BUDGET EQUITY 101

Office of Diversity, Equity, and Inclusion

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FY 2023

OVERVIEW

YOUR DEI TRAINING LEADERS

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PART I
Introduction to Equity

WHAT IS EQUITY?

Both a process and a product.

Refers to fair practices and policies that ensure everyone has access to the same opportunities. Equity and equality have different meanings. Equality means treating everyone as if their experiences are exactly the same. Equity means acknowledging and addressing past and present structural inequalities that advantage some and disadvantage others.

WHY IS EQUITY IMPORTANT?

According to the 2016 NashvilleNext Annual Report, Nashville is set to be a majority minority city by 2040. Nashville is a uniquely diverse city, and to feel the positive impact of this diversity, the City must continuously reassess and adjust its equity and inclusion efforts.

HOW IS EQUITY RELEVANT TO MY DEPARTMENT?

Equity should be used to serve "in" and "out"

Stating that "all" or "everyone" will benefit from a budget modification ignores the realities of inequities in resource allocation and bypasses addressing equity.

PART II

The Budget Equity Tool

WHAT IS THE BUDGET EQUITY TOOL?

A set of questions to integrate considerations of equity in the budget development process.

It is also used in other decision making processes, such as policy, practice, and program development.

The tool is designed to determine whether budget allocations:

- Advance equitable outcomes

- Measure the impact of budget decisions

- Improve performance and service delivery

Departments will incorporate the tool into the budget development process.

The tool must be revisited continually to be most effective in the budget process.

Use the tool in budget:

- Preparation

- Implementation

- Audits

DEVELOPMENT OF THE BUDGET EQUITY TOOL

Budget Equity Tools are utilized by municipalities across the country.

We analyzed these tools to identify the most effective strategies to integrate into Metro's budget development process, and made sure we centered Metro Government and the City of Nashville in our discussions.

We collaborated with The Office of Management and Budget on adapting the tool into the current budget submission process

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A LOOK AT THE TOOL

What is the tool?

The tool consists of three strategies and corresponding questions.

It serves as a guide to help you and your department identify and articulate its equity priorities and how to implement them.

When filling out the Budget Equity Tool...

Each department will:

- Analyze their FY 2023 budget decisions and modifications

- Identify which comprehensive ways their department will prioritize equity

- Reflect on how proposed modifications or reductions may impact communities

Budget Equity Tool Instructions

Each department will fully answer all nine questions within the Budget Equity Tool. If your Department has multiple divisions, consolidate the responses in one submission.

The completed Budget Equity Tool will be submitted through Microsoft Forms **BEFORE** February 11, 2022.

THE THREE STRATEGIES AT A GLANCE

Adopt an Equity Lens

Asks you to evaluate whether the budget decisions and modification requests anticipated any potential burdens/benefits to underserved communities.

Be Data-driven

Asks you to identify the data you will need and make a plan for collecting it to support equity issues within your department.

Promote Assessment and Accountability

Asks you to develop a system of assessment and community engagement.

ADOPT AN EQUITY LENS

Question 1:

In what targeted ways will your department use the budgeting process to advance equity?

Question 2:

What persistent gaps or limitations in your overall budget could inhibit your department's ability to advance racial and economic equity?

Question 3:

Describe what strategies your Department recommends to reduce the impact of barriers to or changes in services for low-income and communities of color.

BE DATA-DRIVEN

Question 1:

What are specific programs, policies, practices, and structures within your overall budget and improvement requests that can address historical and recent instances of racial and economic inequity?

Question 2:

Describe ways that your department used or will use racial and economic data to prioritize and develop criteria for resource distribution. What additional demographic data will your department collect, track, and analyze to assess equity impacts in the community moving forward and for future budget decisions?

Question 3:

How will your department use targeted data to help inform recruitment, retention, and promotion efforts for staff of color, including executive, supervisory, and entry-level staff and part-time and field staff?
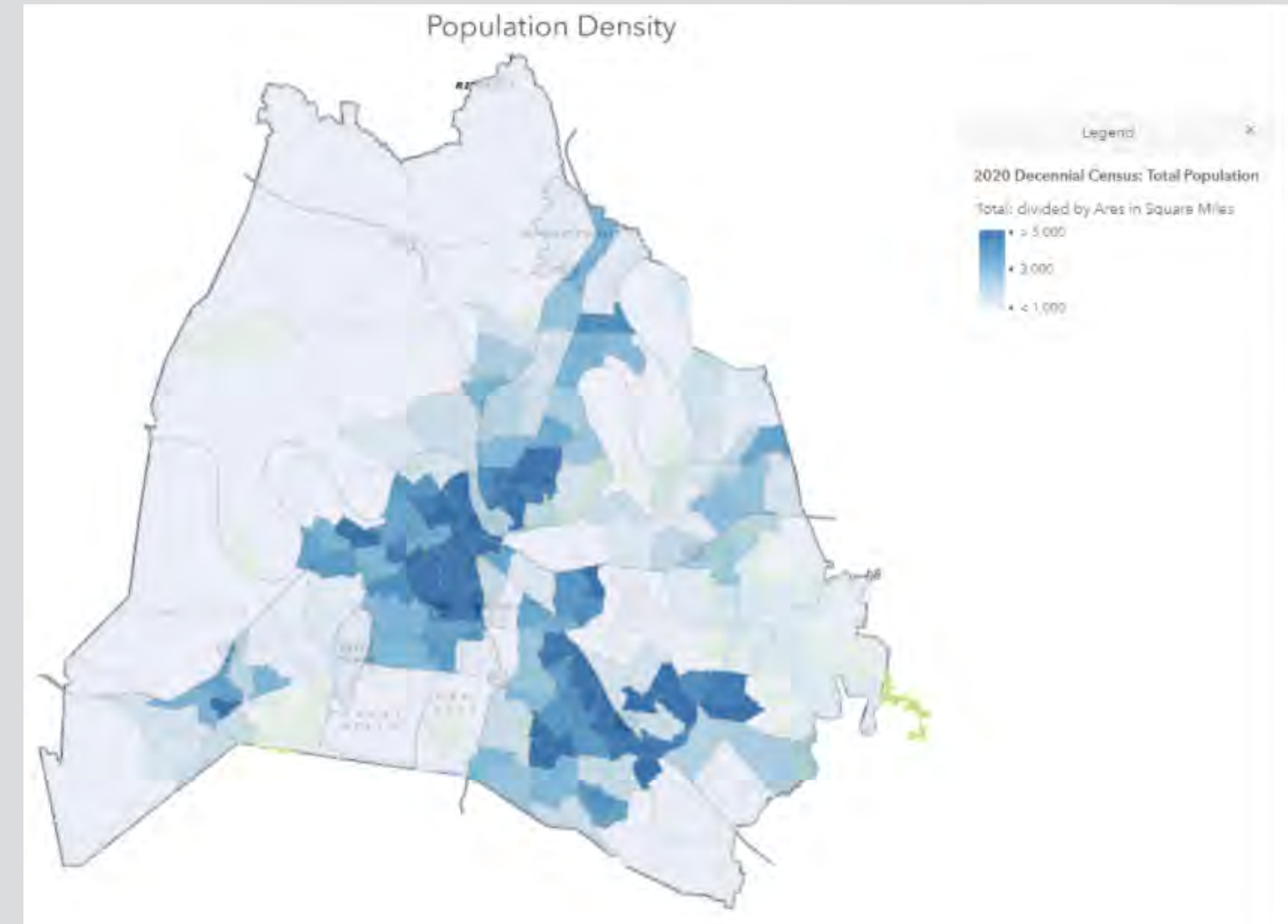
BE DATA-DRIVEN RESOURCES

Where to find data:

There are many free and accessible data resources available both within Metro and from external sources.
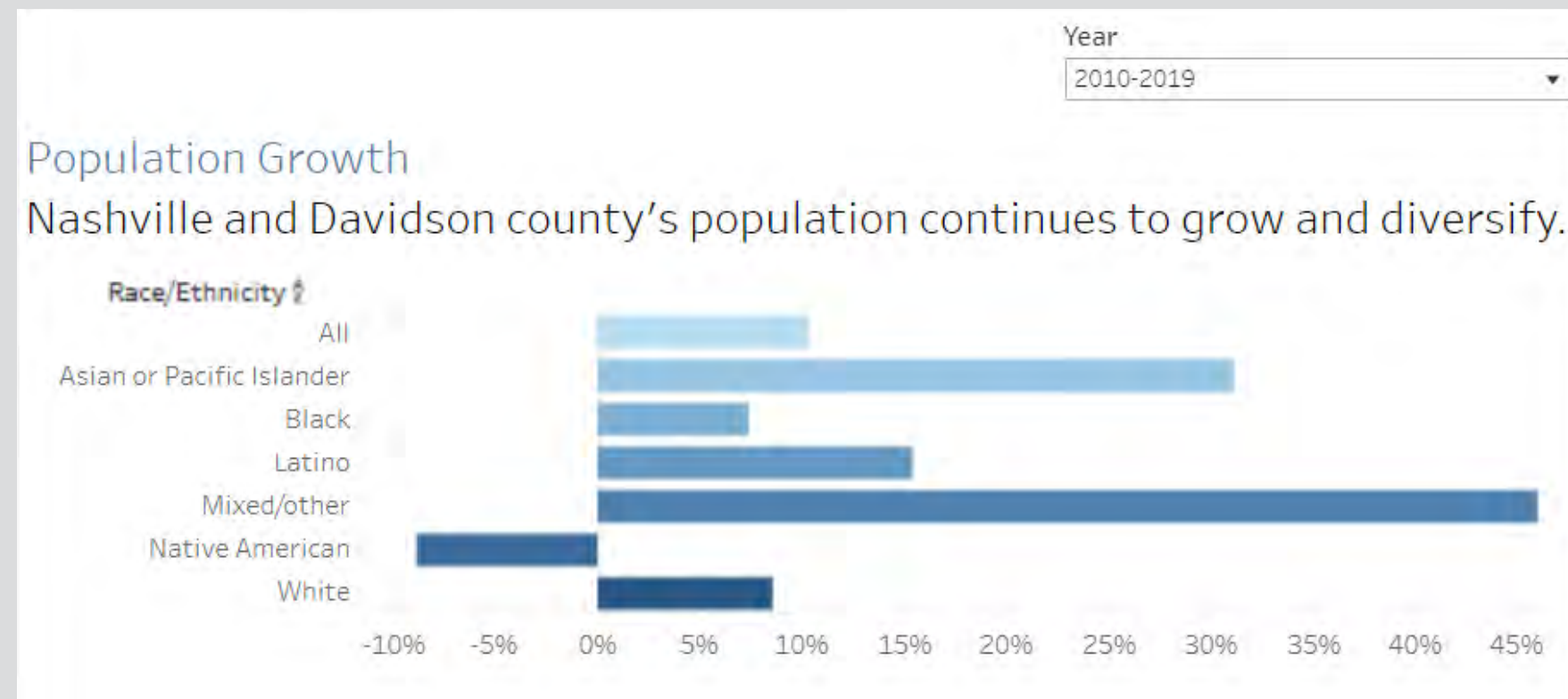
Nashville sources:

Nashville Open Data Portal
NashvilleMaps
Office of Performance Management
Davidson County Demographic Atlas
DEI Office Equity Dashboards

External sources:

American Community Survey
US Census Bureau Data Equity Tools
National Equity Atlas
Racial Equity GIS Hub
Statistical Atlas

PROMOTE ASSESSMENT AND ACCOUNTABILITY

Question 1:

How will your proposed budget enhance your department's ability to engage with and include historically and recently neglected communities? How will that engagement be assessed and who will be a part of this self-assessment process?

Question 2:

How will your department allocate funding to ensure public documents, policies, meetings, etc. are readily accessible to the public, including the translation of documents to Spanish, ASL, and other languages. Does your department have funding or resources for interpretation services in all relevant places and programs?

Question 3:

How will the department ensure accountability, communicate, and evaluate the equity impact of budget modifications? How will the department measure outreach to underserved communities?

PART III

The Budget Process

EQUITY PRIORITY GROUP

Located in the Narrative Tab

In the drop down menu titled "Priority Group", select "Equity". Equity is the only option for FY2023 as the Finance Department wants to link equity – directly and inextricably – with each department's overall budgeting process.

Then, in the "Priority Group Explanation", articulate how the investment request will further equity throughout the county.

EQUITY GOES BEYOND RACE

There are many different levels of equity.

To perceive these levels, ask yourself:

- Is your team easily accessible to each other and to the public?

- What challenges does remote work pose to your team? (single parents with kids learning remotely, internet connectivity issues, feeling isolated and/or undervalued, etc.)

- How can you support your team members who face these challenges?

- Will digital literacy be an issue when the public tries to access your department's online resources?

Davidson County in 2018:

- total population: 692,587
- median age: 34.5
- percentage of residents with a disability: 10.9%
- percentage of residents who have language barrier issues impacting accessible services: 5.0%
- 1.6% of Davidson County workers used public transportation, 0.1% biked and 2.9% walked to work
- 37% of people living within ¼ mile of a Metro bus stop.
- 6.5% of residents do not have access to a vehicle
- 15.2% of residents do not have high speed internet

Information taken from Metro Public Health Department's 2021 Community Health Profile

OUR EXPECTATIONS

How do we define and evaluate successful implementation?

- Completing and submitting the Budget Equity Tool document before the deadline.
- Address all aspects of the questions, utilizing the examples within the questions to guide your responses.
- Revisiting the tool as a method of self-assessment.
- Using the Office of Diversity, Equity, and Inclusion as a resource.

How do we hold departments accountable?

We will assess your department's equity goal progress quarterly, which will entail:

- Asking you to provide concrete examples of what your department has done and/or is trying to do as it relates to equity.
- Asking your staff to fill out a yearly anonymous survey to gauge their opinions of Metro-wide and departmental equity efforts.
- Addressing unmet goals by helping you create an attainable equity plan for your department.

NEXT STEPS

Start conversations about equity within your department and the execution of its mission.

Revisit the budget equity tool to gauge the progress being made.

Continuously be on the lookout for ways to integrate equity practices into your department.

Utilize the DEI office to assist your department in achieving its equity goals.

QUESTIONS?

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Please reach out to us if you have any additional questions about today's training, the Budget Equity Tool, or general questions about diversity, equity, and inclusion.

This training video and information related to the budget process will be available on the Office of Management and Budget's <u>SharePoint</u> as well as the Office of Diversity, Equity, and Inclusion's <u>SharePoint</u>.

THANK YOU FOR WATCHING!

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