BUDGET EQUITY TOOL TRAINING

Office of Diversity, Equity, and Inclusion

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FY 2025

OVERVIEW

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.
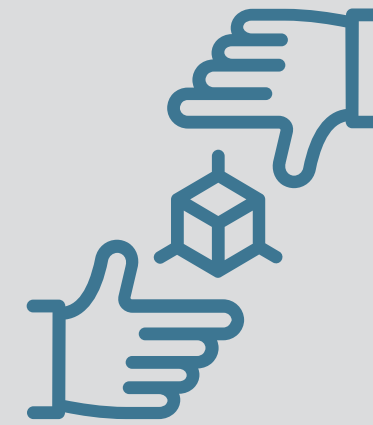
HOW HAVE DEPARTMENTS USED THE TOOL?

Recognition of the role population data can have within departmental processes and practices

Greater integration of staff into the budget development process and outlining the department's equity goals

Opportunity to state areas where the department requires additional resources or assistance to become more equitable

Aspire and imagine what ways the department could have a positive impact in the city through new ideas and programs

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

When developing the BET, our office...

- Identified the most effective strategies to integrate

- Centered Metro Government and the City of Nashville

- Adapted the tool into the current budget submission process

FY24 Departmental Completion Rate: 96%

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What is the tool?

The tool consists of three equity 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.

Budget Equity Tool Instructions

Each department will utilize the equity strategies to answer all four questions within the Budget Equity Tool. If your Department has multiple divisions, consolidate the responses in one submission.

The completed tool should be submitted by or before budget requests are due to OMB.

A LOOK AT THE TOOL

When filling out the Budget Equity Tool...

Each department will:

- Analyze their FY 2025 budget decisions and modifications

- Identify which comprehensive ways their department will prioritize equity

- Reflect on how their proposed budget modifications may impact communities

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.

Question 1:

Are there budget modifications for departmental programs that address the needs of underserved or disadvantaged communities?

Question 2:

Are there budget modifications that will promote diversity, equity, and inclusion among department staff?

Question 3:

Are there any budget modifications that will enhance outreach to Metro residents or increase accessibility to departmental services and information?

Question 4:

Provide a general characterization of any remaining budget modifications that do not align with the previous three questions. Please group together similar or related modifications.

FAQ

- Can I group together modifications?

- Can I leave a question blank or answer "no"?

- What if budget modifications fall into multiple categories?

- Can I include graphics or data visualizations in the response?

PART III

The Budget Process

EQUITY GOES BEYOND RACE

There are many different levels of equity.

You may consider:

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

- What challenges do your team and Metro residents share? (rising cost of living, lack of affordable housing, traffic, no dependable vehicle access, etc.)

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

- What factors might impact residents' ability to effectively access services? (digital literacy, age, access to transport, etc.)

Who is Nashville?

- total population: 708,144

- median age: 35.0

- 47.5% of households are renter-occupied units

- 14.1% of residents are living at or below the poverty line

- 12.9% of residents with a disability

- 16.4% of residents speak a language other than English at home

- 1.4% of residents use public transportation, 0.4% bike, and 1.7% walk for their commute to work

- 8.2% of residents do not have high speed internet

Information taken from the US Census ACS 1-year Estimates

OUR EXPECTATIONS

How do we define and evaluate successful implementation?

- Completing and submitting the Budget Equity Tool document before the deadline.

- Addressing 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.

NEXT STEPS

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

Revisit the Budget Equity Tool to gauge progress being made.

Continuously look for ways to integrate equitable practices into your department.

Utilize the Office of DEI 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 Diversity, Equity, and Inclusion's SharePoint site.