



Equity Office Visioning Session

Presented by

Brion Oaks

*Chief Equity Officer
December 7, 2016*



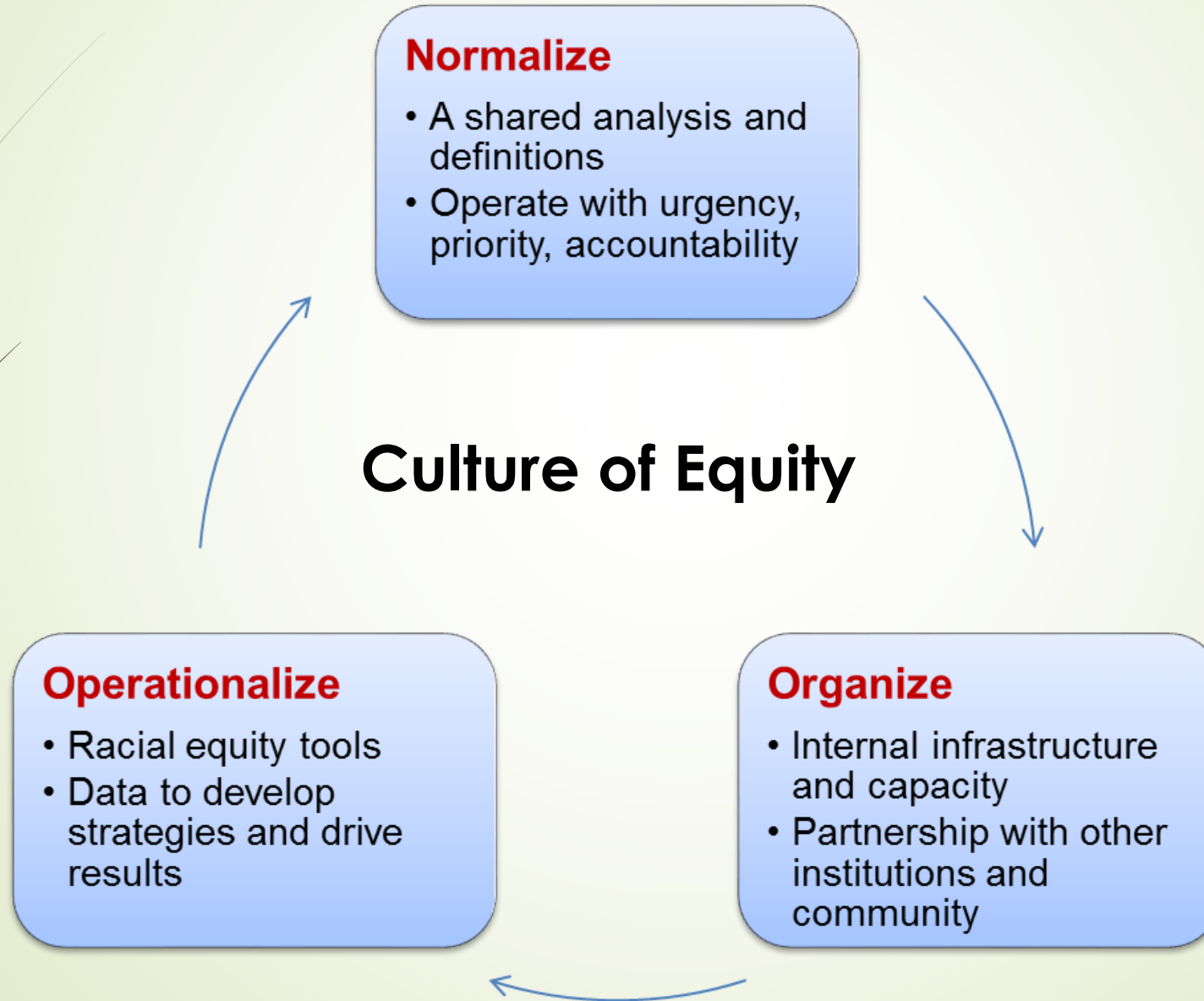
Vision

We want Austin to be the most livable city for ALL in the country

Mission

To be the best-managed city in the country

Building a Framework for Equity



Developing a Shared Understanding

- ✓ Completion of Initial Equity Assessment by Government Alliance on Race and Equity (GARE)
 - ❑ A thorough review of source documents.
 - ❑ Interviews of more than 40 key stakeholders, conducted both individually and in groups.
 - ❑ Analysis of a previously conducted citywide employee survey for information regarding systemic opportunities to advance equity.
 - ❑ Two public Town Hall meetings with more than 150 participants.
 - ❑ A workshop with representatives from every Austin department that provided shared framing and racial equity strategies.
 - ❑ The engagement of the City Manager, City of Austin department heads, other staff and community members was essential.

Elevated Findings & Themes:

- ❑ The City of Austin's communities of color must share in the city's economic prosperity.
- ❑ Economic development decisions have been questionable with regard to their equitable distribution throughout the City and have not always reflected equity as a priority of government.
- ❑ All residents of Austin should have healthy life outcomes.
- ❑ Residents have the right to remain in their neighborhoods in the face of escalating housing costs.

Elevated Findings & Themes:

- ❑ Work remains to ensure that all Austin neighborhoods are safe and that racial disproportionalities in the criminal justice system are eliminated.
- ❑ While there is pressure on the City to act quickly, thoughtful strategy that puts permanent progress in advancing racial equity at the forefront is imperative.
- ❑ Keeping community voices centered is fundamental to the success of the effort. Build on positively perceived processes as a model for future work to engage meaningfully with the community.

“What does equity look like to you?”

Equity is about...

- access and opportunity;
- process and outcome;
- understanding needs and the distribution of resources;
- removing barriers and elevating the well-being of the entire community;
- addressing structures;

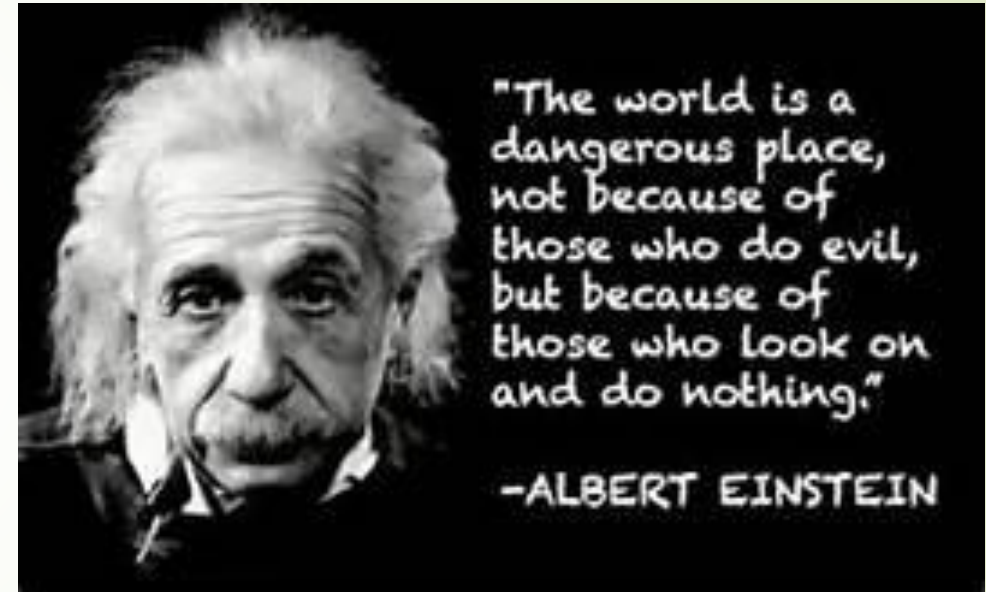
“What does equity look like to you?”

Equity is about...

- advancing dignity and integrity;
- infusing with notions of justice and fairness;
- acknowledging the reality of race; and
- ultimately dealing with the movement of power.

Why Government & Our City

- Government has the ability to
 - Create inequity
 - Create Equity
 - Improve overall quality of life for residents



"The world is a dangerous place, not because of those who do evil, but because of those who look on and do nothing."

-ALBERT EINSTEIN

Lead With an Equity Assessment Tool

Equity Assessment Tool – is a protocol or equity primer that will systematically integrate deliberate consideration and consciousness of how our decisions as city government within choice points can have a positive or negative impact equity in our community.

The main purpose of an equity assessment tool is to pre-empt the possibility that our proposed policy or program could affect some groups unfavorably

Austin's Opportunity to Drive Equity

It's all about CHOICE POINTS

- Choice Points are decision-making opportunities that influence outcomes
- The cumulative impacts of small choices can lead to BIG influence on outcomes and equity
- When we are conscious of choice points and the related impact, we're less likely to replicate implicit bias and the status quo, and we open new possibilities for equitable change.

Key Areas of Departmental CHOICE

- **Planning:** What to change and prioritize in programs?
- **Budgeting:** what items do we add or cut and what initiatives get the funding?
- **Personnel:** who to hire, retain, promote, or develop as leaders
- **Policy Development:** what to propose or modify?
- **Practices:** routines/habits and or expectations to set

Why Use an Equity Assessment Tool/Protocol

- To engage stakeholders in decision-making, especially those adversely affected by the current condition
- To bring conscious attention to racial inequities and impact before decisions get made
- To avoid or minimize adverse impacts and unintended consequences
- To prevent racism from occurring in the first place and to get ahead of the curve
- To affirmatively advance equity, inclusion, and unity

Our Scope of Work

- ☐ Develop 1st Equity Assessment Tool
- ☐ Formally establish an Equity Action Team
- ☐ Utilize and embody the spirit of co-creation
- ☐ Pilot with 4-5 Departments
- ☐ Target completion of the tool for April 2017 to utilize with additional funding requests during the budget process



Austin Public Health



LOCAL PUBLIC HEALTH DATA

Equity Visioning Session

Asian American Resource Center

Friday, December 9, 2016

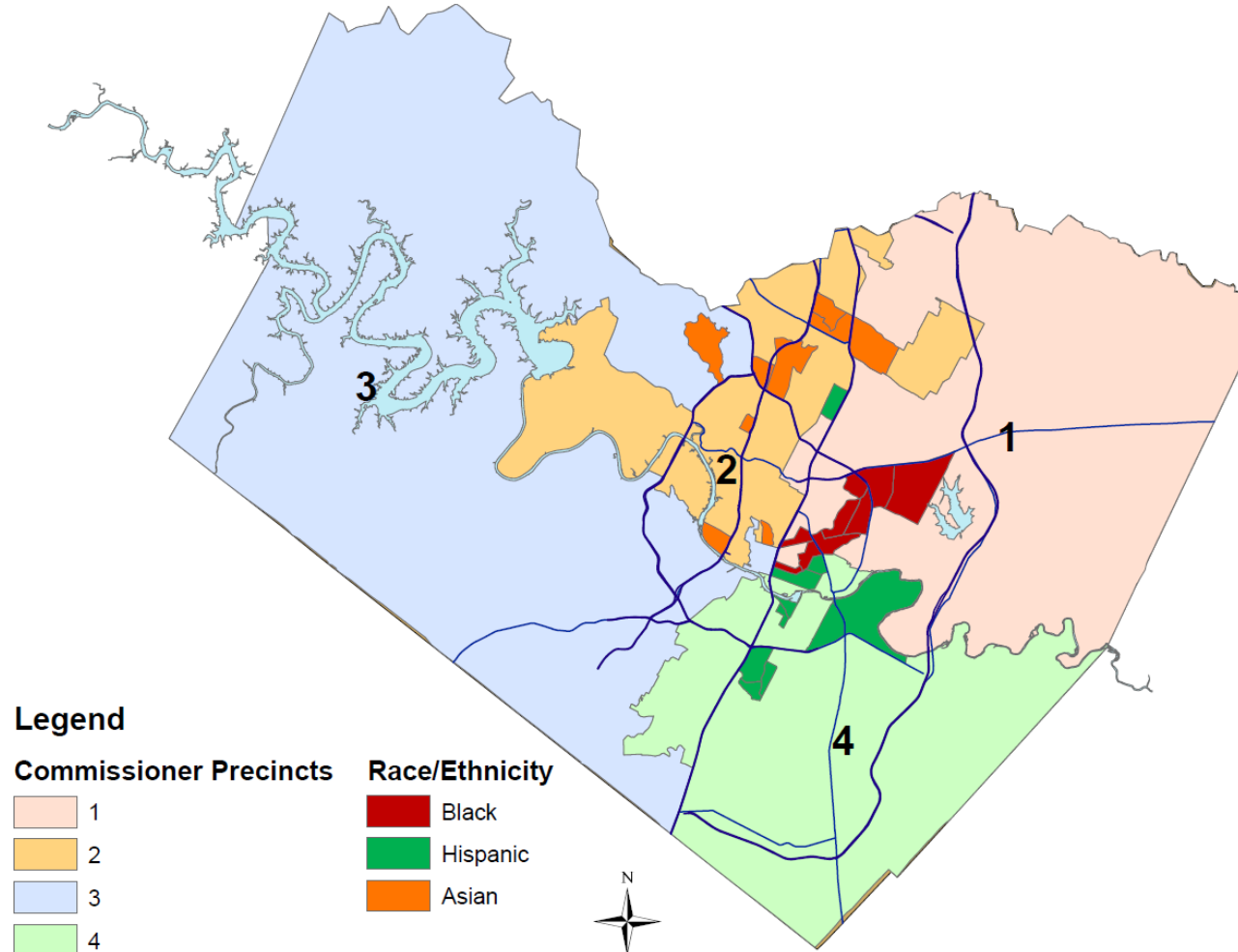
**Shannon Jones III, Director
Austin Public Health**

Racial and Ethnic Trends

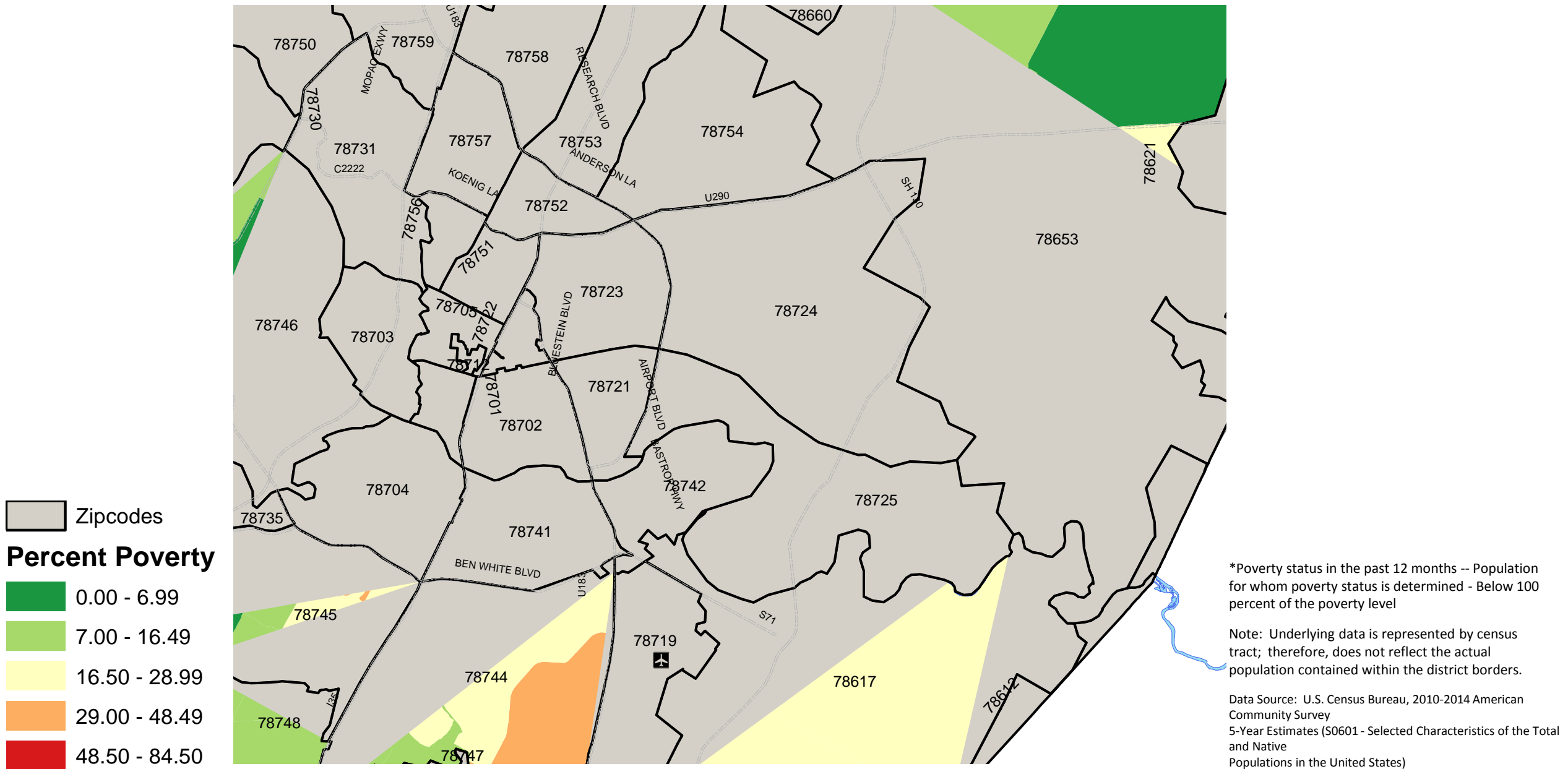
Census tracts with the highest percentages of minority Race and Ethnic groups with County Precinct boundaries

- The Census Tracts with the **highest percentages of Black residents are within Precinct 1.**
- The Census Tracts with the **highest percentages of Hispanic residents are primarily located within Precinct 4.**
- The Census Tracts with the **highest percentages of Asian residents are primarily within Precinct 2.**

Racial and Ethnic Trends are calculated using promiximityone.com, American Community Survey (ACS), 2009, 5- year estimates.



Poverty* in Travis County

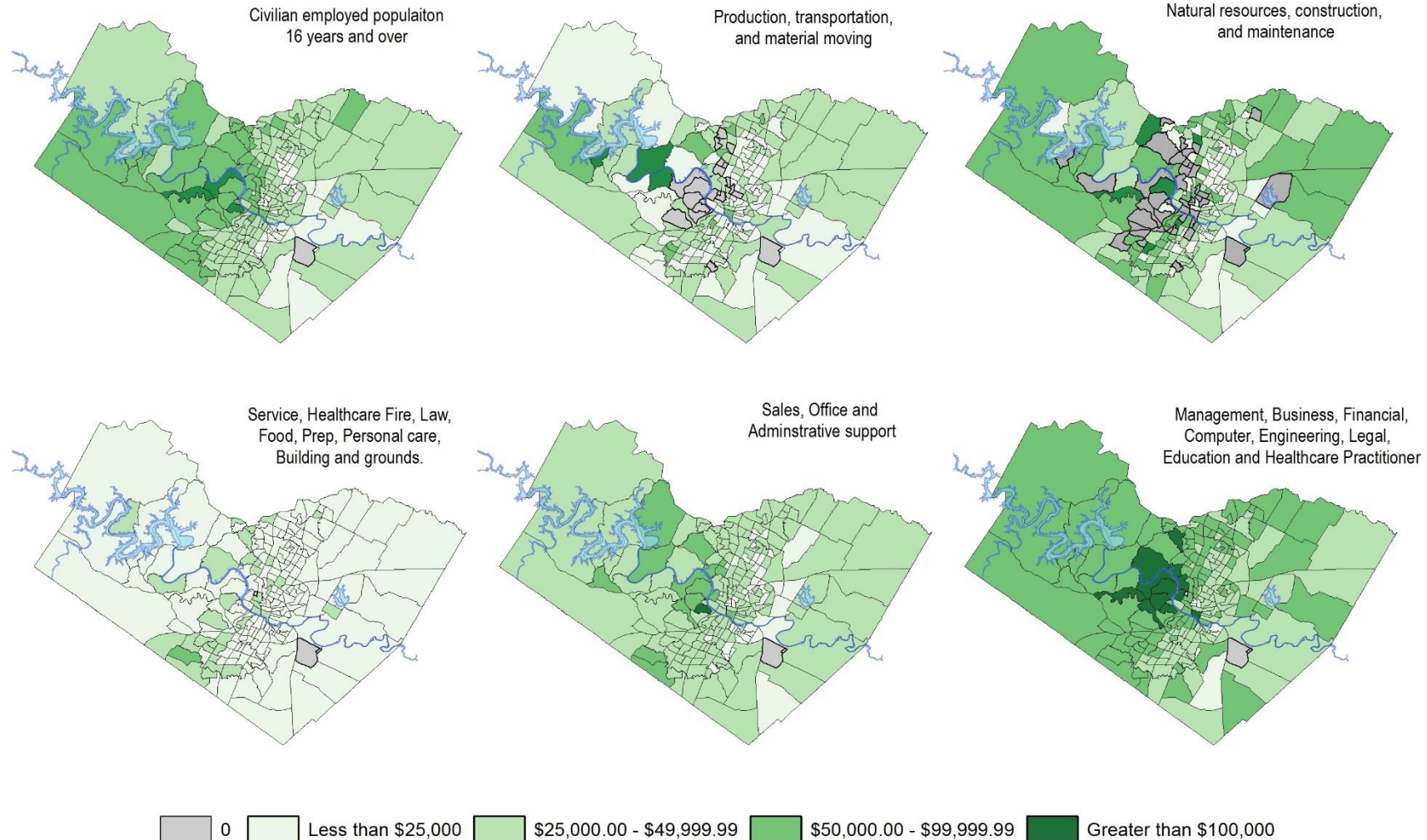




Median earnings (\$); Estimate; by Census Tract

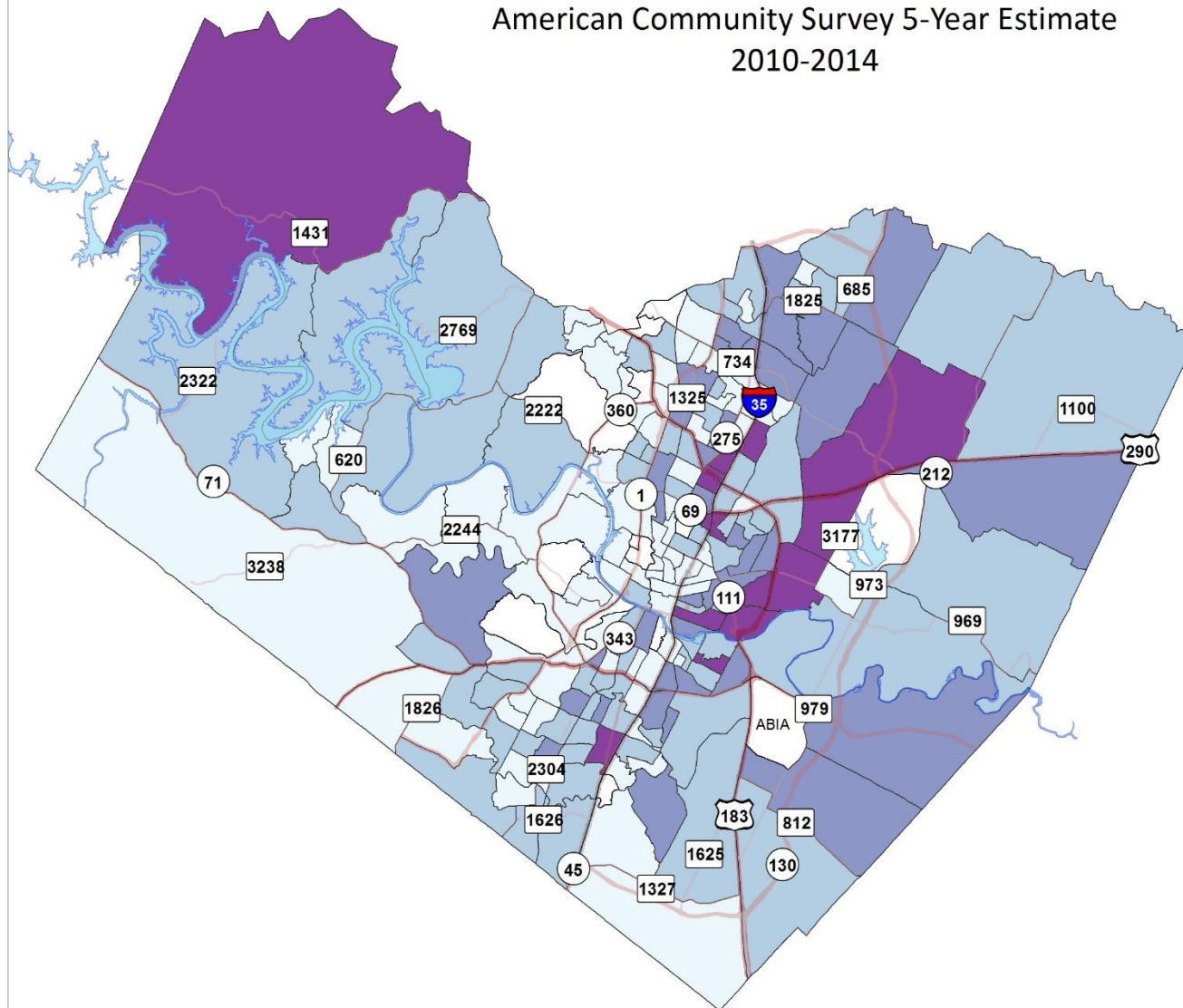
American Community Survey 5-Year Estimate - 2010-2014

Austin Public Health



Households Receiving Supplemental Security Income (SSI) American Community Survey 5-Year Estimate 2010-2014

Austin Public Health



Total Number

- 1 - 37
- 38 - 89
- 90 - 154
- 155 - 225
- No recipients



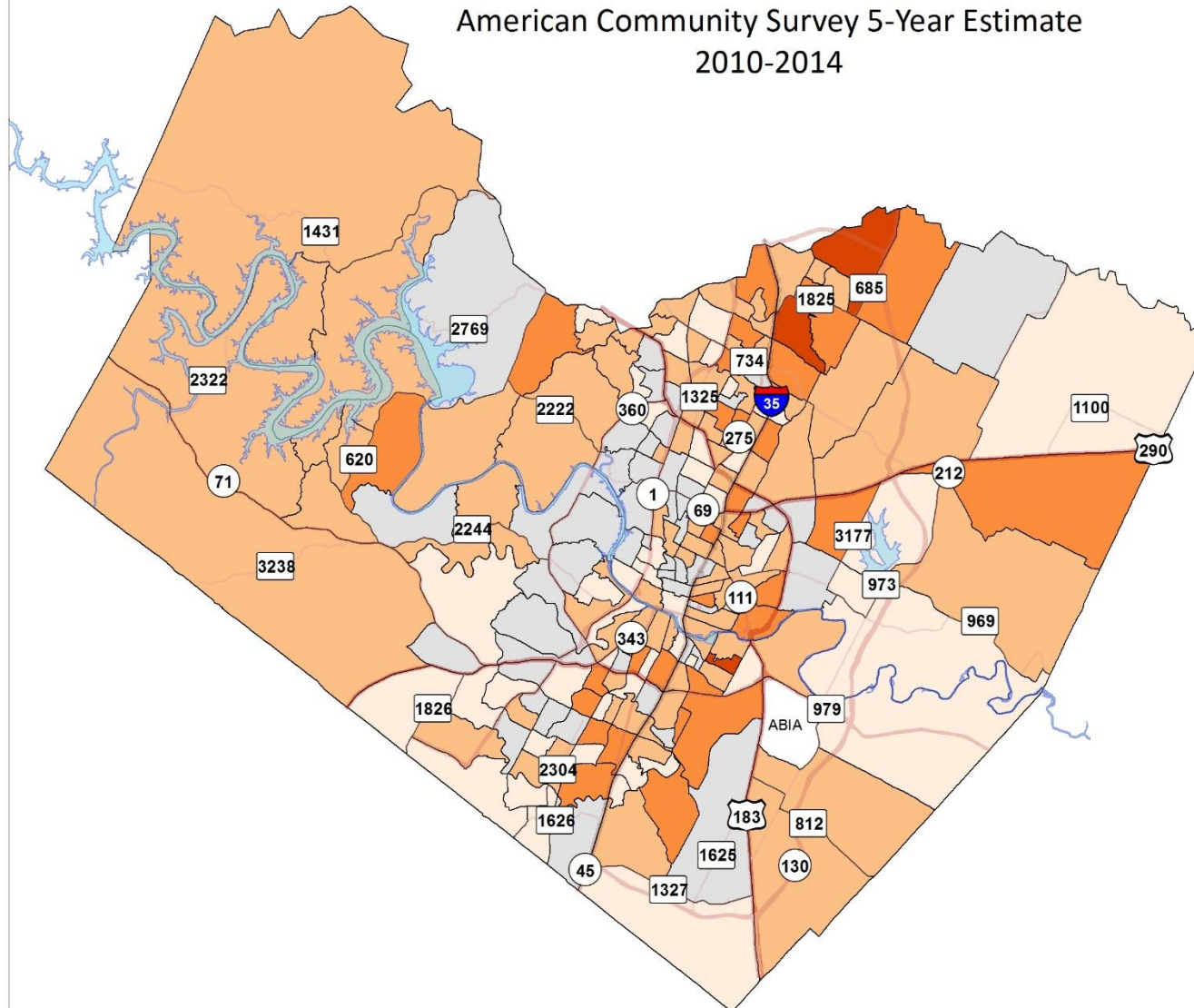
Source: U.S. Census Bureau, 2010-2014 American
Community Survey 5-Year Estimates:
H.Austin.2014.11th

*Total estimated households receiving Supplemental Security Income (SSI) 438,474 in Texas

This map was produced as a working staff map and is not warranted for any other use. No warranty is made by Austin Public Health regarding its accuracy and

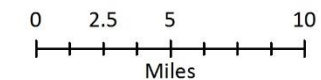
Public Assistance Income in the Past 12 Months for Households American Community Survey 5-Year Estimate 2010-2014

Austin Public Health



Total number

- 1 - 18
- 19 - 56
- 57 - 127
- 128 - 236
- None reported

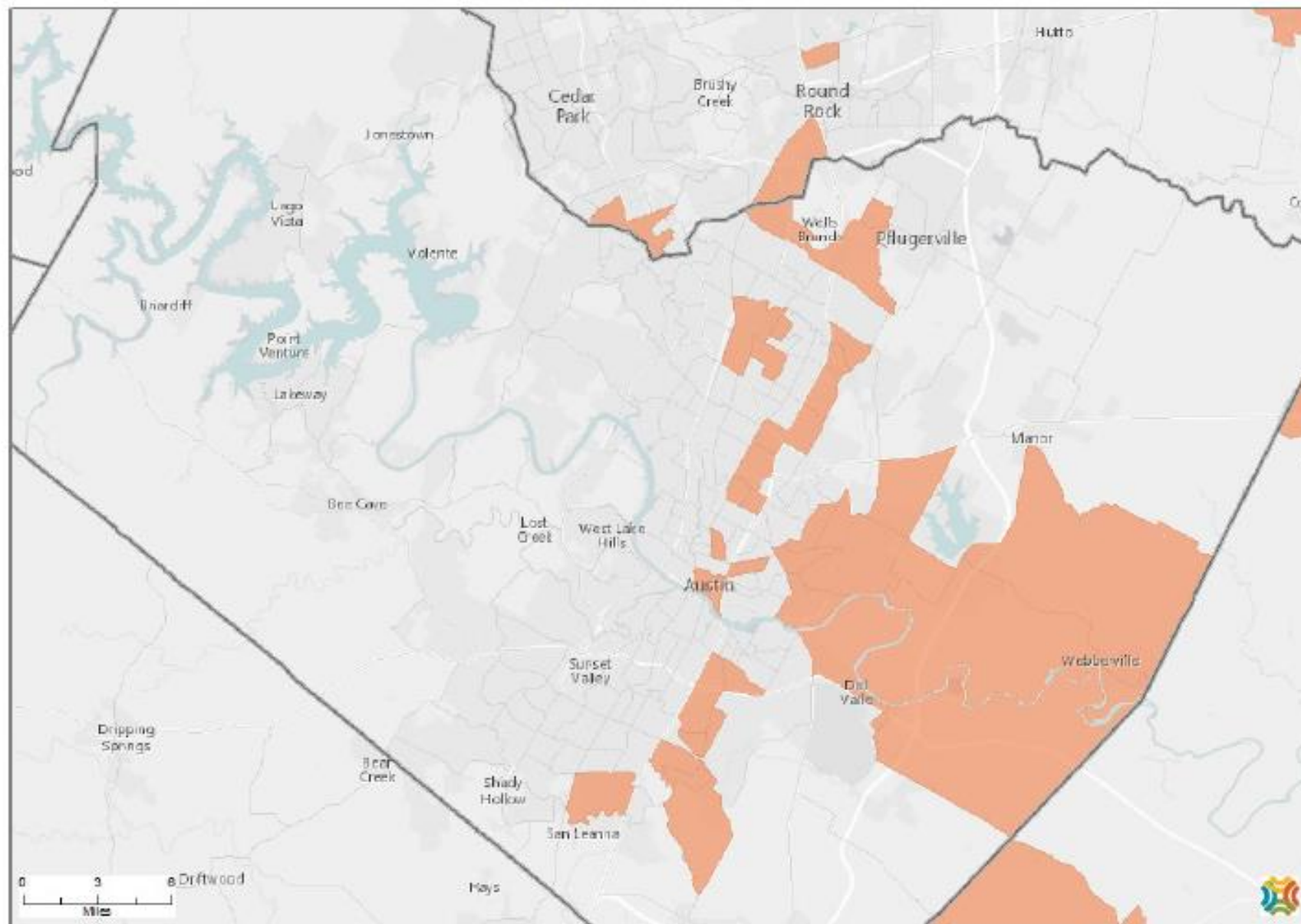


Source: U.S. Census Bureau, 2010-2014 American
Community Survey 5-Year Estimates:
Health and Health Care

*Total estimated number of households with public assistance income 160,255 in Texas

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not warranted for any other use. No warranty is made
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Travis County Food Desert By Census Tracts

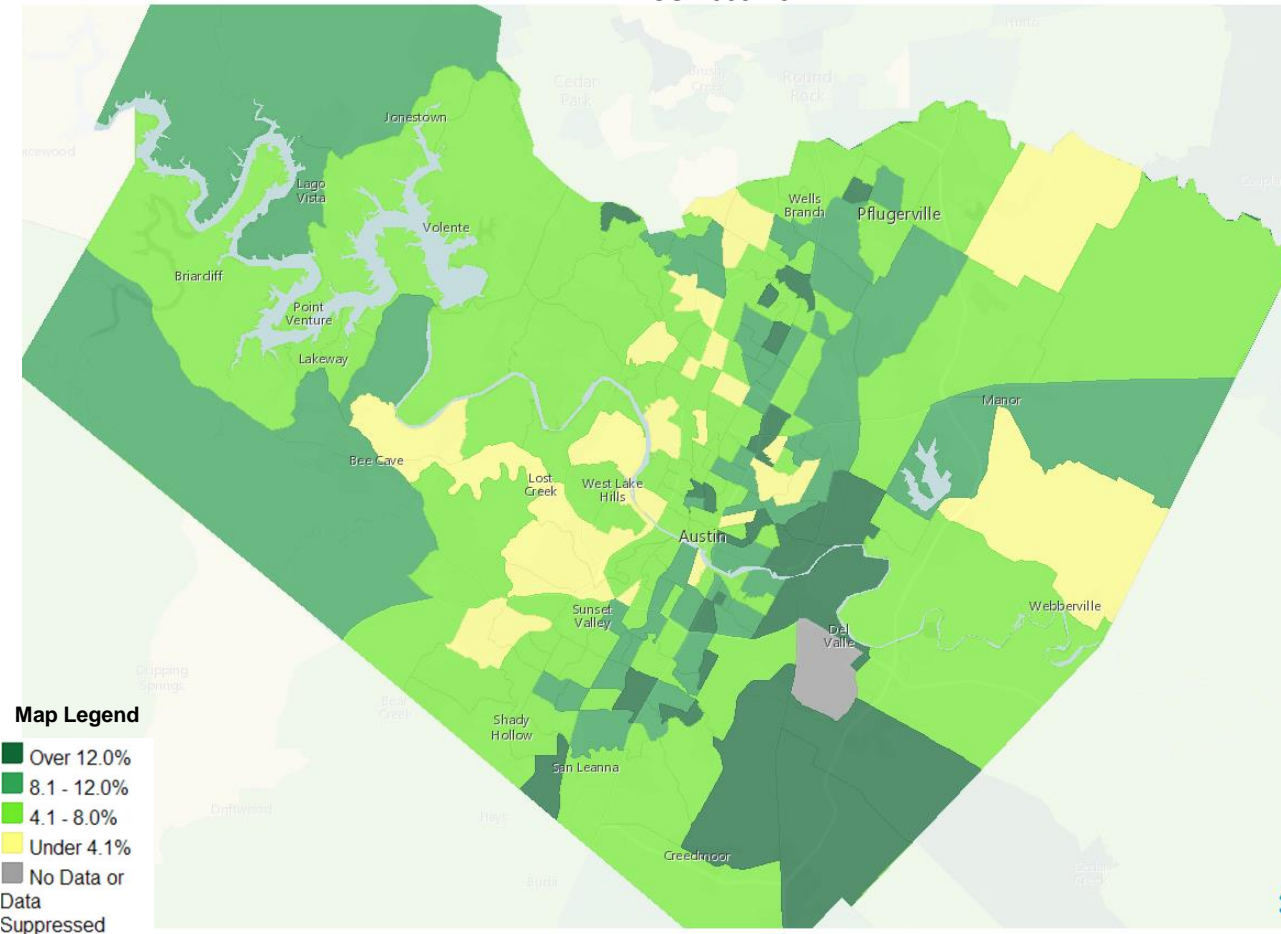


Unemployment

This map demonstrates unemployment. Unemployment is based upon the total working civilian (non-military) labor force. The labor force is based upon population age 16+.

Map exported from Community Commons and includes aggregate data from 2009-2013 5 year estimates of the American Community Survey.

Unemployed Workers, Percent by Track,
ACS 2009-13

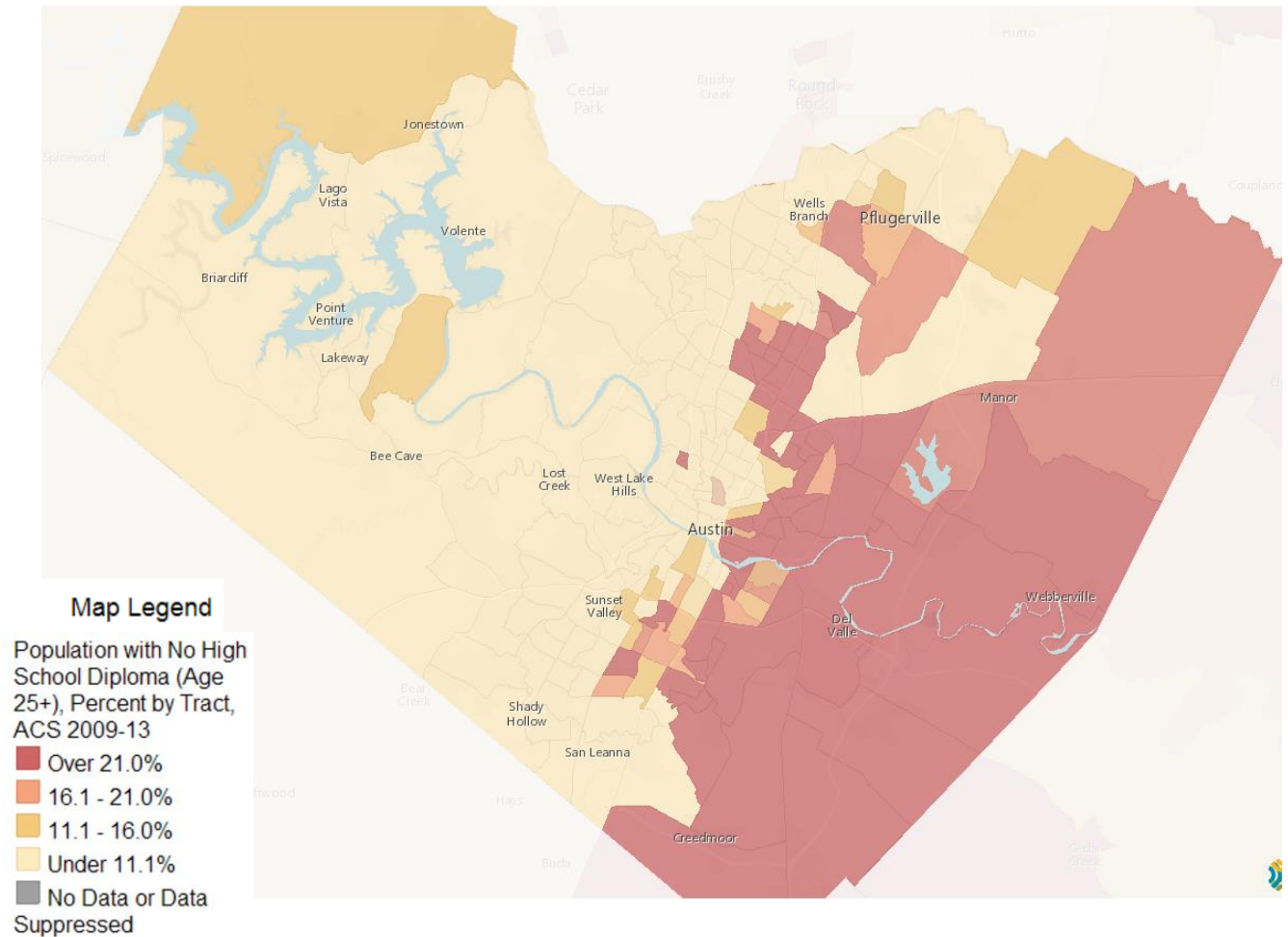


Education

Education trends by
Census Tract

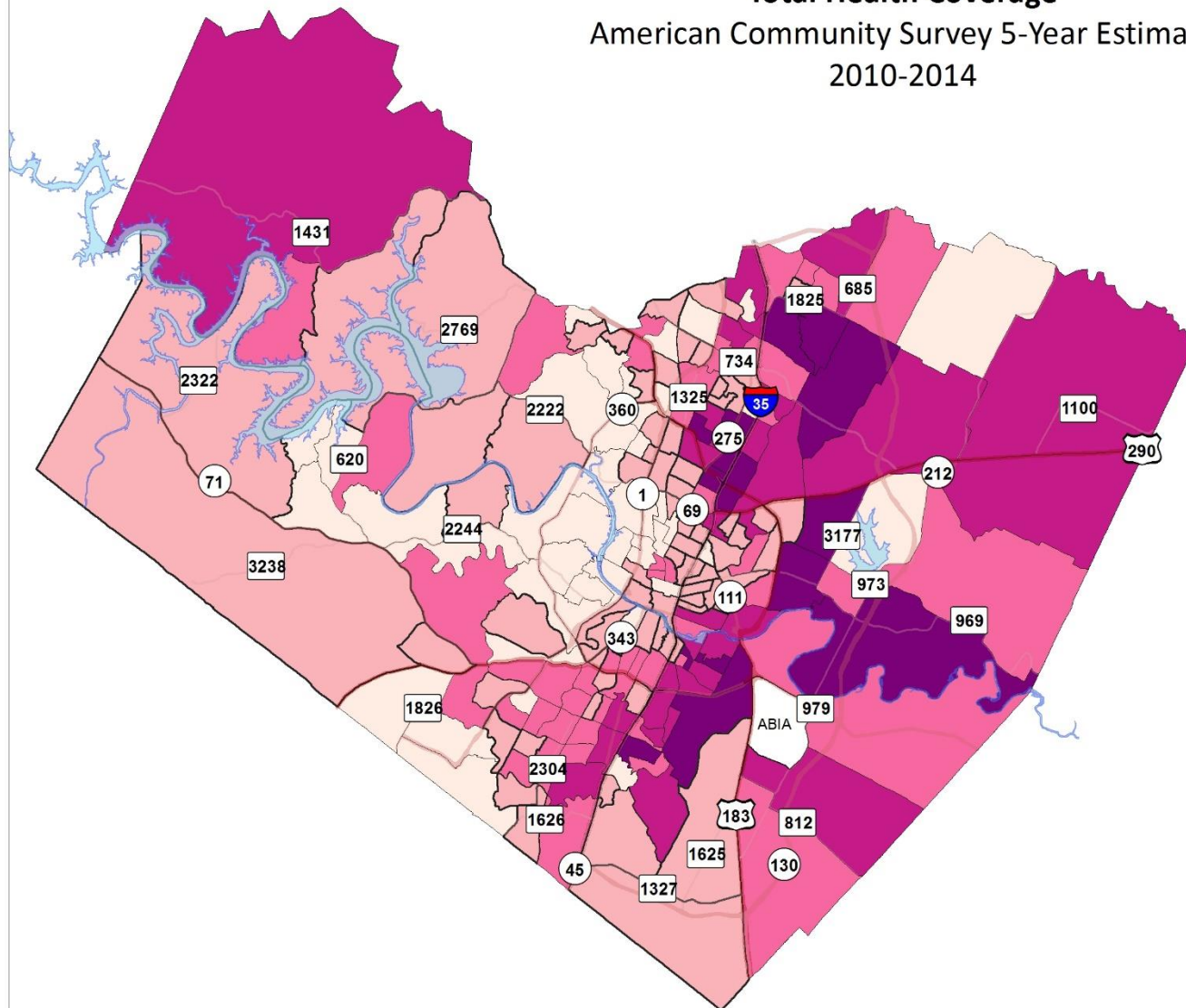
❖ **Adults 25 or older
without high
school diploma
are primarily
located in
Southeast Austin
and Travis County.**

Map exported from
Community Commons.,
*American Community
Survey (ACS), 2009, 5-
year estimates.*

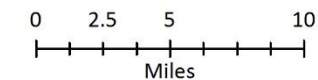
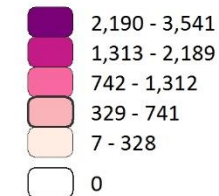




Total Health Coverage American Community Survey 5-Year Estimate 2010-2014



Total Number Uninsured



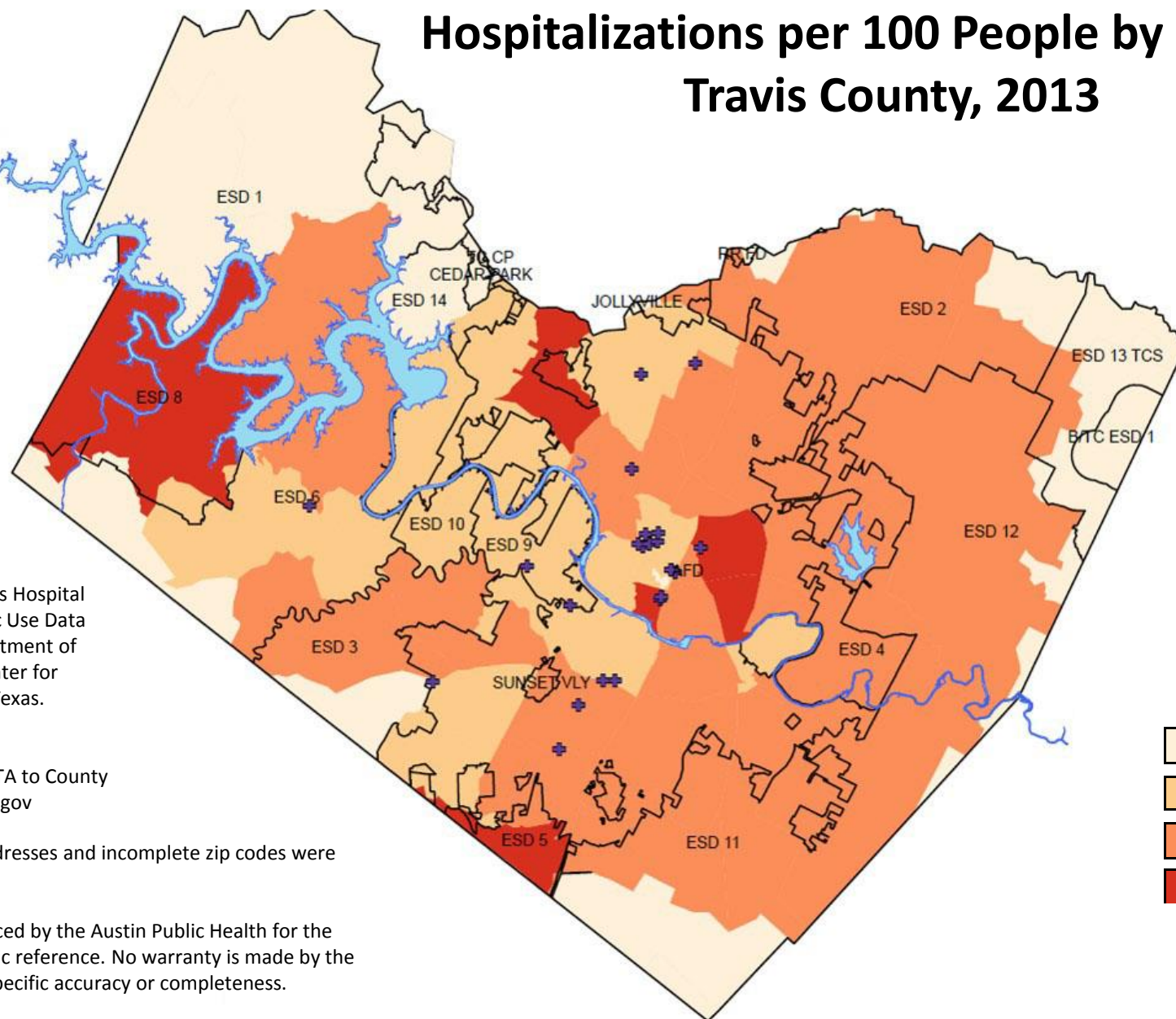
Source: U.S. Census Bureau, 2010-2014 American
Community Survey 5-Year Estimates:
Health Insurance

*Total estimated number of households uninsured 5,610,908 in Texas

This map was produced as a working staff map and is
not warranted for any other use. No warranty is made
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Hospitalizations per 100 People by Zip Code Travis County, 2013



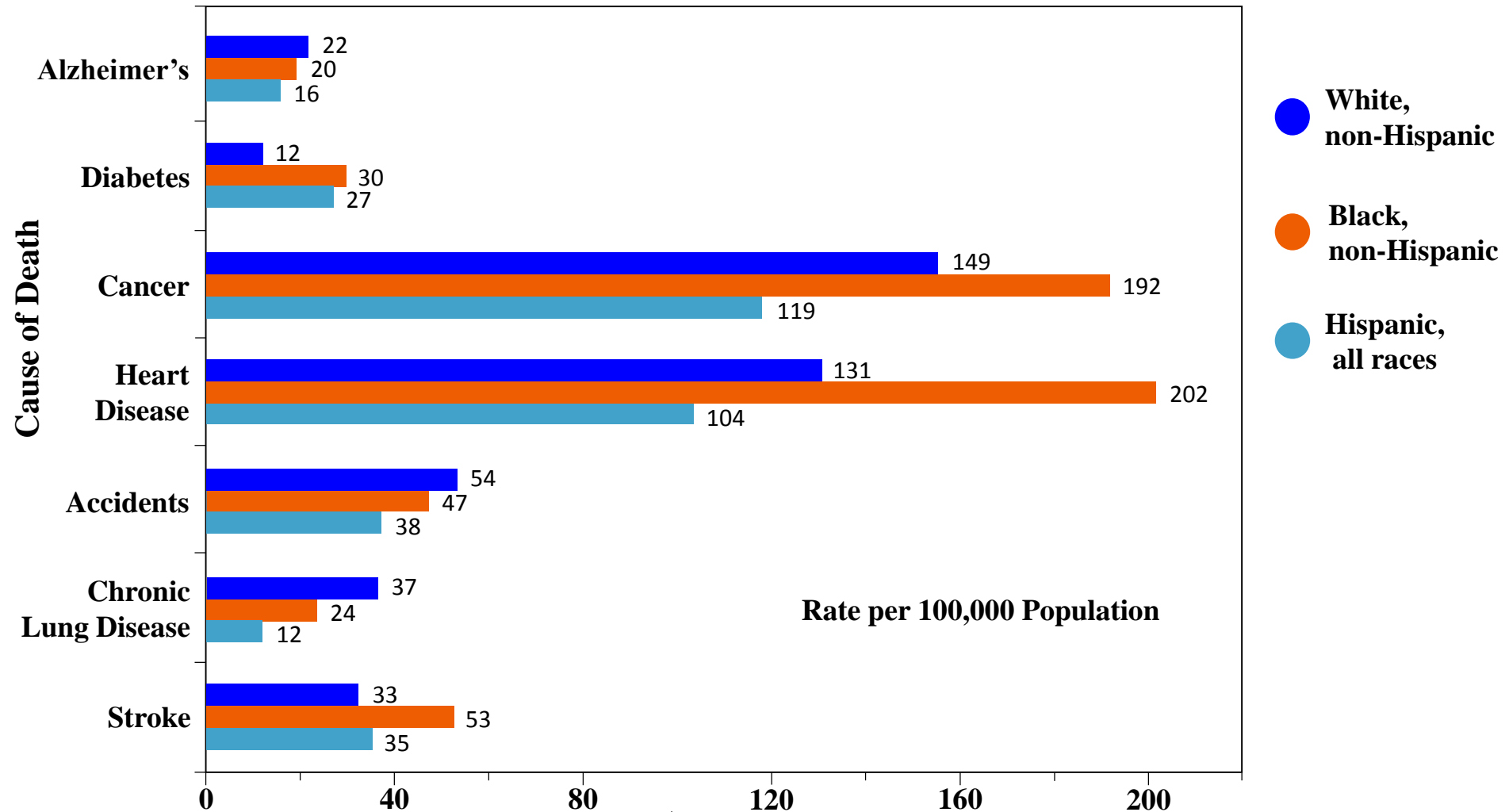
Hospitalization data: Texas Hospital Inpatient Discharge Public Use Data File, [2013]. Texas Department of State Health Services, Center for Health Statistics, Austin, Texas. [10/14/2014]

Population data: 2010 ZCTA to County Relationship File - Census.gov

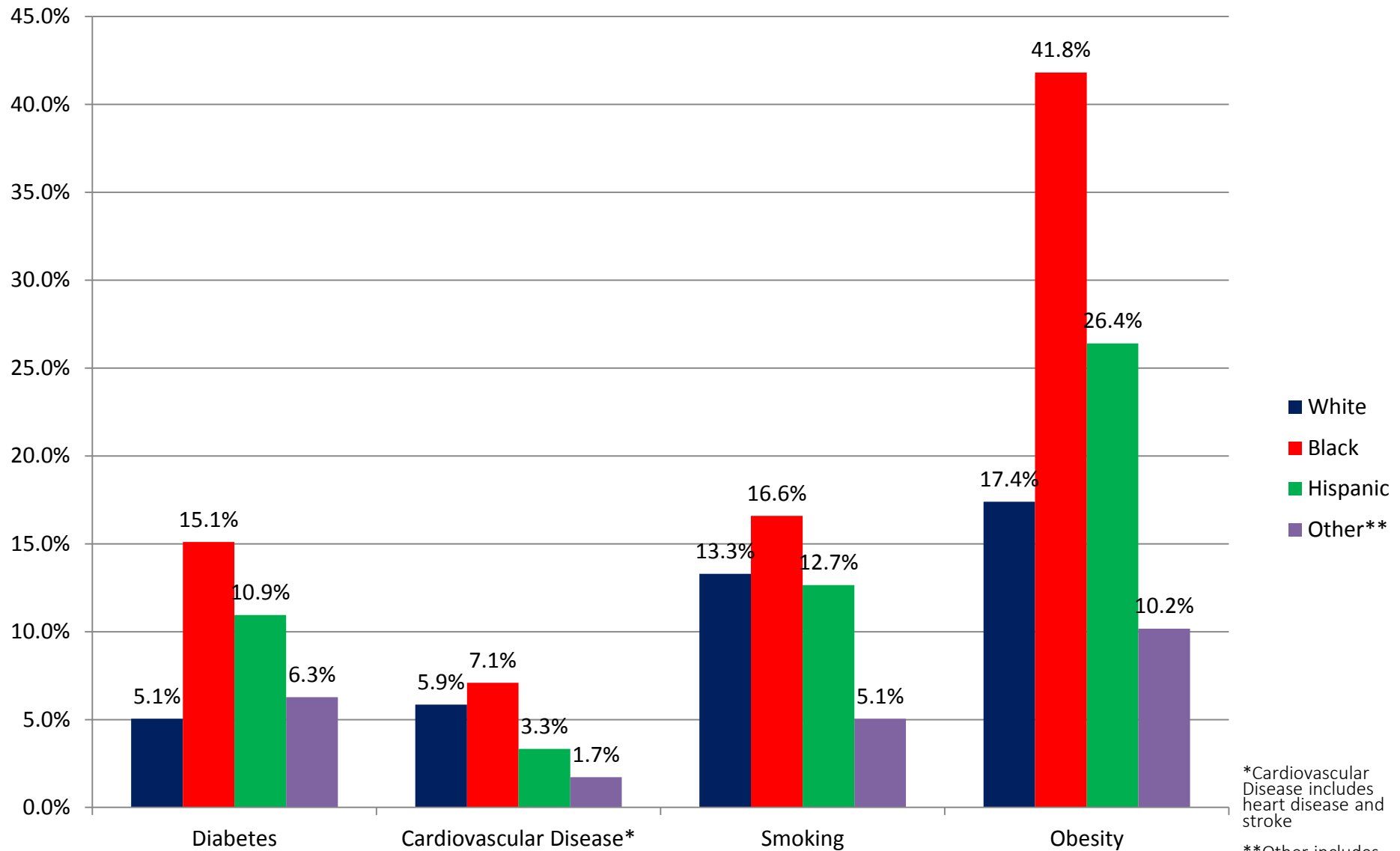
Records with P.O. Box addresses and incomplete zip codes were not included.

This map has been produced by the Austin Public Health for the sole purpose of geographic reference. No warranty is made by the City of Austin regarding specific accuracy or completeness.

Age-Adjusted Mortality Rates for Seven Leading Causes of Death by Race/Ethnicity, Travis County 2011 - 2013



Chronic Disease & Risk Factor Prevalence by Race/Ethnicity
Travis County, 2011-2014

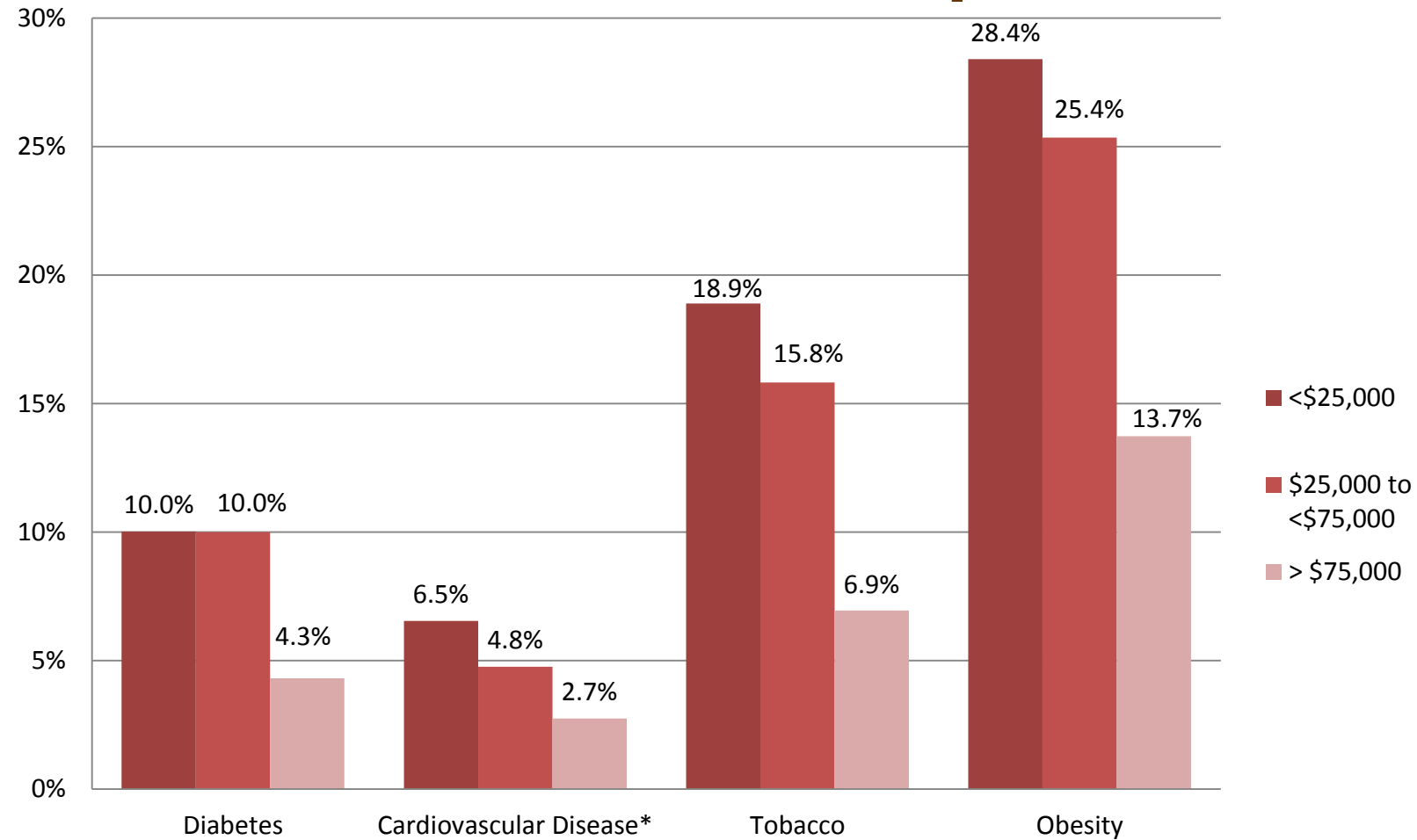


*Cardiovascular
Disease includes
heart disease and
stroke

**Other includes
Asian, Pacific
Islander, Alaska
Native, and
American Indian

Chronic Disease & Risk Factor Prevalence by Income Level

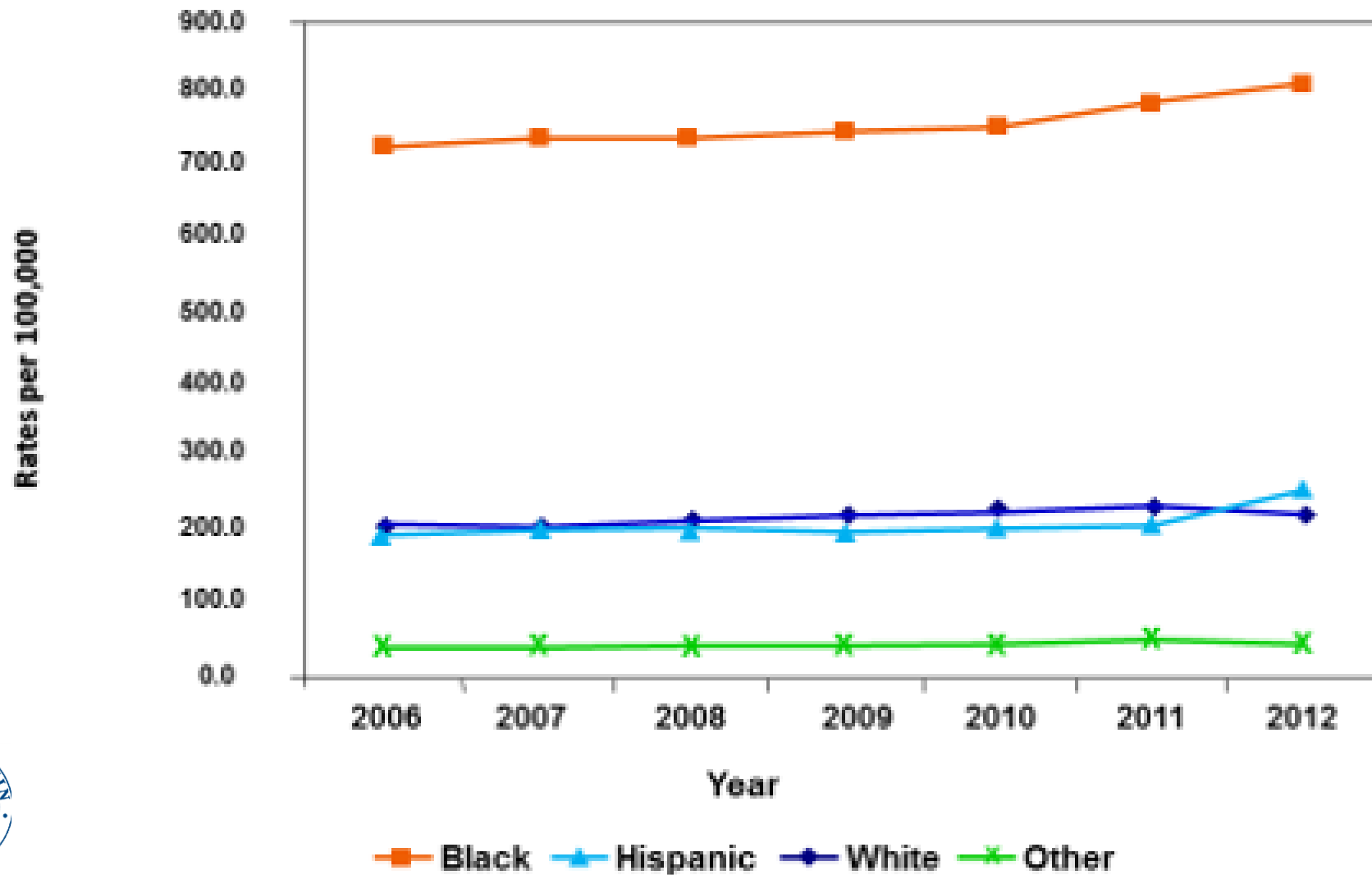
2011-2014



Data Source: Texas DSHS BRFSS 2011-2014

*Cardiovascular Disease
includes heart disease and stroke

Prevalence Rates for Persons Living with HIV/AIDS by Race/Ethnicity, Austin Transitional Grant Area, 2006 - 2012

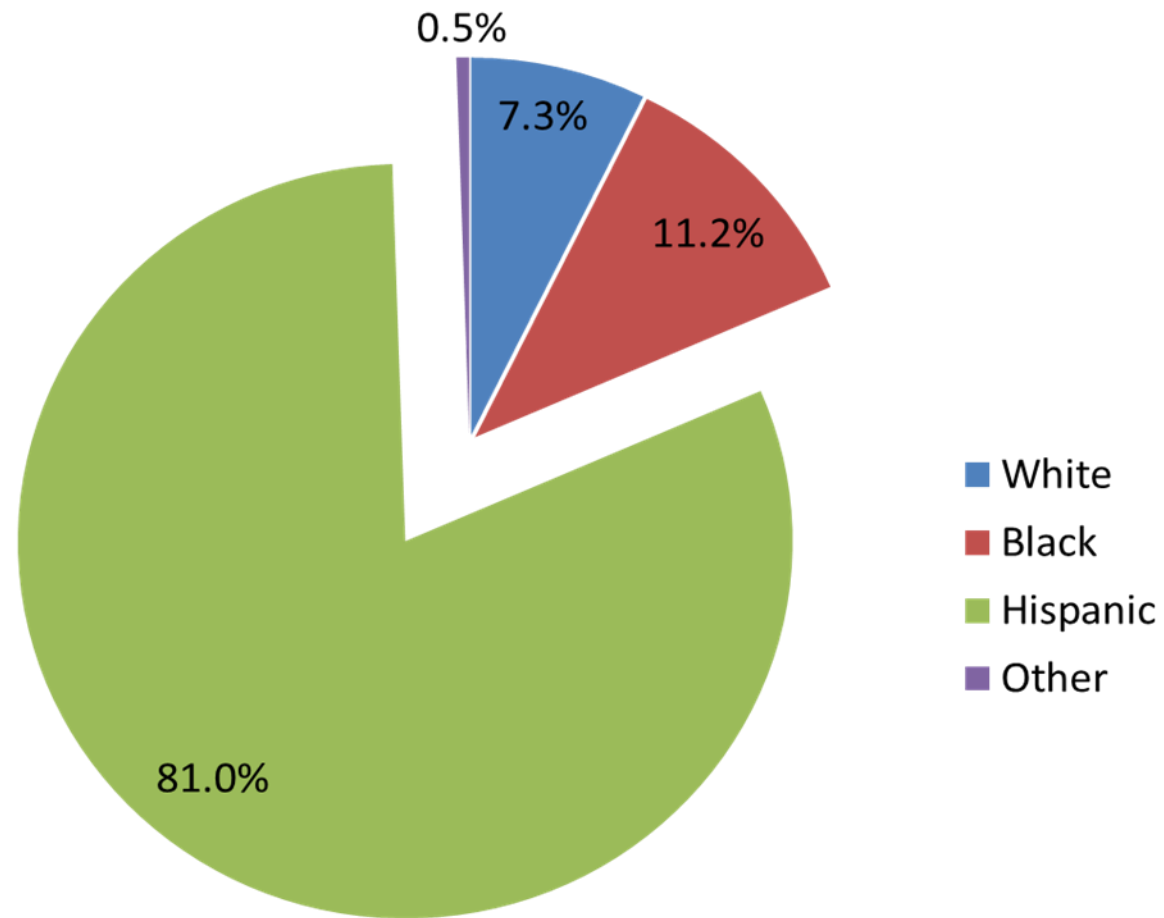


Source: Texas Department of State Health Services, eHARS



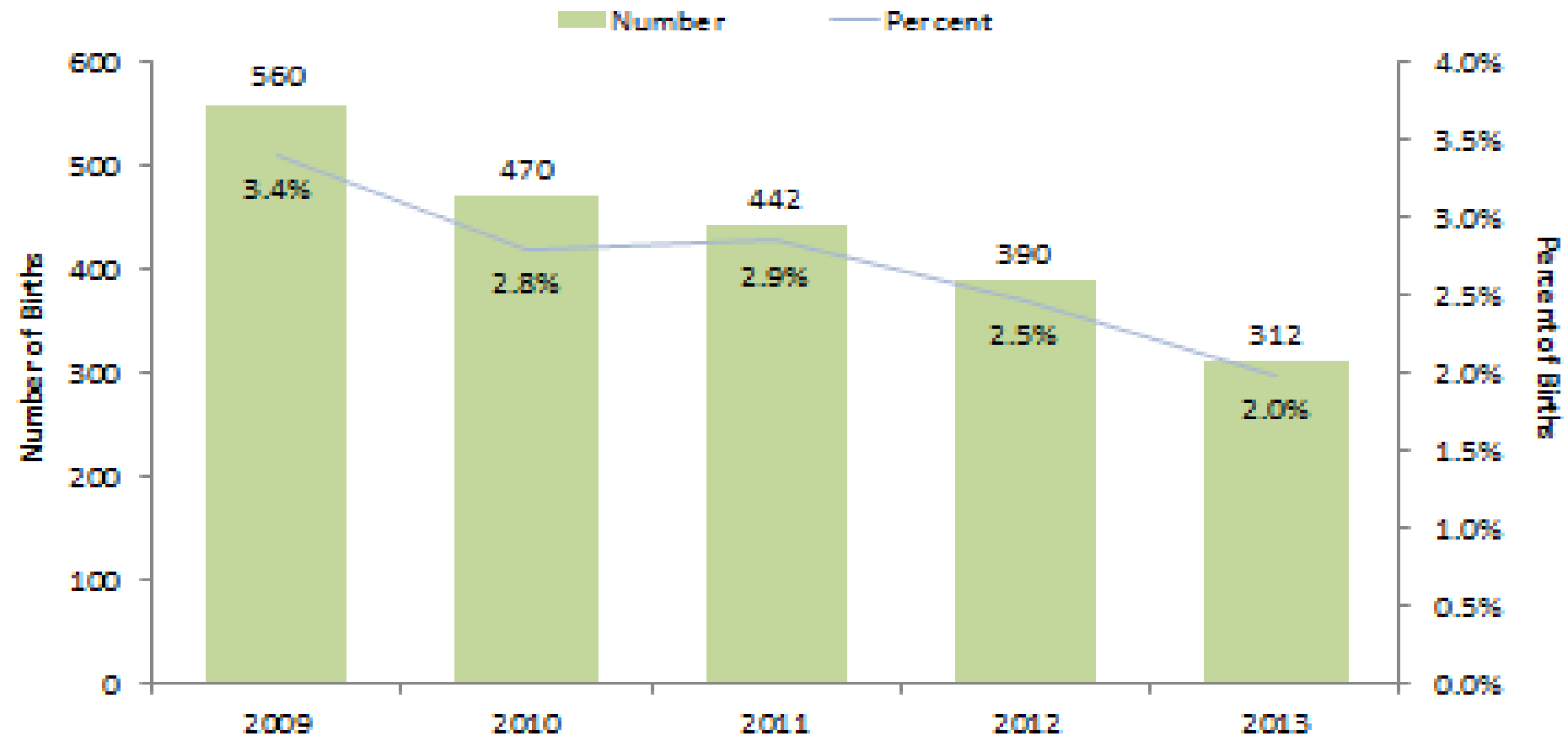
Teen Births

Mother's Age 15-17 Travis County, 2009-2012

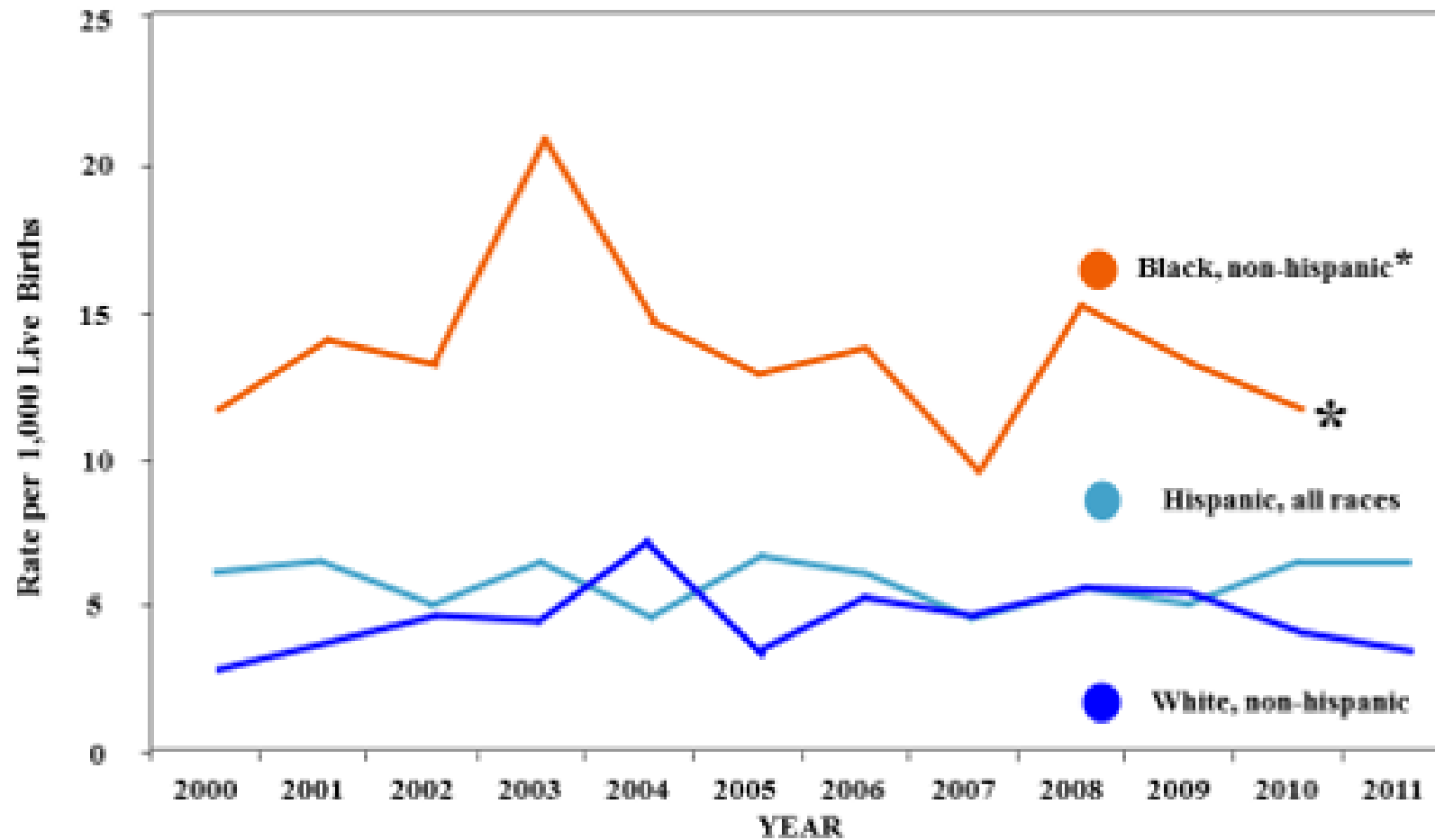


Births to Mothers Ages 15-17

Travis County, 2009-2013



Infant Mortality Rates by Race /Ethnicity for for Travis County, 2000 - 2011



* Due to low number of infant deaths, rates were not calculated for 2011

Data Source: Center for Health Statistics, Texas Department of State Health Services



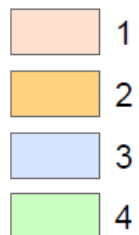


Clinics, Hospitals and Other Service Delivery

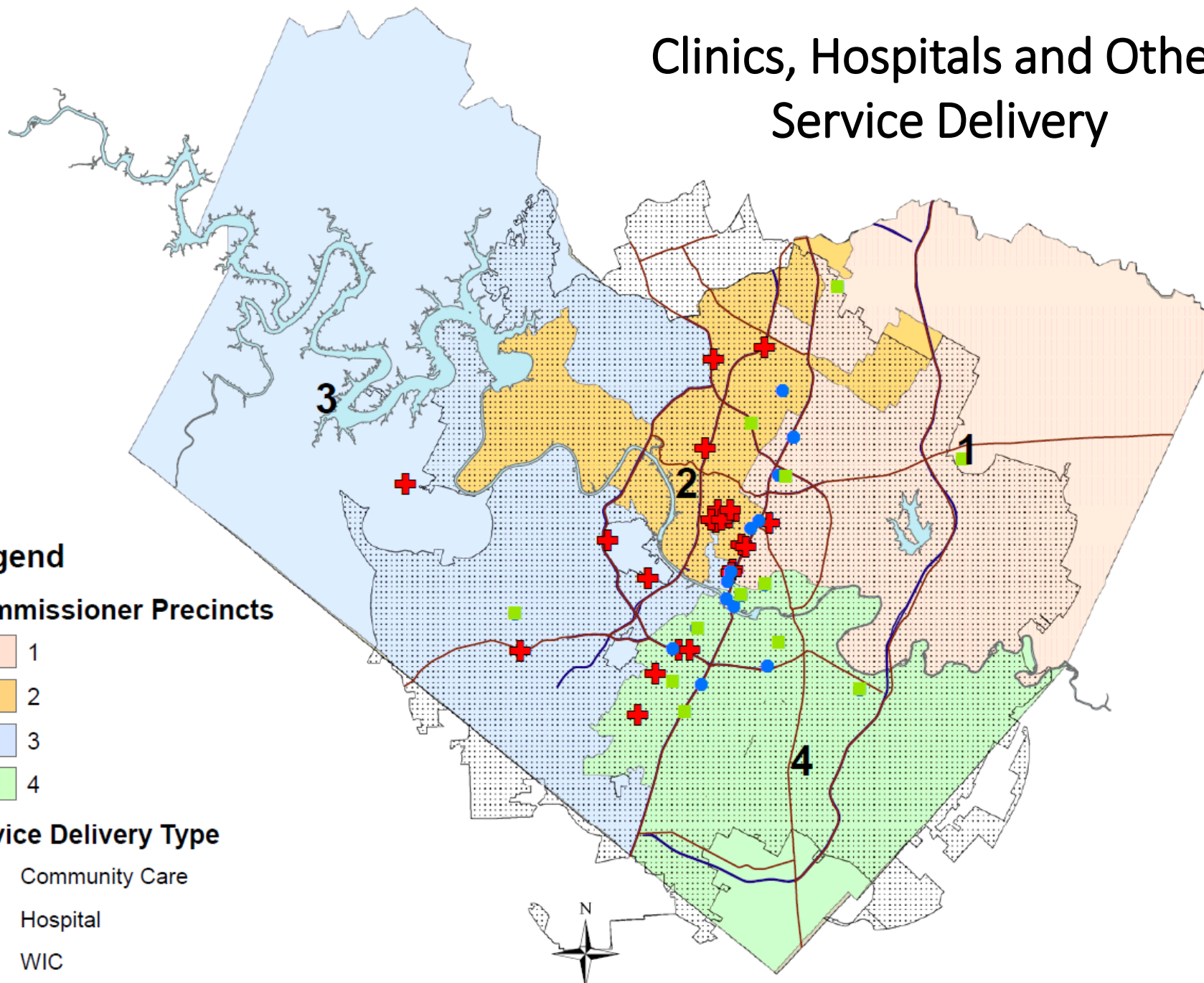
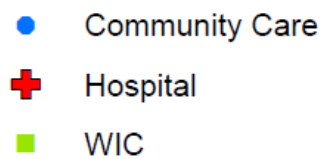


Legend

Commissioner Precincts



Service Delivery Type





CAN Community Dashboard & Equity Analysis

December 9, 2016

Community Advancement Network (CAN)

CAN is a partnership of governmental, non-profit, private and faith-based organizations which leverage mutual resources to collectively improve social, health, educational and economic opportunities in our community.

CAN Partners

City/County Government

- City of Austin
- City of Pflugerville
- Travis County

Health

- Austin Travis County Integral Care
- Central Health
- Seton Healthcare Family
- St. David's Foundation

K to 12 Education

- Austin ISD
- Del Valle ISD
- Manor ISD

Higher Education

- Austin Community College
- Huston-Tillotson University
- St. Edward's University
- University of Texas at Austin

CAN Partners (continued)

Community Collaborations

- ❑ Community Justice Council
- ❑ Interfaith Action of Central Texas
- ❑ One Voice Central Texas
- ❑ United Way for Greater Austin

Workforce Development

- ❑ Goodwill Industries of Central Texas
- ❑ Workforce Solutions – Capital Area

Economic Development

- ❑ Greater Austin Chamber of Commerce
- ❑ Greater Austin Asian Chamber of Commerce
- ❑ Greater Austin Black Chamber of Commerce
- ❑ Greater Austin Hispanic Chamber of Commerce

Transportation

- ❑ Capital Metro

www.CANcommunitydashboard.org



**We are safe, just
& engaged**

- ▶ crime
- ▶ proportionality of jail bookings
- ▶ voting



**Our basic
needs are met**

- ▶ poverty
- ▶ food security
- ▶ housing cost burdened
- ▶ vehicle miles traveled
- ▶ homelessness



**We are
healthy**

- ▶ health insurance
- ▶ mental health
- ▶ smoking
- ▶ obesity
- ▶ air quality



**We achieve our
full potential**

- ▶ school ready
- ▶ high school graduation
- ▶ college success
- ▶ unemployment

2015 population estimates

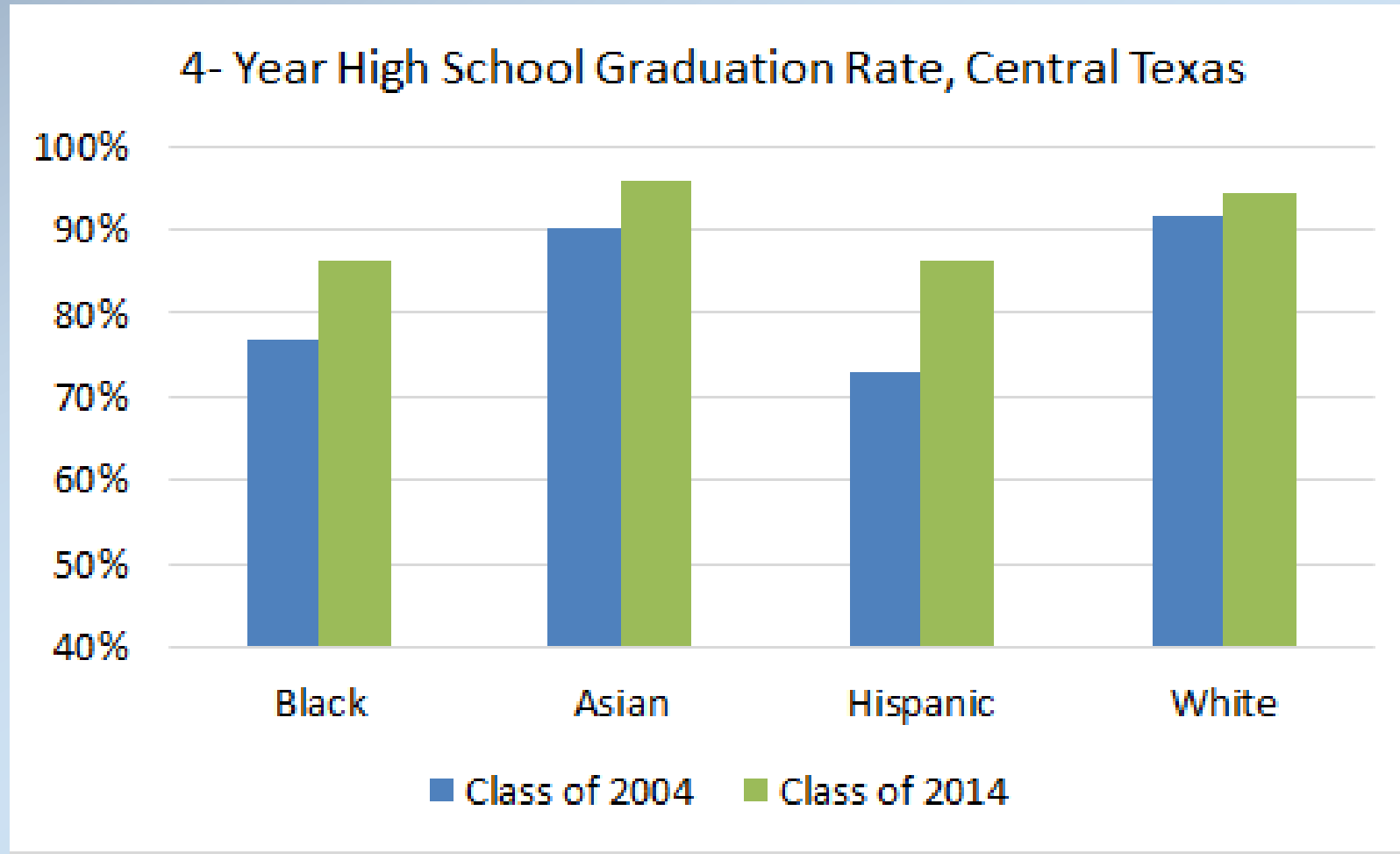
City of Austin	931,840
Travis County	1,176,558
Austin MSA	2,000,860

Source: American Community Survey, 1-Year data, Travis County

Bright Spots

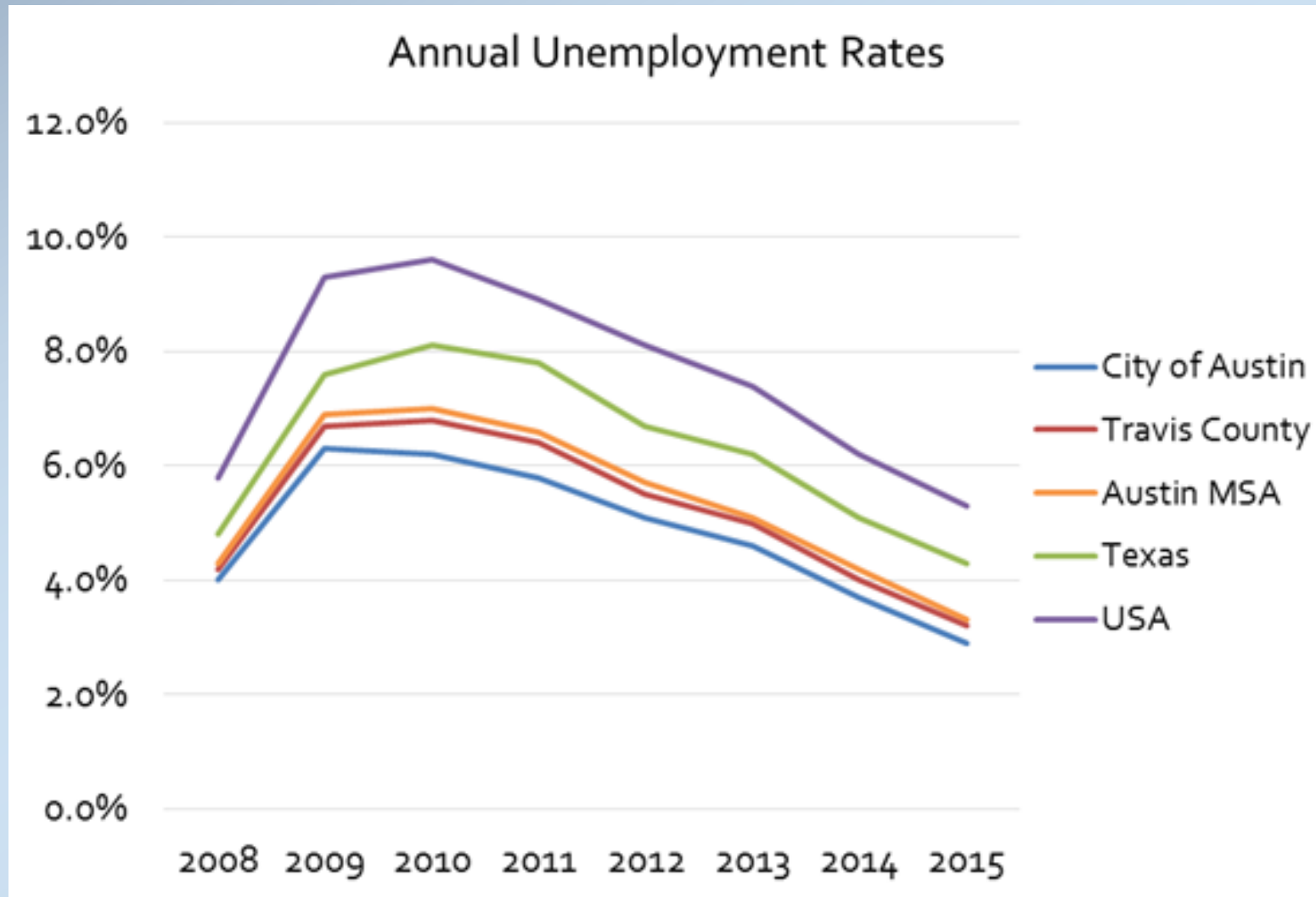
- ❑ Crime rate declined 10% from 2013 to 2014 and 25% over five years.
- ❑ More people have health insurance! 18% were uninsured in 2014, compared to 22% in 2010.
- ❑ Percent of Travis County residents that smoke has declined from 16% in 2011 to 11% in 2014.
- ❑ High school graduation rates continue to improve.
- ❑ Unemployment in 2015 was only 3.2%.

Graduation Rates



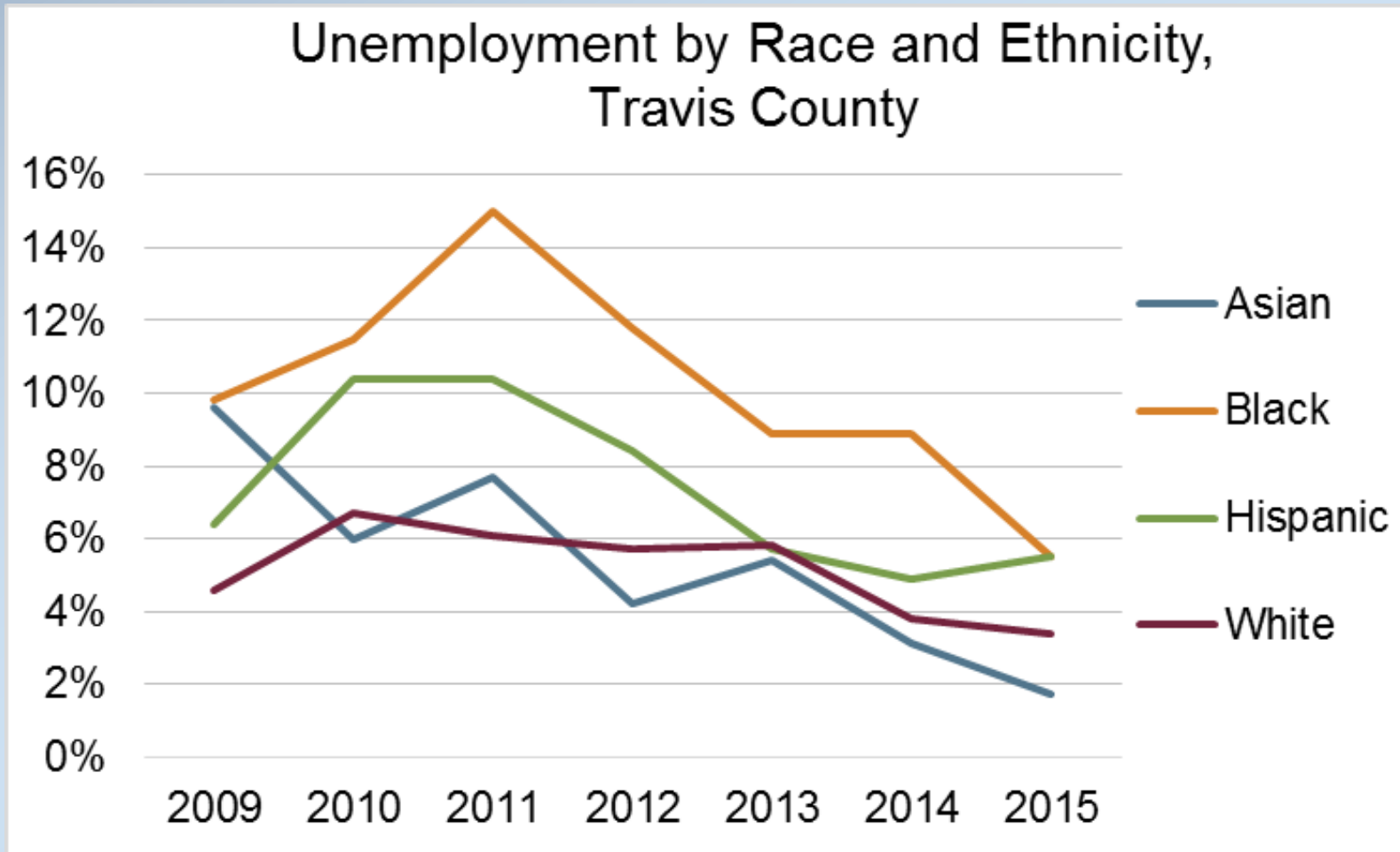
Source: E3 Alliance

Local unemployment rates are lower than state and national rates



Source: Bureau of Labor Statistics

Unemployment rates have fallen, but disparities persist



Source: American Community Survey, 1-Year data, Travis County

Challenges

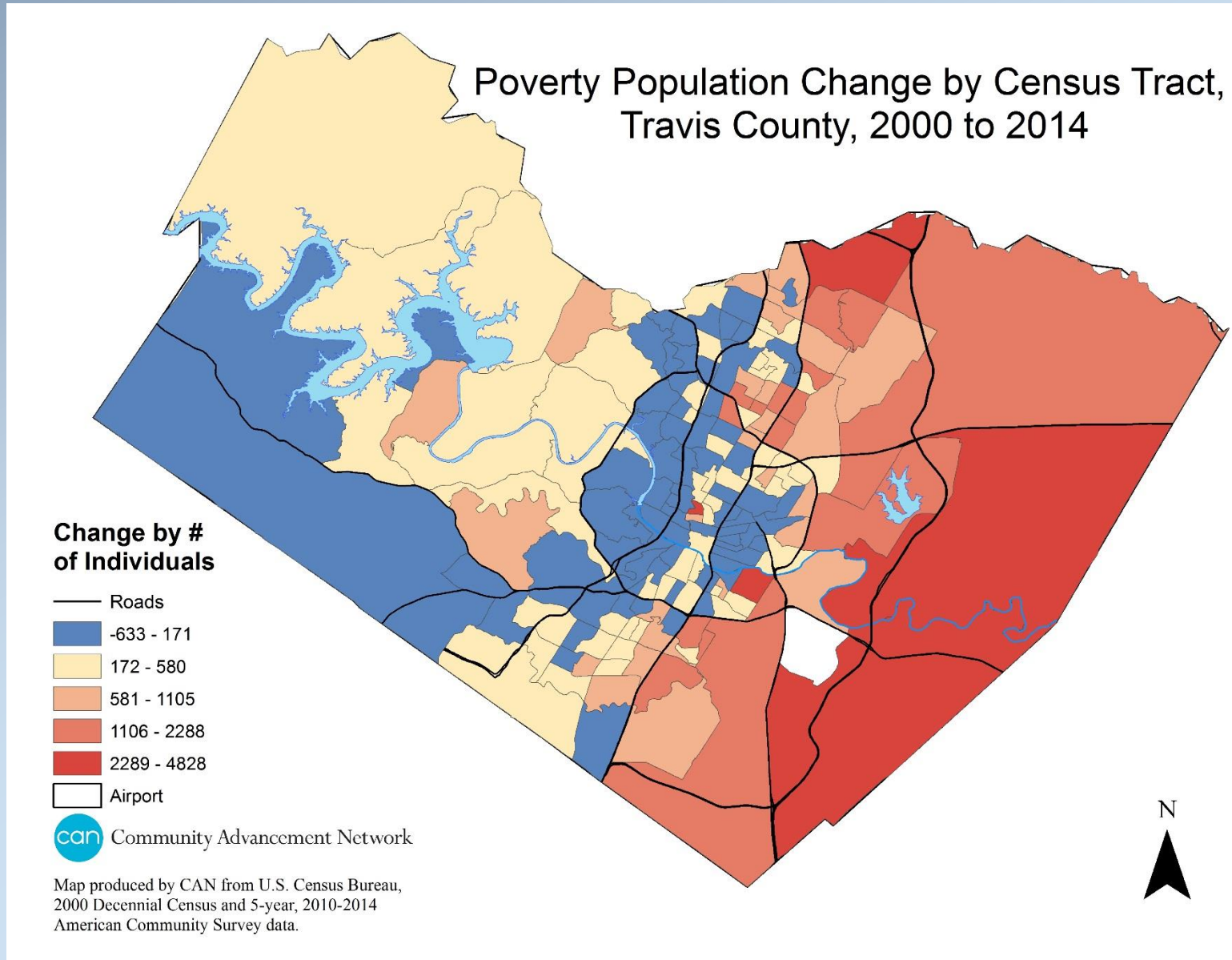
- For the first time since 2010, the # identified as homeless and the % who are housing cost-burdened increased
- For the first time in 5 years, there was a big drop in % of kindergarteners who are school-ready (53% in 2013 and 41% in 2014)
- Rate of obesity for African Americans is twice the rate for Whites
- The poverty rate for Hispanics and Blacks is more than twice the rate for Whites
- Disproportionality in jail bookings remains high for African Americans

A Focus on Poverty

Change in poverty from 2000 to 2014

(a broken heart)

During a time when total population increased by 34%, many census tracts saw small and even negative changes in poverty population.



Areas of Concentrated Poverty

Percent Poverty by Census Tract, Austin MSA, 2010-2014, ACS 5-Year Data

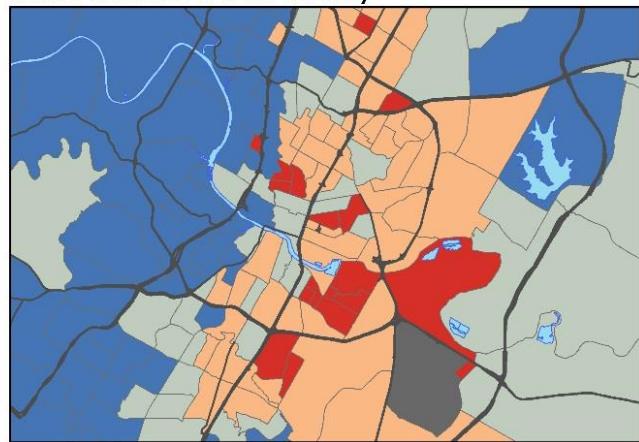
Legend

- County
- Highways
- Water
- Airport

Percent Poverty by Census Tract

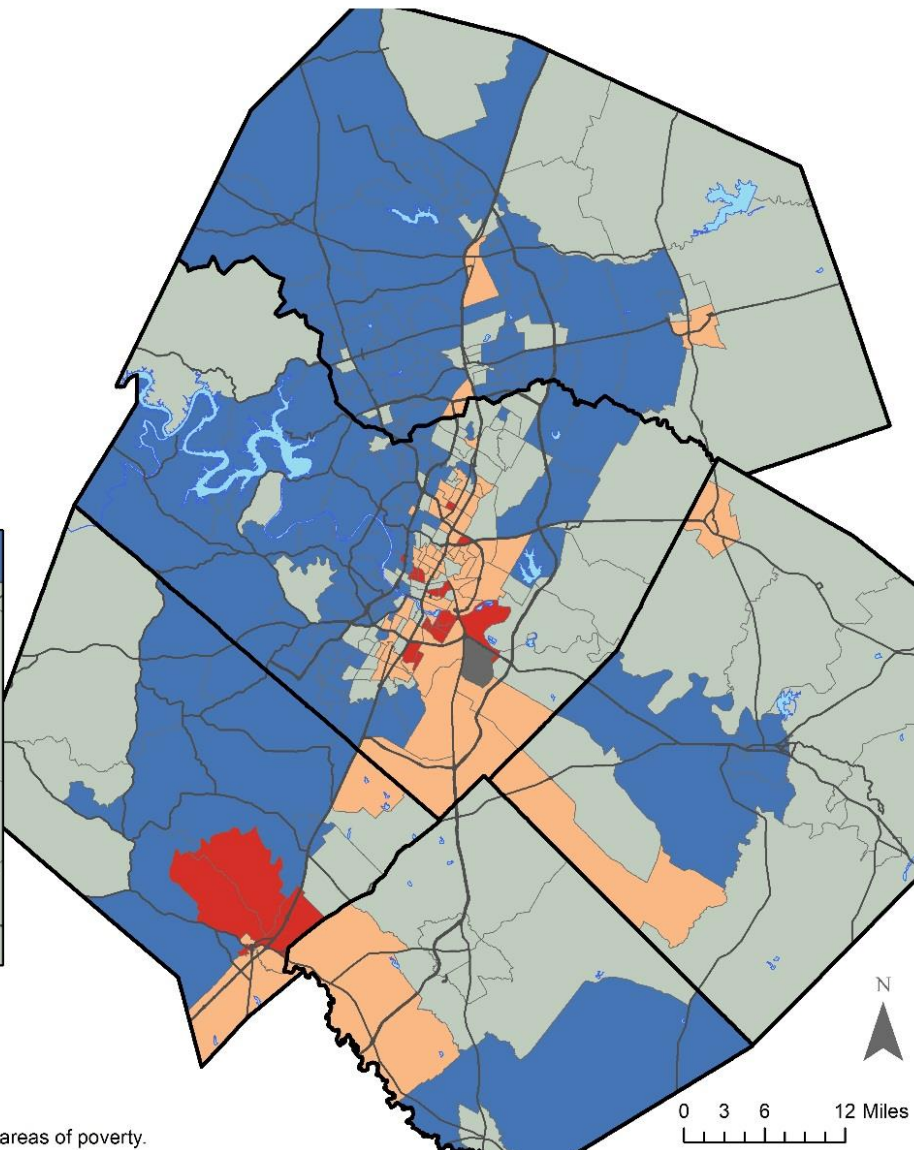
- Less than 10%
- 10% to 20%
- 20% to 40%
- Over 40%

Inset: Central Travis County



can Community Advancement Network

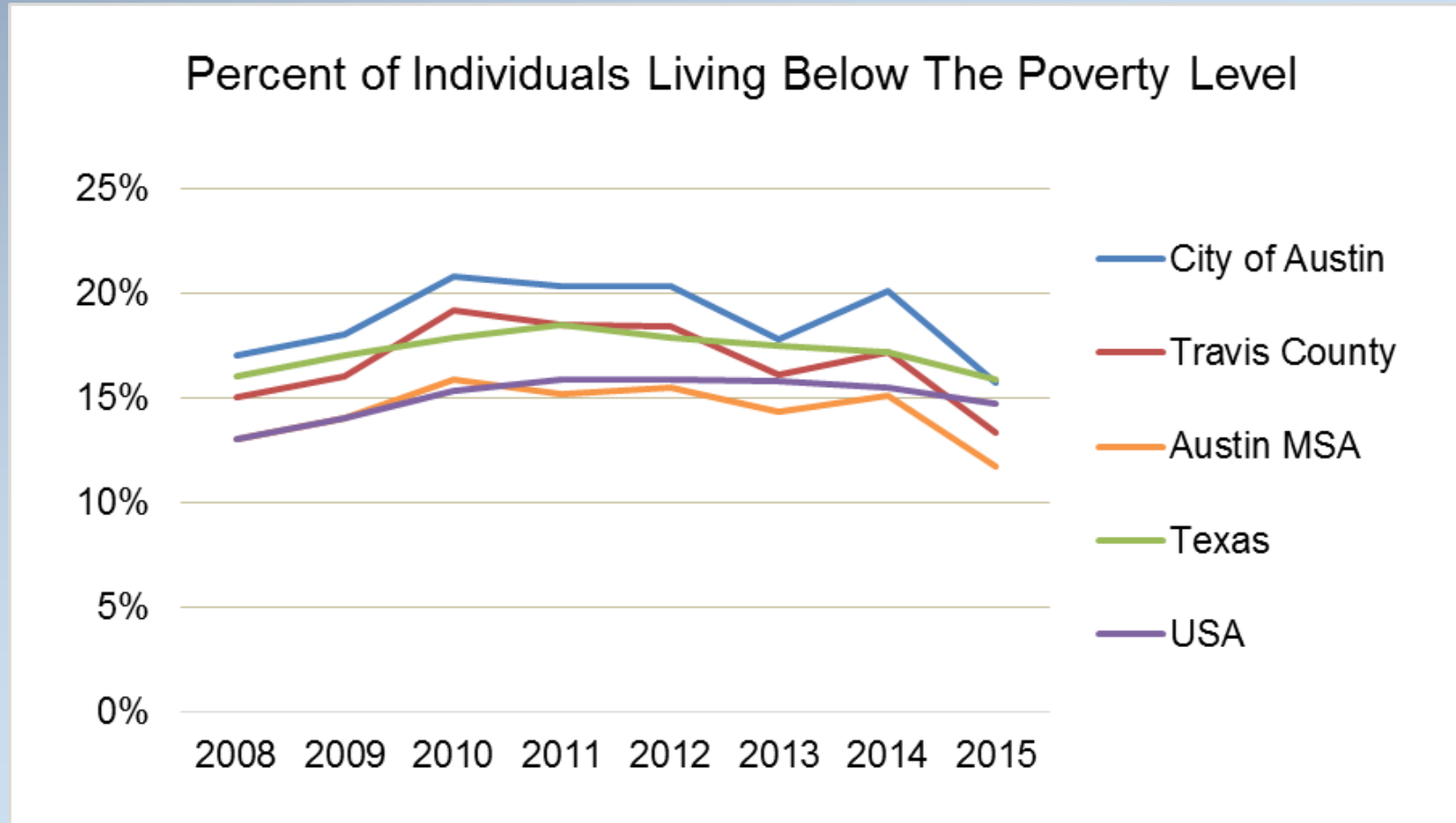
Map produced by CAN from U.S. Census Bureau,
5-Year, 2010-2014, American Community Survey data.
(Table C17002: Ratio of Income to Poverty Level in Past 12 Months)
Census tracts with high student populations tend to correlate with high areas of poverty.



Brookings reports
people living in
concentrated poverty
face

- higher crime rates
- poorer physical health
- low-performing schools
- higher drop out rates
- poor job-seeking networks

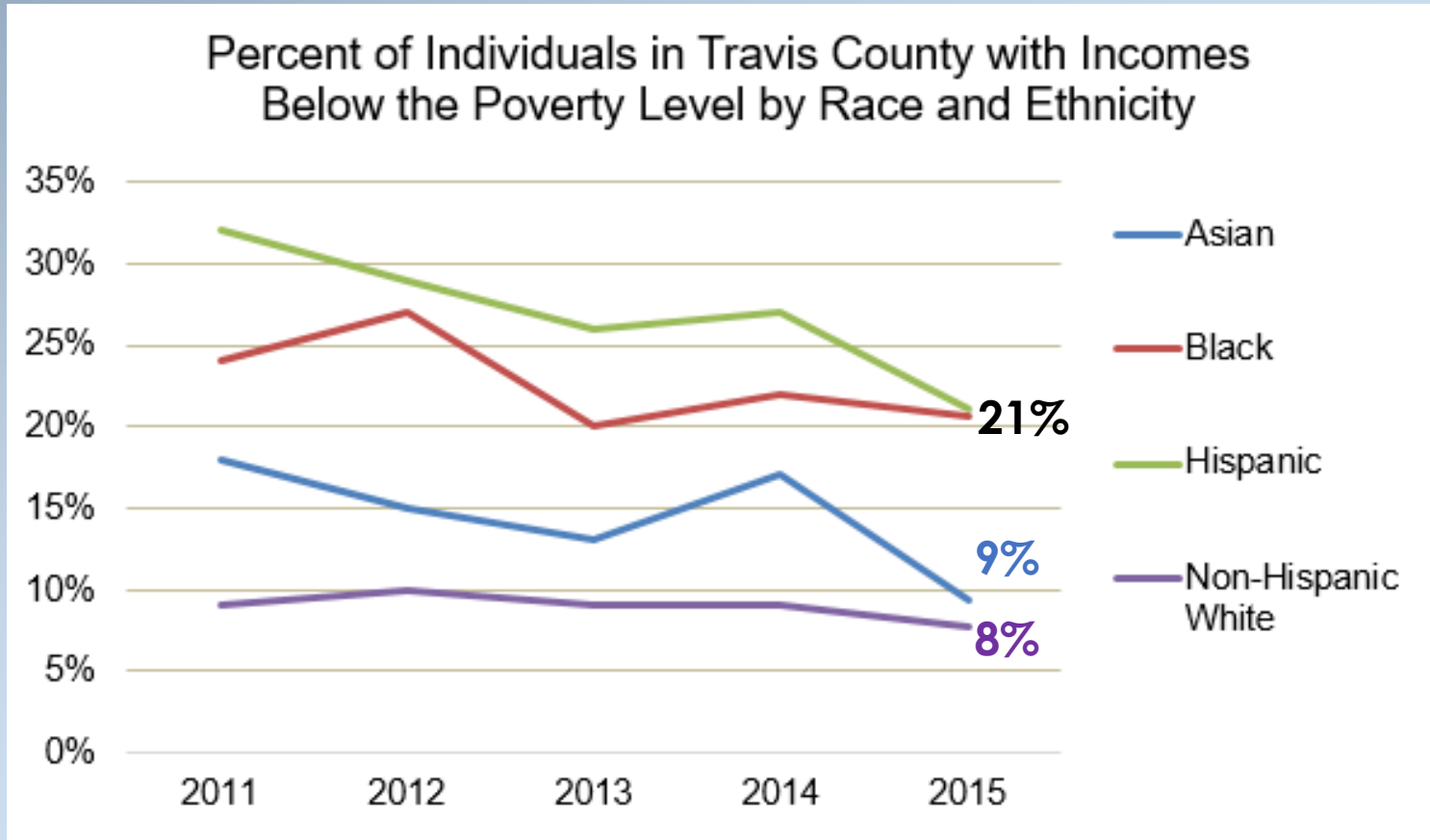
Poverty rates are declining



Poverty rates for the City of Austin, Travis County and the Austin MSA are lower than they were in 2008

Source: American Community Survey, 1-Year data, Travis County

Disparities in poverty



The poverty rate for Hispanics and Blacks is **twice** the rate for Asians and Whites.

Source: American Community Survey, 1-Year data, Travis County

Children are most likely to be poor



City of Austin

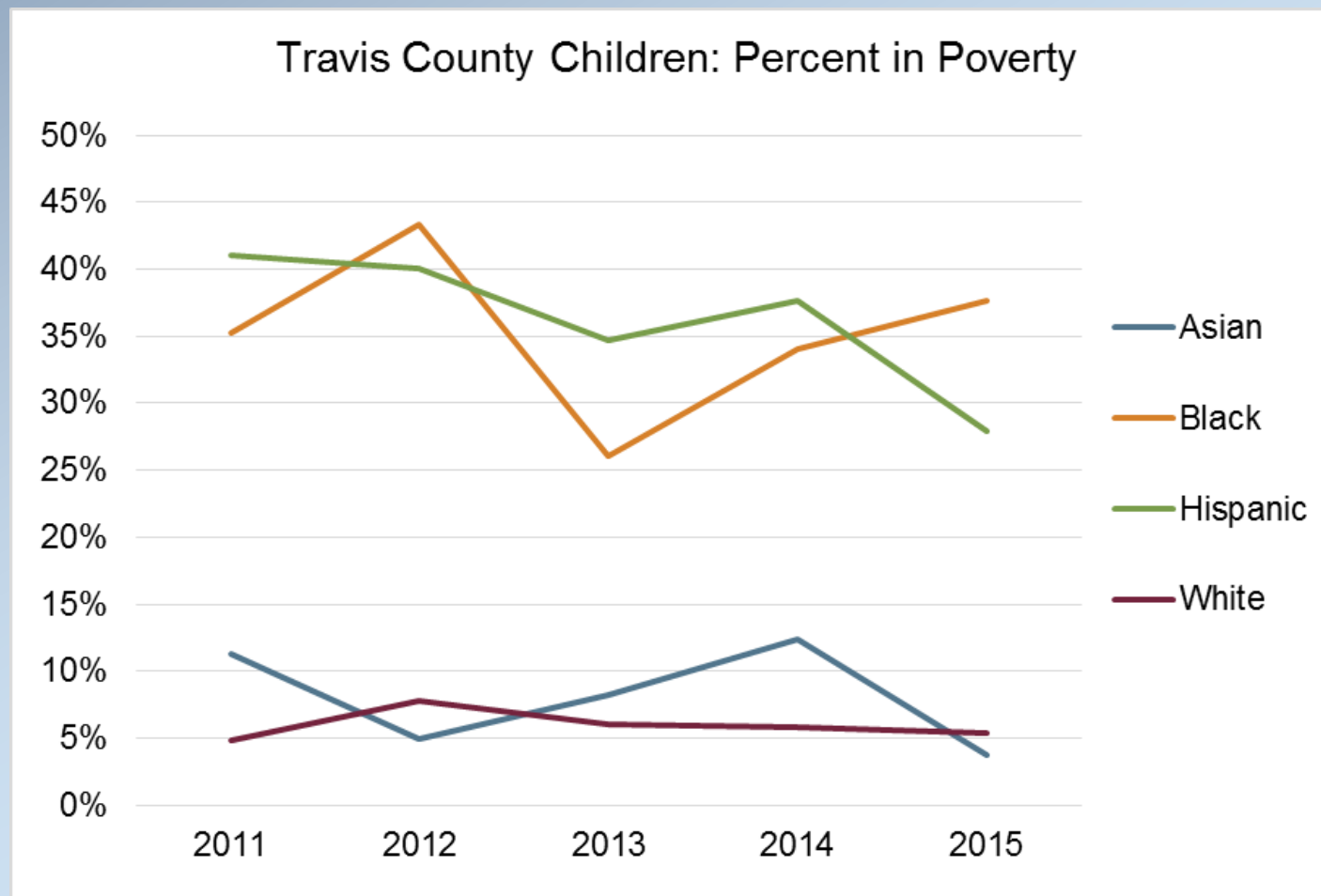
20% of those under the age
of 18 live in poverty

Travis County

18% of those under the age
of 18 live in poverty

Source: American Community Survey,
1-Year Estimates, 2015

Child poverty disparities, Travis County

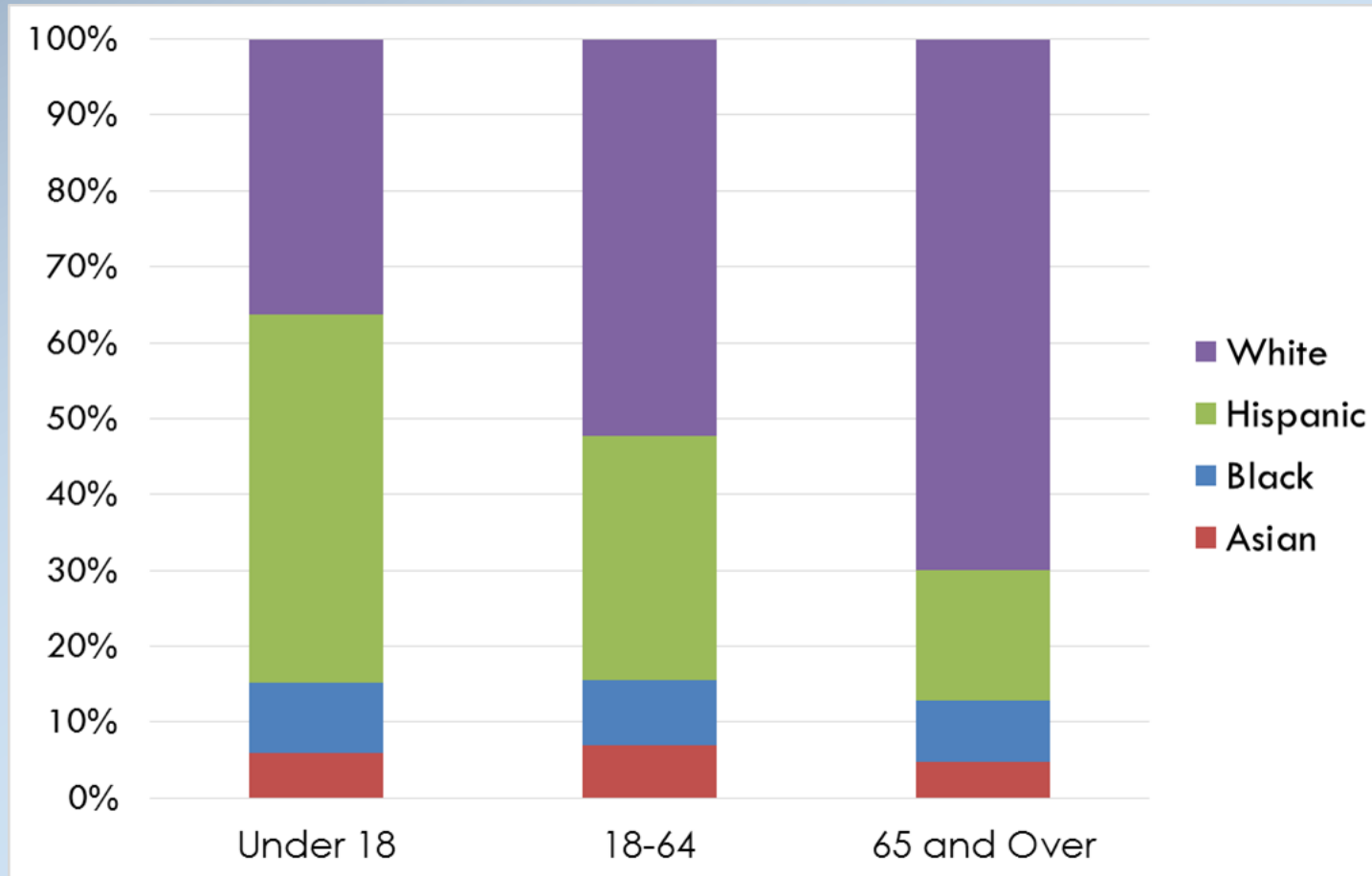


Hispanic and Black children are **5** to **7** times more likely to live in poverty than White or Asian children.

Source: American Community Survey, 1-Year data, 2015

Almost half of all children are Hispanic

Race & Ethnicity by Age Group, Travis County, 2015



- 49% of children were Hispanic
- 70% of those 65 & older were White

Source: American Community Survey, 1-Year Estimates

A Focus on Disproportionality

Disproportionality defined:

outcome for a
specific group

divided by

representation of
that group in the
general population

Source: Center for the Study of Social Policy

Example: Jail Bookings

% of individuals
booked into jail
who are Black: **21%**

% of adult
population that
are Black: **8%**

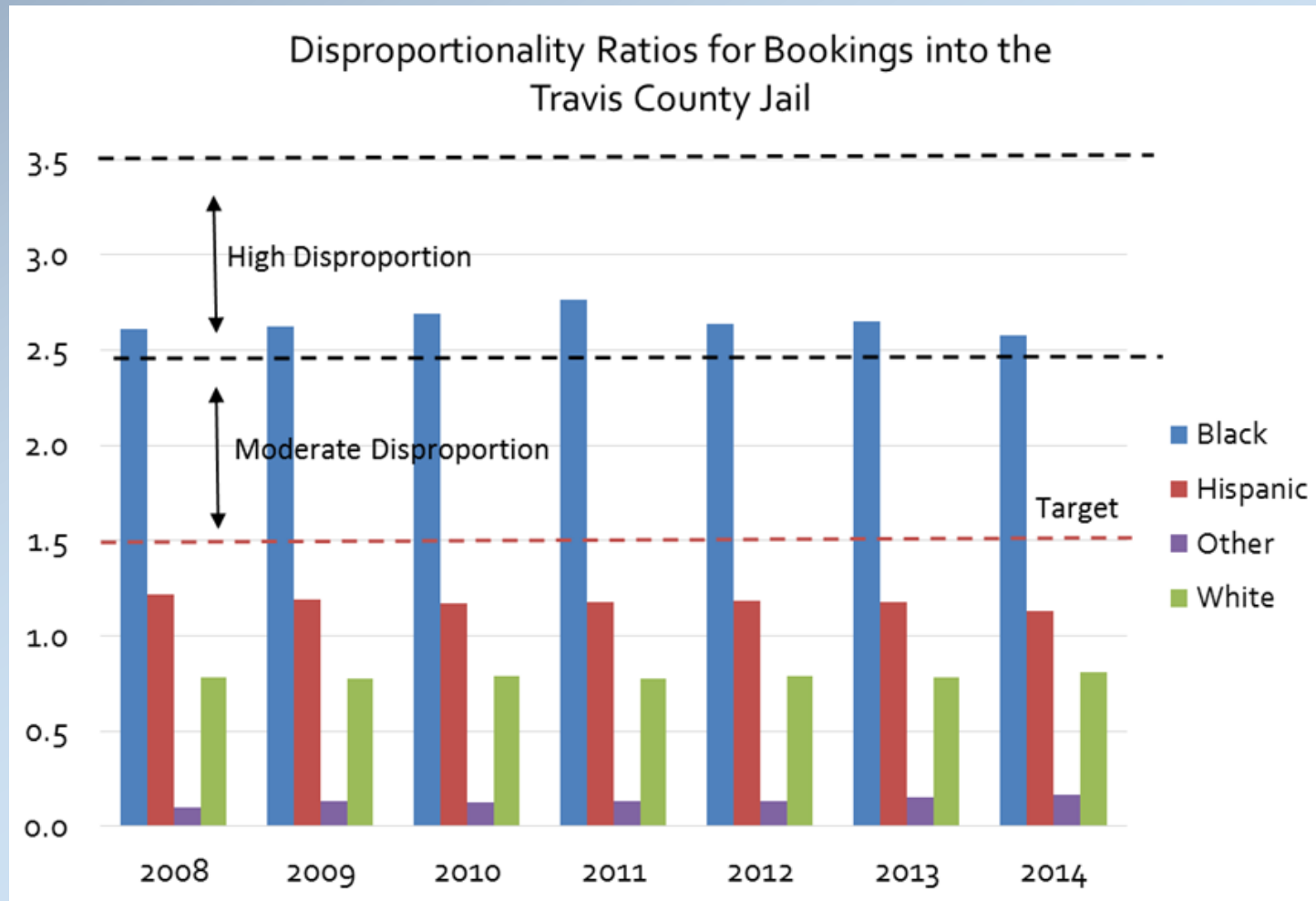
2.65
= disproportionality
ratio

Ratio of 1.5 to 2.5 = **moderate disproportion**

Ratio of 2.5 to 3.5 = **high disproportion**

Ratio > than 3.5 = **extreme disproportion**

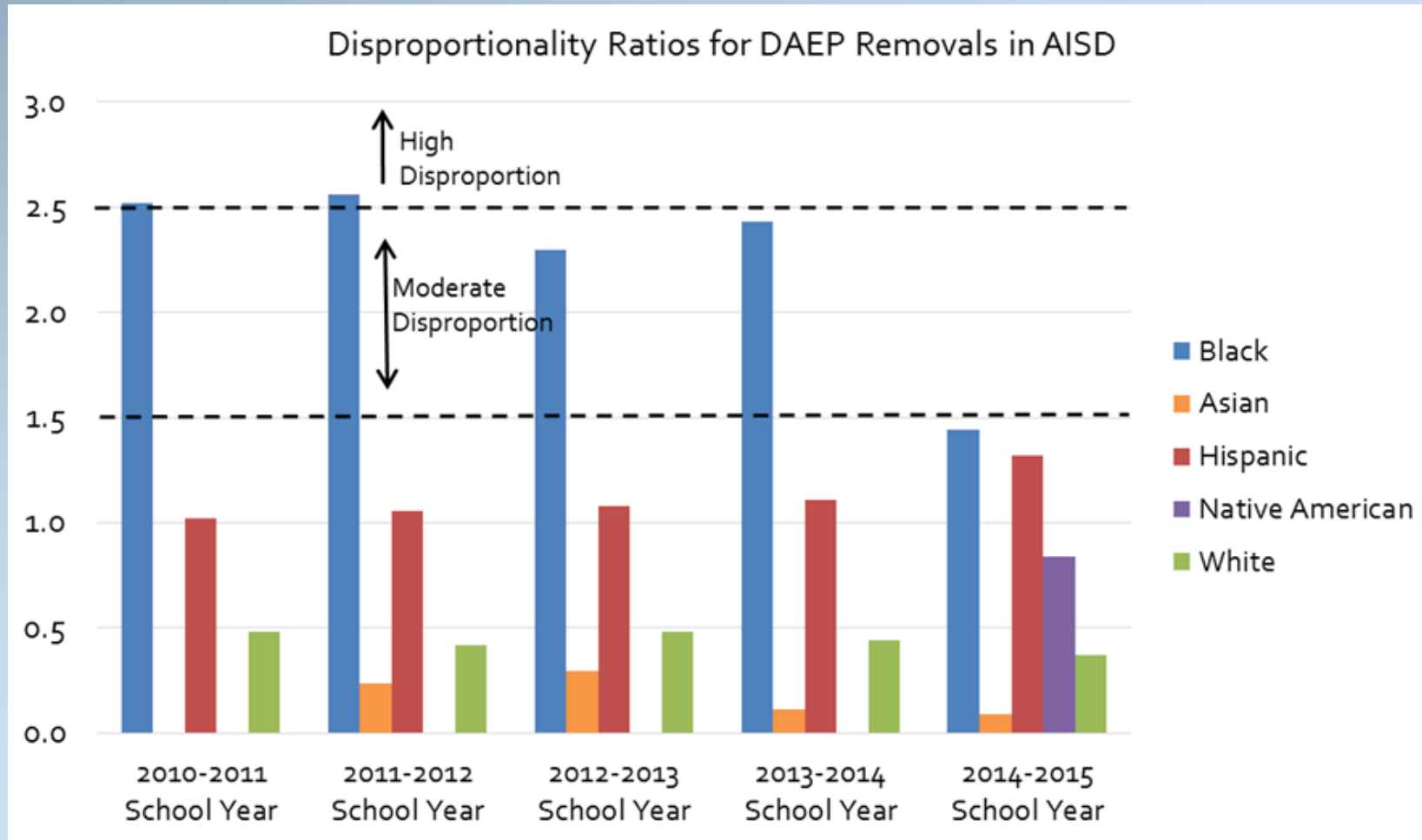
Proportionality of Jail Bookings



Having a criminal history impacts your ability to...

- get a job
- rent a home
- move back with your family
- get a loan
- pursue certain professions

Disciplinary Removals



An Austin ISD policy to discontinue discretionary removals eliminated the disproportionality in removals for Black students

Source: American Community Survey, 1-Year data, Travis County

Additional Disproportionality Data Available at
“Proportionality of Jail Bookings” Link at Website:
www.cancommunitydashboard.org

- Child abuse and neglect
- People receiving homeless services (extreme)
- Educational attainment levels
- Rate of unemployment
- Rate of poverty
- Rate of uninsured (without health insurance)

Request a Dashboard Presentation

- Find more data and information online at
www.CANcommunitydashboard.org
www.CANatx.org
- Like [Community Advancement Network](#) on Facebook
- Follow [CAN_Austin](#) on Twitter

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