



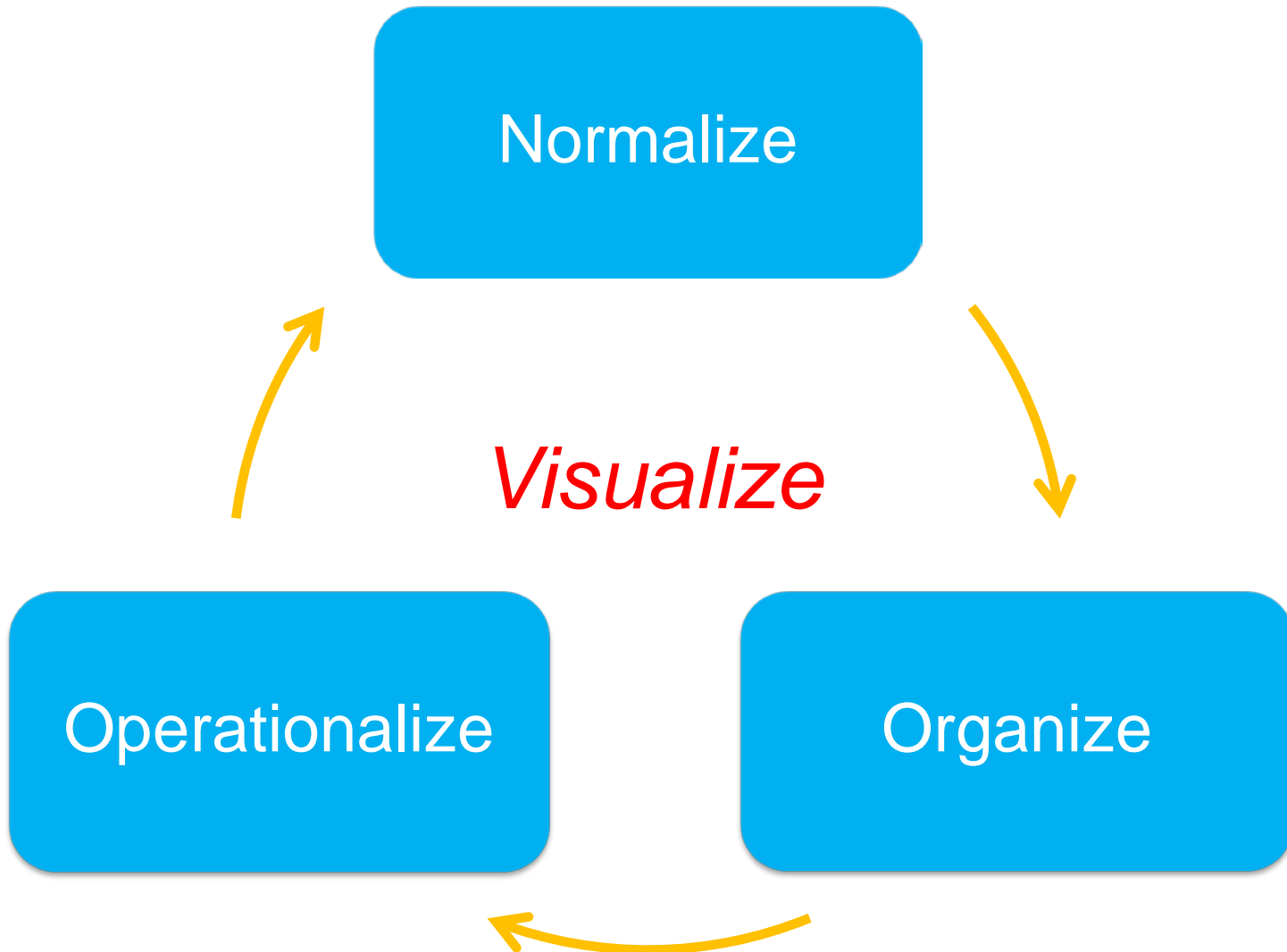
# The Equity Ecosystem

Kiran Kaur Bains, Chief Equity Officer  
City of San Antonio | March 28, 2018



We deliver quality services and commit to achieve San Antonio's vision of prosperity for our diverse, vibrant, and historic community.

How do we  
make the greatest  
possible impact?



[ **Equity** means that our **policy-making, service delivery, and distribution of resources** account for the different **histories, challenges, and needs** of the **people** we serve.

[ Equity differs from equality, which treats everyone the same despite disparate **outcomes**.

# Equity Impact Assessment



# outcome

[out – kuhm] | noun

defines changes that have taken place **because of your organization or program**. They are the **changes, benefits, learning or other effects that happen as a result of your work**. Typically defined through short-term (*shift in learning*), mid-term (*shift in actions*), and long-term (*shift in conditions*).

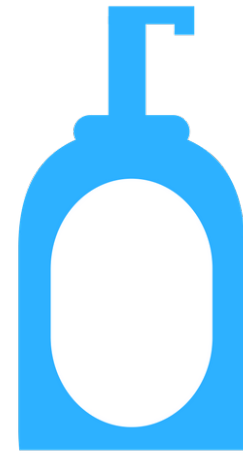
# Outcomes



Shifts in  
Learning  
(1 year)



Shifts in  
Behavior  
(3-5 years)



Shifts in  
Condition  
(10 years)



# Equity Impact Assessment



# Micro to Macro



# Micro to Macro



# Equity Impact Assessment





Delegate  
Agency Funding



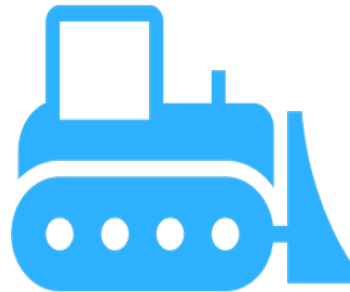
SA Tomorrow:  
Affordable Housing



Neighborhood  
Engagement



SA Speak Up



Streets  
Maintenance



Smart Cities

# Ecosystem



The diagram consists of four concentric circles. The outermost circle is dark blue and labeled 'Equity'. The second circle is a lighter blue and labeled 'Community Vision'. The third circle is a medium blue and labeled 'Organizational Mission'. The innermost circle is a light blue and labeled 'Operational Accountability'. The center of the innermost circle is labeled 'Program Outcomes'. The background is a light pink color with a network of red circles and lines, each containing a red person icon.

**Equity**

**Community Vision**

**Organizational  
Mission**

**Operational  
Accountability**

**Program  
Outcomes**



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