Welcome to the:
Applying the Racial Equity Tool Webinar

We will get started shortly.
While we wait:

• Do you have any burning questions?
• Things you want to be sure get addressed in the webinar?

Please write them in the chat box on your screen.
Applying the Racial Equity Tool

Government Alliance on Race & Equity, racialequityalliance.org
Bay Area Regional Health Inequities Initiative, barhii.org

Krystal Robinson Justice, BARHII
Andrew Scott, Portland, OR
Jordan Bingham, Madison, WI
Patricia Lally, Seattle, WA
**Webinar Goals**

- Gain an understanding of racial equity tools
- Share examples of how racial equity tools have been used
- Explore the challenges that may arise when using the tool & ways different jurisdictions have addressed them
- Get inspired by the ways people are using racial equity tools.

Is there something you would like to add to the agenda?

A question you want to make sure gets addressed?

Please write it in the chat box.
What is a Racial Equity Tool?

Process + Product

Actively inserts racial equity into decision making processes

Apply Early, Often & By All
What is a Racial Equity Tool Process?

Desired Results: Clear Policy, Program, Practice or Budget Decision

Data: What’s the data? What does the data tell us?

Community Engagement: How have communities been engaged? Are there opportunities to expand engagement?

Analysis & Strategies: Who will benefit from or be burdened by your proposal? What are your strategies for advancing equity and/or mitigating consequences?

Implementation: What is your plan for implementation?

Accountability & Communication: How will you ensure accountability, communicate & evaluate results?
Racial Equity Tool: A Part of Transforming Government

Operationalize
- Racial Equity Tools
- Data for strategies & results

Organize
- Internal Infrastructure
- Partnerships

Normalize
- Shared analysis & definition
- Urgency & Prioritize
Portland, OR

“Start Before You’re Ready”
Jumping In

Andrew Scott
Budget Director,
City of Portland
Andrew.Scott@portlandoregon.gov
503-823-6845
Portland’s Approach to Equity

Mayor’s Budget Priorities:
- Complete Neighborhoods
- Emergency Preparedness
- Equity & Opportunity
Integrating Equity and Budget

Three major changes:

1. Budget Review Criteria
2. Budget Equity Assessment Tool
3. Mapping City Spending and Services
Budget Review Criteria

The “Top 12 CBO Criteria” for budget review and analysis, based on financial policy:

1. Support essential city services - FIN 2.02; ORS 221 Cost Sharing for Cities; City Council’s Goals for the City of Portland – FY 2011-12 Adopted Budget
2. Maintain and protect City’s infrastructure (existing assets given priority over acquisition of new assets) - FIN 2.02 and 2.03
3. Identify future maintenance needs and operating costs – FIN 2.03
4. Maintain and enhance City’s credit ratings - FIN 2.02 and 2.12
5. Maintain financial stability (avoid unexpected future costs and material cost variances) - FIN 2.02
6. Promote fiscal sustainability (revenue source maximization and diversification) - FIN 2.06
7. Avoid one-time resources to fund ongoing programs (including grant funding) - FIN 2.04 and 2.06
8. Support long term city needs – FIN 2.04
9. Utilize conservative revenue projections– FIN 2.03 and 2.06
10. Evaluate fully loaded costs (e.g. direct costs, bureau overhead, GF overhead, loss of interest, depreciation). - FIN 2.03 and FIN 2.08
11. Leverage other funding sources (efficient and effective coordination with other public and private service providers) - FIN 2.04 and 2.06
12. **Support City’s equity goals** - Portland Plan
Budget Equity Assessment Tool

• How do you gauge the equity impact of a budget?
  • Communities of color
  • People with disabilities

• Questions to guide City Bureaus
  • How have you maximized equity considerations in your base budget?
  • How does a specific request (add or cut) impact the goals outlined in your bureau’s Racial Equity Plan?
  • Are any neighborhoods disproportionately affected?
  • What steps were taken to ensure equitable public participation?
Budget Equity Assessment Tool

CITY POLICY

This Budget Equity Assessment Tool is a general set of questions to guide city bureaus and their Budget Advisory Committees in assessing how budget requests benefit and/or harm communities, specifically communities of color and people with disabilities. As stated in Portland’s 25-year strategic plan, the Portland Plan, Goal-Based Budgeting, and page 102:

When fully implemented, the new budget approach will direct City of Portland bureaus and offices to:

- Use an asset management approach to achieve more equitable service levels across communities and geographies.
- Track and report on service levels and investments by community and geography, including expanding the budget mapping process.
- Assess the equity and racial impacts of budgetary actions to ensure programs, projects, and other investments help reduce disparities and promote service level equity, improve participation, and support leadership development.
- Identify whether budget requests advance equity, represent a strategic change to improve efficiency and service levels and/or are needed to provide for basic public welfare, health and/or meet all applicable federal and state regulatory standards.

This is a critical part of the City of Portland’s commitment to ending inequity. The mission and charge of the Office of Equity is to focus on ending inequality based on race and disability, and this document addresses these two specific populations.

However, it is the policy of the City of Portland that no person shall be denied the benefits of, or be subjected to, discrimination in any City program, service, or activity on the grounds of race, color, national origin, English proficiency; sex, age, disability, religious, sexual orientation, gender identity; or source of income. Additionally, the City’s Civil Rights Title VI program guidelines oblige public entities to develop systems and procedures that guard against or proactively prevent discrimination, while simultaneously ensuring equitable impacts on all persons. Therefore, City bureaus are encouraged to use this document to assist in evaluating equitable impacts on all residents.

It is recommended that all managers and others who work on the budget for the bureaus use this tool. Bureau Equity Committees may also be a resource in its completion. The Office of Equity and Human Rights is also available for discussion/training consultation regarding the use of this document.
Budget Mapping

**PORTLAND PARKS & RECREATION OPERATING EXPENSES**

**Adopted Budget FY2014-15**

**BUROUHE NOTES**

Overview

Parks properties reflect a historic inventory that today’s residents inherited. Major parks were planned and developed in the early 20th century. Recent inventory additions have included a variety of assets that were approved by voters in recent years, mainly community centers in growing neighborhoods. Parks continues to acquire open spaces through the Metro local match program and the use of System Development Charges for neighborhood parks and natural areas with a focus on areas where there are deficiencies.

**Allocation Methodology**

Explores not allocated to specific neighborhood coalitions include funds transferred to other agencies and the Parks Memorial Trust Fund, maintenance facilities, and other parks properties which include the Arboretum, Golf courses, Portland International Raceway, Washington Park and Waterfront Park.

In the case of Community Centers and Pools, expenditures are allocated based on actual membership by using customer address data from the City’s course registration system. For Forest Park expenditures were allocated based on use trends learned from the recent Forest Park Interagency Survey.

All other parks and facilities are considered to primarily benefit the residents of the geography in which they are located, and expenditures are allocated accordingly.

**Map Discussion**

The central city lies far behind other areas of the city due to the lack of a major Community Center and the presence of small, single-park situations that are viewed as regional facilities.

Past Portland exists on a relatively slow dollar per acre basis because of a lower level of park access. In addition, East Portland Community Center's actual use patterns tend to draw a higher number of customers from Portland's outer SE and NE neighborhoods. PB&R is actively working to improve outreach and develop new parks in Outer East Portland.

**Expense Components**

- Allocated (capitalized)
- Expenditures (unallocated)
- Provides for expenses
- Total expenses:

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**Legend**

- Total Spending Per User
  - $0 - $5
  - $5 - $15
  - $15 - $30
  - $30 - $50
  - $50 - $100

**Mapping Geographies**

- **CENT**: Central City
- **CNN**: Central North Neighborhood
- **EPO**: East Portland Neighborhood Office
- **MCO**: Northeast Coalition for Neighborhoods (NCN)
- **NPN**: North Portland Neighborhood Services
- **MMP**: Northeast/NE Neighborhood Services
- **SNN**: Southwest Neighborhood Coalition
- **SNW**: Southwest Neighborhoods, Inc.

**Bureau Resources**

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<td>Maintenance</td>
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<td>General Fund</td>
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<tr>
<td>General Fund</td>
<td>$14,420</td>
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Budget Mapping

PERCENTAGE OF HOUSING UNITS WITHIN ONE-HALF MILE OF A DEVELOPED PARK OR NATURAL AREA

FY2014-15 PORTLAND PARKS AND RECREATION

BUREAU NOTES
Percentage of Housing Units Within 1/2 Mile Of A Developed Park

Portland Parks & Recreation’s (PP&R) 2020 Vision includes a goal to “Provide a wide variety of high-quality recreation services and opportunities for all residents.” An objective of this goal, and a measure of our level of service, is to provide a park experience within a half mile (approximately 10 sq. ft. min. walk) of every Portland resident. The park experience includes developed parks (parks with at least a minimum size, green areas, circulation, open play areas and seating), and accessible natural areas over 1/4 of an acre in size.

This map shows the percentage of housing units in each neighborhood that are within 1/2 mile walk of a park or natural area. The 1/2 mile distance is calculated using the walkable street and trail system so parks in areas with poor transportation circulation systems have smaller service areas and serve fewer people. The calculation also takes into account walkability to actual park entry points.

Typically, the districts with lower levels of service are the more recently annexed parts of the city, where former county parks with fewer amenities were added to the system. PP&R is actively working to improve this level of service. In 2010, the percentage of housing units within a 1/2 mile walk of a developed park or natural area was 77.1% in 2011, it was 78.9% in 2012, it was 79.3% in 2013 and 79.5% in 2014. It is 79.3%.

The percentage of housing units within a 1/2 mile walk of a developed park or natural area does not include undeveloped properties or properties not owned or managed by PP&R. While shown on the map for context, not all of these properties are open for general public recreation, even though they are open spaces. Therefore, PP&R does not count them towards this level of service.

LEGEN

Legend

Percentage of Housing Units Within One-Half Mile of a Developed Park or Natural Area.
- 61.9% - 62.1%
- 62.2% - 77.9%
- 78% - 79.6%
- 79.7% - 90.6%
- 90.7% - 96.9%

GS Classification Method: Natural Areas

Portland Area Parks and Natural Areas
- PP&R Developed Park / Natural Area
- Other open spaces / undeveloped parks

Note: The width of the spread for Parks has been exaggerated for visual clarity.

Mapping Geographies
- CENT: Central City
- CNW: Central Northeast Neighborhood
- EPDM: East Portland Neighborhood
- ENEC: Northeast Enclave of Northeast
- NNW: Northeast Willamette
- SNW: Southeast Lents
- SNE: Southeast Neighbors

For information on the map layer data, see City of Portland GIS and the Oregon Department of Forestry. The data is updated as of October 2020. For more information visit: http://www.portlandoregon.gov/gis/24753.
Summary

• Incorporating equity into your policies and procedures will have a long-term impact
• Train, discuss, explain, train again
• Equity tools help departments ask the important questions
• Data: know where you are, know where you’re going

• Maps at www.portlandoregon.gov/cbo/67037
Madison, WI

“Growth - Apply Often”

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Racial Equity and Social Justice Initiative

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Health Equity Coordinator
Public Health Madison & Dane County
No state worse than Wisconsin for black children, says new national study

Apr 1, 2014 9:00 am • MIKE IVEY | The Capital Times | mivey@madison.com

For African-American children seeking a better future, no state looks worse than Wisconsin.

A new national report shows that children of color face a achievement gap between.

The report, "Racial Disparities in Education: A Baseline Report on the State of Racial Disparities in Dane County," was released on Tuesday by the City of Madison Mayor's Blog.

Mayor Soglin's Blog

RACIAL DISPARITIES AND THE RACE TO EQUITY PROJECT

The Wisconsin Council on Children and Families has completed its much-awaited report "Race to Equity," which examines racial challenges in education.

The report, released Tuesday, shows that while progress has been made in reducing the achievement gap between white and black students, significant disparities remain.

For example, while 92% of white students in Wisconsin are proficient in math, only 61% of black students are.

The report also notes that black students are more likely to be suspended or expelled from school than their white counterparts.

Mayor Soglin said the report "highlights the need for continued effort in closing the achievement gap between white and black students.

"We must work to improve our educational opportunities for all students," Soglin said.

The report includes recommendations for improving educational outcomes for African-American children, including increasing funding for schools in low-income communities, improving teacher training, and implementing evidence-based interventions to support student success.

Soglin said the city will continue to focus on racial equity in education, and that the report will be used to guide future initiatives.

"We will work to ensure that all students have the opportunity to succeed," Soglin said.

The report can be found on the City of Madison website at:


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"Alarming" racial disparities continue to plague Dane County

Jill Johnson | The Capital Times

Sarah Blackley and Phil Goepel report on a new study that shows the pernicious effects of racism as it continues to weigh heavily on the lives of African Americans in Madison.

The most racist city in the U.S.?"
RESJI Goal Areas

- Equity in City Operations
- Equity in City Policies and Budgets
- Equity in the Community
RESJI Tools

- Comprehensive
- Fast-Track
- Equitable Hiring Toolkit

Details:
- Over 60 applications from 2014-16
- Strong community engagement focus
- All depts. using tools in Equitable Hiring Plans
- Moving into Outcome Budgeting
Racial Equity and Social Justice Initiative
Best Practices: Racial Equity Impact Analysis

<table>
<thead>
<tr>
<th>Is:</th>
<th>Is NOT:</th>
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<tbody>
<tr>
<td>A systematic examination of likely impacts of decisions, policies, programs, practices and budgets on racial and ethnic groups or low-income populations</td>
<td>The “answer”</td>
</tr>
<tr>
<td>Used to minimize adverse consequences, prevent institutional racism and identify new options to remedy existing inequities</td>
<td>To be used for political or professional gain</td>
</tr>
<tr>
<td>An intentional pause</td>
<td>To stop a process or slow it down beyond recognition</td>
</tr>
<tr>
<td>Best used early in the process</td>
<td>Only applicable at the beginning and can be used to evaluate ongoing issues or programs</td>
</tr>
<tr>
<td>To be conducted with a variety of perspectives and stakeholders whenever possible</td>
<td>The only way to engage stakeholders</td>
</tr>
<tr>
<td>A way to raise the voice of traditionally marginalized communities</td>
<td>A way to create token representation in decisions</td>
</tr>
<tr>
<td>A way to raise awareness of racial and social justice issues in the community</td>
<td>A guarantee that decision makers will follow the recommendations</td>
</tr>
</tbody>
</table>

**Best Practices**

- Identify groups and individuals most likely to be impacted by the decision, policy, program, practice or budget. Find ways to involve them in the analysis.
- The analysis can be conducted in a variety of ways. Some examples include:
  - Facilitated, full-group discussion
  - One-on-one conversations
  - Small group meetings
- Create accountability by sharing the analysis widely with stakeholders, decision makers and the public. Be clear about how the process occurred, including who asked for the analysis, who participated, and identified missing elements such as data or stakeholder input.
- This is not a prescriptive or linear process. Adapt it to your needs and reach out for technical assistance as needed.

*City of Madison Racial Equity & Social Justice Initiative*  
*September 2014*
Case Study: Brittingham Park
Seattle, WA

“Avoiding Pitfalls”

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Racial Equity Toolkit

Step 1. Set Outcomes.
Leadership communicates key community outcomes for racial equity to guide analysis.

Step 2. Involve Stakeholders + Analyze Data.
Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity.

Step 3. Determine Benefit and/or Burden.
Analyze issue for impacts and alignment with racial equity outcomes.

Step 4. Advance Opportunity or Minimize Harm.
Develop strategies to create greater racial equity or minimize unintended consequences.

Track impacts on communities of color overtime. Continue to communicate with and involve stakeholders. Document unresolved issues.

Share information learned from analysis and unresolved issue with Department Leadership and Change Team.
Moving Towards Effective Implementation

- Mandatory - Mayor required, at least, 4 documented toolkits per department.
- Toolkit results examined - summary sheets were created for department use.
- Year-end report to City Council - each department required to brief Council on their toolkit outcomes.
Hurdles to Effective Use Identified

- Lack of expertise
- No repercussions if not used
- Not applied at the inception of project/program
- Failure to apply all steps
- Failure to set a racial equity outcome
- Poor stakeholder engagement
Steps Towards Effective Use

- Toolkit summary sheets reviewed and analyzed.
- Toolkit department-specific seminars offered using prior toolkit summary sheets to zero-in on problem areas.
- Additional toolkit technical assistance and support provided.
Roundtable Discussion

- Audience Questions
- Advice for starting
- If I knew then, what I know now, I would have . . .
Next Steps:

• Respond to Survey for access to recordings & slides

• November 1st:
  • Class of 2017
  • Structural Racism 101

• November 2nd:
  • Adaptive Leadership
  • Landing you Plan