



TO: T.C. Broadnax, City Manager
FROM: Diane Powers, Division Manager, Neighborhood and Community Services
COPY: City Council and City Clerk
SUBJECT: Resolution – Equity and Empowerment Initiative – September 30, 2014
DATE: September 22, 2014

SUMMARY:

Staff requests that the City Council adopt the proposed Equity and Empowerment Initiative framework. In addition to a stated mission and vision, the framework is centered on five primary goals:

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

This initiative is being brought forward at the request of the City Council. Staff is seeking approval of the framework.

COUNCIL SPONSORS:

Deputy Mayor Victoria Woodards, Councilmember Lauren Walker

STRATEGIC POLICY PRIORITY:

Staff believes that the proposed Equity and Empowerment framework aligns best with the following strategic policy priorities:

- Strengthen and support public safety, human services, public education, and diverse higher learning opportunities in Tacoma.
- Foster neighborhood, community, and economic development vitality and sustainability.
- Encourage and promote an open, effective, results-oriented organization.

BACKGROUND:

At their 2014 Annual Work Session, the Tacoma City Council selected the development of an Equity and Empowerment initiative as their top policy priority. The City Manager also identified the creation of this initiative as one of his top administrative priorities for the year. Finally, the community has expressed strong support for an equity initiative in both the National Community Survey responses and the Tacoma2025 Strategic Visioning process.

Under this direction, staff from various departments formed an informal committee that was charged with researching and proposing a framework by which the City of Tacoma could build equity into our business processes and promote equity in our community.

ISSUE:

This initiative is intended to identify and eliminate the underlying drivers of inequity within our community and provide opportunity and advancement for all.



ALTERNATIVES:

This is a resolution to move forward with implementing the Equity and Empowerment initiative framework as proposed. The alternative is to pass the resolution at a later date.

RECOMMENDATION:

Staff recommends the adoption of the proposed Equity and Empowerment framework.

FISCAL IMPACT:

There is no fiscal impact associated with this particular resolution.