
- Operate with urgency, priority, accountability

Equity is about...

- access and opportunity
- process and outcome
- understanding needs and the distribution of resources
- removing barriers and elevating the well-being of the entire community
- addressing institutional structures

“What does equity look like to you?”

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Equity is about...

- advancing dignity and integrity;
- infusing with notions of justice and fairness;
- acknowledging the reality of race; and
- ultimately dealing with the movement of power.

Building Capacity for Equity

Organize

- Internal infrastructure and capacity
- Partnership with other institutions and community



Primary Priority: Development of an Equity Assessment Tool

Operationalize

- Racial equity tools
- Data to develop strategies and drive results

- Equity Assessment Tool – is a protocol or equity primer that will systematically integrate deliberate consideration and consciousness of how our decisions as city government within choice points can have a positive or negative impact on equity in our community.
- Utilizing Strategic Co-creation Process
- Engage community stakeholders
- Pilot with 5 or more Departments
- Utilize assessment with requests for unmet needs

Equity Action Team: Visioning Session December 9, 2016

Operationalize

- Racial equity tools
- Data to develop strategies and drive results

Core Elements of an Equity Assessment tool:

- Focus on human centered design
- Engage residents in decision-making, especially those adversely affected by the current condition
- Bring conscious attention to racial inequities and impact before decisions get made
- Help us avoid or minimize adverse impacts and unintended consequences
- Prevent racism from occurring in the first place and to get ahead of the curve
- Affirm our commitment to equity, inclusion, and diversity.

The Journey Forward

Key Deliverables

- Established standing meetings for Equity Action Team
- Securing commitments from 5 departments to pilot the tool
- Providing all departments with “Budgeting for Equity: Guiding Principles”
- Establishing an annual training schedule for City Staff Core Team
- Completing the first version of Equity Assessment tool by April 2017

QUESTIONS?



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