BET Open House

Fiscal Year 2023 Budgeting for Equity Training

www.sanantonio.gov/Equity

INTRODUCTIONS + OPENING

Please write your name and department in the chat!

Opening Question

Is this your first time
participating in the budgeting
for equity process?

AGENDA

Introductions + Opening

FY 2023 BET Overview

- BET Goals
- Completion Process
- Technical Assistance and Support
- BET Questions
- Program Inventory

Closing

OFFICE OF EQUITY STAFF

- **Deedra Keys-Switzer, Equity Manager**

- **Quinzy Johnson, Equity Manager**

Office of Equity

A Citywide Office whose purpose is to:

- *Normalize* concepts of social justice within city government;

- *Organize* staff around advancing equity in their Departments, and

- *Operationalize* equitable policies, programs and procedures within city government.

EQUITY DEFINED

Equity means **just and fair opportunities and outcomes** for all people.

✓ Equity accounts for the different histories, challenges, and needs of the people we serve in our **policy-making, service delivery, and distribution of resources.**

✓ Equity is achieved when **one's identity cannot predict one's outcomes**.

✓ Equity is **data-driven**, addresses the **root causes**, **proactive** and **people-centered**.

Equality

Equity

EQUALITY VERSUS EQUITY

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Equity = Improves Outcomes and Opportunities

The Status of Women in San A...

The Status of Poverty in San Antonio

Racial Equity Indicator Report

San Antonio LGBTQ+ 2020 S...

RACISM
SEXISM
HETEROSEXISM
INTERSECTIONALITY
CLA...
COLONIA...
AB...

Acknowledging our History
Root Causes

Equity Data-Driven
Ask a different set of questions

Centering Most Impacted
Holistic approach to strategies
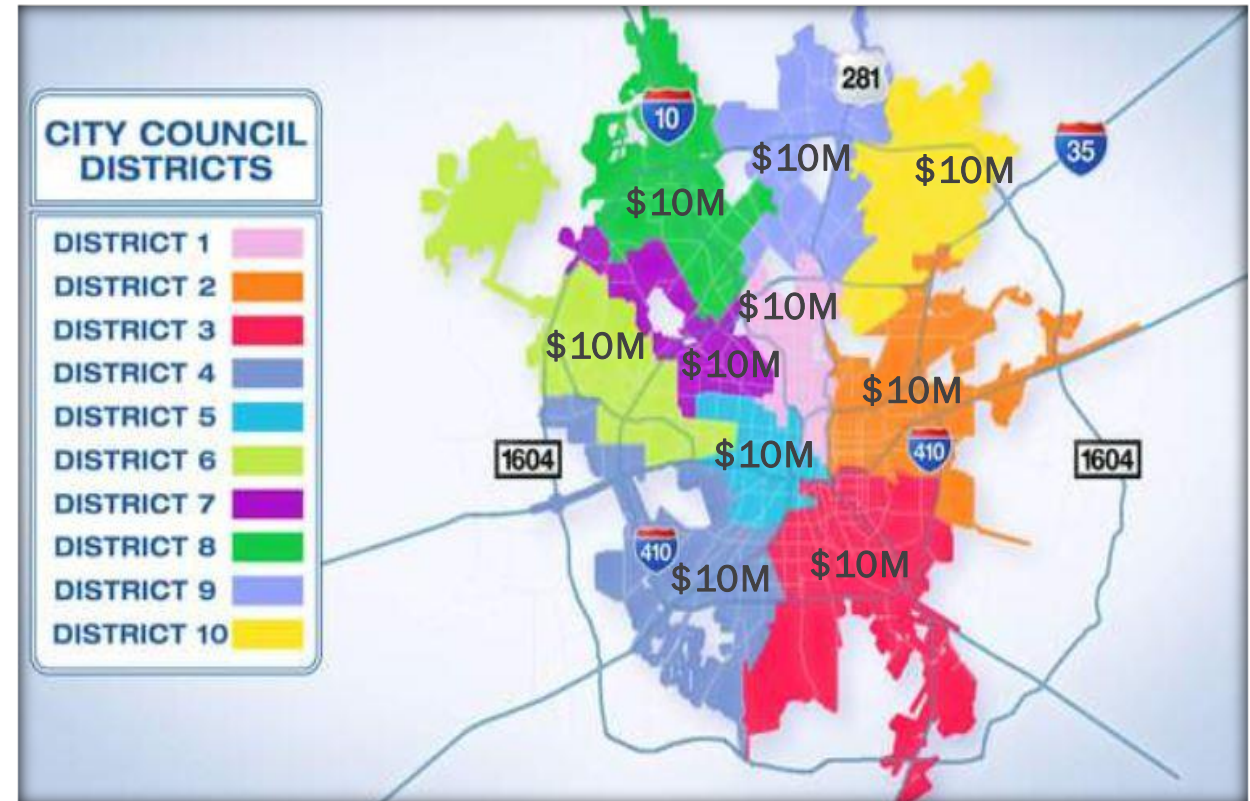
FY 2023 BET OVERVIEW

STREET MAINTENANCE

Before Fiscal Year 2018

- Approximately $100 Million to spend on street maintenance Citywide per year
- Rough Proportionality: Allocate the same amount per district (10 districts= $10M each)

Question:

Is this an equality approach or an equity approach?

CITY COUNCIL DISTRICTS

DISTRICT 1
DISTRICT 2
DISTRICT 3
DISTRICT 4
DISTRICT 5
DISTRICT 6
DISTRICT 7
DISTRICT 8
DISTRICT 9
DISTRICT 10

$10M $10M $10M $10M $10M $10M $10M $10M $10M $10M

BUDGETING FOR EQUITY

- Integrates explicit considerations of racial, gender and economic equity into Departments' budgets
- Uniform tool provides a structured way to apply equity concepts to resource allocation
- As both a product and a process, guides City Departments on how their budgets benefit **communities of color, women, and low-income communities**

Equality Versus Equity

BUDGETING FOR EQUITY GOALS

1. Analyze the Department's overall approaches to funding equity efforts.

2. Identify which programs apply an equity approach in the allocation of funds.

3. Describe the intended benefits of budget allocations on communities of color, low-income communities, and women.

4. Ensure that programs, projects, plans and investments help to reduce disparities experienced by the City's most marginalized community members.
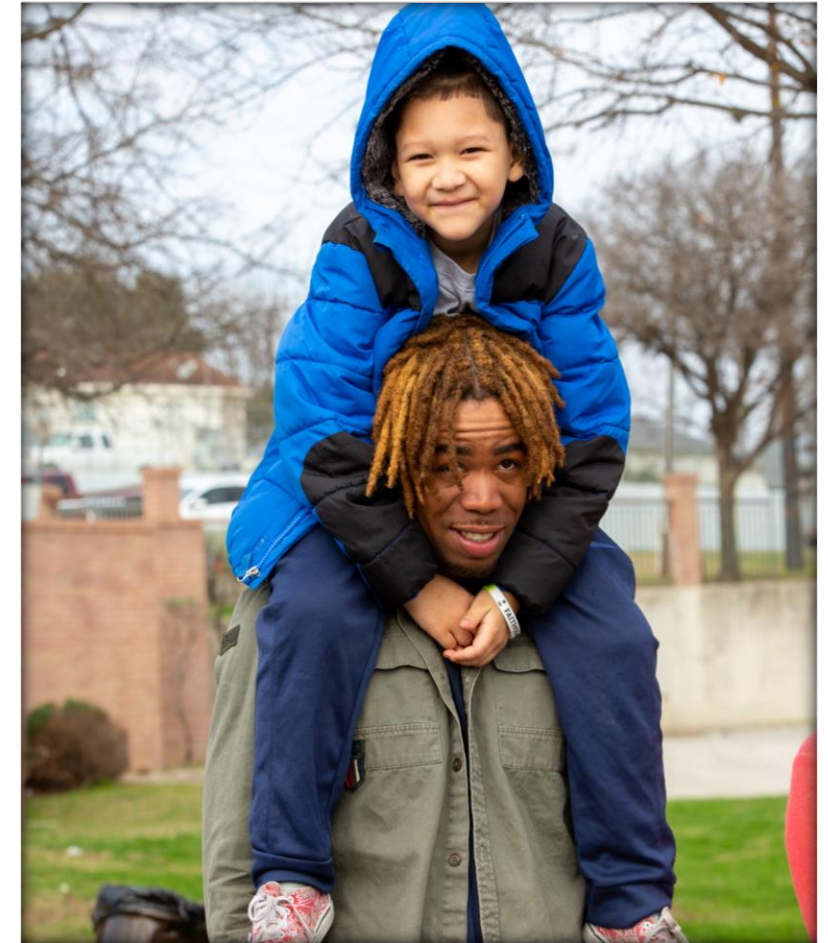
FY 2023 BUDGET EQUITY TOOL

A set of **5 or 6 questions** intended to guide City Departments in assessing how their budgets could potentially benefit communities....

...specifically, **communities of color, women, and low-income communities**

CHANGES IN THE FY 2023 BET

FY 2023 Budget Equity Tool Modifications

- Adding gender as an equity dimension in the tool.
- Accounting for equity efforts commitments made by Departments in the previous fiscal year.
- Expanding on how equity is embedded in departmental programs.
- Adjusting BET questions for administrative departments

BET COMPLETION PROCESS

1. BET questions are embedded into OMB's budget packet (program inventory form)

2. Budget instructions, memos, and deadlines managed by OMB.

3. Departments will submit all budget documents directly to OMB.

4. Office of Equity will provide technical assistance and will coordinate with Department's CEC member(s).

BET MANUAL

1. Overview of Budgeting for Equity
2. Description of BET Process
3. FY 2023 BET Questions

Appendixes

- FY 2022 BET Programmatic Highlights
- Equity Data Tools and Resources
- Glossary of Equity Terms

Describe how your department allocated resources in support of equity commitments made in the FY 2022 Budget Equity Tool.

Describe how your budget allocates funds in ways to advance racial, gender and economic equity. Consider a global view in how funds are allocated **to reduce disparities and improve outcomes for low-income communities, women, and communities of color.**

Note: All departments will be required to respond to these questions

QUESTION 2 EXAMPLES

Investing staff time and resources to support equity trainings

Investing staff time to review Departmental hiring policies and practices that may reduce barriers for employment

Investing resources in developing equity tools and metrics to determine impact of multiple programs

Waiving/reducing/restructuring fees (not attached to a specific program) for low-income residents

Resources towards supporting partnerships with CBOs that serve low-income communities of color

Identifying alternative funding sources for new affordable housing developments

Supporting a Department Equity Committee with resources to evaluate policies, plans, and procedures

Creating equitable funding criteria/matrixes for multiple programs

Facilitating equity and implicit bias trainings for delegate agencies, boards, and commissions

Providing additional opportunities for professional development for entry level workers

Funding or repurposing staff to lead equity work within the Department

Increasing funding for translation and interpretation services

QUESTIONS 3-6: PROGRAM-SPECIFIC BUDGETS

Note:
Most departments will be required to respond to these questions for every programmatic area.

3. Does this program apply an equity approach (equity atlas, scorecard, or criteria) in the allocation of funds? (Yes/No)

4. (If yes): Please describe how the program applies an equity approach.

5. (If yes): What specific racial, gender, and/or economic inequities in San Antonio does this program intend to address/reduce?

6. (If yes): What metrics will the Department use to evaluate or assess the program's impact on low-income communities, women, and communities of color?

Note:
Administrative departments indicated below will be required to respond to these questions for every programmatic area.

Building and Equipment Services, City Auditor, City Clerk, Finance, Human Resources, ITSD, City Attorney's Office, City Manager's Office, Office of Management & Budget, and Risk Management

3. Does this program apply an equity approach (equity atlas, scorecard, or criteria) in the allocation of funds? (Yes/No)

4. (If yes): Please describe how the program applies an equity approach.

5. (If yes): How will the department evaluate or assess the program's impact on low-wage employees, women, and staff of color?

APPLYING AN EQUITY APPROACH

EQUITY APPROACH: A critical thinking approach to addressing racial, gender and economic disparities by evaluating burdens, benefits, and outcomes for underserved communities.

EQUITY SCORECARD: An equity scoring process that can be used to help rank lists that relate to projects, programs and even procedures.

EQUITY ATLAS: An interactive tool and set of maps with demographic indicators such as race, income, education and language by census tracts.
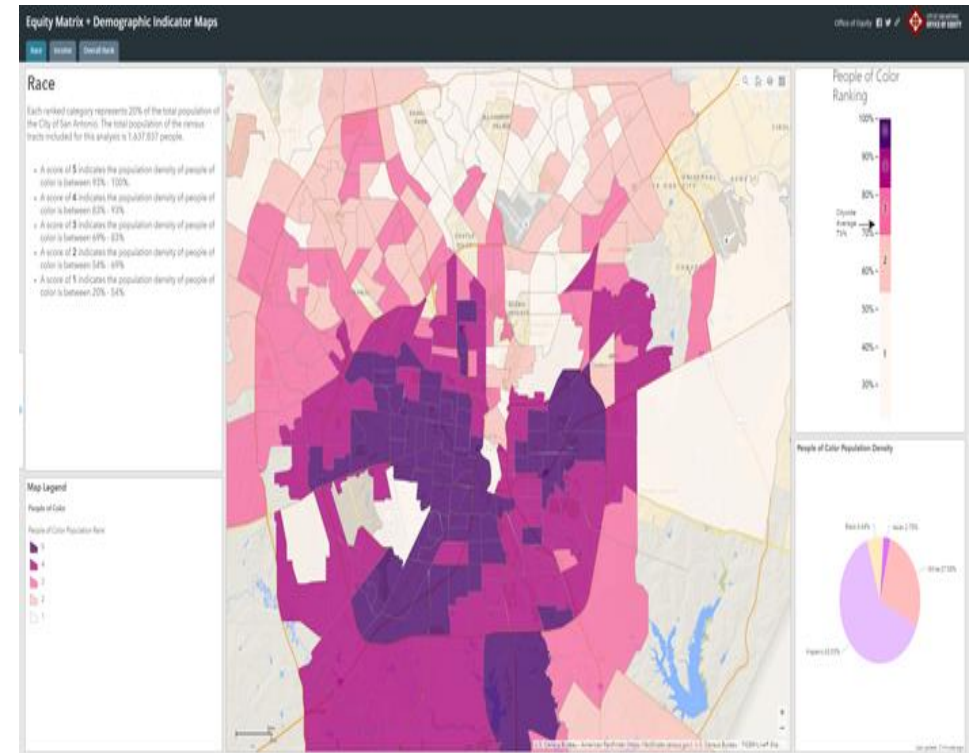
DATA TOOLS AND RESOURCES

COSA/Office of Equity Tools

1. Equity Atlas
2. Racial Equity Indicator Report
3. Status of Women in San Antonio

San Antonio Nonprofit Organizations

4. SA2020 Community Dashboard
5. Community Information Now
6. State of the African American Community in San Antonio and Bexar County
7. Strengthening Colors of Pride Survey

PolicyLink

8. National Equity Atlas

Programs

Reduce specific racial and economic inequities through programmatic funding allocations

METRICS

How will we know if residents are better off?

- Move beyond measuring effort to measuring effect.

Performance Metrics (# or % change in):

Behavior

Attitude

Circumstance

Knowledge

Skills

Evaluation

Evaluate the equity impacts of your programs

FY 2023 Program Inventory & BET DFA Training

Craig Dudek
Office of Management and Budget

CLOSING

The budget is a moral document.

Equity works best when practices, principles and procedures are embedded in each Department, *and equity efforts are funded.*

"City budgets are important places to prioritize racial equity through targeted investment. Acknowledging inequities and race-based root causes allows cities to make revenue, procurement, and contract decisions intended for improving local governance."
- National League of Cities
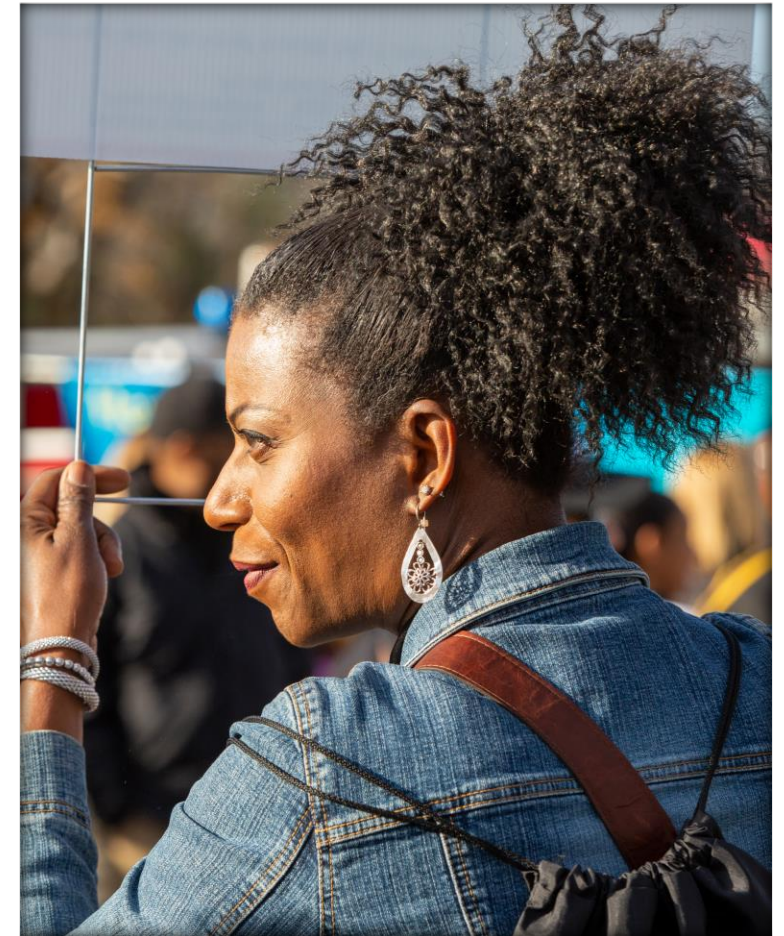
Questions and Answers

THANK YOU!

OFFICE OF EQUITY