



OFFICE OF EQUITY OVERVIEW

Community Health and
Equity Committee

October 2, 2018





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

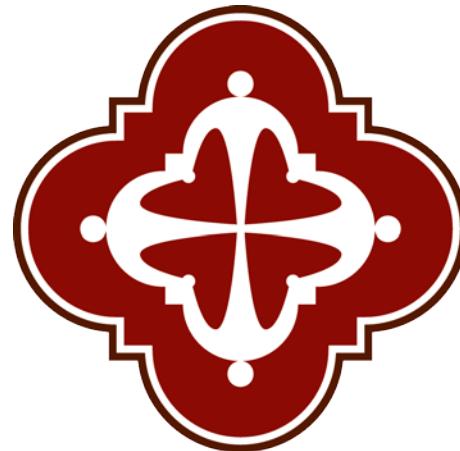


2013 - City Council amends the Non-Discrimination Ordinance

BACKGROUND

2015

Diversity and Inclusion Office Created



BACKGROUND



2016 – Expanded scope to include equity

BACKGROUND

Best Practice Model



- Implement a shared understanding and definitions
- Operate and act with urgency/prioritize
- Build internal infrastructure
- Partner across organizations and with community
- Use equity tools
- Use data to develop strategies and drive results



ACCOMPLISHMENTS



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2017

All City executives receive training on implicit bias and advancing equity



LOCAL AND REGIONAL
**GOVERNMENT ALLIANCE ON
RACE & EQUITY**

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2017 Pilot Program



CITY OF SAN ANTONIO
METROPOLITAN HEALTH DISTRICT



CITY OF SAN ANTONIO
DEPARTMENT OF HUMAN SERVICES



**GOVERNMENT & PUBLIC AFFAIRS
DEPARTMENT**



CITY OF SAN ANTONIO
SAN ANTONIO PUBLIC LIBRARY



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



HUMAN RESOURCES DEPARTMENT



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June 2017

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

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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



SA SpeakUp!



Housing Land Use



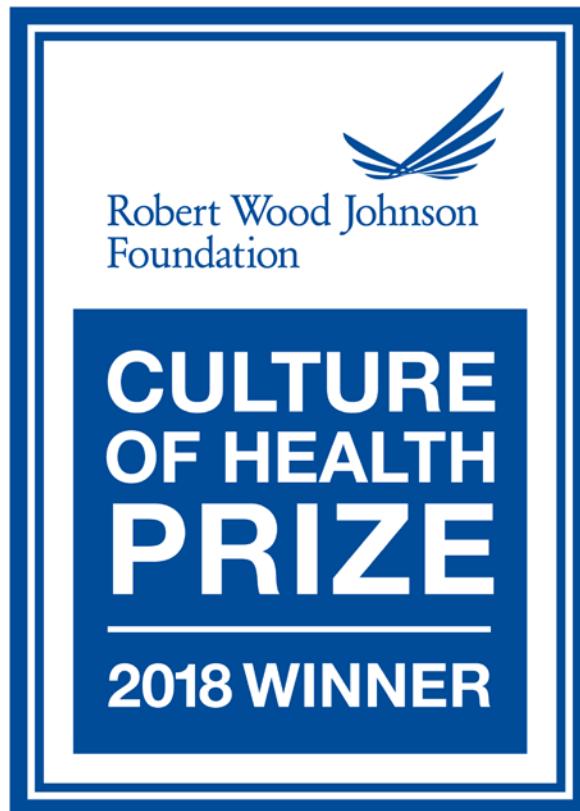
Smart Cities

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**Over 300 staff trained on implicit bias and
equity impact assessment**

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2019 EQUITY WORK PLAN



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2019 EQUITY WORK PLAN

Staff Training

Use “train-the-trainer” model

Core Team

Equity champions in all departments

Department Coordination

Resource and facilitation

Quarterly reports to Mayor and Council



THANK YOU



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