



OFFICE OF EQUITY OVERVIEW

Community Health and
Equity Committee

October 2, 2018



CITY OF SAN ANTONIO
OFFICE OF EQUITY



AGENDA

- Background
- Accomplishments
- FY 2019 Equity Work Plan

PURPOSE

Align City programs and services to promote more equitable outcomes for San Antonio residents

BACKGROUND



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BACKGROUND



2013 - City Council amends the Non-Discrimination Ordinance

BACKGROUND

2015

Diversity and Inclusion Office Created



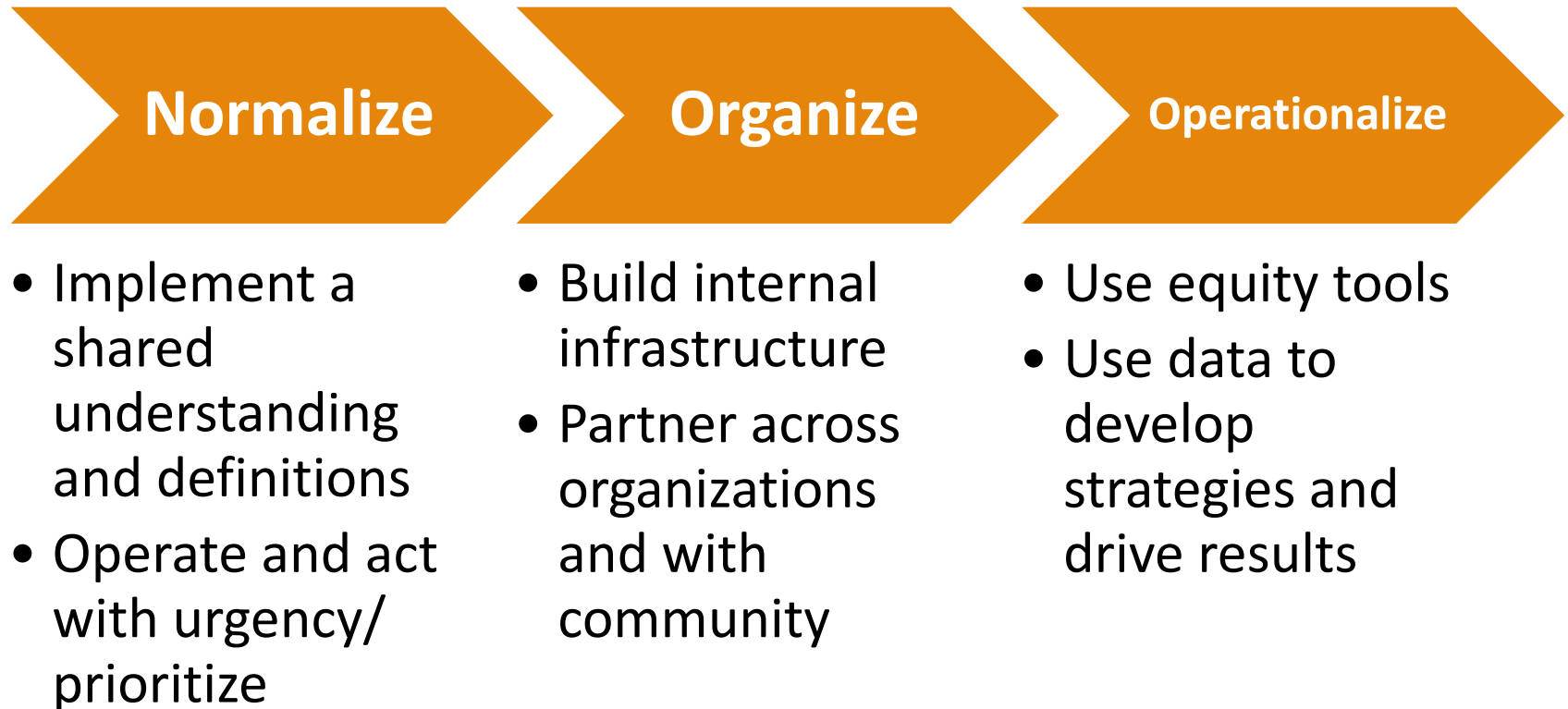
BACKGROUND



2016 – Expanded scope to include equity

BACKGROUND

Best Practice Model





ACCOMPLISHMENTS

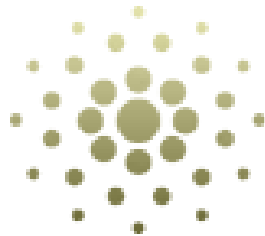


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ACCOMPLISHMENTS

2017

All City executives receive training on implicit bias and advancing equity



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

ACCOMPLISHMENTS

2017 Pilot Program



CITY OF SAN ANTONIO
METROPOLITAN HEALTH DISTRICT



CITY OF SAN ANTONIO
SAN ANTONIO PUBLIC LIBRARY



CITY OF SAN ANTONIO
DEPARTMENT OF HUMAN SERVICES



CITY OF SAN ANTONIO
**SOLID WASTE MANAGEMENT
DEPARTMENT**



**GOVERNMENT & PUBLIC AFFAIRS
DEPARTMENT**



HUMAN RESOURCES DEPARTMENT



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ACCOMPLISHMENTS

June 2017

**City Council provided policy direction
to develop the FY 2018 budget using
an equity lens**

ACCOMPLISHMENTS

FY 2018 Budget explicitly allocated funding based on needs



Street Maintenance



Animal Care



Tree Canopy

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FY 2018 High Impact Initiatives



Delegate Agency Funding



Streets



Neighborhood Engagement



SASpeakUp!



Housing Land Use



Smart Cities



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Over 300 staff trained on implicit bias and equity impact assessment

ACCOMPLISHMENTS



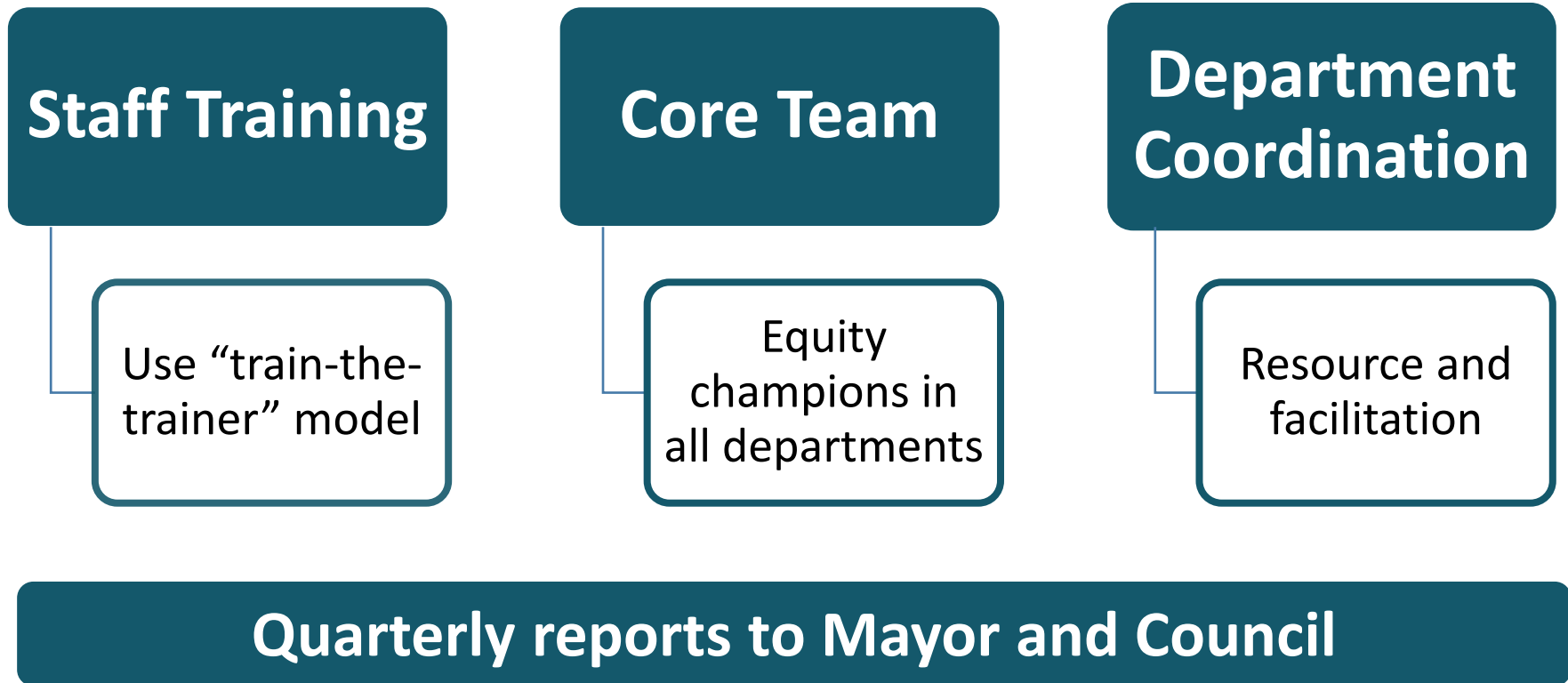


2019 EQUITY WORK PLAN



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2019 EQUITY WORK PLAN



The background features a large teal triangle in the center, flanked by orange and red triangles. On the left, a person in traditional Indigenous attire with a feathered headdress and a circular medallion is visible. On the right, a black and white portrait of a man is shown. The text "THANK YOU" is centered in the teal area.

THANK YOU



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