

Equity and Empowerment Initiative Framework

City of Tacoma

City Council Meeting
September 30, 2014
RES39019



Overview

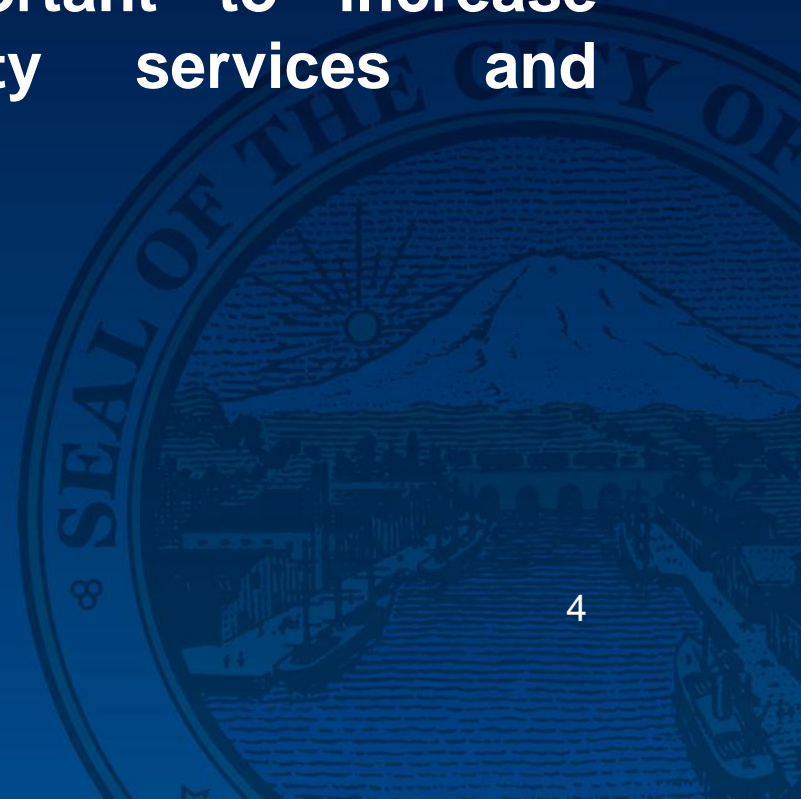
- Request to adopt a Resolution in support of the proposed Equity and Empowerment Initiative Framework
- This Framework is being brought forward at the request of the City Council

Background

- In February 2014, the Tacoma City Council selected Equity and Empowerment as its top policy priority
- The City Manager identified an Equity and Empowerment initiative as one of his top administrative priorities for 2014

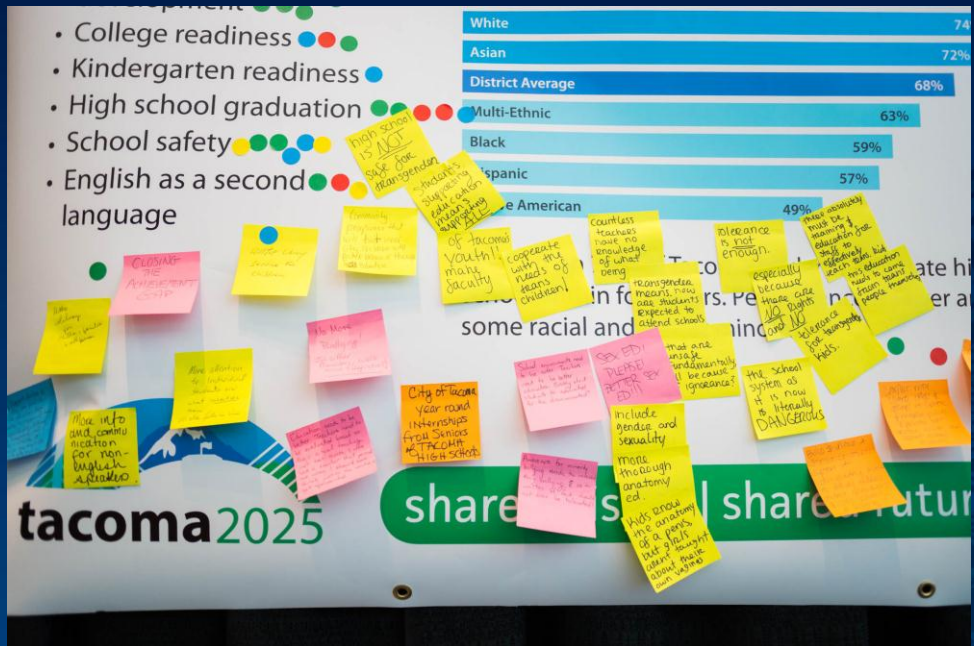
Background

The June 2014 National Community Survey showed that 71% of Tacoma residents believe it is essential or very important to increase equitable access to city services and infrastructure



Background

Equity has emerged as a major theme in the community conversations surrounding the Tacoma 2025 Strategic Visioning process



Issues

- **The initiative is intended to identify and eliminate the underlying drivers of inequity within our community**
- **The internal focus will build equity into the workforce, policies, programs, initiatives and budget decisions of the City**
- **The external focus will ensure equitable access to services and assets of the City by residents and visitors and encourage community partners and businesses to promote equity and inclusion within the City of Tacoma and throughout the region**

Equity and Empowerment Framework Goals

- **City of Tacoma Workforce Reflects the Community it Serves**
- **Purposeful Community Outreach and Engagement**
- **Equitable Service Delivery to all Residents and Visitors**
- **Support Human Rights and Opportunities for Everyone to Achieve their Full Potential**
- **Commitment to Equity in Local Government Decision-making**

Recommendations

- City Council adopt the proposed Framework for the Equity and Empowerment Initiative



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