



**CITY OF TACOMA, WASHINGTON
OFFICE OF THE CITY COUNCIL
COUNCIL CONSIDERATION REQUEST**

TO: Mayor & City Council
FROM: Council Member Olgy Diaz and Senior Council Policy Analyst Lynda Foster
COPIES TO: Elizabeth Pauli, City Manager; Kurtis Kingsolver, Deputy City Manager; Hyun Kim, Deputy City Manager; Bill Fosbre, City Attorney
SUBJECT: **Resolution – Providing a Racial Equity Toolkit for Special Events for community use – September 26, 2023**
DATE: September 20, 2023

I ask for your support for a Resolution directing the City Manager to create a racial equity toolkit for special events for community use as a public education tool.

LEGISLATIVE INTENT:

Resolution Request:

This resolution directs the City Manager to produce a racial equity toolkit for special events as a public education tool. This toolkit should be shared with the public in strategic locations so individuals seeking event funding or event planning information from the City have access to this tool and can utilize it to increase racial equity at their events. The tools provided in the toolkit should align with scoring mechanisms for our special event funding grants.

Background on Special Events Funding:

Tacoma Venue and Events (TVE) supports funding for special events produced within the Tacoma city limits through an annual competitive application process. Events must be free and open to all ages, inclusive and accessible, and reflect the diverse communities and cultures throughout the city. Selected applicants receive funding of \$1,000 to \$10,000 for costs associated with their production of an event (or series of events). Funded events can involve music, performing arts, youth activities, ethnic traditions, heritage, literary and visual art, environmental and cultural education, food, dance, and other unique arts and cultural opportunities and be within any of the neighborhoods of Tacoma. Applicants are reviewed by a selection committee of community members. Selections are based on merit, equity, community impact, and the applicants' capacity to successfully produce the event(s).

Background on racial equity toolkits:

The Government Alliance on Race & Equity provides the following information on Racial Equity toolkits¹.

Racial equity tools are designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets. It is both a product and a process. Use of a racial equity tool can help to develop strategies and actions that reduce racial inequities and improve outcomes for all groups. Too often, policies and programs are developed and implemented without thoughtful consideration of racial equity. When racial equity is not explicitly brought into operations and decision-making, racial inequities are likely to be perpetuated.

¹ https://racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf

Racial equity tools provide a structure for institutionalizing the consideration of racial equity. A racial equity tool:

- proactively seeks to eliminate racial inequities and advance equity;
- identifies clear goals, objectives, and measurable outcomes;
- engages community in decision-making processes;
- identifies who will benefit or be burdened by a given decision, examines potential unintended consequences of a decision, and develops strategies to advance racial equity and mitigate unintended negative consequences; and,
- develops mechanisms for successful implementation and evaluation of impact

DESIRED RESOLUTION DATE: October 3, 2023

COMMUNITY ENGAGEMENT/ (CUSTOMER RESEARCH):

CM Diaz has heard from community groups that plan local events. They’ve reported that different organizations have been using different models to incorporate equity in their events, and it would be helpful to have unified language and tools.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

The City of Tacoma provides grants to fund special events in the City of Tacoma designed to be open and accessible to our entire community. Scoring for these grants includes measuring equity. Educating event organizers on steps they can take to create more equitable events will allow for more transparency in our event scoring process and making these applications more accessible to the entire community. In turn, organizations will also have the tools and resources to plan more intentionally equitable events that reflect the diverse communities and cultures throughout the city.

Civic Engagement: *Equity Index Score:* Select an Index Score.

Increase the percentage of residents who believe they are able to have a positive impact on the community and express trust in the public institutions in Tacoma.

Representation at public meetings will reflect the diversity of the Tacoma community

Livability: *Equity Index Score:* Select Index Score.

Improve access and proximity by residents to diverse income levels and race/ethnicity to community facilities, services, infrastructure, and employment.

Increase positive public perception of safety and overall quality of life.

Explain how your legislation will affect the selected indicator(s)?

A special event racial equity toolkit will assist event planners in having a more positive impact on the entire community and increase representation at public events to reflect the diversity of the Tacoma community. More equitable events will provide more community services to diverse residents. More inclusive events will also increase the positive public perception of Tacoma.

ALTERNATIVES:

Alternative	Positive Impacts	Negative Impacts
1. Do not make a special events racial equity toolkit	Conserves City resources for other priorities	Does not provide educational tool for community events that will increase equitable outcomes

2. Make a broader racial equity toolkit	More robust education tools could have a larger impact and have broader positive outcomes at community events	This would require greater City resources, and would require reallocating funding
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EVALUATIONS AND FOLLOW UP:

The published version of the racial equity toolkit should be shared with Council Members, as well as published to strategic webpages, shared with past special event grant applicants, and community organizations that regularly apply for event funding from the City. The City should consider utilizing the racial equity toolkit as an outreach tool to promote special events funding opportunities with Women/Minority Business Enterprises and other organizations.

SPONSOR RECOMMENDATION:

Sponsors recommend Council passes this resolution to direct the City Manager to create a special event racial equity toolkit.

FISCAL IMPACT:

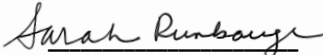
This policy would require staff support from Tacoma Venues and Events and Office of Equity and Human Rights. This directive would have a flexible timeline to allow implementation to be incorporated into ongoing efforts to review and improve the event grant program and to minimize financial and programmatic impacts.

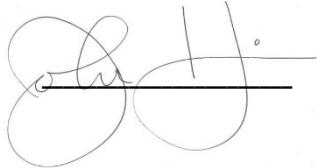
If you have a question related to the Council Contingency Fund Request, please contact Lynda Foster at 253.591.5166 or lfoster@cityoftacoma.org.

SUBMITTED FOR COUNCIL CONSIDERATION BY:  _____
Council Member Olgy Diaz

SUPPORTING COUNCIL MEMBERS SIGNATURES (2 SIGNATURES ONLY)

(Signatures demonstrate support to initiate discussion and consideration of the subject matter by City Council for potential policy development and staff guidance/direction.)

1.  POS# 2

2.  POS# 1

Mayor's initials 

(Mayor's initials for awareness only to ensure alignment and coordination of emergent policies.)