



EQUITY IN BUDGETING

City of Tacoma



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AGENDA

- Equity and Anti-Racism at the City of Tacoma
- How do the Office of Equity and Human Rights and Office of Management and Budget work together?
- Approach to Equity Analysis in Budgeting
- Incorporating Equity and Anti-Racism into Decision Making
- Challenges and Opportunities

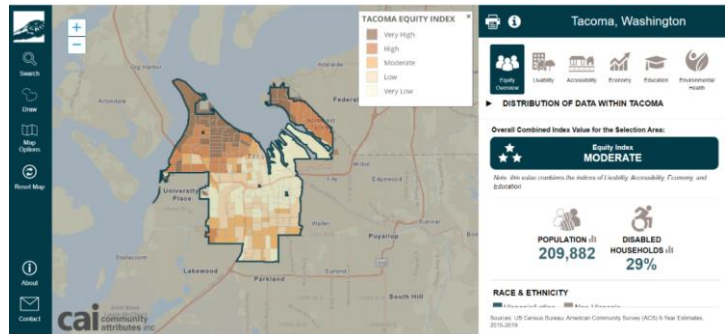


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EQUITY – CITY OF TACOMA

- Goals:
 - Our workforce reflects the community it serves
 - Purposeful community outreach and engagement
 - Equitable service delivery to all residents and visitors
 - Support human rights and opportunities for everyone to achieve their full potential
 - Commitment to equity in policy decision-making
- Staff Support – Office of Equity and Human Rights
- [Equity Index](#)



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ANTI-RACIST TRANSFORMATION

City Council Resolution 40622

- Passed in June 2020
- Prioritizes anti-racism in budget development process and COVID-19 economic recovery

2021-2022 Budget Development Process Included

- Evaluation of all services, programs, and proposals for prioritized spending under an anti-racism lens
- Development of Racial Equity Action Plans (REAPs) for every City department



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CULTIVATING ENVIRONMENT

- GARE Cohort – Representation from across the organization
- Listening Sessions
- Equity 101
- Racial Equity Champions & Internal Facilitators for Equity 101
- Mission, Vision, Value Development with Executives
- Budget 101

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PARTNERSHIP

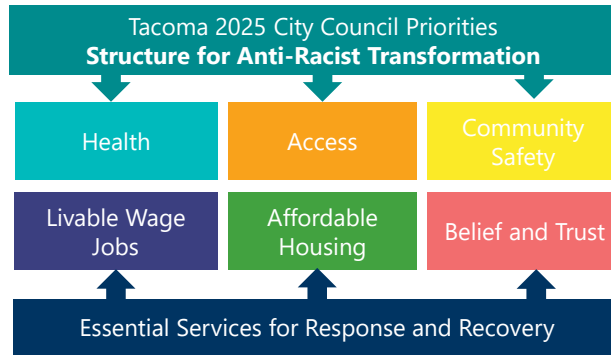
- What does Office of Management and Budget need to know?
 - Definitions – What is equity? What is racial equity?
 - Training – What information is being shared or taught on using equity lens?
 - Goals for including Equity in Budget (helps to focus on what process points are good for engagement and analysis)
 - Staff capacity for supporting departments
- What does the Office of Equity and Human Rights need to know?
 - Key process and decision points
 - Ways to engage in planning early with departments
 - What tools and practices are used to support decision making for city leaderships?
 - Goals for financial management and financial position
 - Staff capacity for supporting departments

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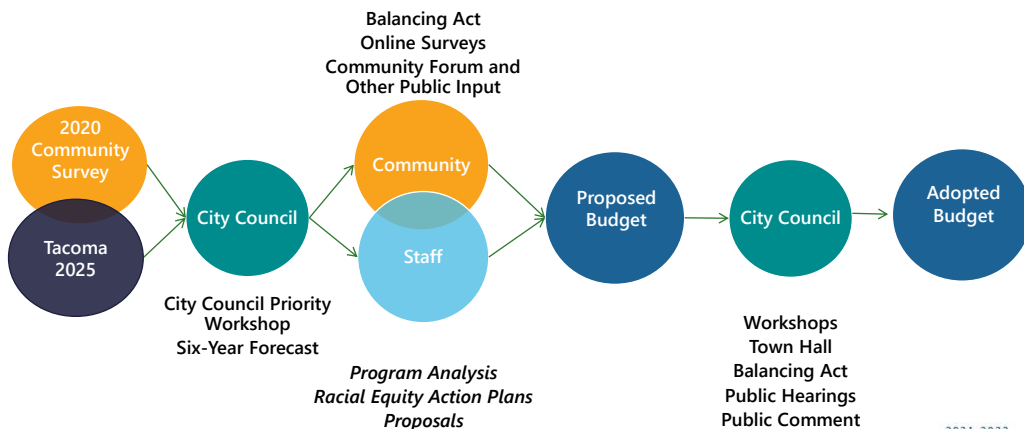
CITY COUNCIL PRIORITIES



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BUDGET DEVELOPMENT PROCESS



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STARTING PLACE

Direction Setting and Questions

- Council Direction and Priority – Resolution or other action to set goals and/or policy intent
- Asking Intentional Questions
 - How does this proposal advance the City's equity goals?
 - Which geographic areas do these enhancements or reductions impact?
 - How will this proposal affect (negatively or positively) historically disadvantaged communities and/or underrepresented group? How have you worked to mitigate negative impact?
 - Who was engaged to develop this proposal?

Evaluation

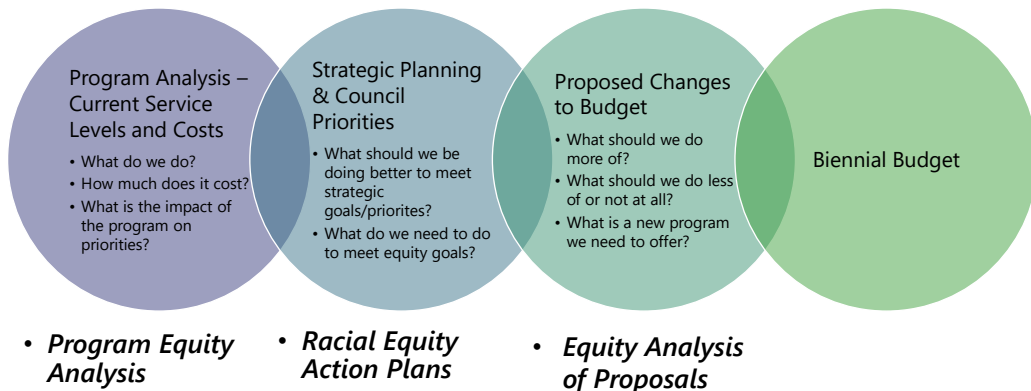
- Not punitive; be okay with uncomfortable answers
- Push yourself to evaluate proposals through an equity lens
- Equity will be included throughout the entire process
 - Developing proposals
 - Evaluating proposals
 - Decision making

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BUDGETING APPROACH

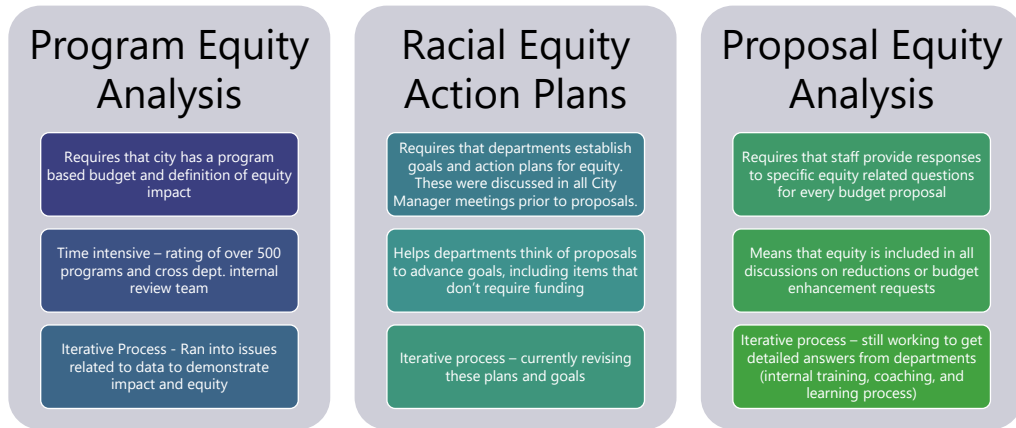


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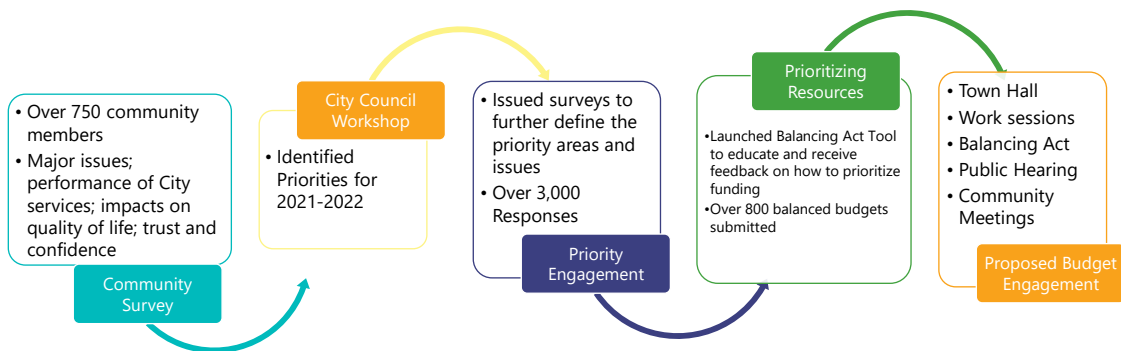


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TOOLS



COMMUNITY ENGAGEMENT PROCESS



*Participatory Budgeting Pilot on hold during COVID-19

INCORPORATING COMMUNITY FEEDBACK INTO DECISIONS

Opportunities

- Over 3,750 responses from different tools
- Consistent feedback on Affordable Housing and Homelessness across tools
- More representative of community by race and age than previous processes

Challenges

- Who responds to opt in surveys and is it representative of the community?
- Feedback on Community Safety funding given Police Staffing Study
- Moving forward on Anti-Racism Policy Direction while continuing to build in time for community discussion and direction



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PARTICIPATORY BUDGETING

Process

- Process that puts decision making control in community hands
- The process is designed to be the intervention
 - Gives community members decision making authority – changing power dynamics
 - Innovative way to increase meaningful community involvement in public processes
- Creates community leadership and problem solving
- Allows community to prioritize ideas and decide where to spend funds

City allocated ARPA funding of \$5M



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CHALLENGES AND OPPORTUNITIES

- Build opportunities for joint learning
- Enter the process thinking "this is our approach right now"
 - We will learn and it will change
- Awareness of the need to both move quickly for results and create a learning process focused on engagement
- We've learned that the organization devalued fluidity and viewed permanency as the value
 - Need to be agile
- Constant conversation around equity and how to institutionalize it

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