



City of San Antonio

Legislation Details (With Text)

File #:	18-5620
Type:	Staff Briefing - Without Ordinance
In control:	Community Health and Equity Committee
On agenda:	10/2/2018
Title:	Briefing and update on the City's equity strategy and FY 2019 Office of Equity Work Plan [Alex Lopez, Interim Chief Equity Officer, Office of Equity]
Sponsors:	
Indexes:	
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Attachments:	1. Office of Equity presentation - 10.2.18b

Date	Ver.	Action By	Action	Result
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DEPARTMENT: Office of Equity

DEPARTMENT HEAD: Alex Lopez (Equity)

COUNCIL DISTRICTS IMPACTED: City Wide

SUBJECT:

Update on the implementation of the City's equity strategy and FY 2019 Office of Equity work plan

SUMMARY:

A briefing on the Office of Equity and its FY 2019 Strategy.

BACKGROUND INFORMATION:

In 2015, the Diversity and Inclusion Office was created to foster an inclusive culture across the organization and serve as a clearinghouse for Non-Discrimination Ordinance (NDO) complaints. The scope of the office was expanded in late 2016 to promote equity in the development and implementation of City policies, programs, and services.

The scope of the office was then expanded to promote equity in the development and implementation of City processes in late 2016. In 2017, a pilot initiative training six departments on equity began and by June 2017 the City Council provided policy direction to develop the FY 2018 budget using an equity lens.

The FY 2018 Budget increased funding for streets maintenance by \$35 million from \$64 to \$99 million. Instead of dividing the funds by 10 as has been done historically-roughly equal parts for each City Council District-

funding was allocated by beginning to consider the different needs of the City of San Antonio population.

With over 4,000 street lane miles in San Antonio, a goal was by the City Council to achieve an average condition index of 70 -on a scale of 1 to 100 - for all streets in San Antonio. This is how equity begins-as an allocation in our budget, as a delivery of a City service. Equity is achieved when outcomes shift community results.

In 2018, an additional 100 staff from Transportation and Capital Improvements, Neighborhood Housing Services, Planning, Budget, Innovation, and ITSD were trained on how to apply an equity impact assessment. In the summer of 2018, 120 staff also received introductory equity training to apply an equity approach to budget changes recommended for FY 2019.

Our equity strategy continues to receive national acknowledgements, and was included as part of the rationale for San Antonio's designation as a 2018 All America City and a Robert Wood Johnson Foundation Culture of Health Prize winner. The International City/County Management Association also recognized our equity strategy as a best practice, presenting the inaugural Community Diversity and Inclusion award to San Antonio.

ISSUE:

The City focuses on advancing equity in everything we do, strengthening engagement with communities of color and low-income communities, and collaborating with community stakeholders to achieve the City's vision of prosperity. In 2019, the Office will use a 'train-the-trainer' approach to substantially increase the number of staff trained and develop a core team of equity champions from all departments to continuously support and advance our equity strategy. Additional resources approved by City Council the past two fiscal years will enable the Office of Equity to continue this focus on equity, while also working to streamline and educate our residents on the protections included within the Non-Discrimination Ordinance. The Office of Equity will continue its mission of fostering an inclusive culture across the organization.

ALTERNATIVES:

This item is for briefing purposes only.

FISCAL IMPACT:

This item is for briefing purposes only.

RECOMMENDATION:

This item is for briefing purposes only.