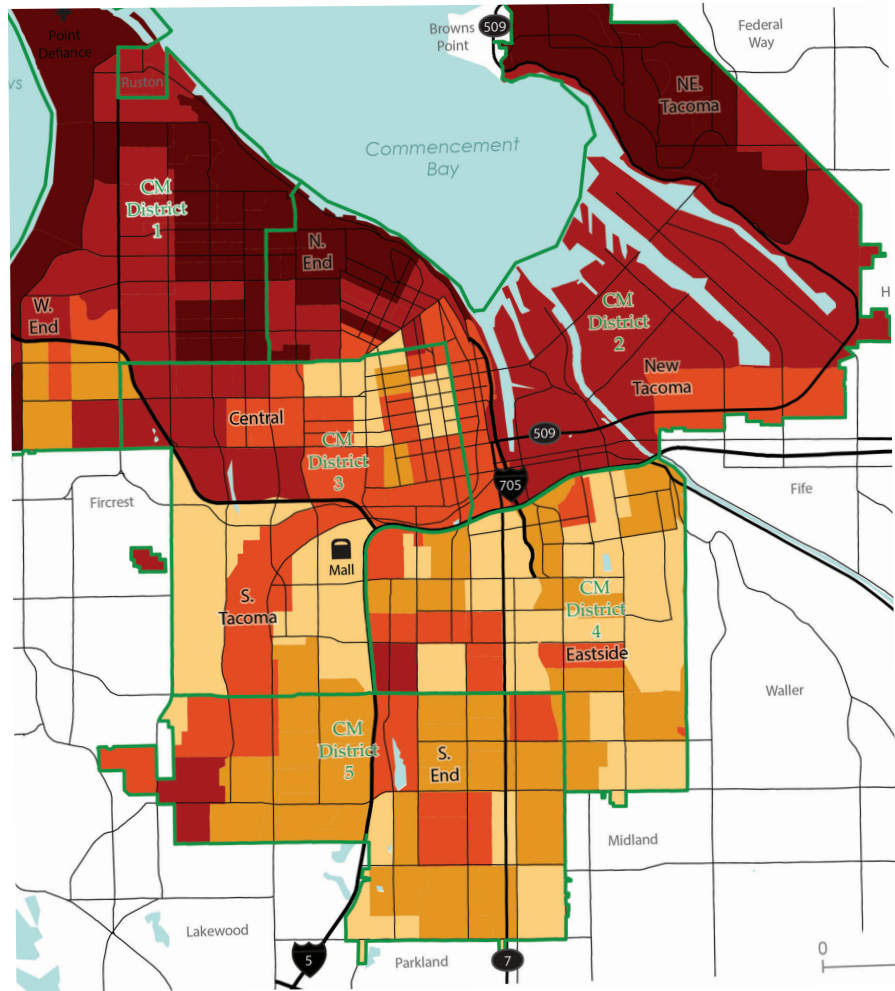


EQUITY INDEX

Office of Equity and Human Rights



Tacoma Equity Index



What is an Equity Index:

The Equity Index is an online tool, which includes static maps and a report, that helps City officials and community leaders improve quality of life and analyze policies, services and programs with an equity lens.

The Index uses data to determine where people are not able to access services or where services do not meet community needs. This enables leaders to better distribute resources and plan funding of programs and services to minimize inequities and maximize opportunities.

The report and maps help identify key issues, areas of need and better direct resources to the neighborhoods where they will have the most impact.

Examples of Usage:

- To inform budget development
- To analyze access and responsiveness of services and providers
- To determine resource allocations by City officials and employees
- To create benchmarks to assess where opportunities to improve service delivery exist for the City
- The Report and Online Map is available at cityoftacoma.org/EquityIndex

Index Score

- Very High Opportunity
- High Opportunity
- Moderate Opportunity
- Low Opportunity
- Very Low Opportunity
- Councilmanic District

INDICATORS

ACCESSIBILITY



- Parks & Open Spaces
- Voter Participation
- Health Food Access
- Average Road Quality
- Internet Access
- Transit Options & Access

ECONOMY



- Tacoma Jobs
- Median Household Income
- Struggling Households, those at 200% of the Poverty Line or Less
- Unemployment Rate

EDUCATION



- Average Test Proficiency
- 3rd Grade Reading
- 7th Grade Math
- Average Student Retention Rate
- 4 Year High School Graduation Rate
- Percent of 25 plus Year Olds with Bachelors' Degree or More

LIVABILITY



- Tacoma Crime Index
- Cost Burdened Household
- Average Life Expectancy
- Urban Tree Canopy
- Tacoma Nuisance Index

Indicators within the Equity Index:

The Equity Index analyzes the census blocks within Tacoma. It is comprised of 20 indicators focusing on four categories:

Accessibility, Economy, Education and Livability.

The overall score reflects how much access a community has to opportunities by categories.

The maps illustrate the data and are color-coded and shaded to show very low, low, moderate, high and very high opportunity.

The differences in opportunities reflected in these maps are the result of historical laws and policies in Tacoma, in Washington State, and in the nation. Tacoma was founded and developed around the time that the concept of race was commonly and actively used to provide resources and opportunities to people of European heritage, and deny resources and opportunities to people of color.

Consider the following questions when using the index:

- How could you use the index to advance equity, including racial equity, in hiring, contracting, services, and decision making?
- What factors produce or contribute to the systemic inequities?
- What investments have been made in neighborhoods that result in advantaging or disadvantaging them?
- How are communities involved in decisions about their neighborhoods? What communities are encouraged to be involved in decisions? What does that encouragement look like?
- How will you ensure neighborhoods or communities with lower opportunities have increased opportunities?

EQUITY TOOLS

OFFICE OF EQUITY AND HUMAN RIGHTS

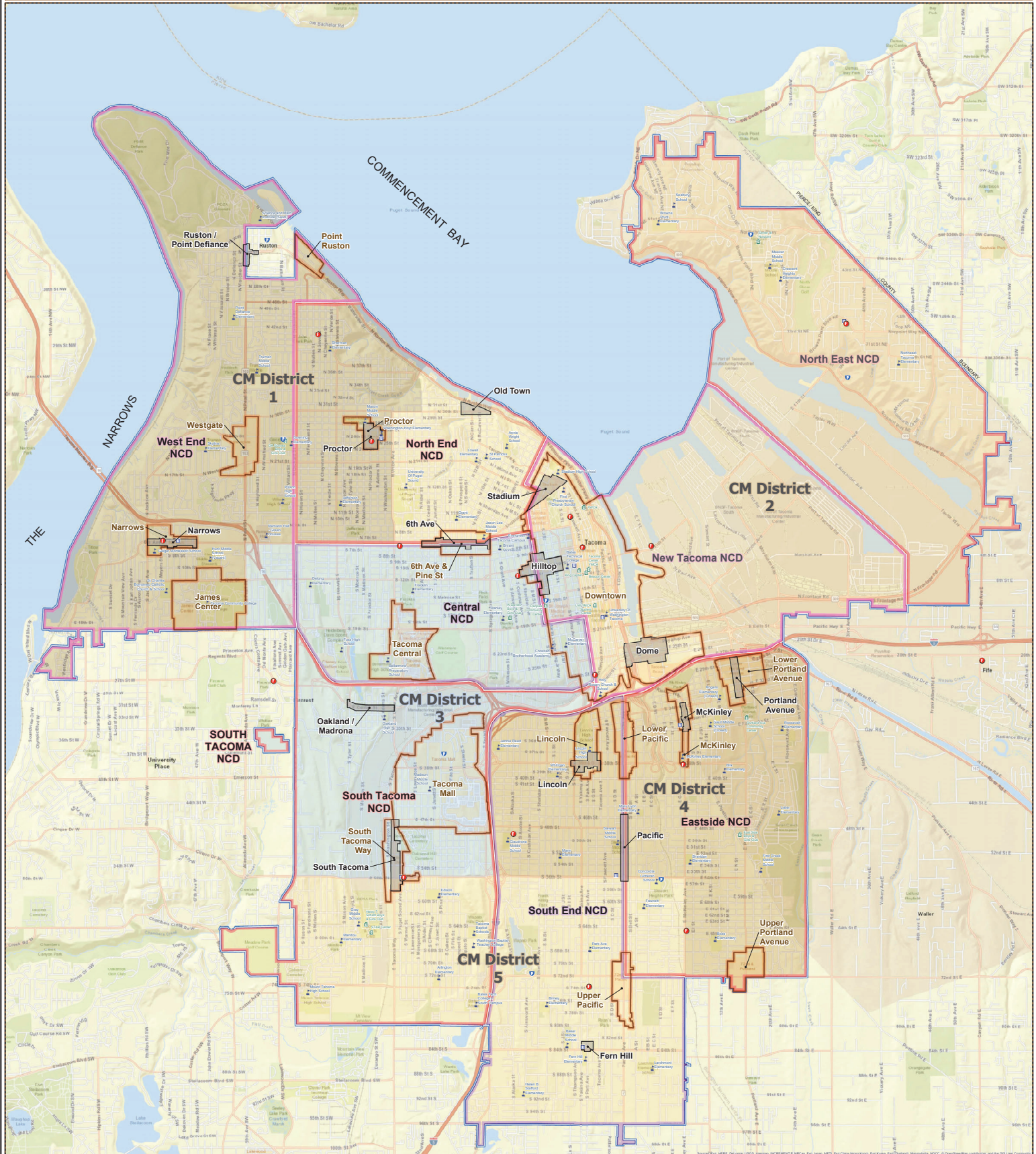
Items

Equity Index	Tab 1
Indicators Maps	Tab 2
Council manic District Overview	Tab 3
Indicator Means	Tab 4
Indicators Defined	Tab 5
Equity, Health, & Sustainability Assessment	Tab 6
Equity & Empowerment Framework	Tab 7

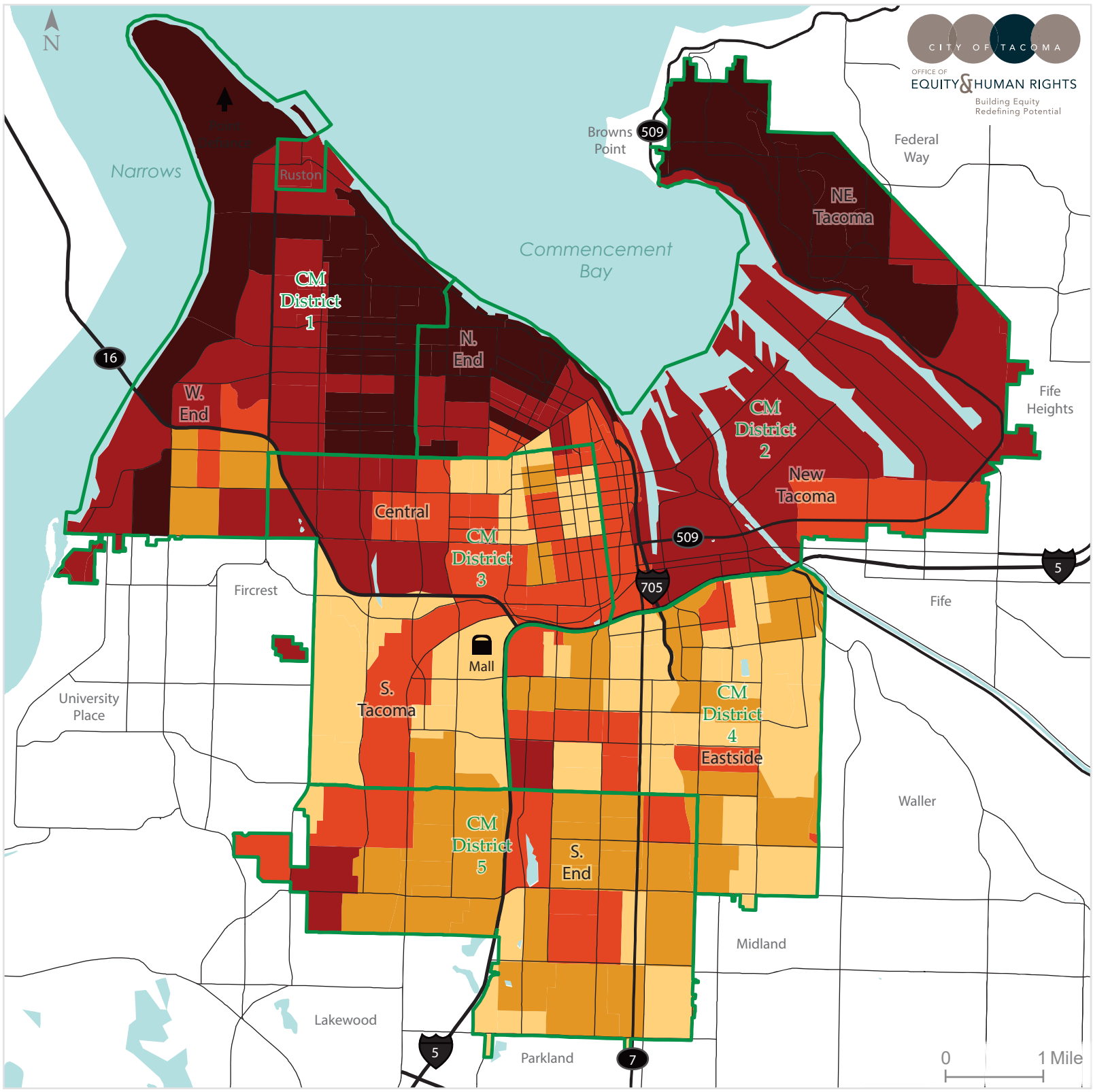


Councilmanic Districts with Neighborhood Councils, Neighborhood Business Districts and Mixed Use Centers

Updated MUC's - City of Tacoma



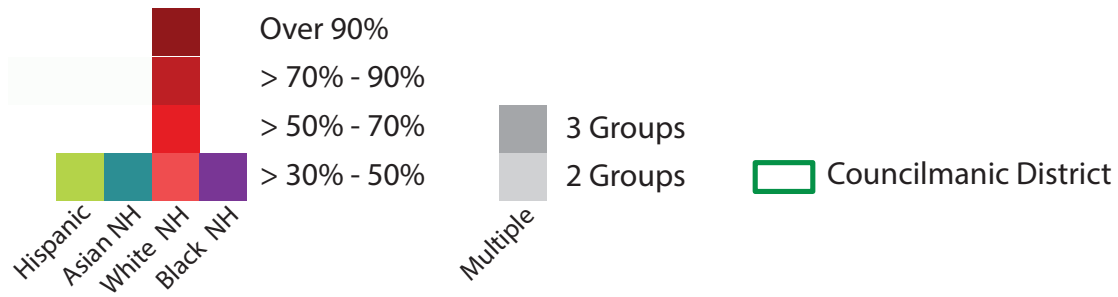
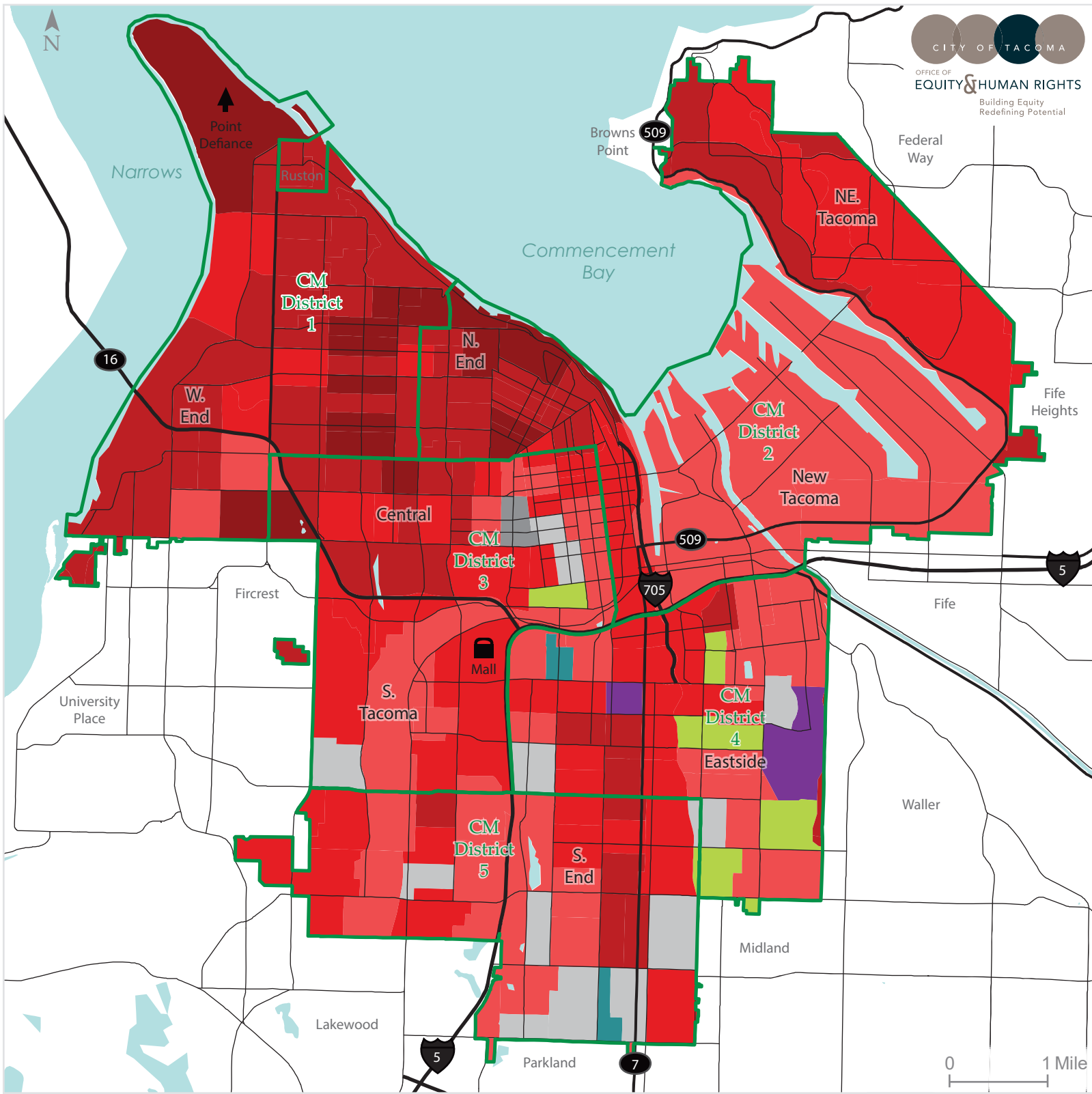
Tacoma Equity Index



Index Score

- Very High Opportunity
- High Opportunity
- Moderate Opportunity
- Low Opportunity
- Very Low Opportunity
- Councilmanic District

Tacoma Majority Racial & Ethnic Group by Neighborhood



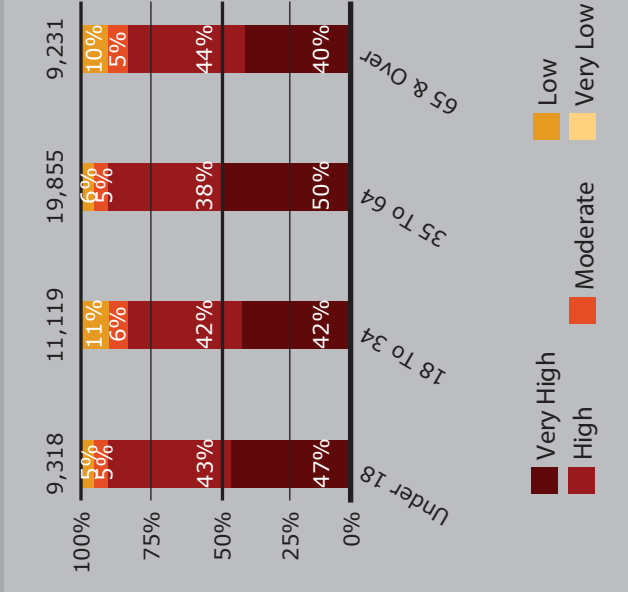
*Multiple groups and their counts (ie 2 or 3) reflect any racial & ethnic group where each are within 10% of each other. The majority group is not identified due to the diverse nature of these areas.

Councilmanic District 1

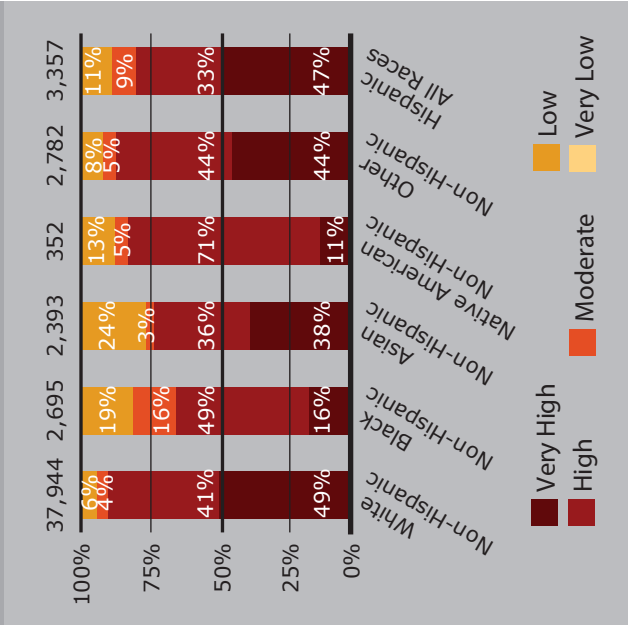
District 1 Reference Map



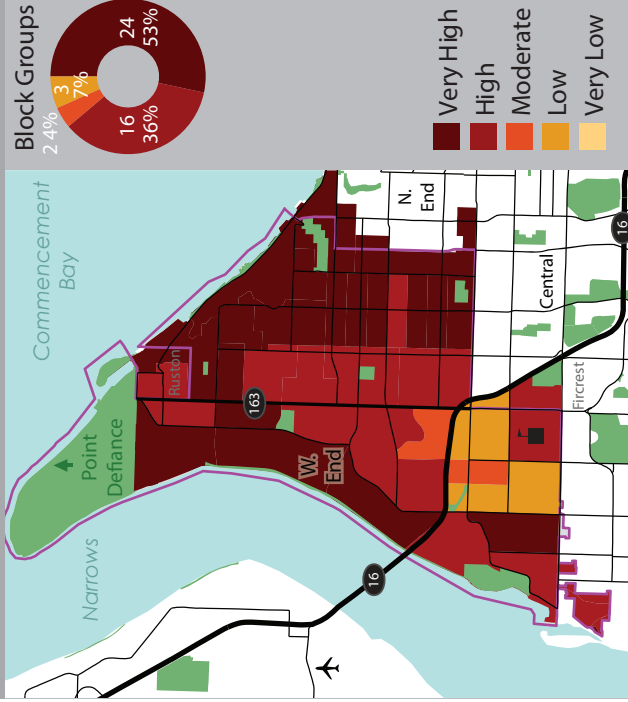
District 1 Equity by Age



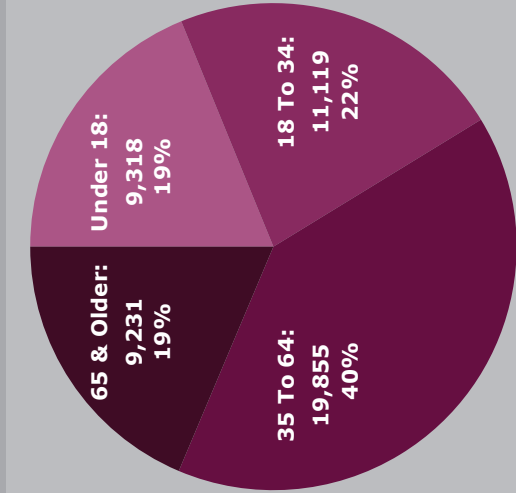
District 1 Equity by Race & Ethnicity



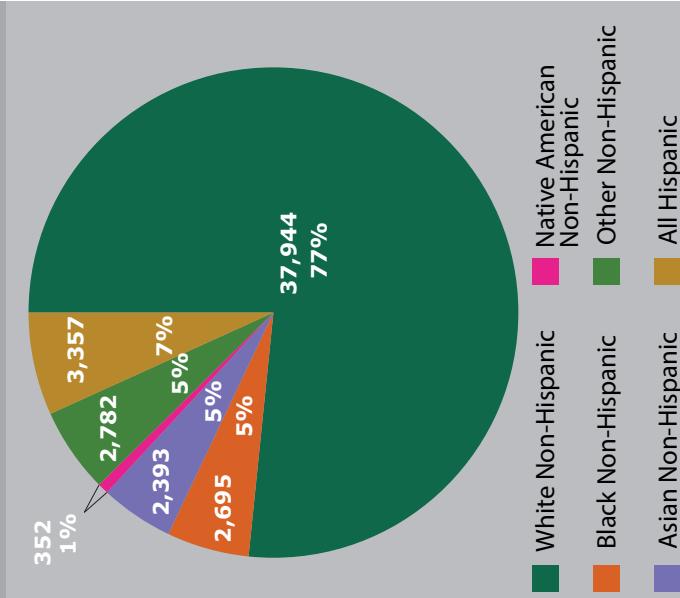
District 1 Equity Index



District 1 Age



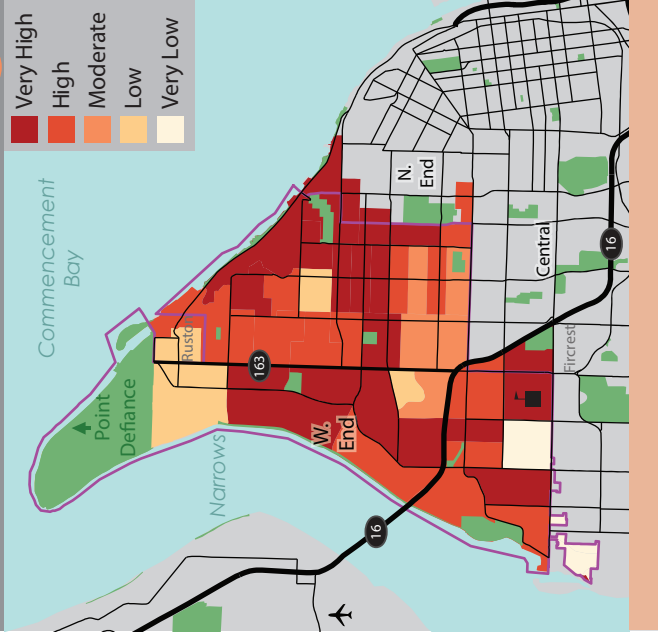
District 1 Race & Ethnicity



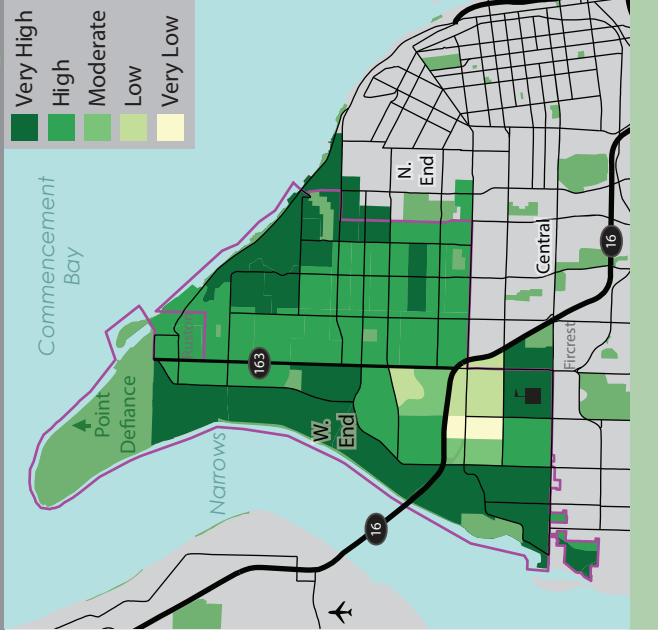
Block groups cross districts. Block groups assigned based on the majority of the area the block group is in

Councilmanic District 1

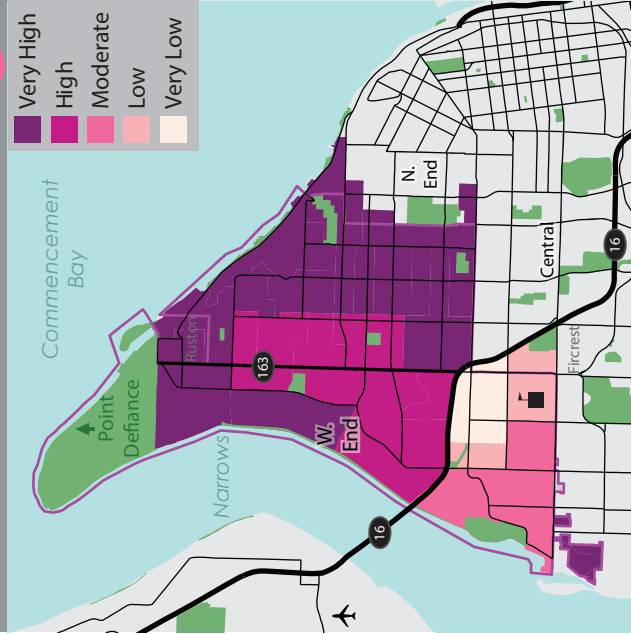
District 1 Accessibility Index



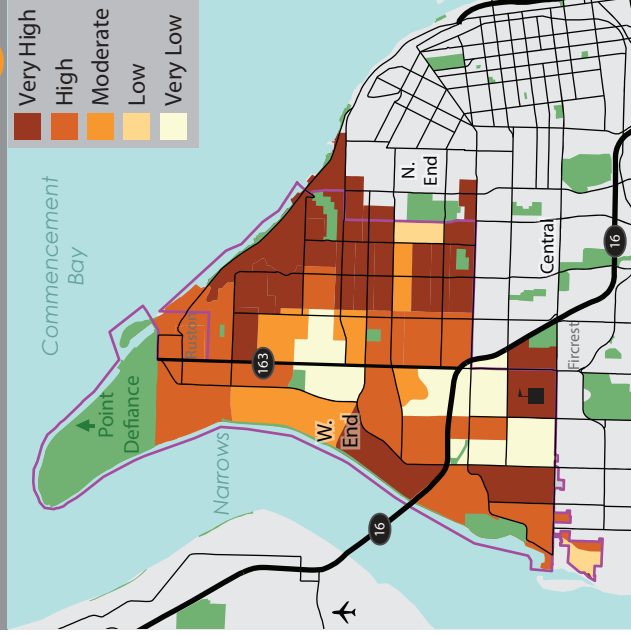
District 1 Livability Index



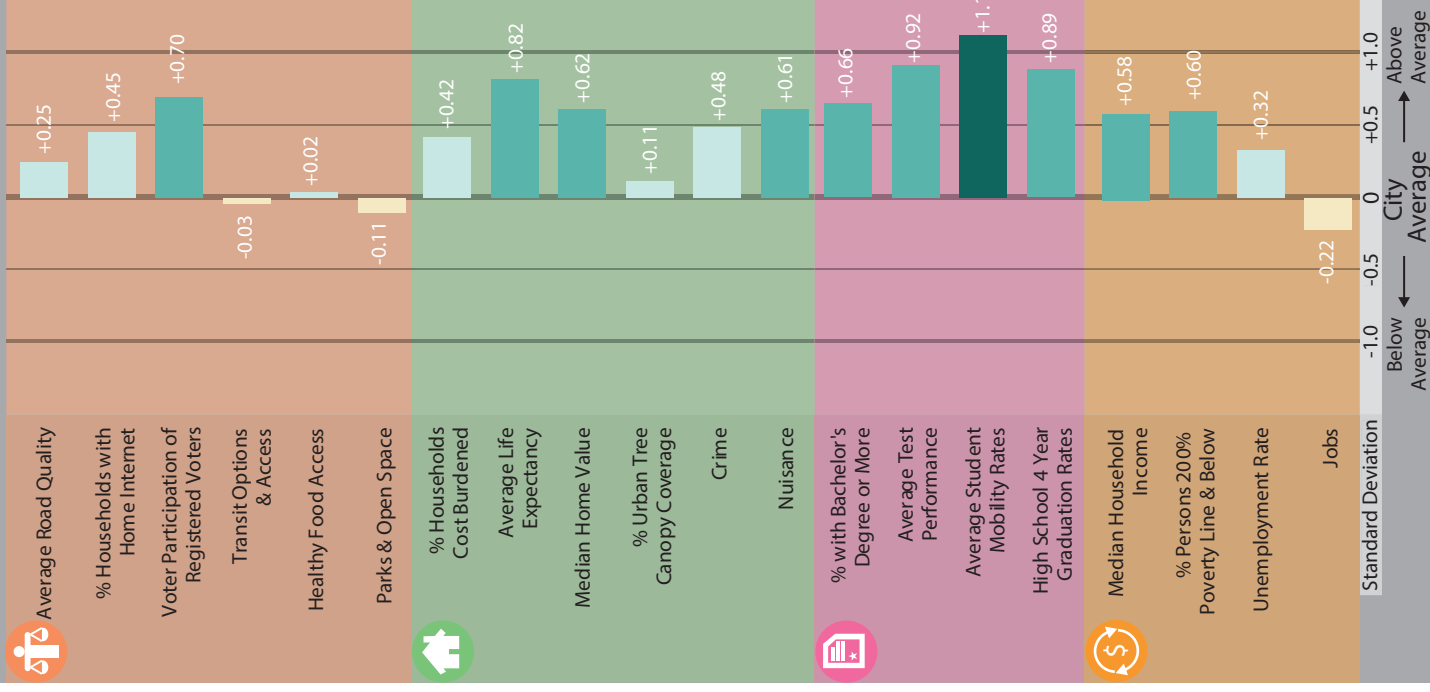
District 1 Education Index



District 1 Economy Index

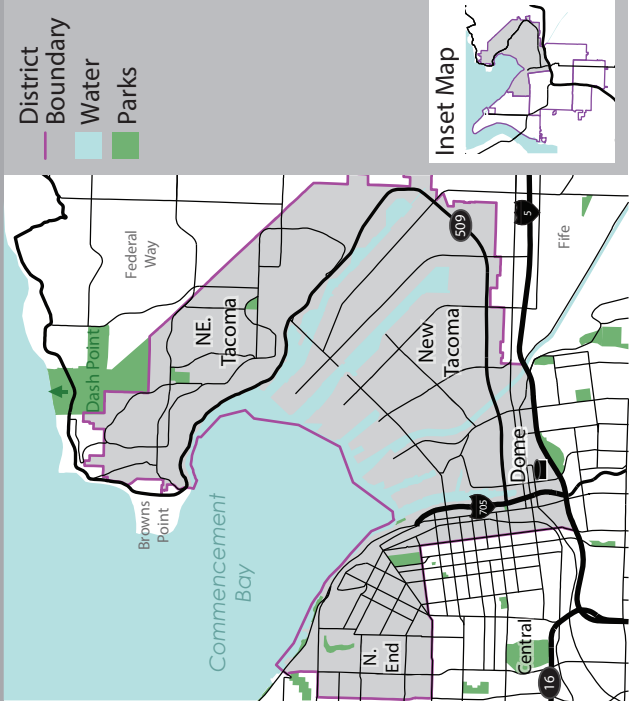


Overall Indicator Scores

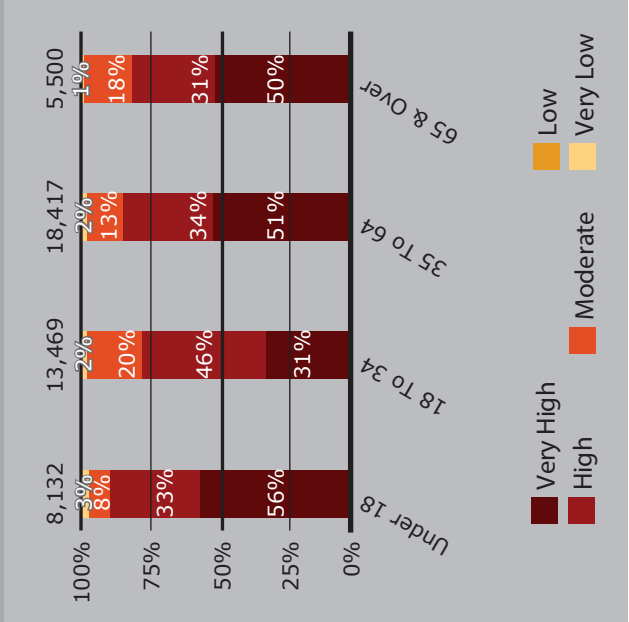


Councilmanic District 2

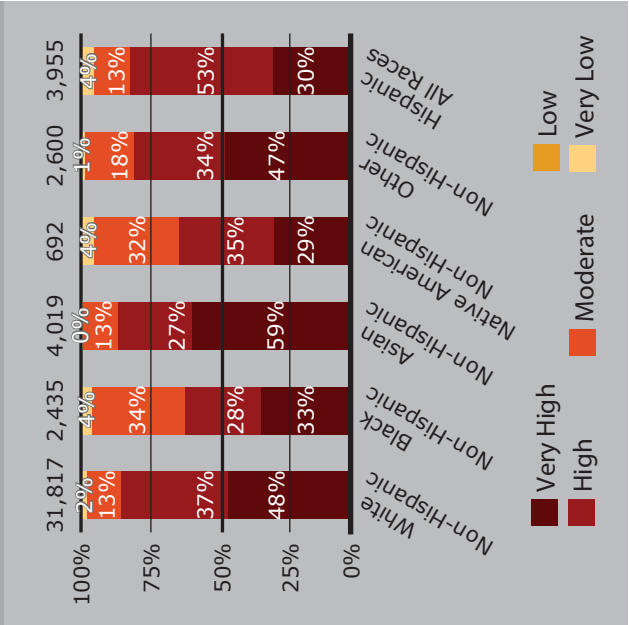
District 2 Reference Map



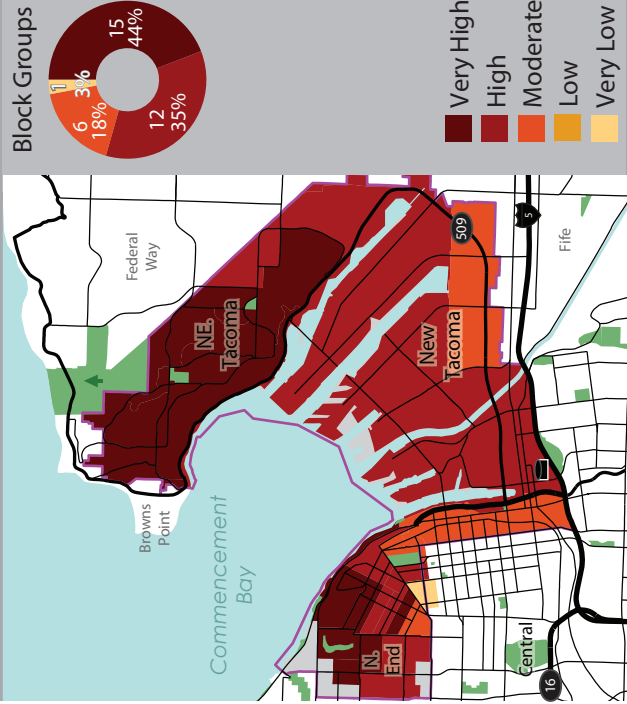
District 2 Equity by Age



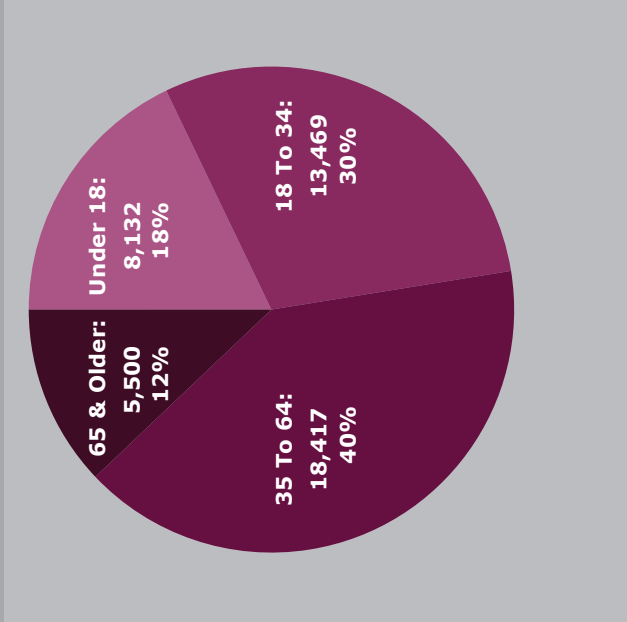
District 2 Equity by Race & Ethnicity



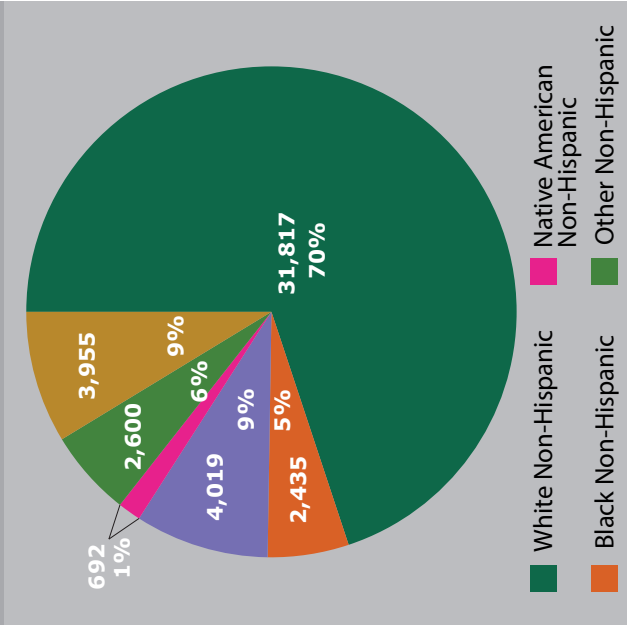
District 2 Equity Index



District 2 Age



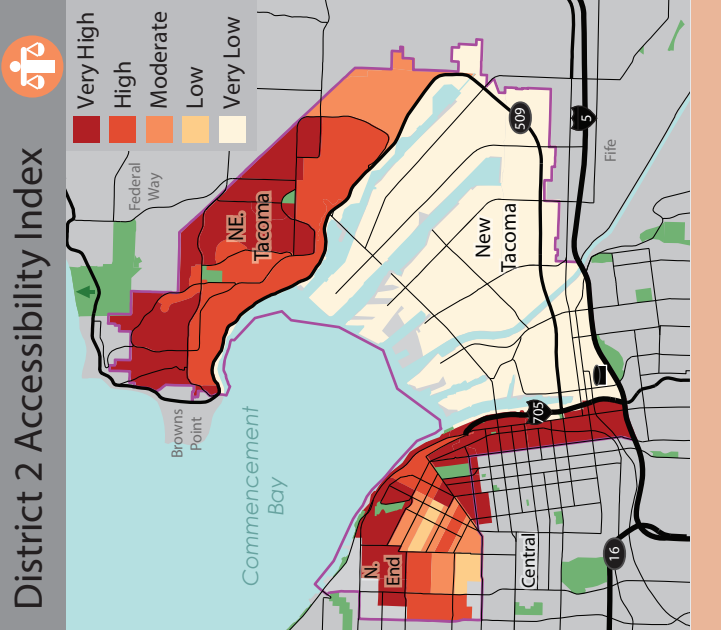
District 2 Race & Ethnicity



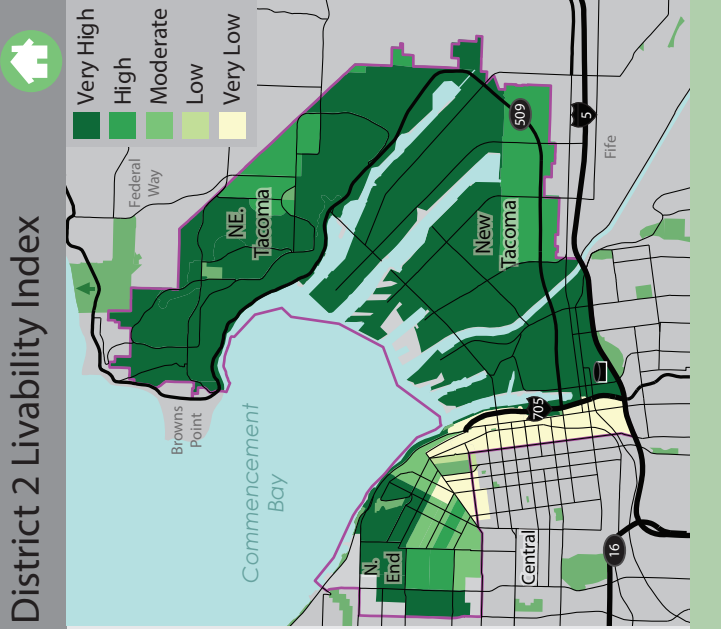
Block groups cross districts. Block groups assigned based on the majority of the area the block group is in

Councilmanic District 2

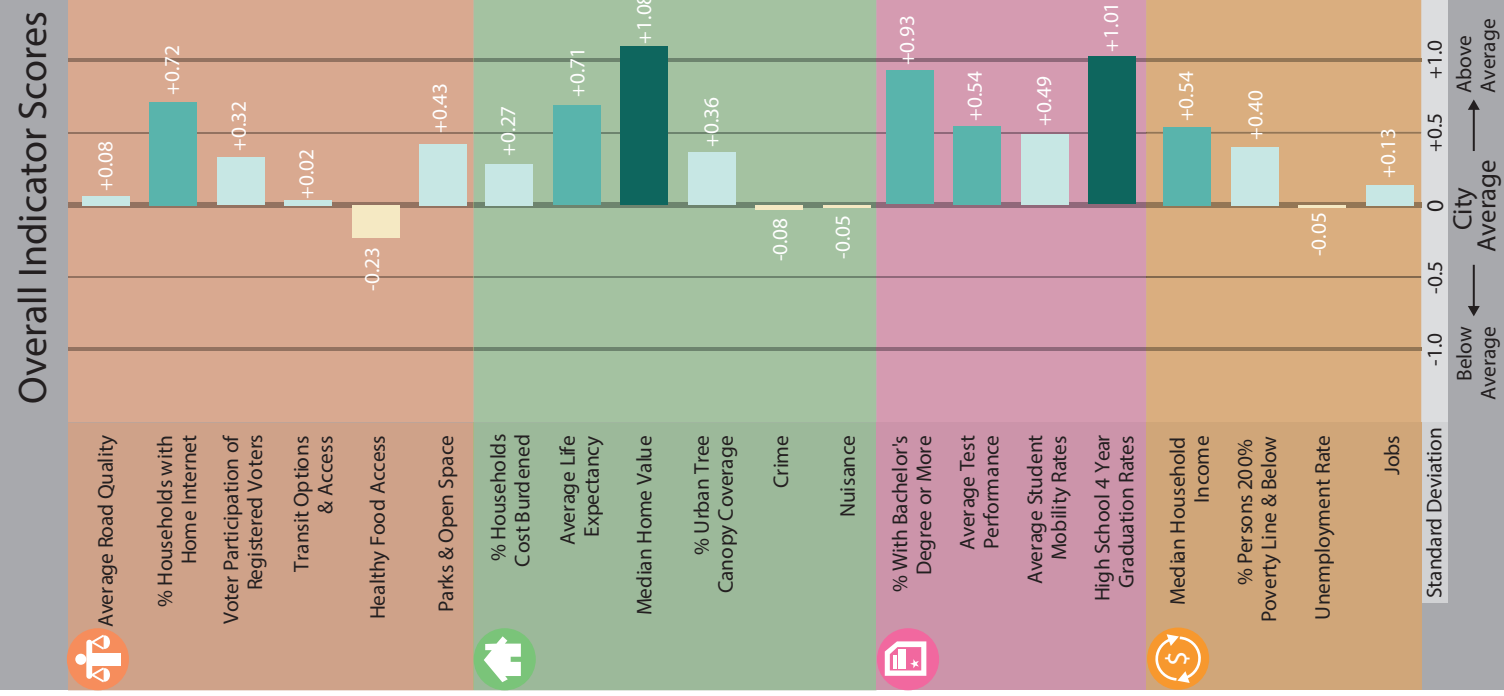
District 2 Accessibility Index



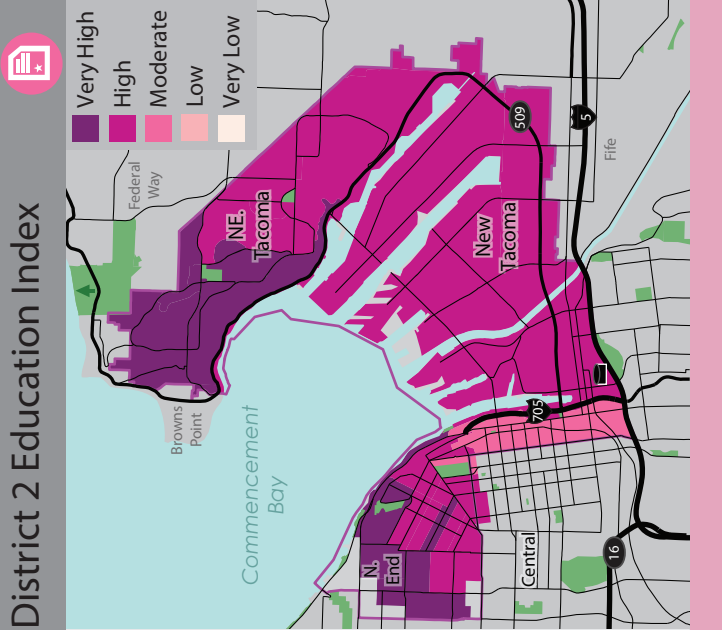
District 2 Livability Index



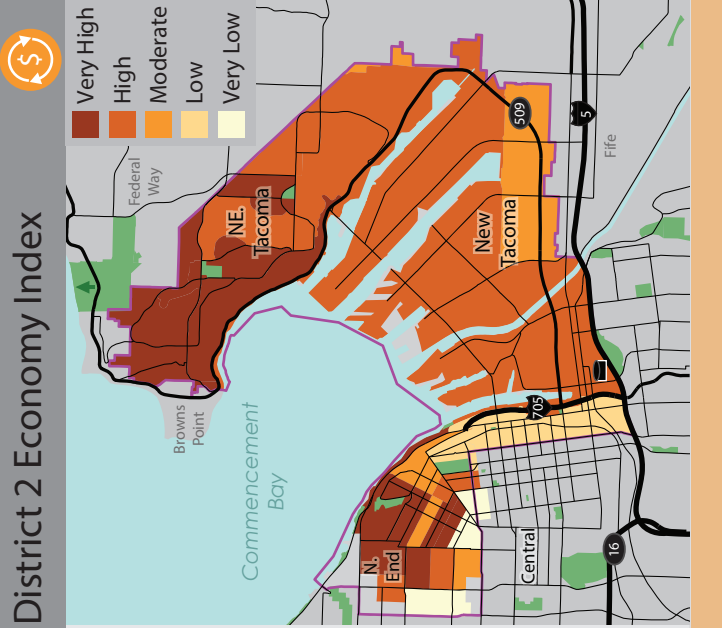
Overall Indicator Scores



District 2 Education Index

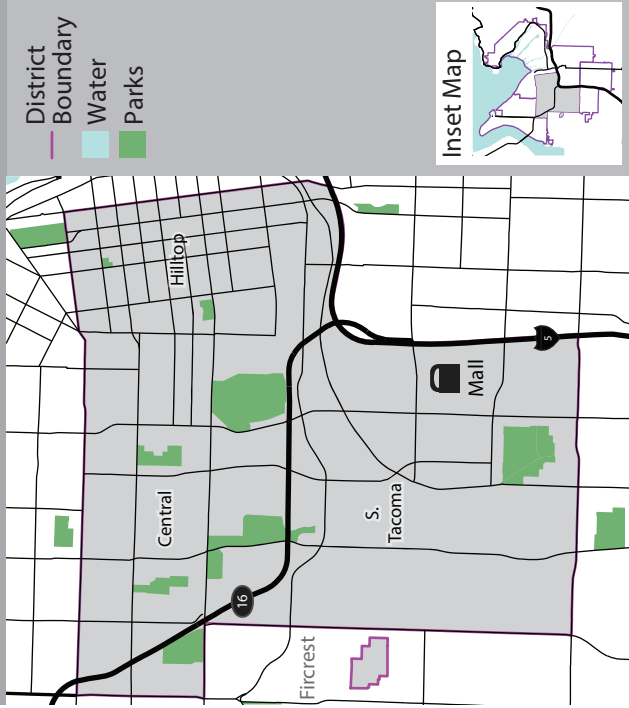


District 2 Economy Index

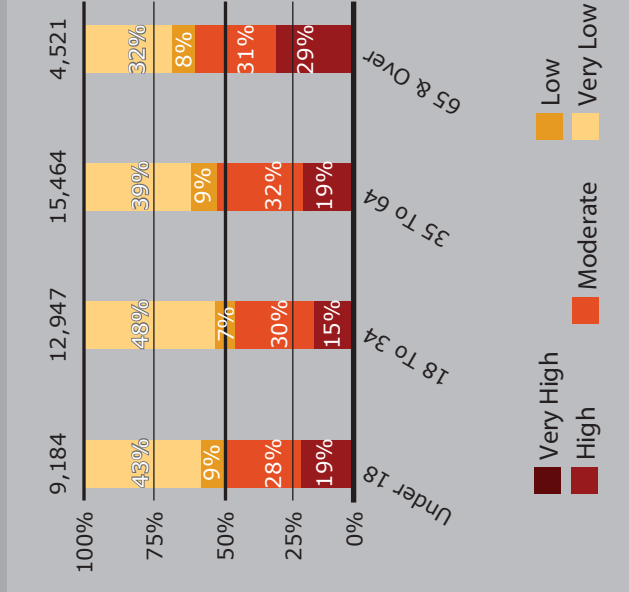


Councilmanic District 3

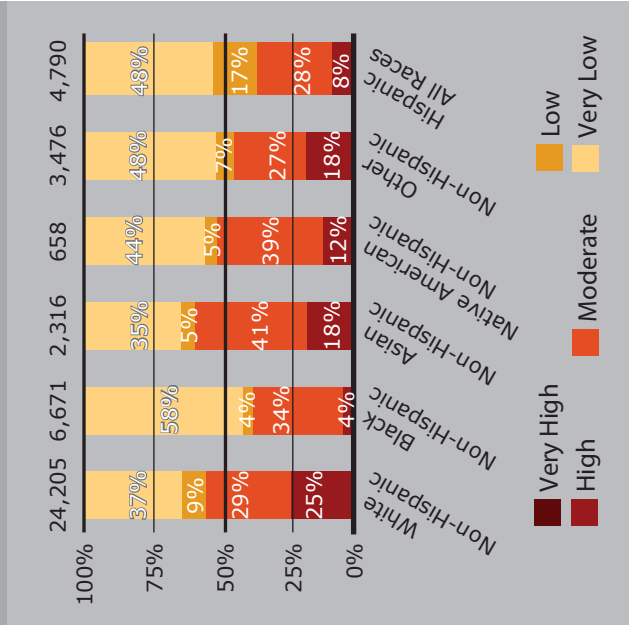
District 3 Reference Map



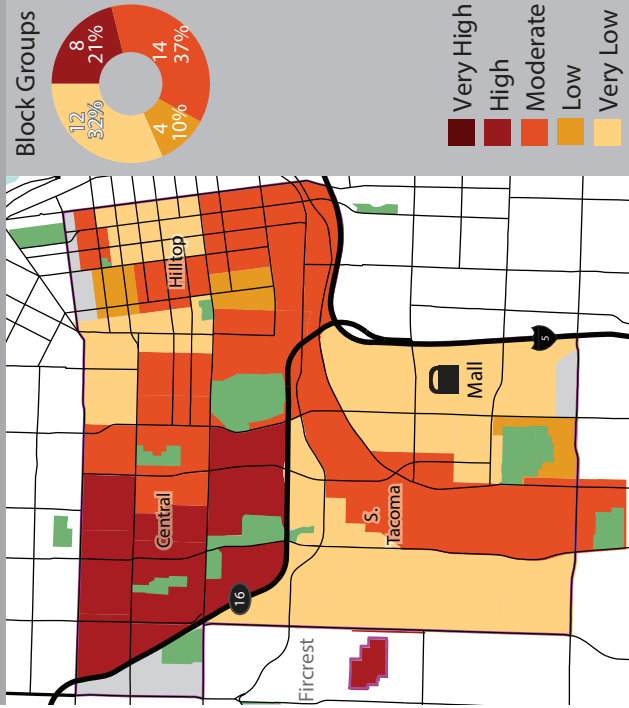
District 3 Equity by Age



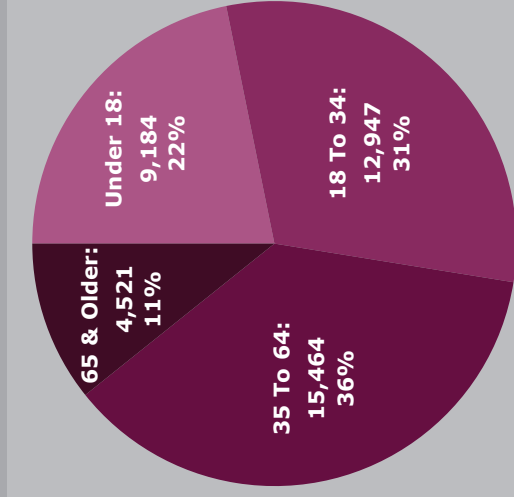
District 3 Equity by Race & Ethnicity



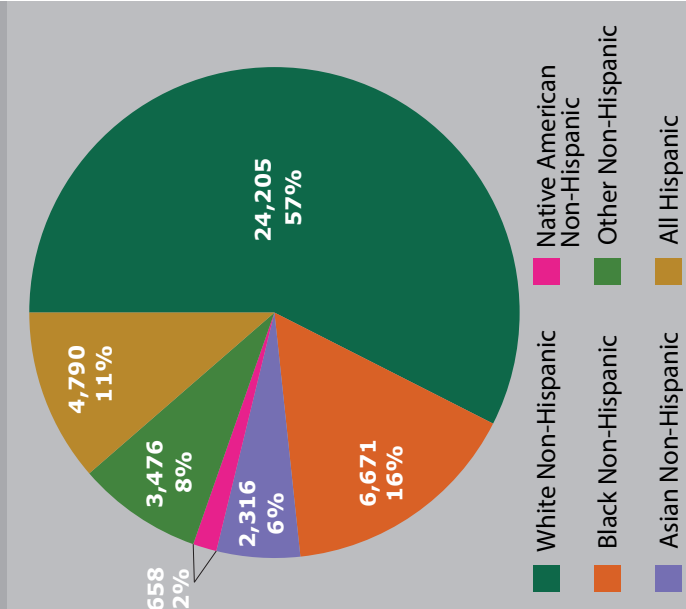
District 3 Equity Index



District 3 Age



District 3 Race & Ethnicity



Block groups cross districts. Block groups assigned based on the majority of the area the block group is in

Councilmanic District 3

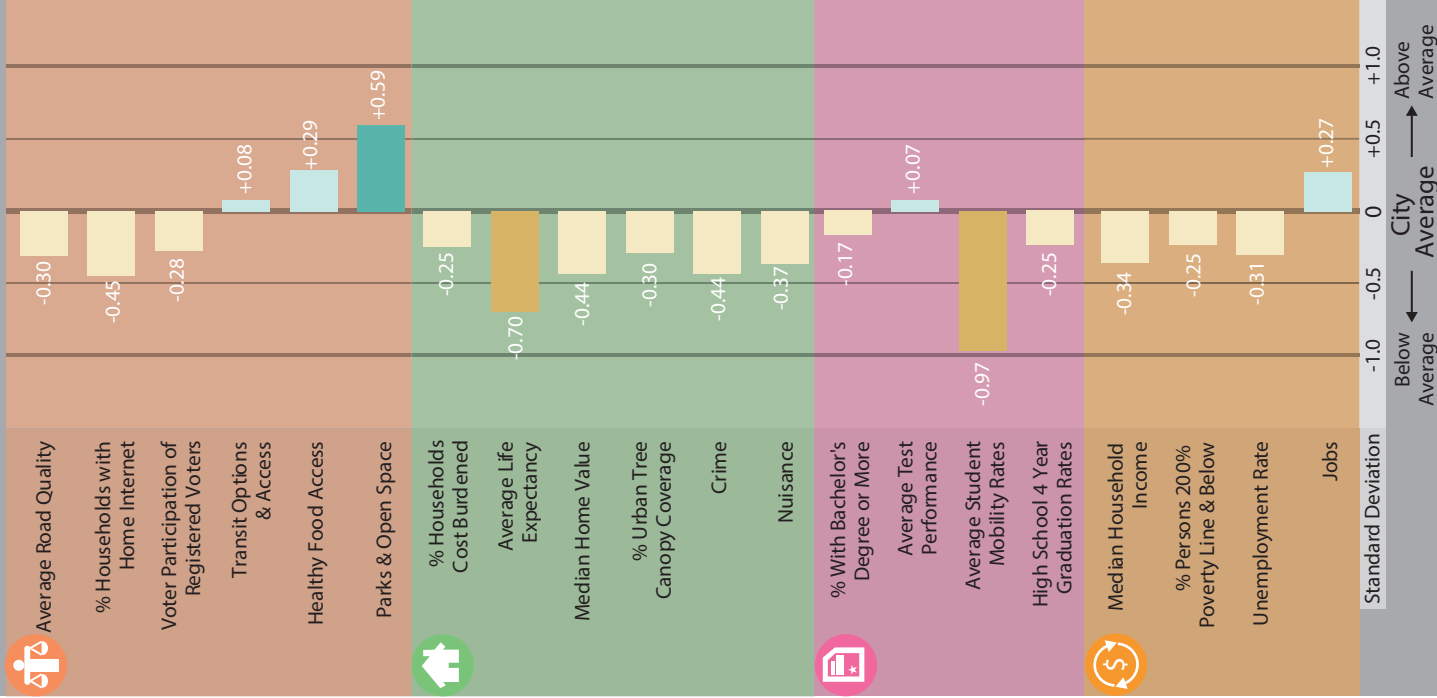
District 3 Accessibility Index



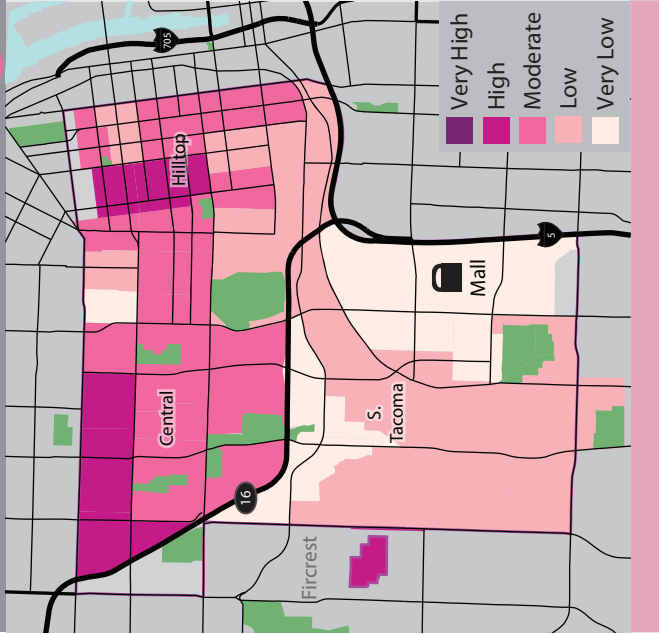
District 3 Livability Index



Overall Indicator Scores



District 2 Education Index

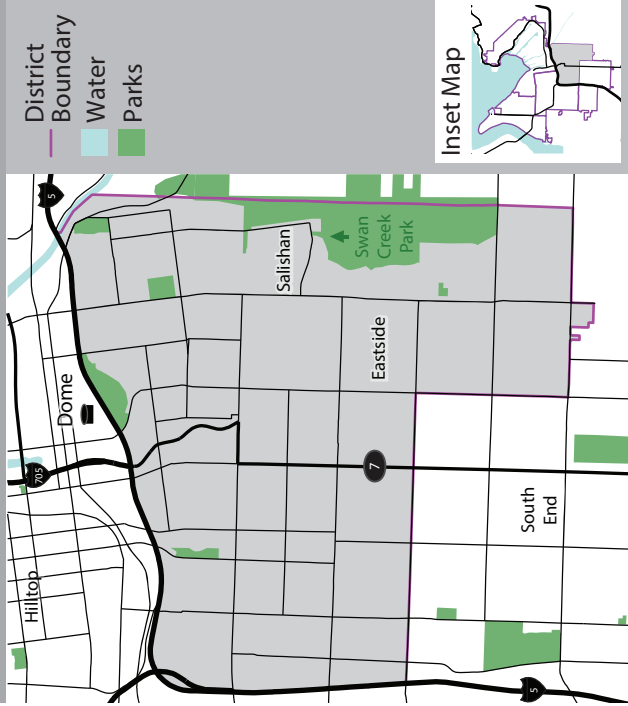


District 3 Economy Index

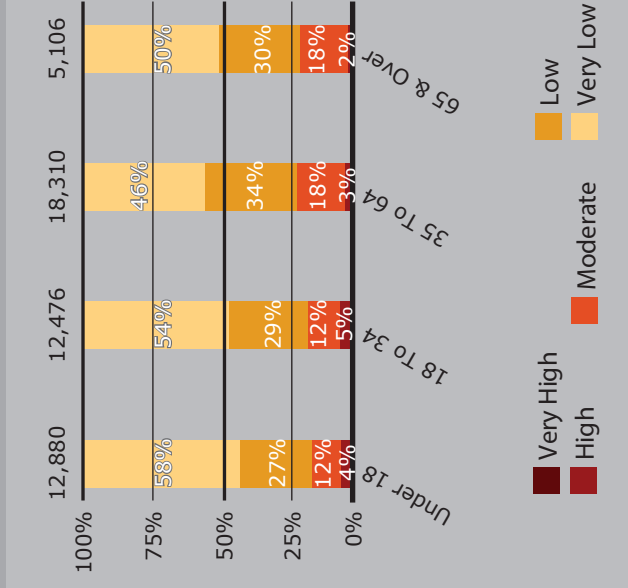


Councilmanic District 4

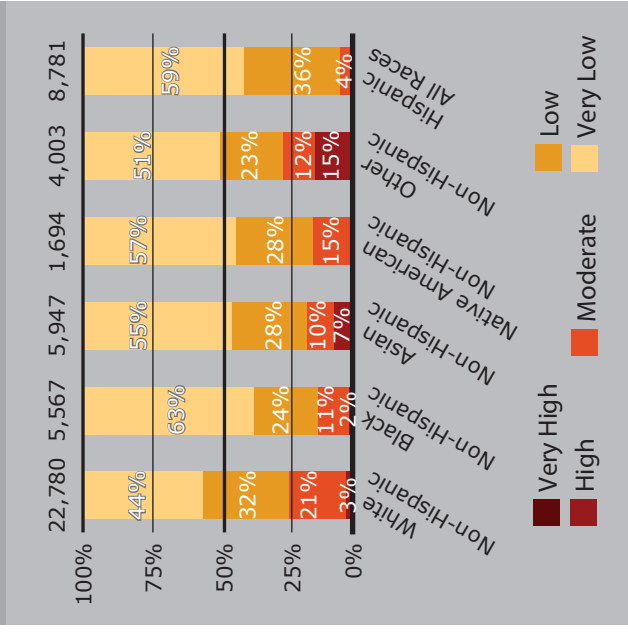
District 4 Reference Map



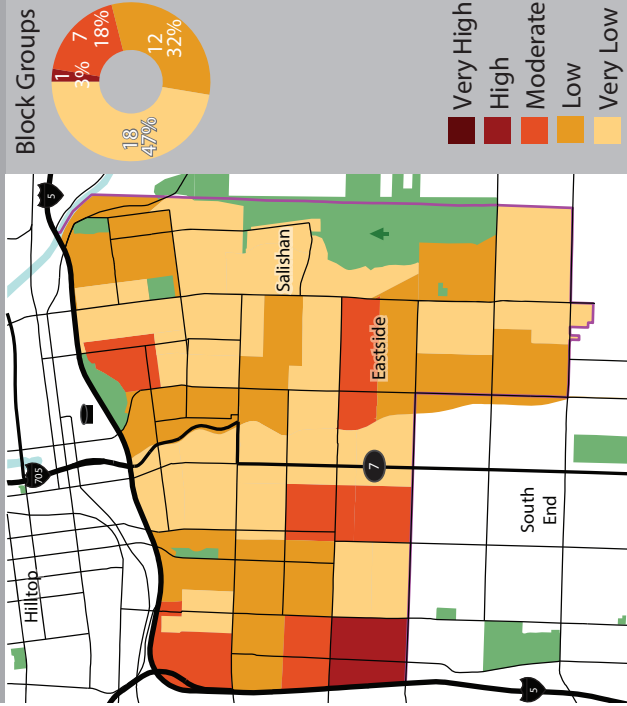
District 4 Equity by Age



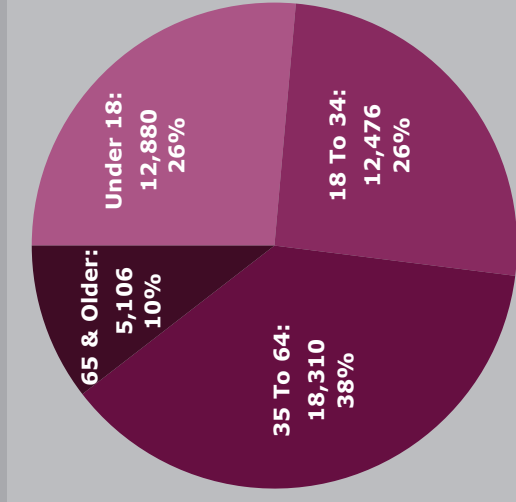
District 4 Equity by Race & Ethnicity



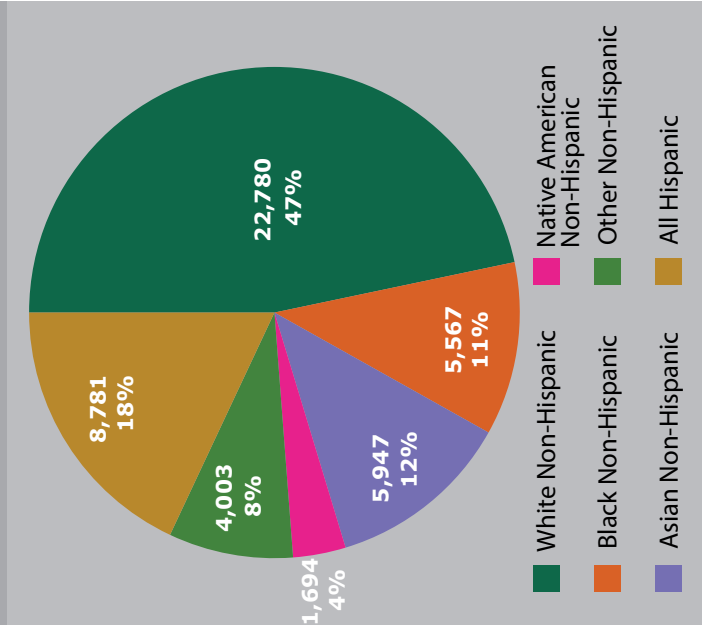
District 4 Equity Index



District 4 Age



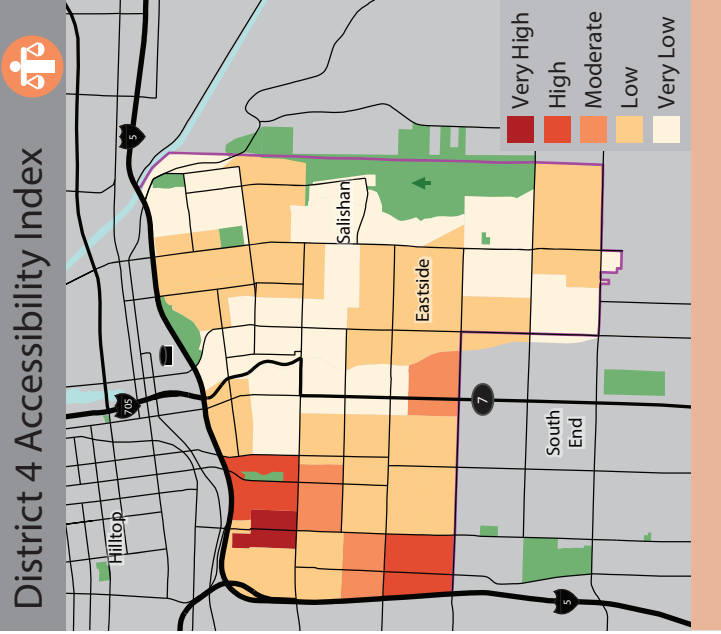
District 4 Race & Ethnicity



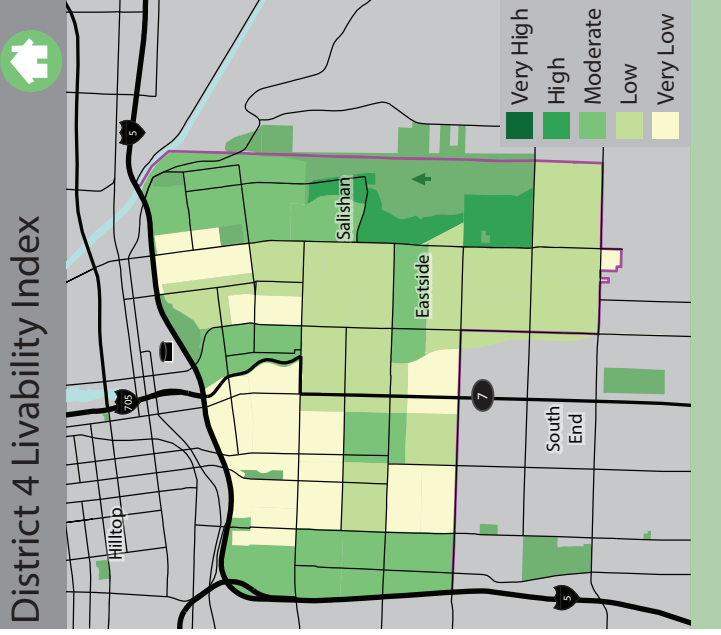
Block groups cross districts. Block groups assigned based on the majority of the area the block group is in

Councilmanic District 4

District 4 Accessibility Index



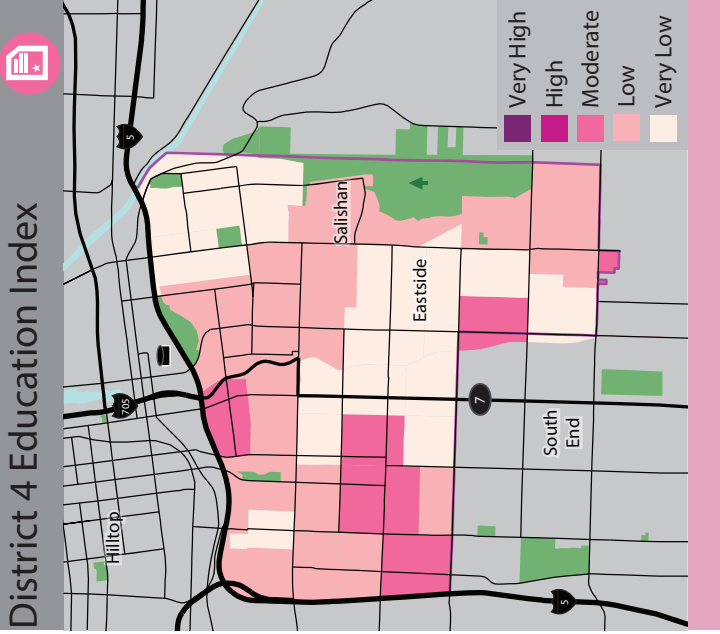
District 4 Livability Index



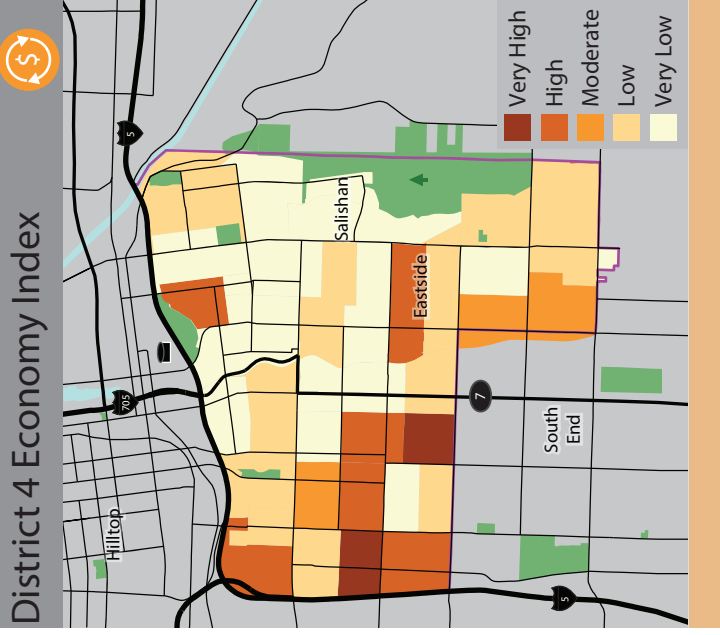
Overall Indicator Scores



District 4 Education Index

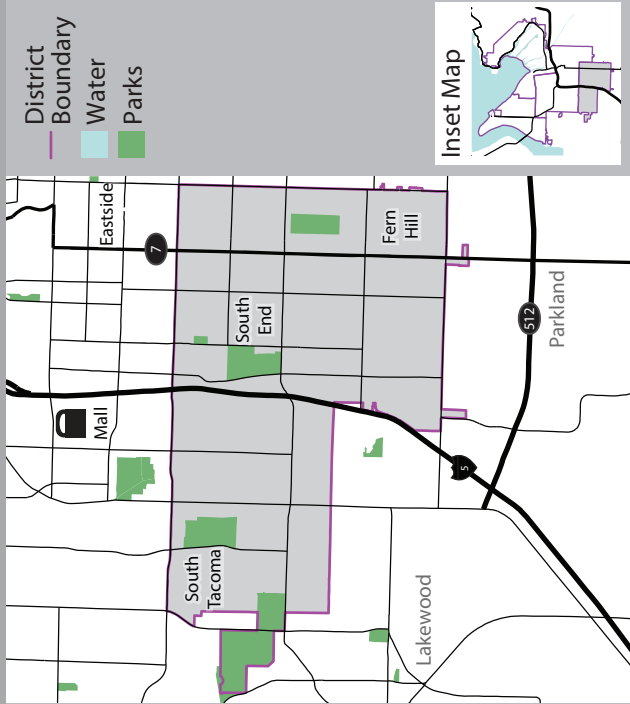


District 4 Economy Index

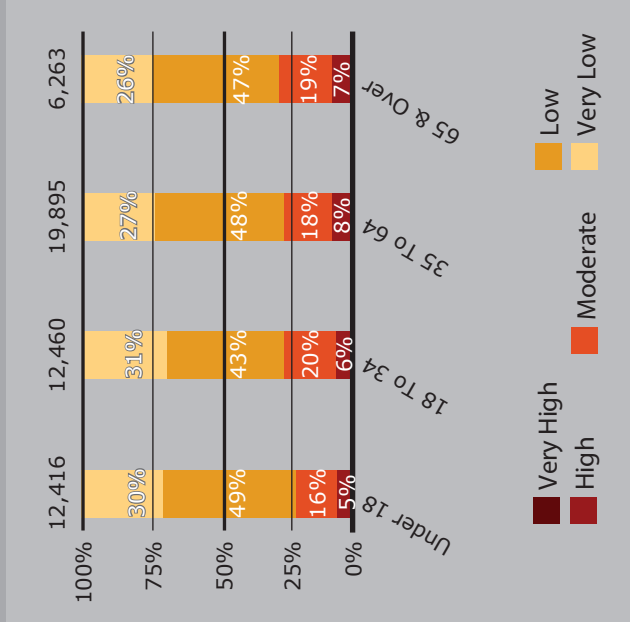


Councilmanic District 5

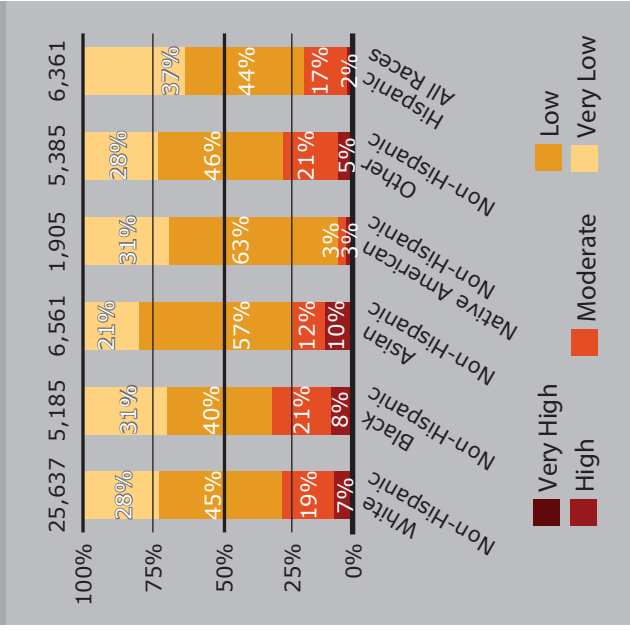
District 5 Reference Map



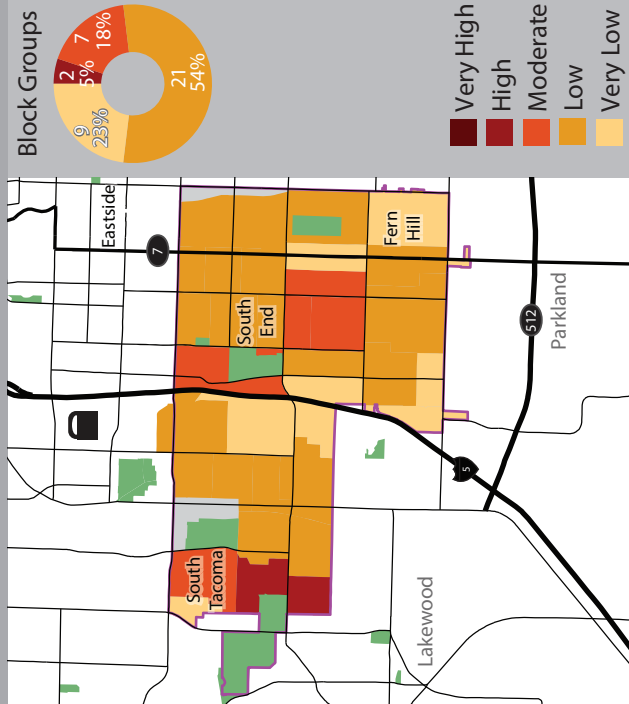
District 5 Equity by Age



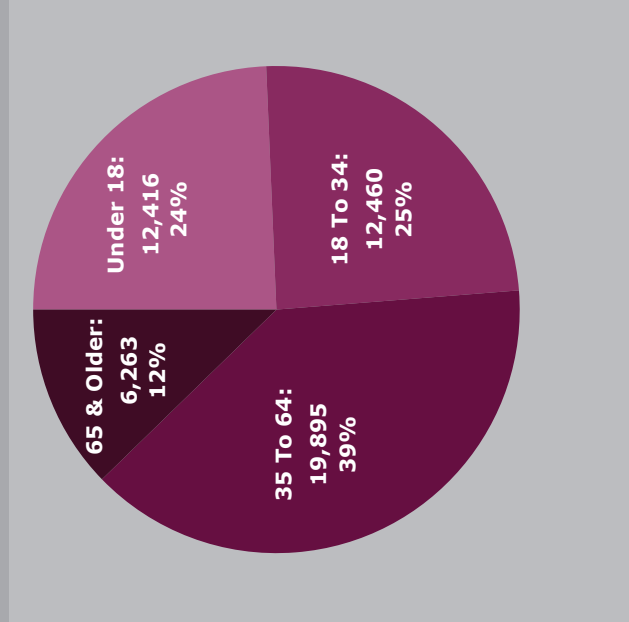
District 5 Equity by Race & Ethnicity



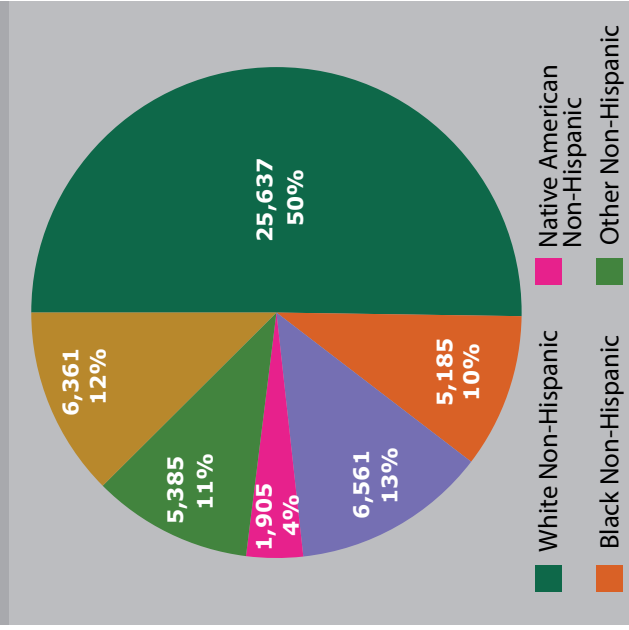
District 5 Equity Index



District 5 Age



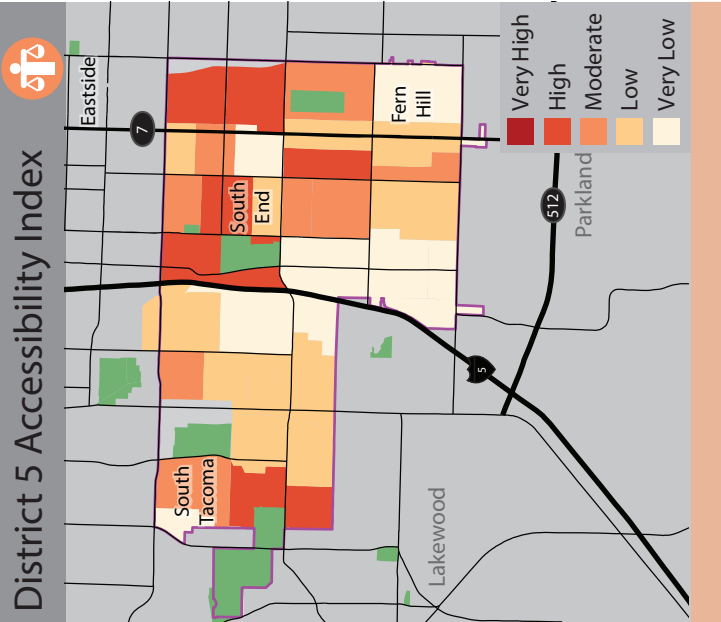
District 5 Race & Ethnicity



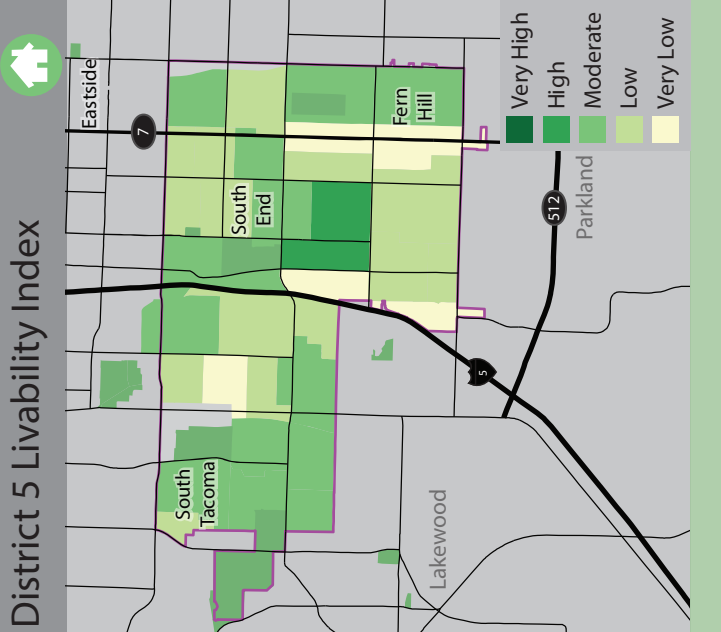
Block groups cross districts. Block groups assigned based on the majority of the area the block group is in

Councilmanic District 5

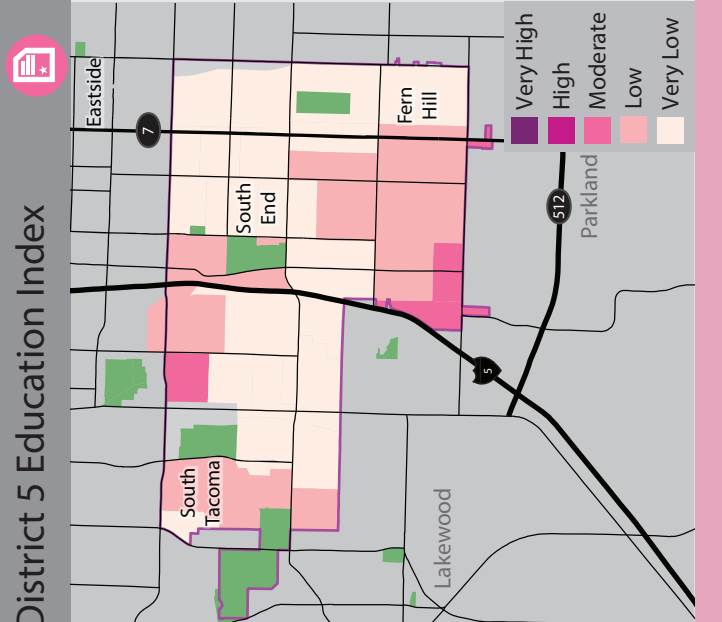
District 5 Accessibility Index



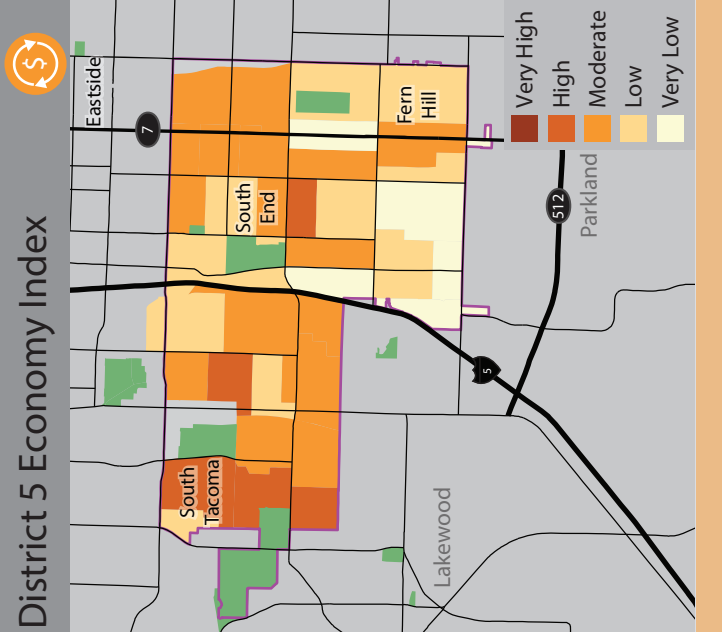
District 5 Livability Index



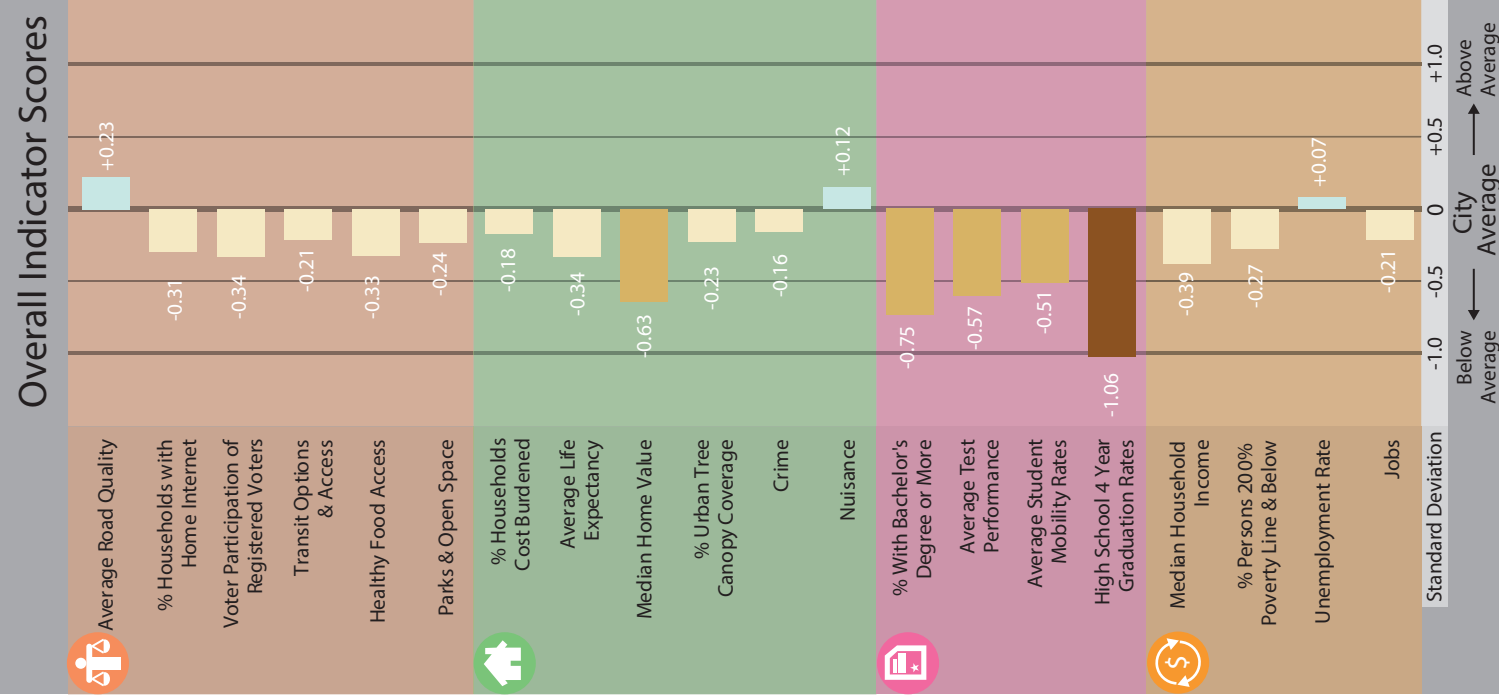
District 5 Education Index



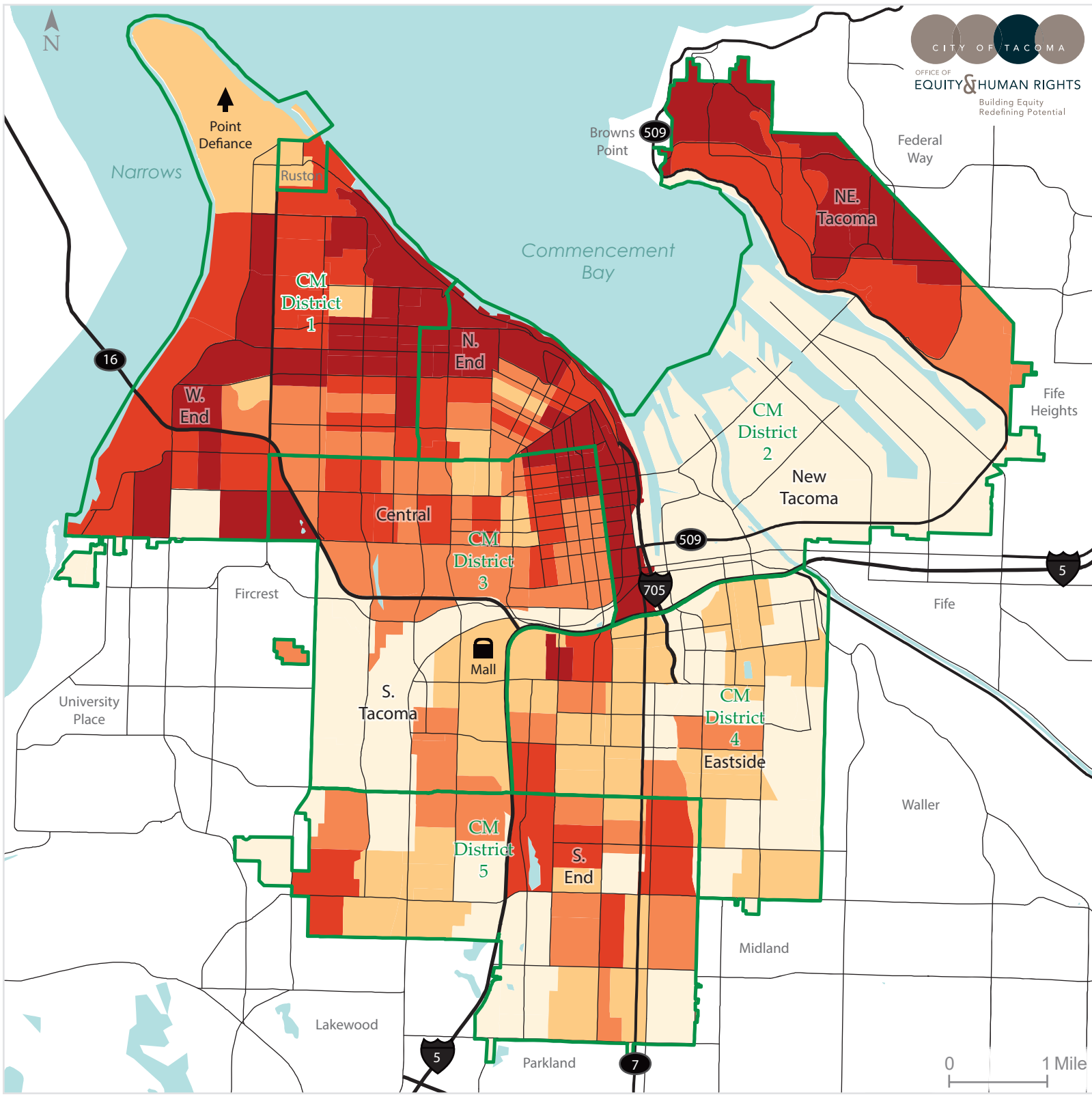
District 5 Economy Index



Overall Indicator Scores



Tacoma Accessibility Index



Index Score

- Very High
- High
- Moderate
- Low
- Very Low
- Councilmanic District

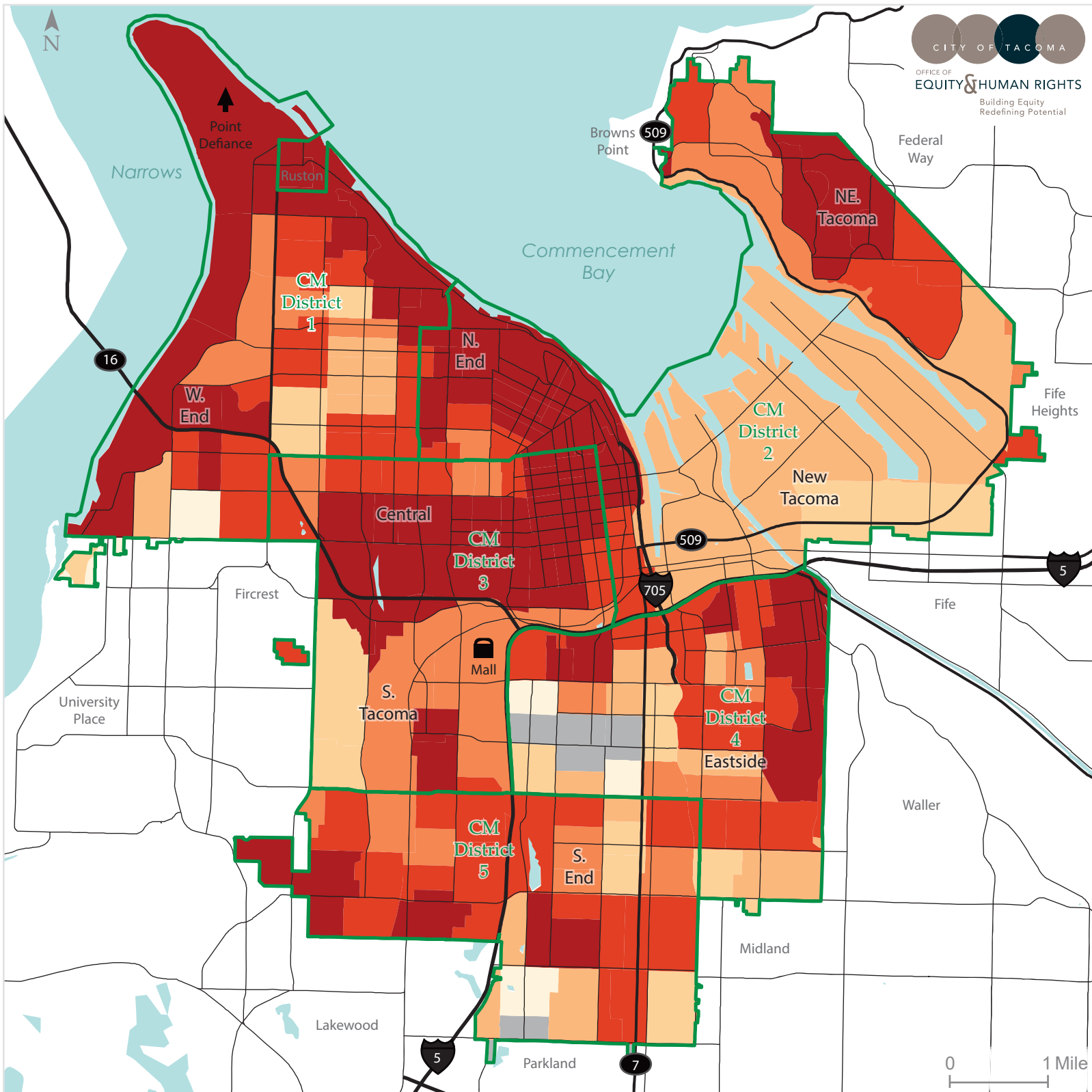
Accessibility Indicators

- Parks & Open Space Index
- Voter Participation
- Healthy Food Access Index
- Average Road Quality
- Home Internet Access
- Transit Options & Access Index

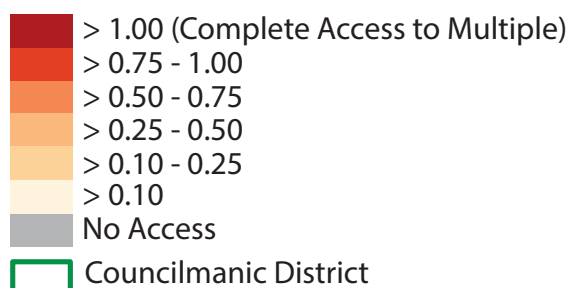
Tacoma Parks & Open Space Index



CITY OF TACOMA
OFFICE OF
EQUITY & HUMAN RIGHTS
Building Equity
Redefining Potential



Open Space Index



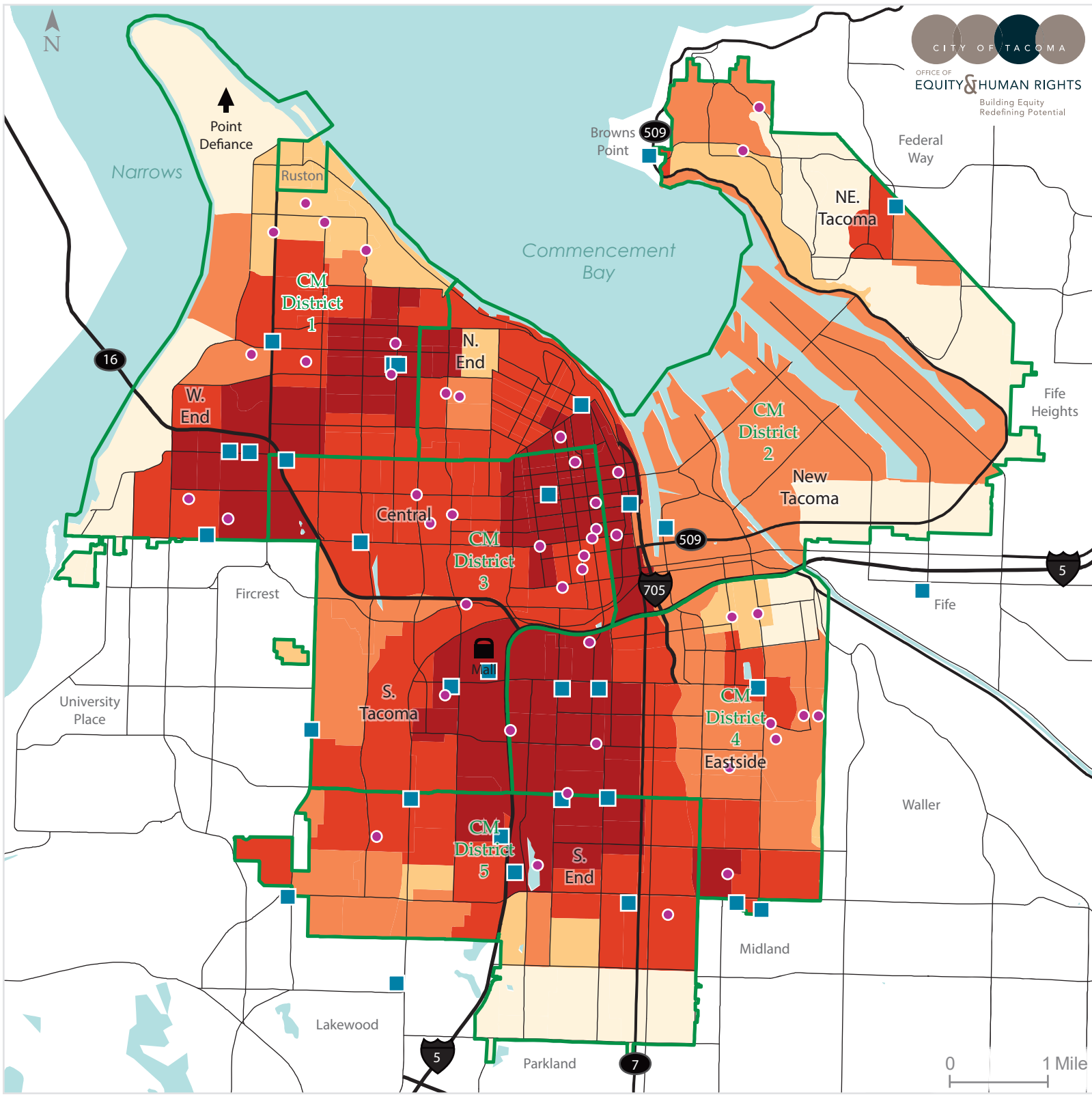
****Index Rates based on the Percentage of the Block Group Area within 1/2 Mile of a Park or Open Space. Index differentiates Active, Passive, and Spaces with Both. Areas that have higher scores typically have overlapping access to multiple types of Spaces.**

This index does not take into account Public or Private School Playgrounds or Open Space. This is done so due to data integrity and availability

Tacoma Healthy Food Access Index for Groceries



CITY OF TACOMA
OFFICE OF
EQUITY & HUMAN RIGHTS
Building Equity
Redefining Potential



Index Score

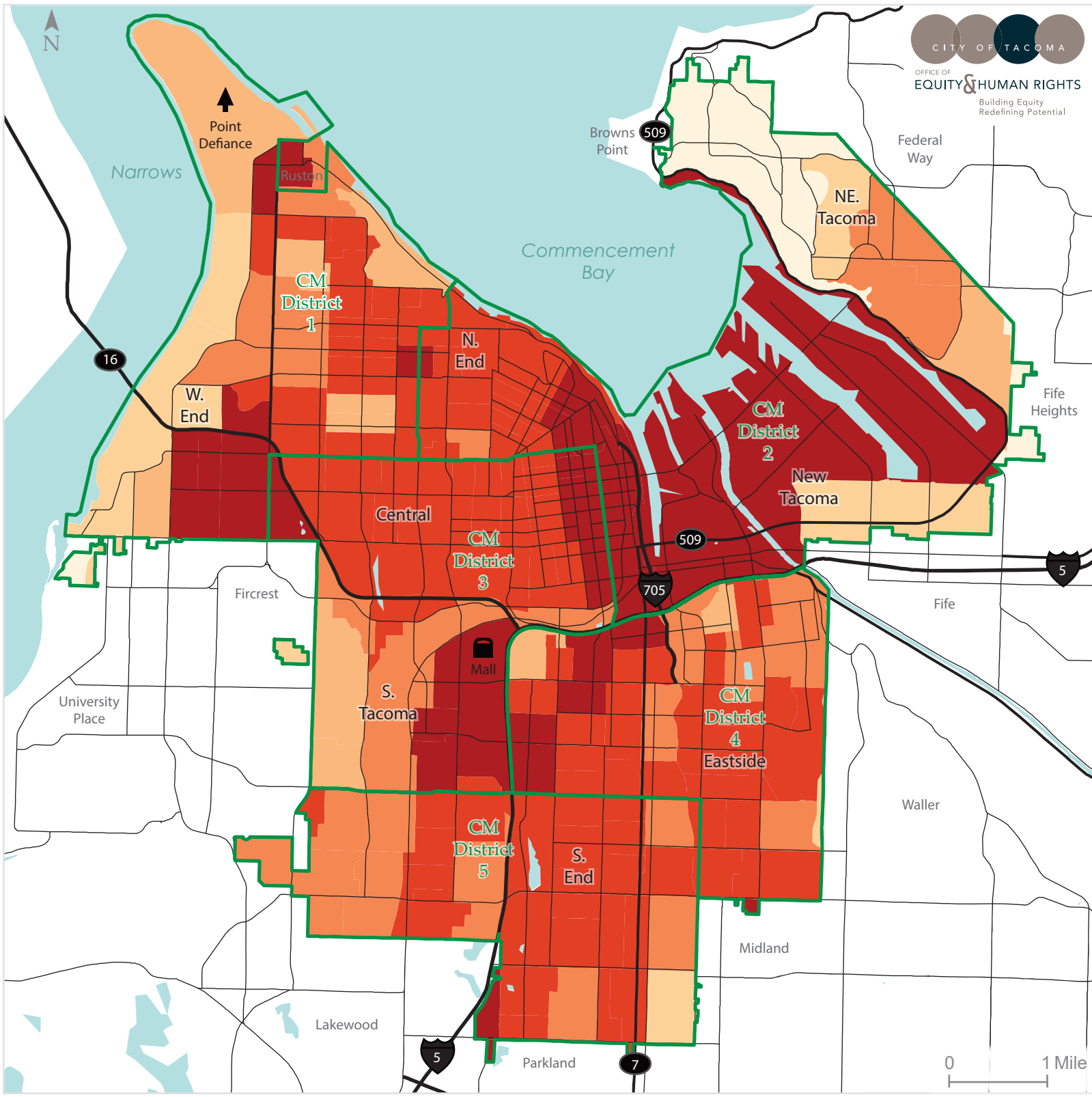
- > 2.0 (Multiple Healthy Outlets)
- 1.0 - 2.0 (At Least One Year Round Healthy)
- 0.75 - 0.99 (Limited Access to Year Round, Partial Healthy)
- 0.50 - 0.75 (No Access to Year Round, Partial Healthy)
- 0.25 - 0.50 (Limited Access to Partial Healthy)
- Councilmanic District

Food Sources

- Year Round, Full Service Sources
- Partial Year Round Sources

Source: ESRI Business Analyst, Google Maps, Pierce County Farmers Markets & Community Gardens

Tacoma Transit Options & Access Index

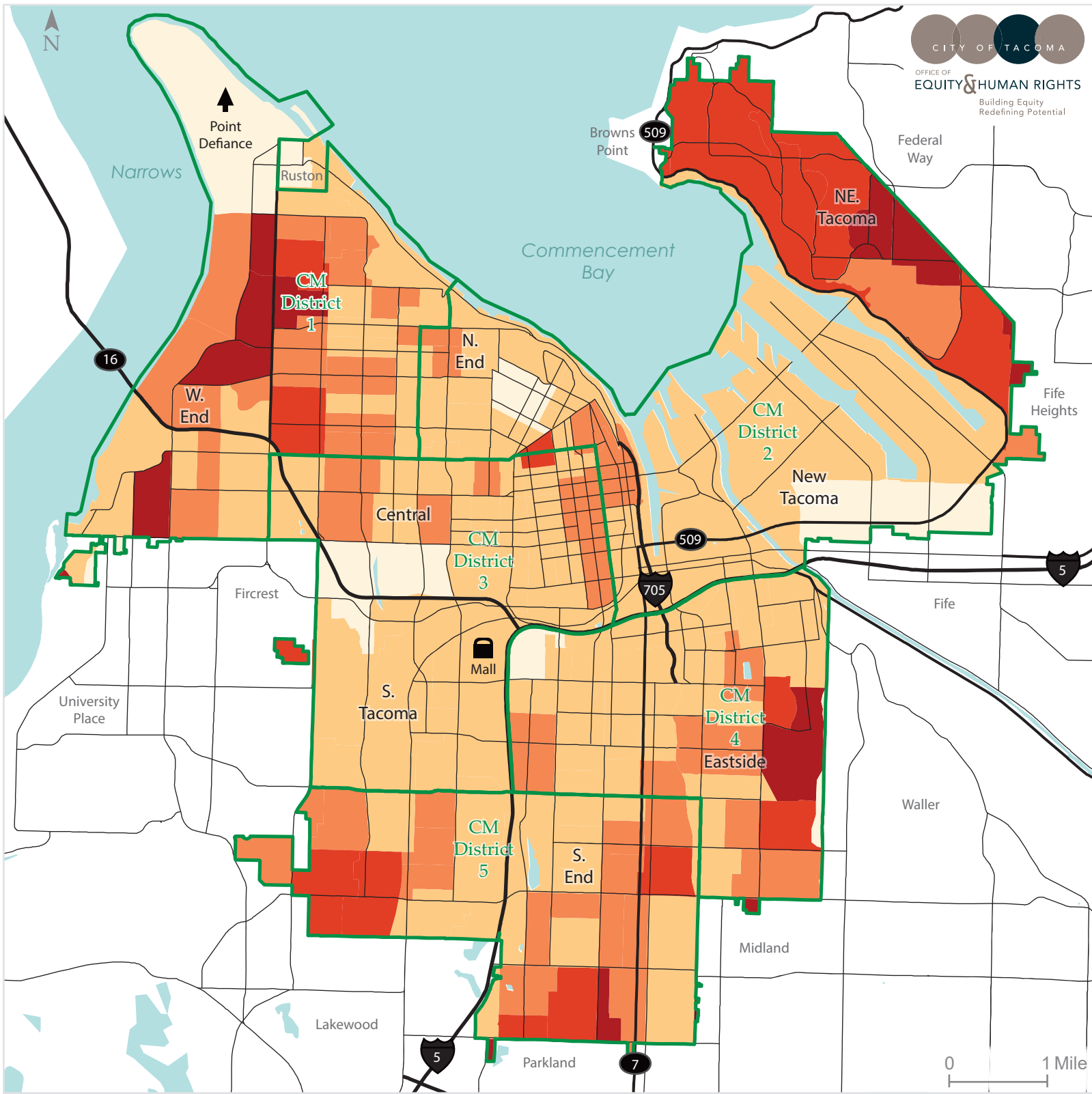


Index Score

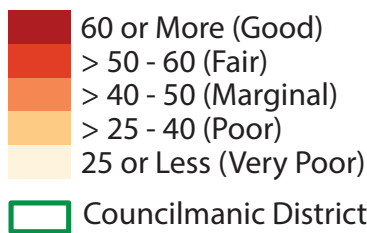
- > 2.0 (Multiple Routes & Options Available Everywhere)
 - 1.0 - 2.0 (At Least One Route & Option Available Everywhere)
 - 0.50 - 0.99 (At Least One Route & Option Available in Most Places)
 - 0.25 - 0.50 (Limited Routes & Options Available)
 - 0.01 - 0.25 (Very Limited Routes & Options Available)
 - 0.00 (No Transit Access)
- Councilmanic District

Source: Pierce County Bus Stop, Light Rail, and Heavy Rail Locations

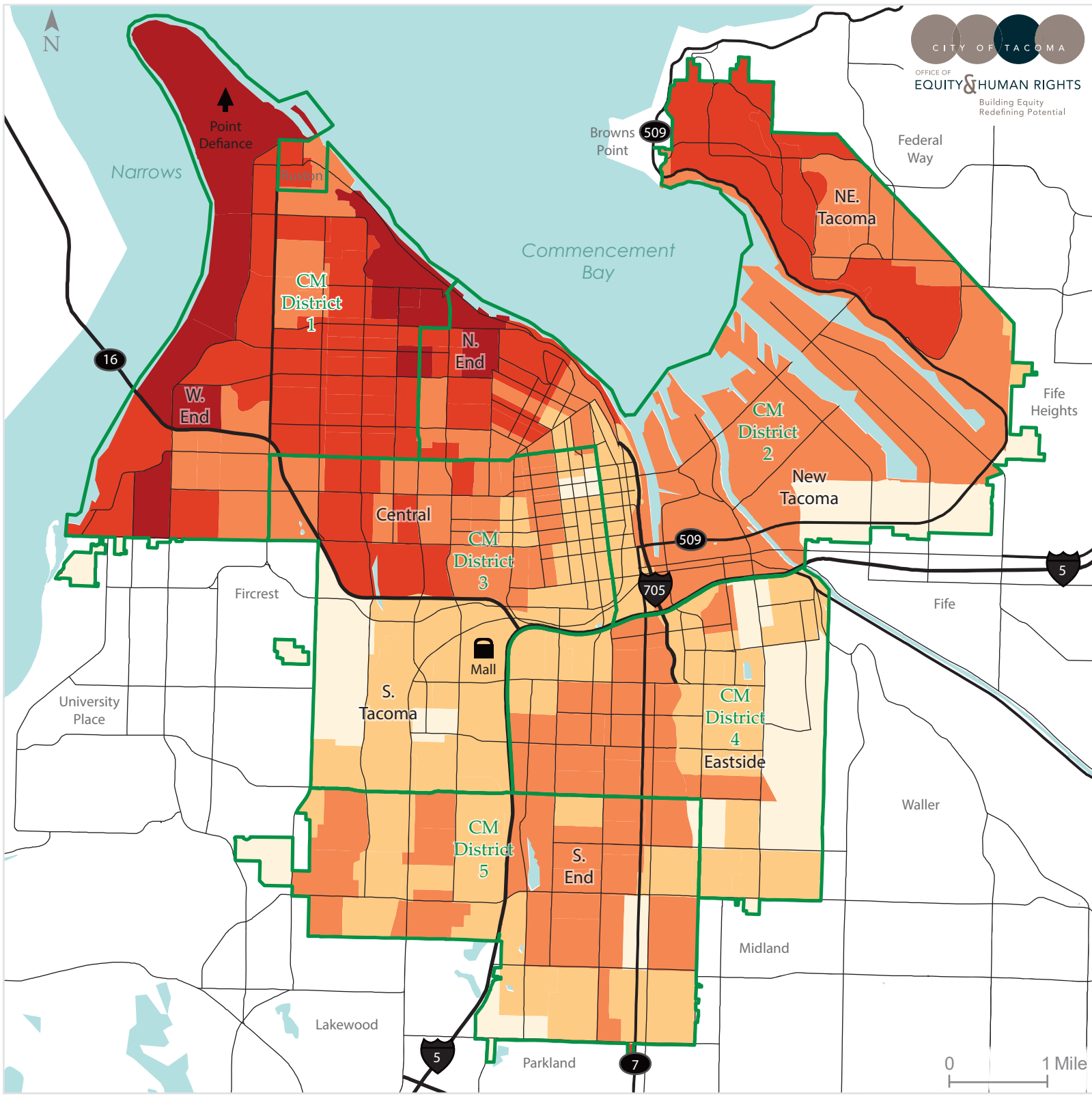
Tacoma Average Road Quality



Road Quality



Tacoma Voter Participation of Registered Voters

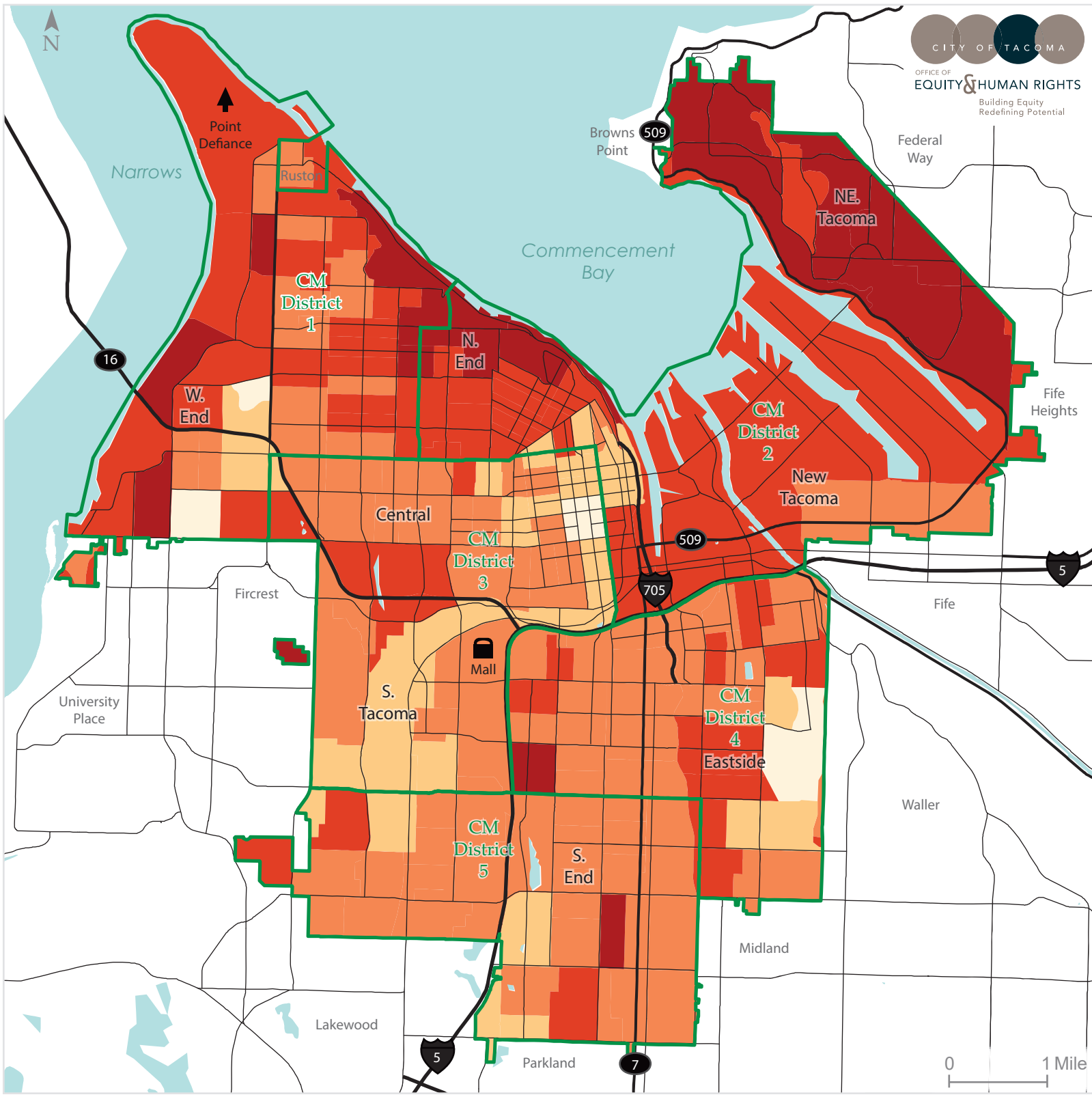


Voter Participation Percentage

- Over 80%
 - > 70% - 80%
 - > 60% - 70%
 - > 50% - 60%
 - 50% Or Less
- Councilmanic District

Source: Need Source Still (Pierce County Board of Elections)

Tacoma Percentage of Internet Access at Home

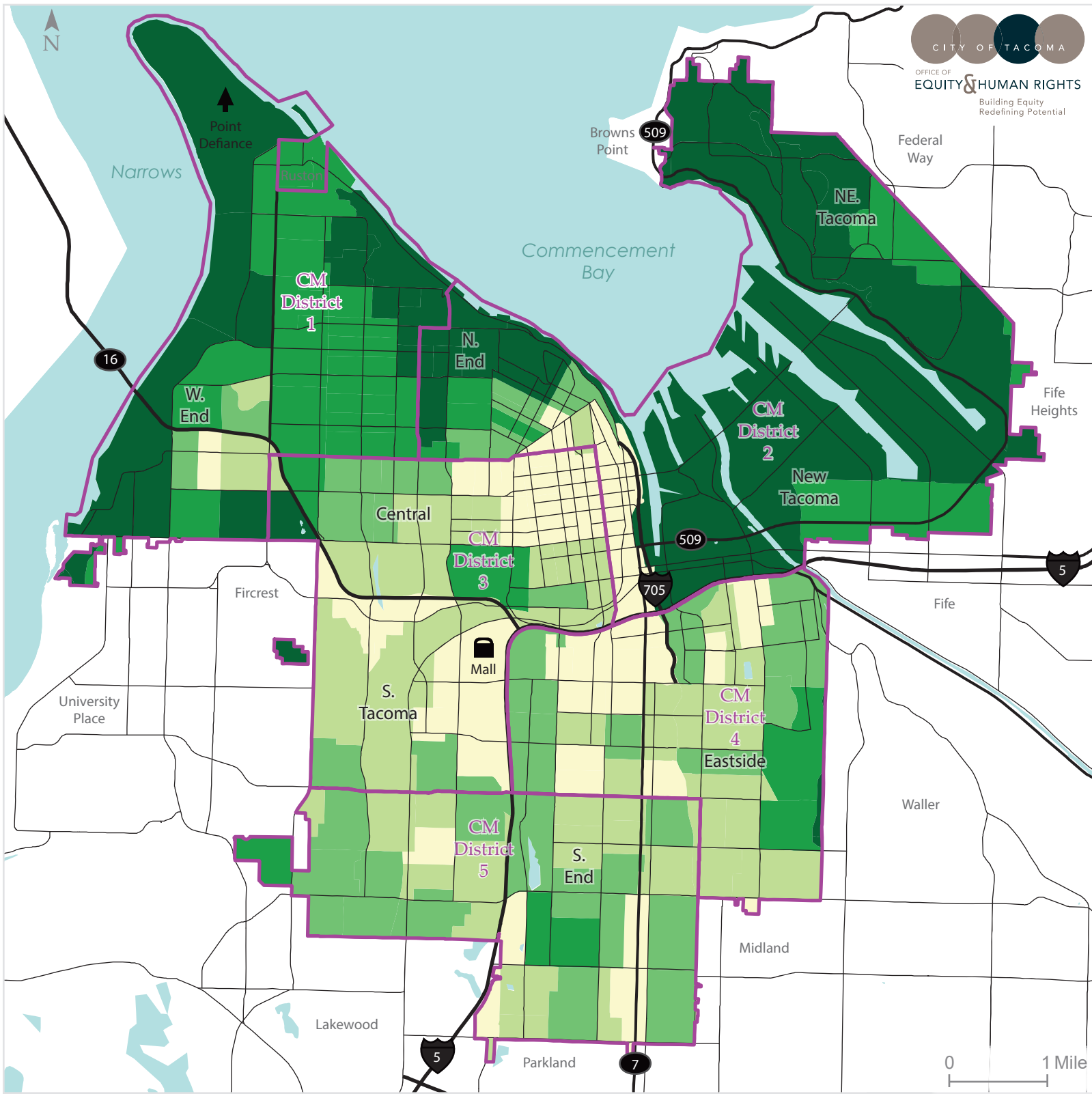


Internet Access Percentage

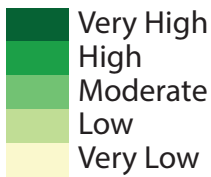
- Over 95%
 - > 90% - 95%
 - > 85% - 90%
 - > 75% - 85%
 - 75% or Less
- Councilmanic District

Source: ESRI and GFK MRI 2018 Surveys

Tacoma Livability Index



Index Score

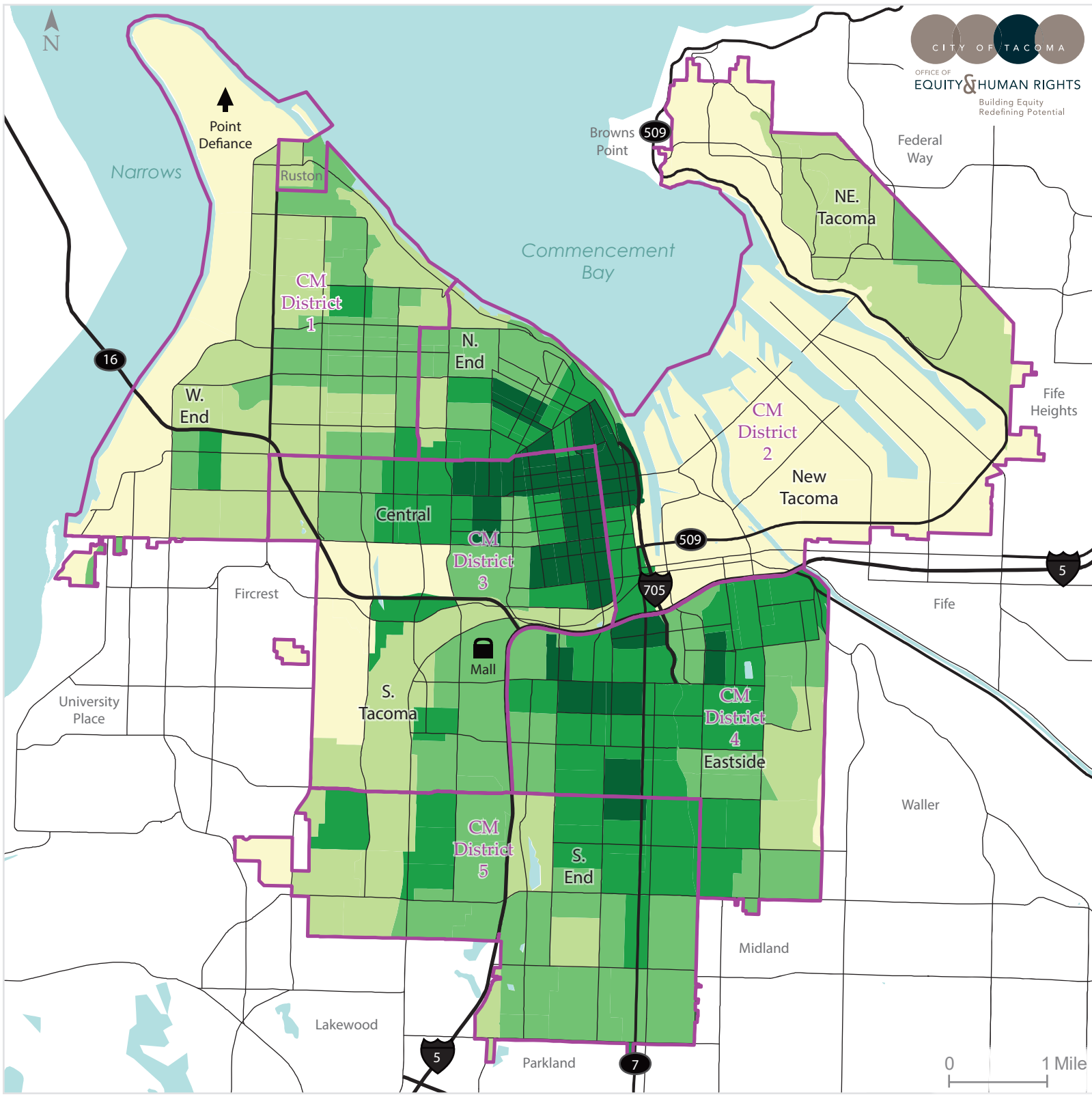


Councilmanic District

Livability Indicators

- Tacoma Crime Index
- Cost-Burdened Households
- Average Life Expectancy
- Urban Tree Canopy
- Tacoma Nuisance Index
- Median Home Value

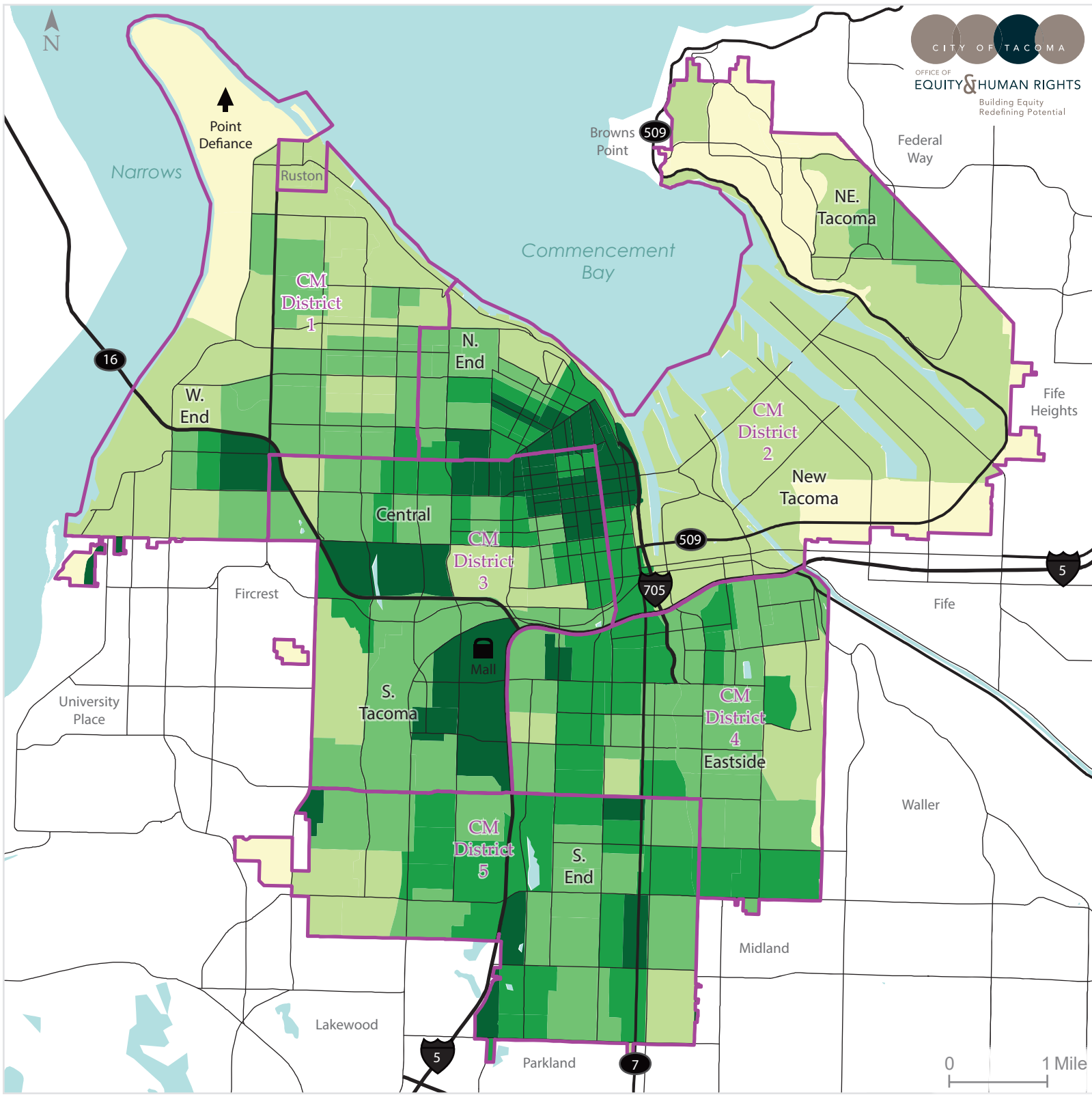
Tacoma Nuisance Index



Index Score

- 150 or Less (Very Low Density of Reports)
 - >150 - 450 (Low Density of Reports)
 - > 450 - 900 (Moderate Density of Reports)
 - > 900 - 1,800 (High Density of Reports)
 - > 1,800 (Highest Density of Reports)
- Councilmanic District

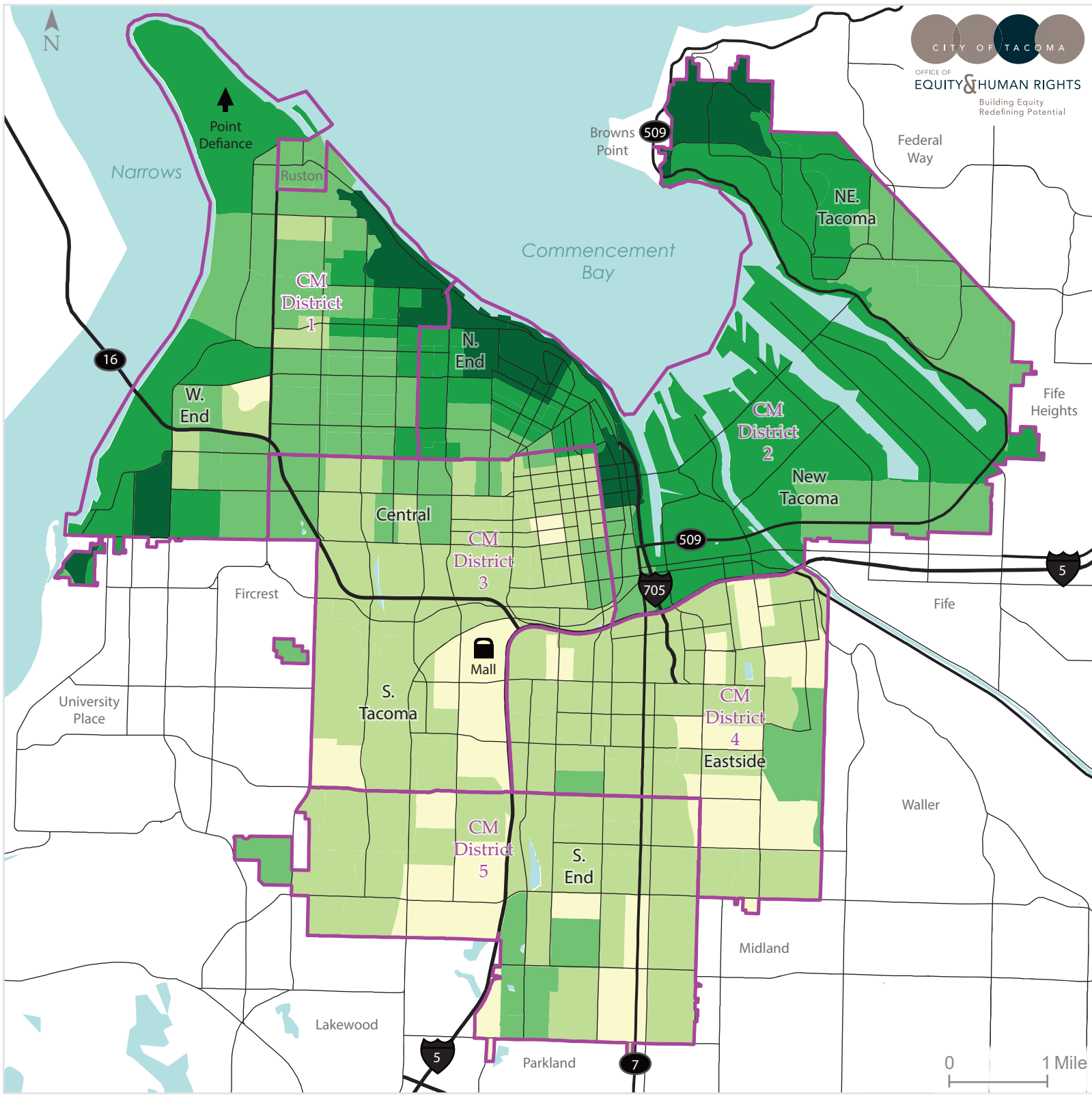
Tacoma Crime Index



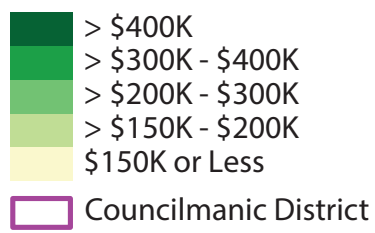
Index Score

- 150 or Less (Very Low Density of Reports)
 - >150 - 450 (Low Density of Reports)
 - > 450 - 900 (Moderate Density of Reports)
 - > 900 - 1,800 (High Density of Reports)
 - > 1,800 (Highest Density of Reports)
- Councilmanic District

Tacoma Median Home Value 2016

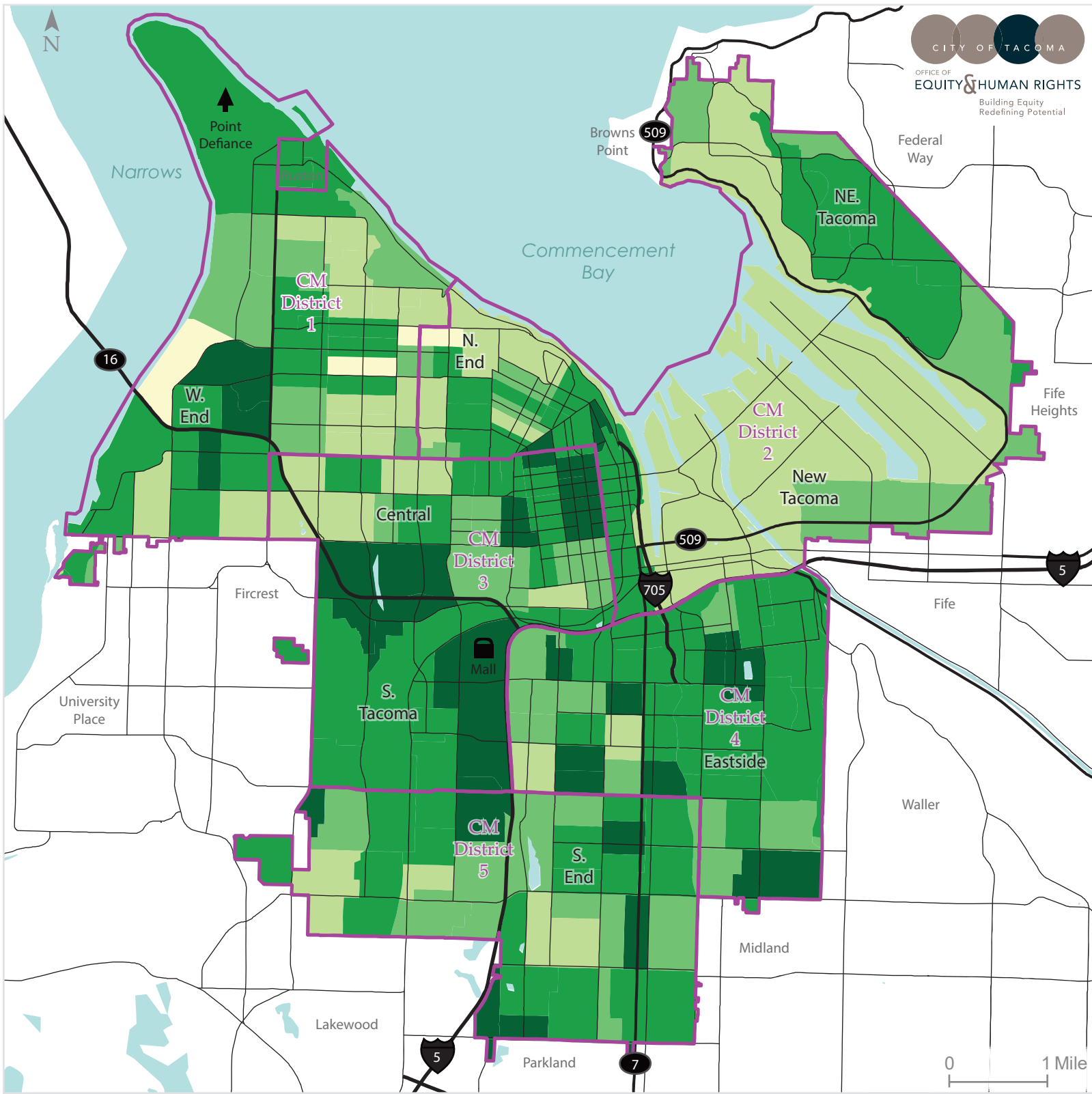


Median Home Value



Source: ACS 2012 - 2016 5 Year Estimates

Tacoma Households Spending 30%+ on Housing



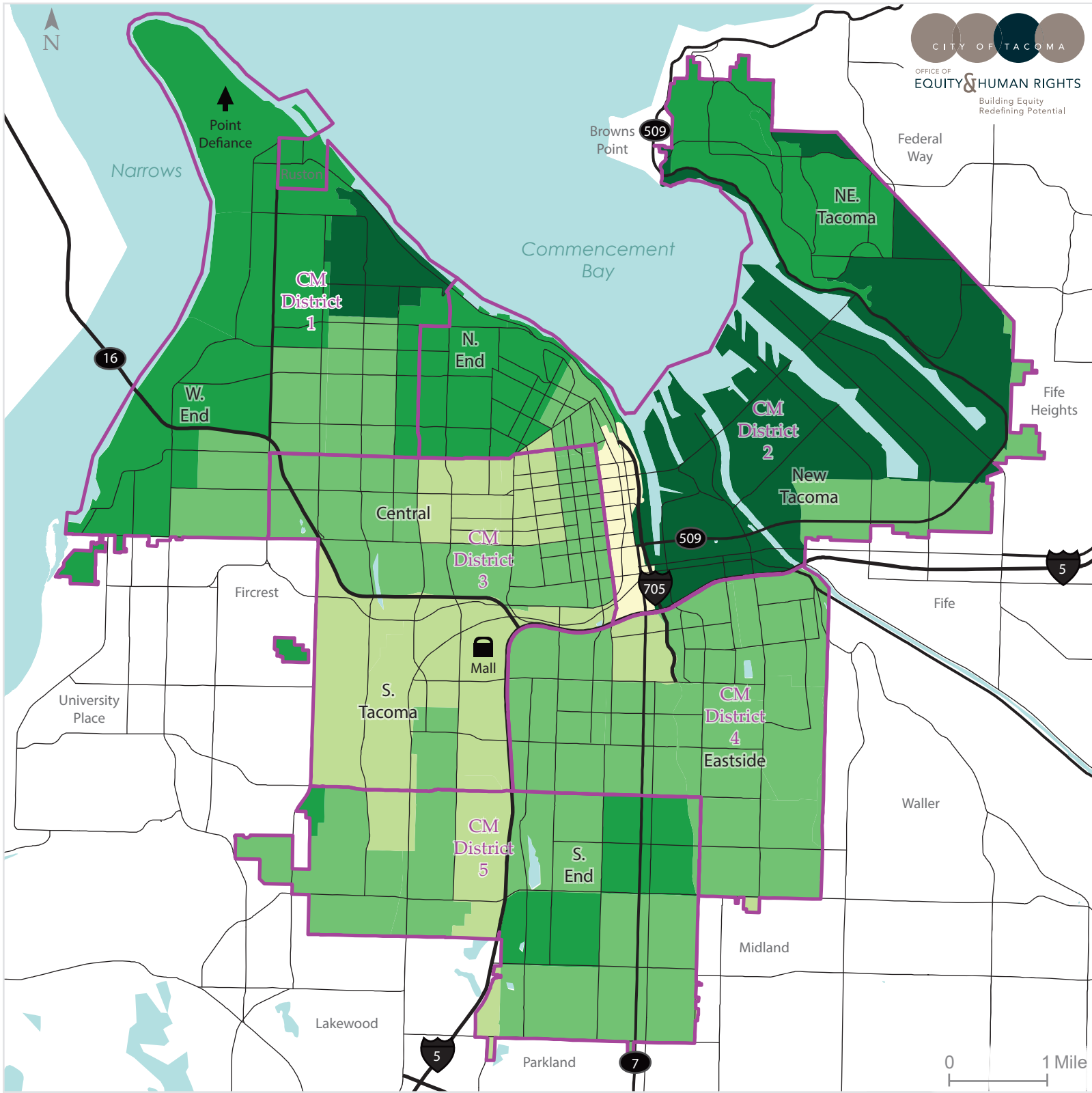
% Spending 30%+

- 10% or Less
- > 10% - 25%
- > 25% - 33%
- > 33% - 50%
- > 50%

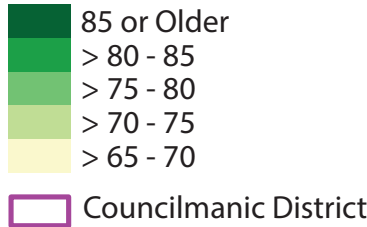
Councilmanic District

Source: ACS 2012 - 2016 5 Year Estimates

Tacoma Average Life Expectancy

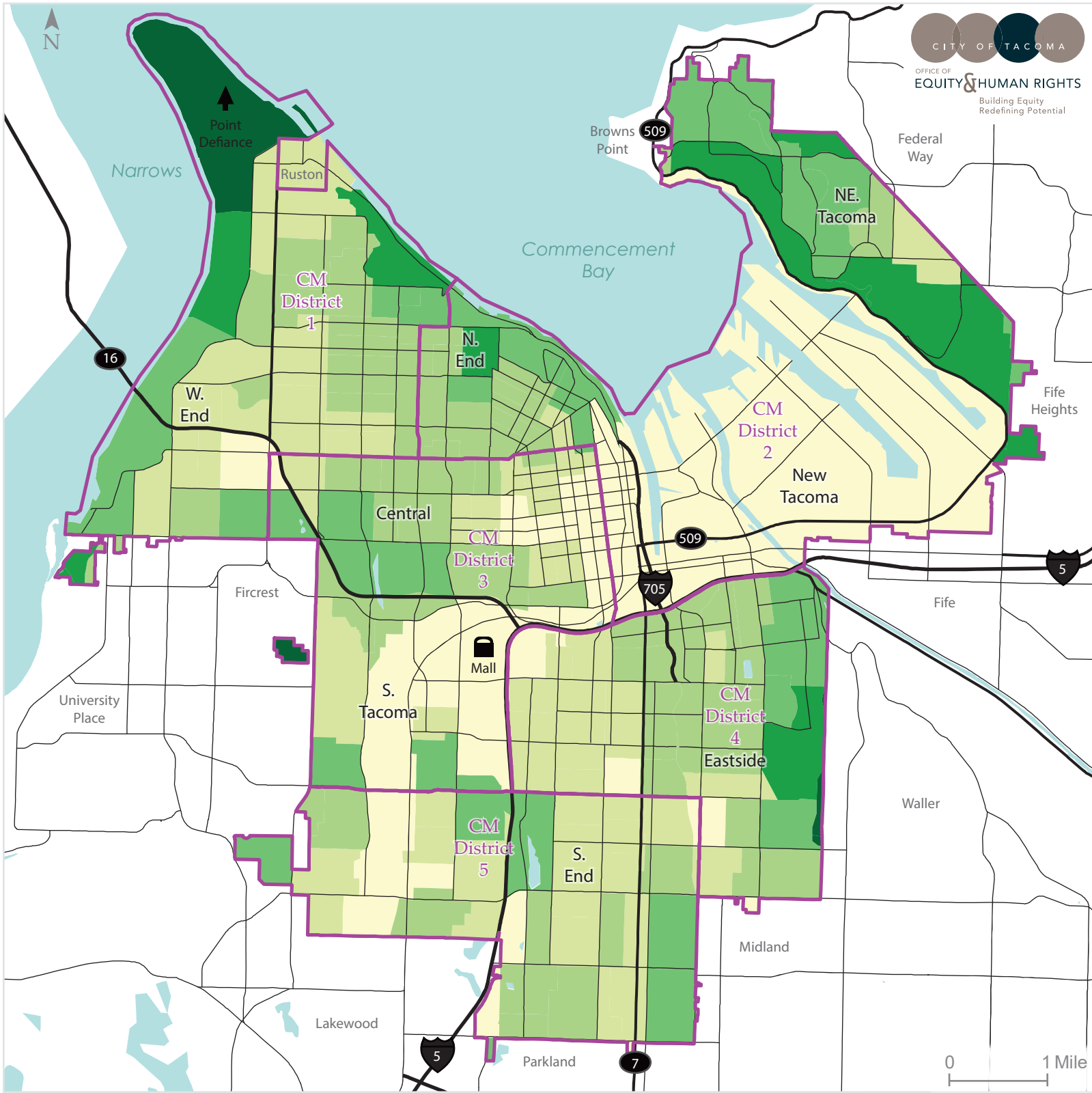


Life Expectancy

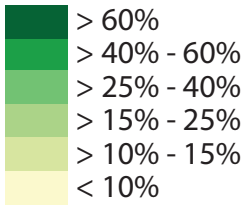


Source: U.S. Small-area Life Expectancy Estimates Project - 2010 - 2015 Averages

Tacoma Urban Tree Canopy



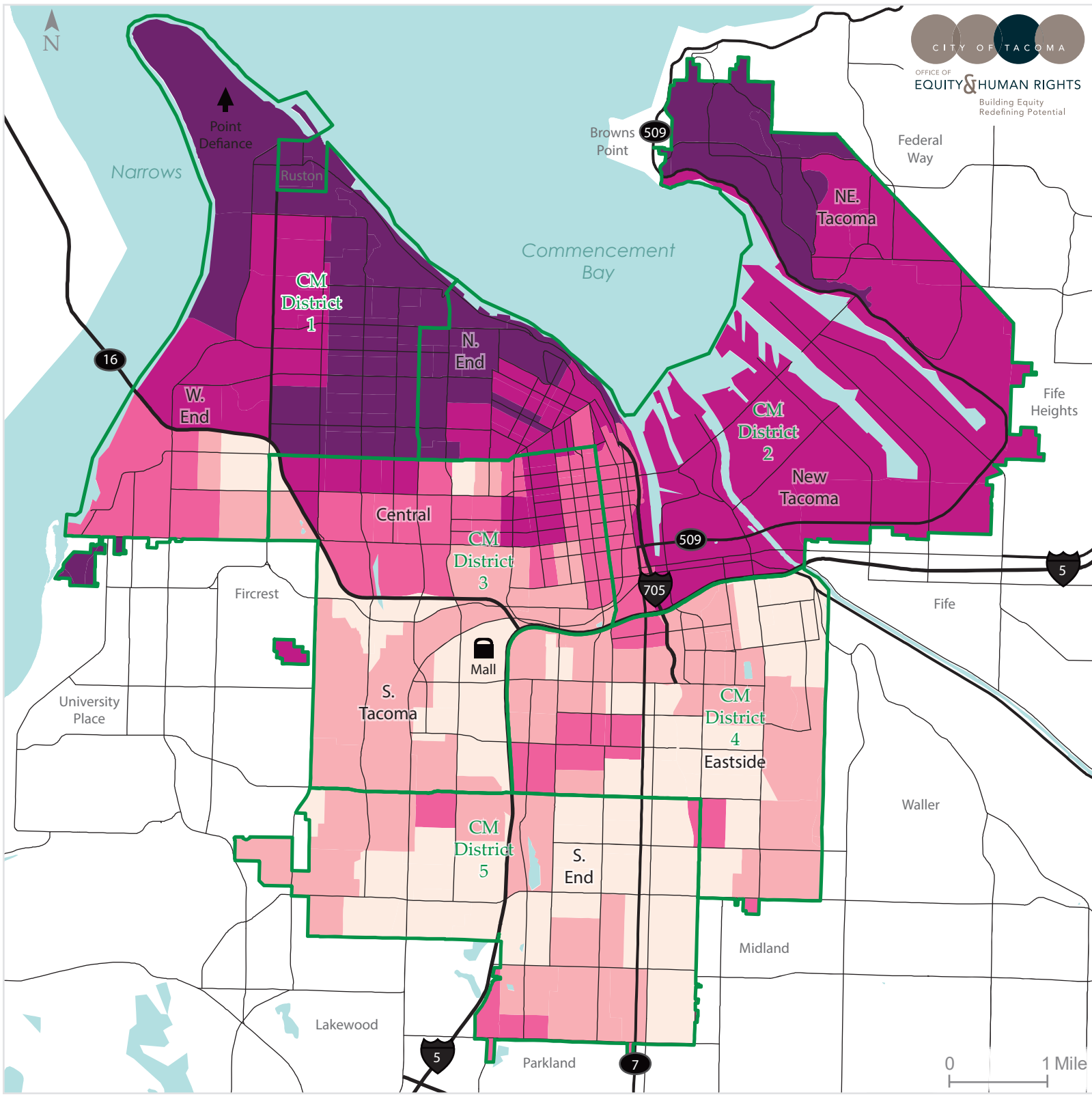
% Coverage



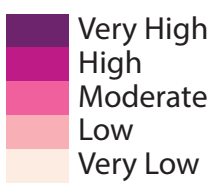
Councilmanic District

Source: Plan-It Geo, An Assessment of Urban Tree Canopy in Tacoma, Washington, 2018, Arvada, Colorado

Tacoma Education Index

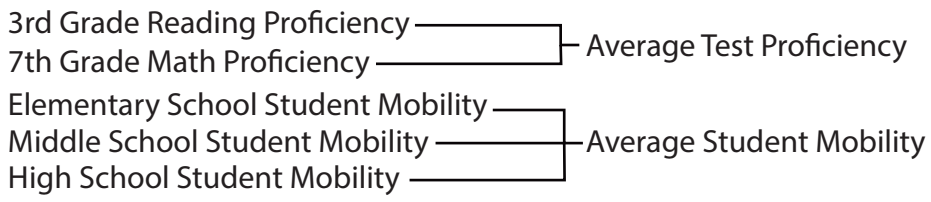


Index Score



Councilmanic District

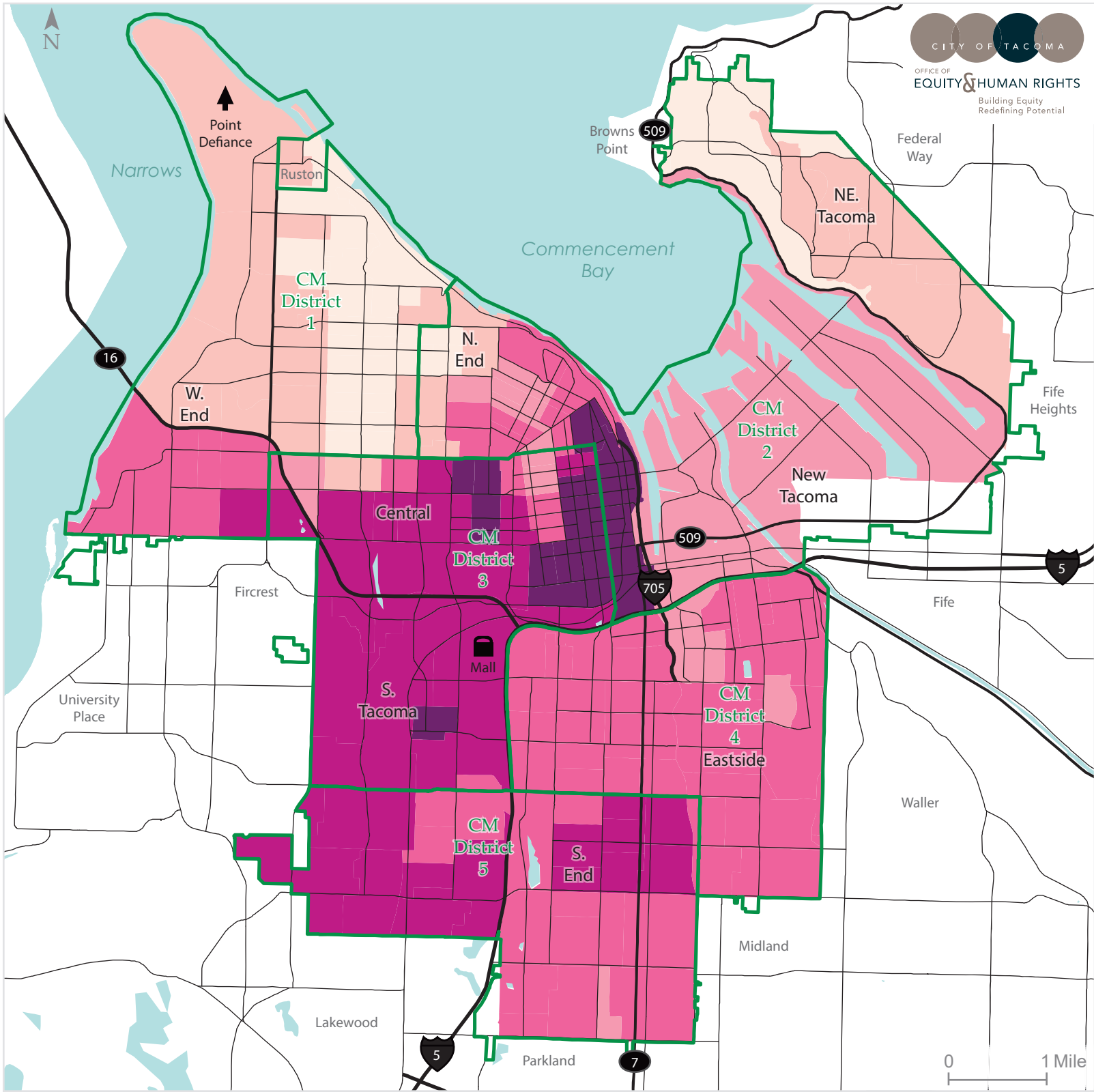
Education Indicators



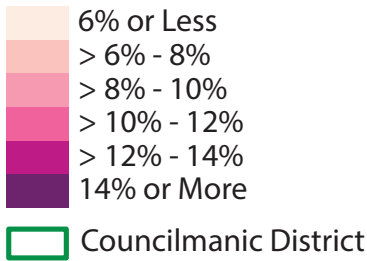
4-Year High School Graduation Rate

% 25+ Year Olds with Bachelor's Degree or More

Tacoma Average Student Mobility Rates

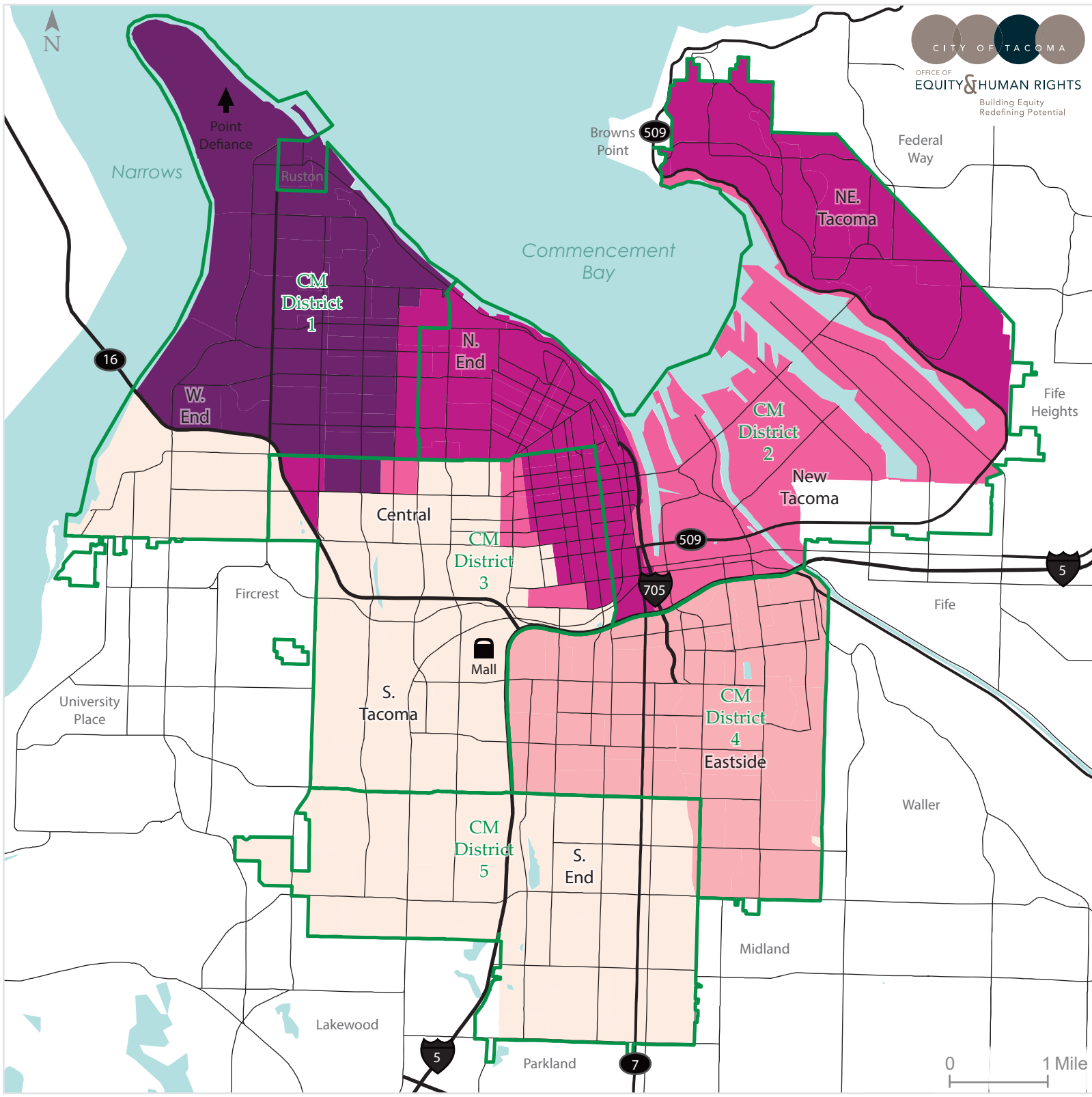


Student Mobility Rates

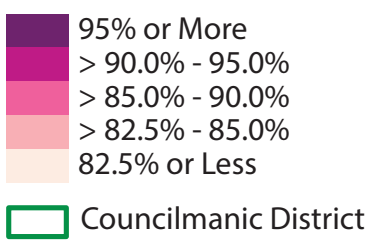


Source: Washington State School Report Cards, Tacoma Public Schools Attendance Zones

Tacoma Four Year Graduation Rates

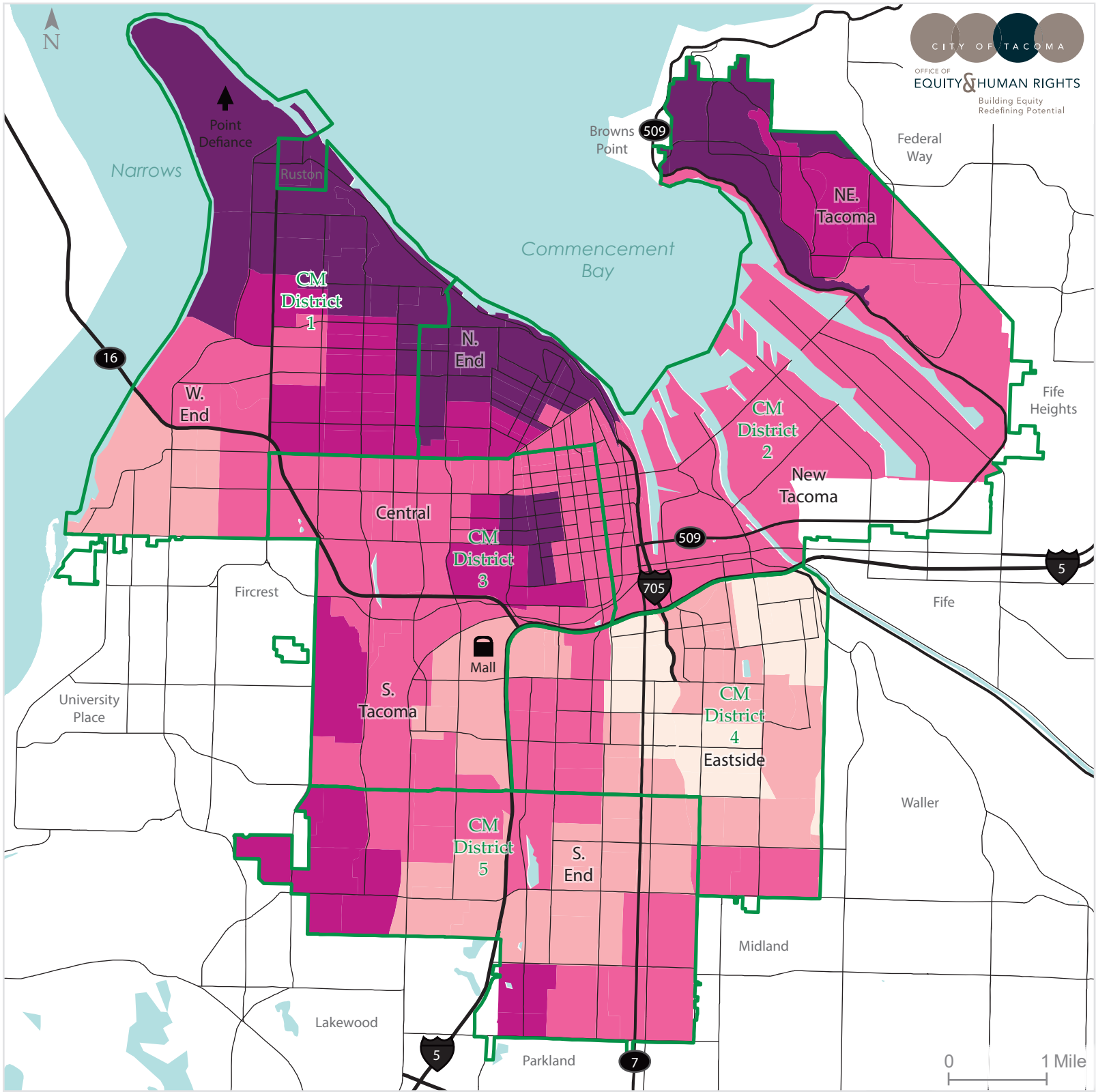


Percent Graduated

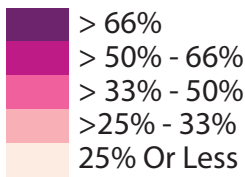


Source: Washington State School Report Cards, Tacoma Public Schools Attendance Zones

Tacoma 3rd Grade Reading Proficiency



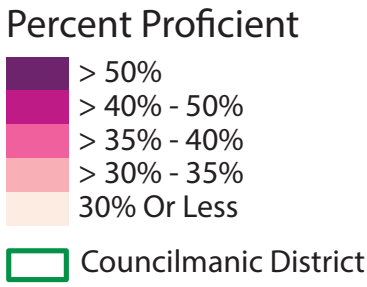
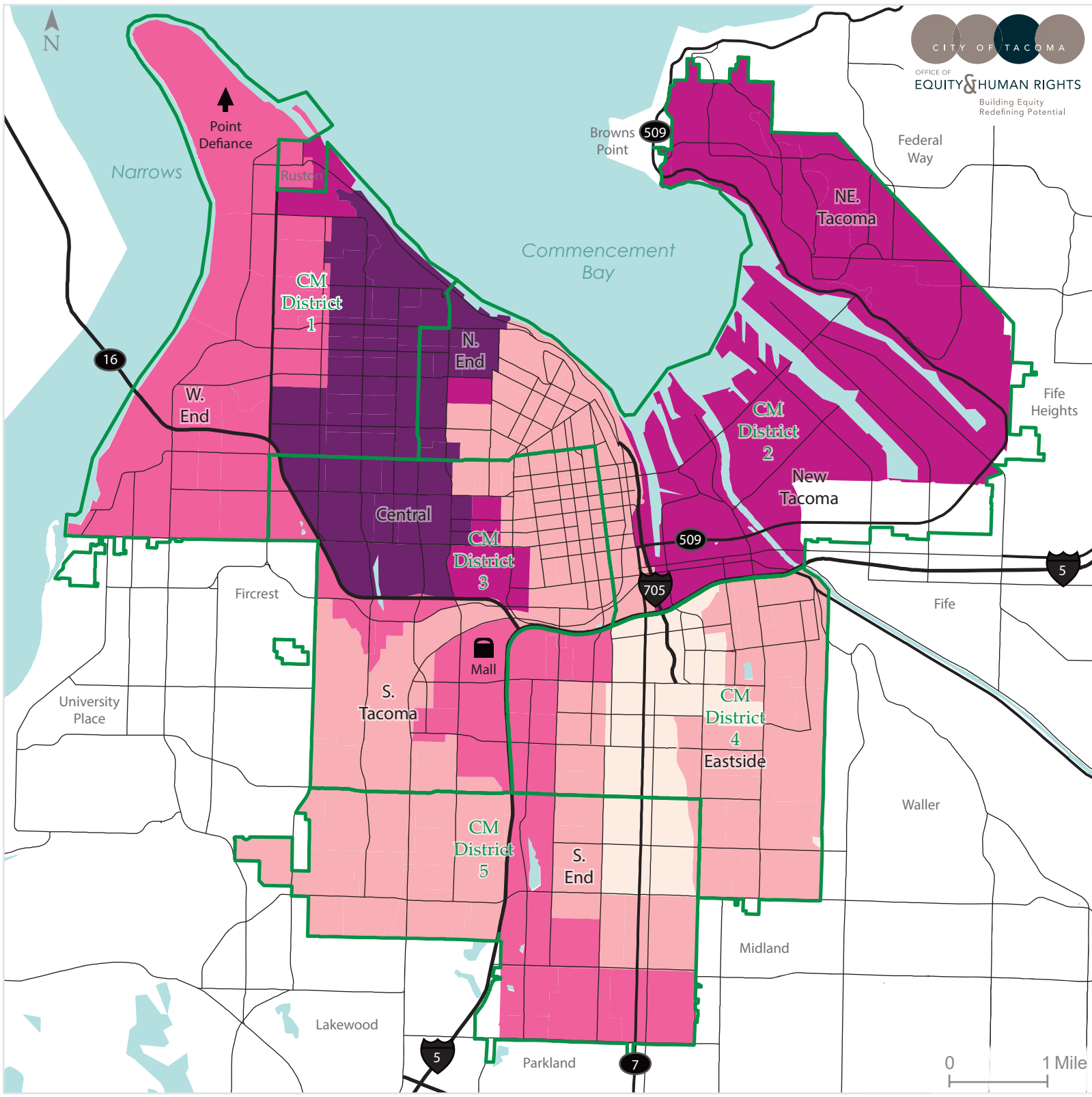
Percent Proficient



Councilmanic District

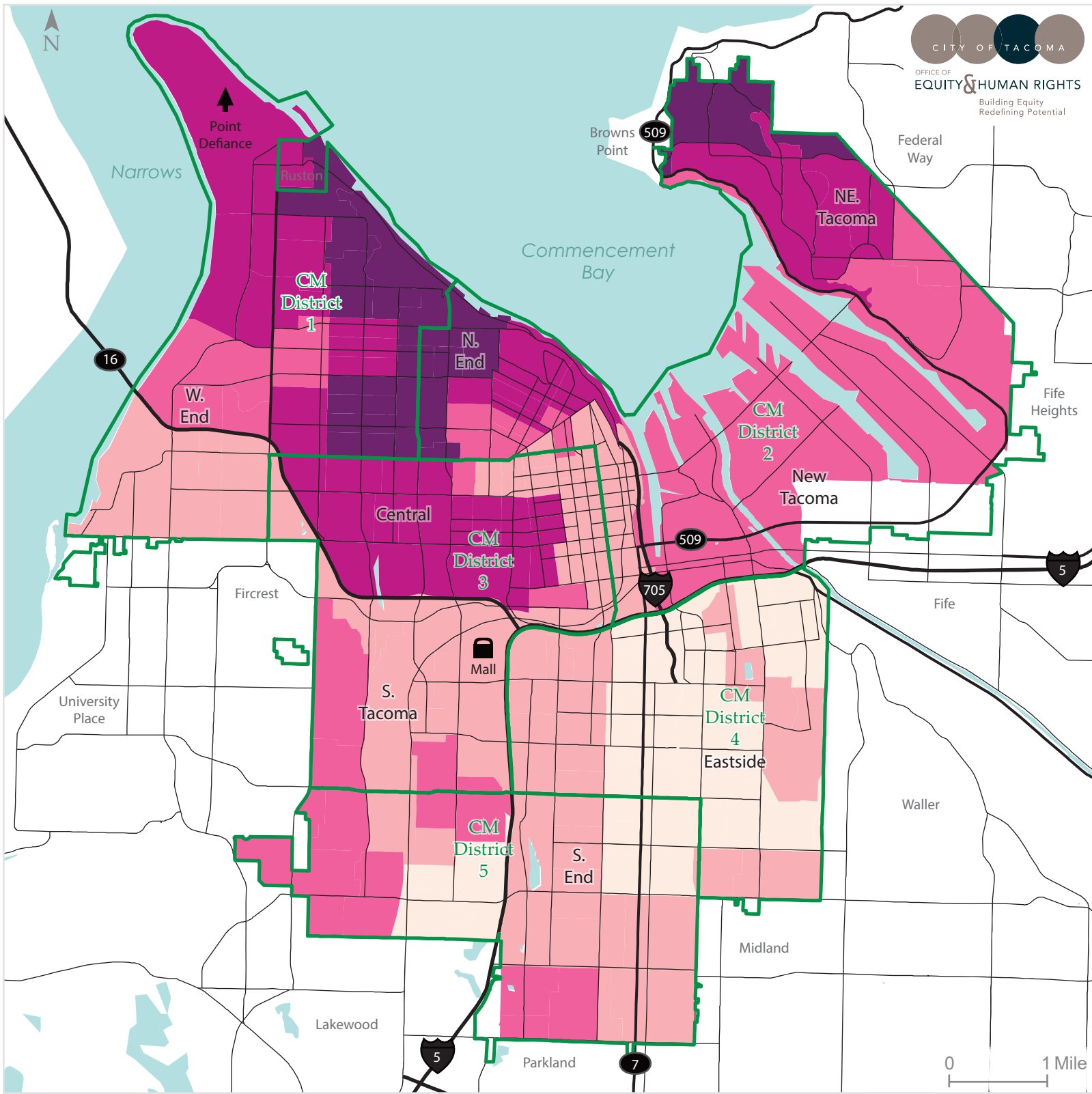
Source: Washington State School Report Cards, Tacoma Public Schools Attendance Zones

Tacoma 7th Grade Math Proficiency



Source: Washington State School Report Cards, Tacoma Public Schools Attendance Zones

Tacoma Average Test Performance

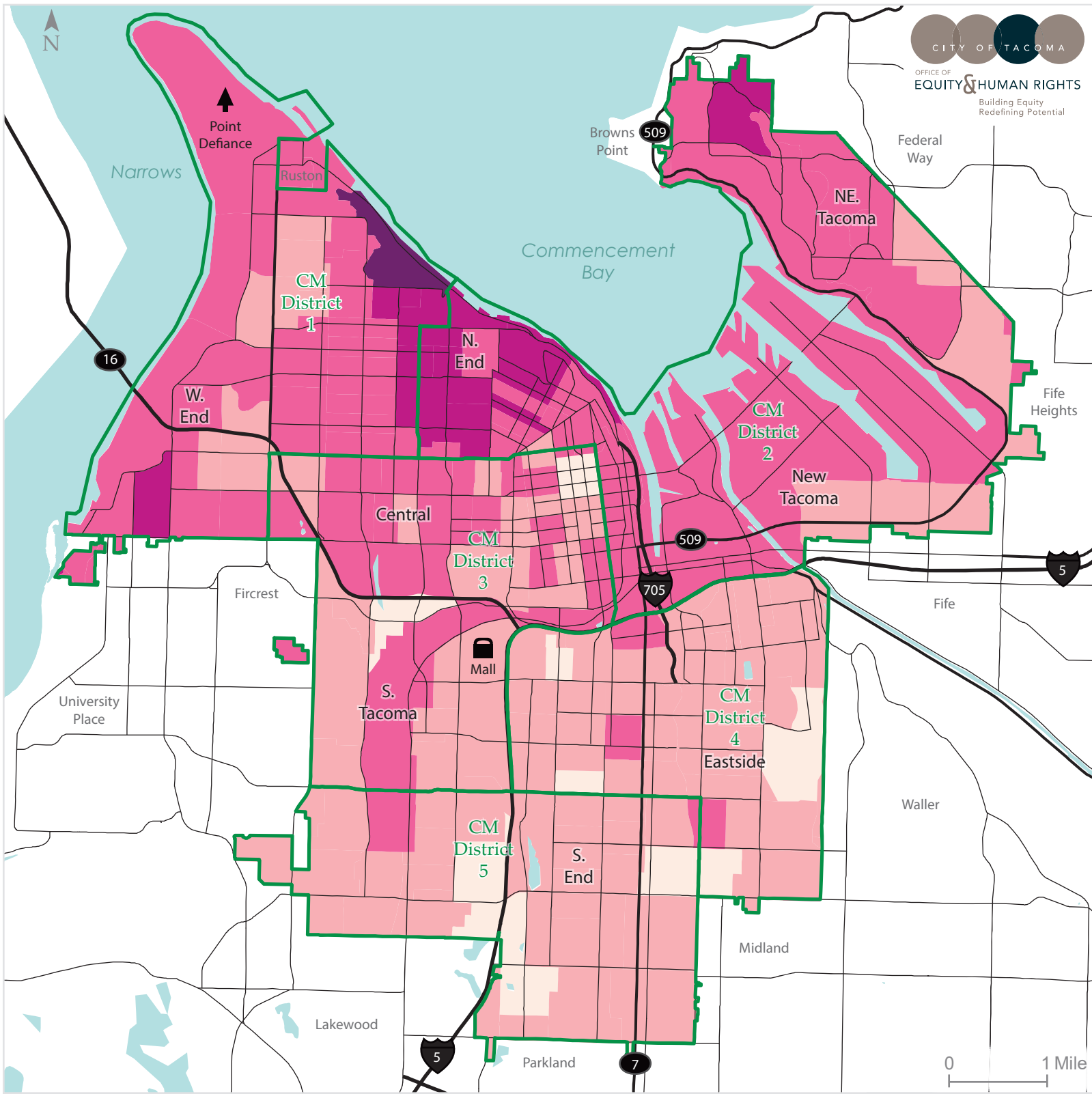


Percent Proficient

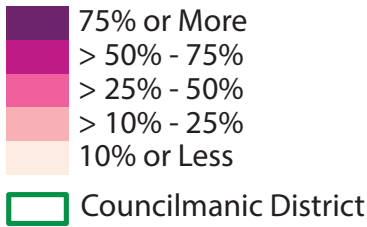
- > 60%
- > 50% - 60%
- > 40% - 50%
- > 30% - 40%
- 30% Or Less

Councilmanic District

Tacoma % of Those 25+ With a Bachelor's Degree or More

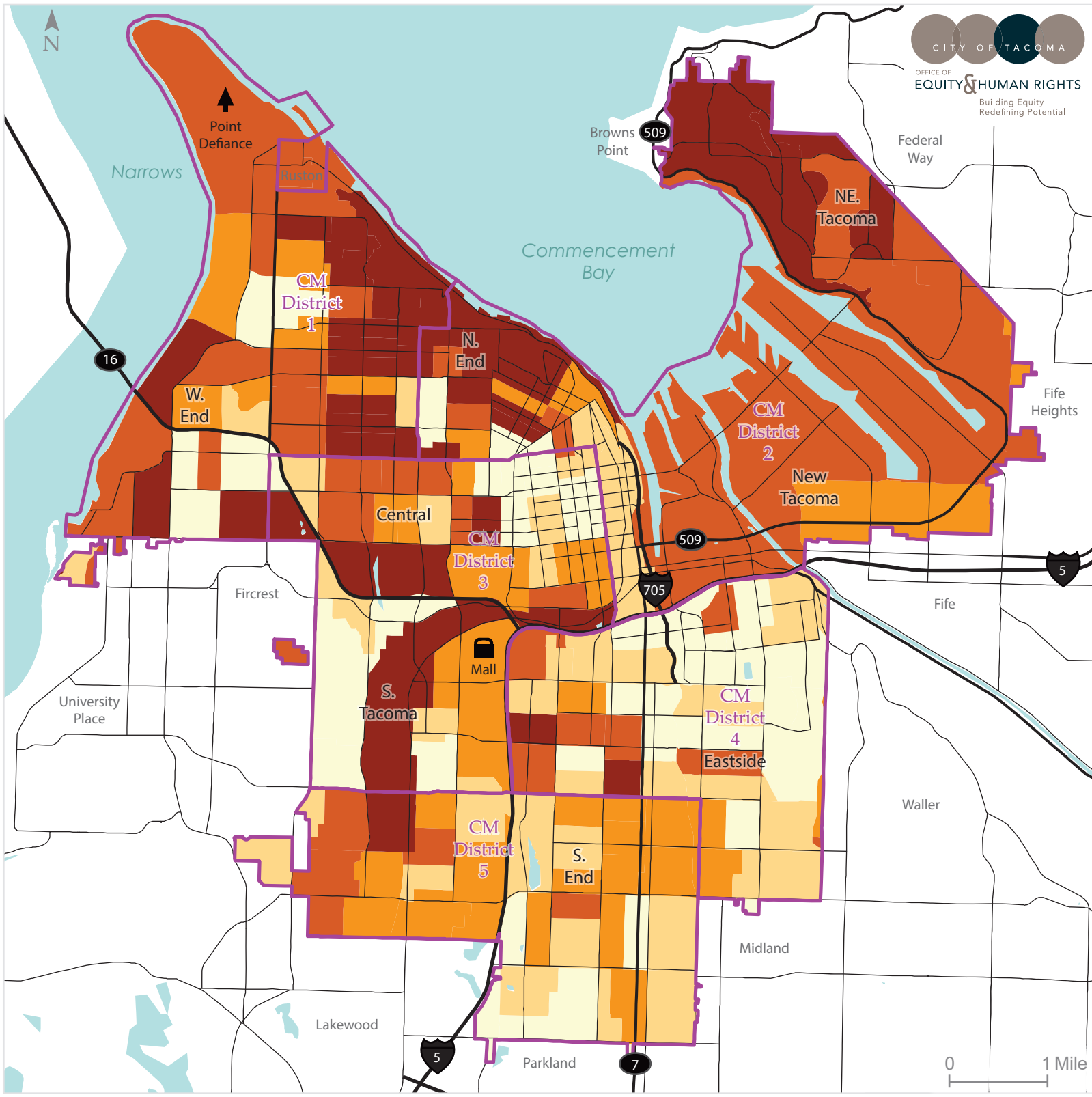


% Bachelor's Degree+



Source: ACS 2012 - 2016 5 Year Estimates

Tacoma Economy Index



Index Score

- Very High
- High
- Moderate
- Low
- Very Low
- Councilmanic District

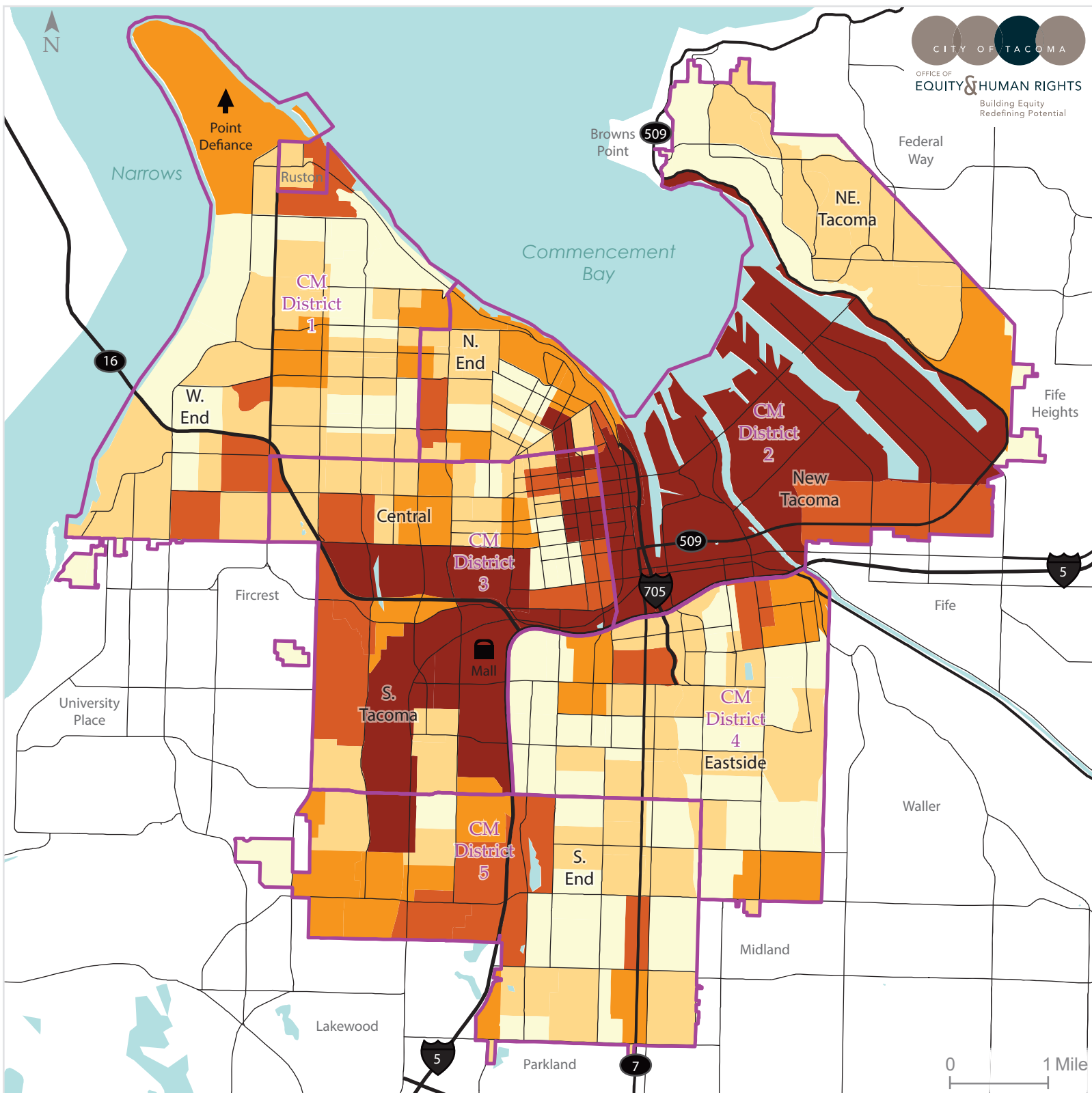
Economic Indicators

- Tacoma Jobs Index
- Median Household Income
- 200% Poverty Line or Less
- Unemployment Rate

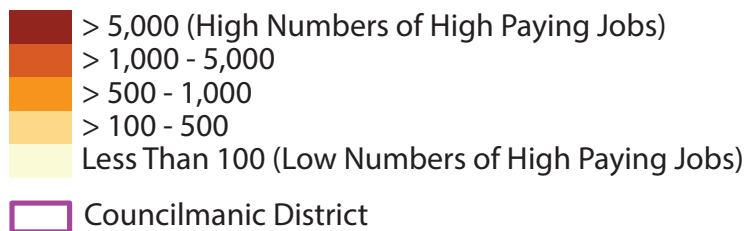
Tacoma Jobs Index



CITY OF TACOMA
OFFICE OF
EQUITY & HUMAN RIGHTS
Building Equity
Redefining Potential



Jobs Index



**Index scores as follows:

Higher Paying Jobs: >\$40,000 / Year

Moderate Paying Jobs: \$15,000 - \$39,999 / Year

Low Wage Jobs: <\$15,000 / Year

For Each category the total jobs in each category is scored:

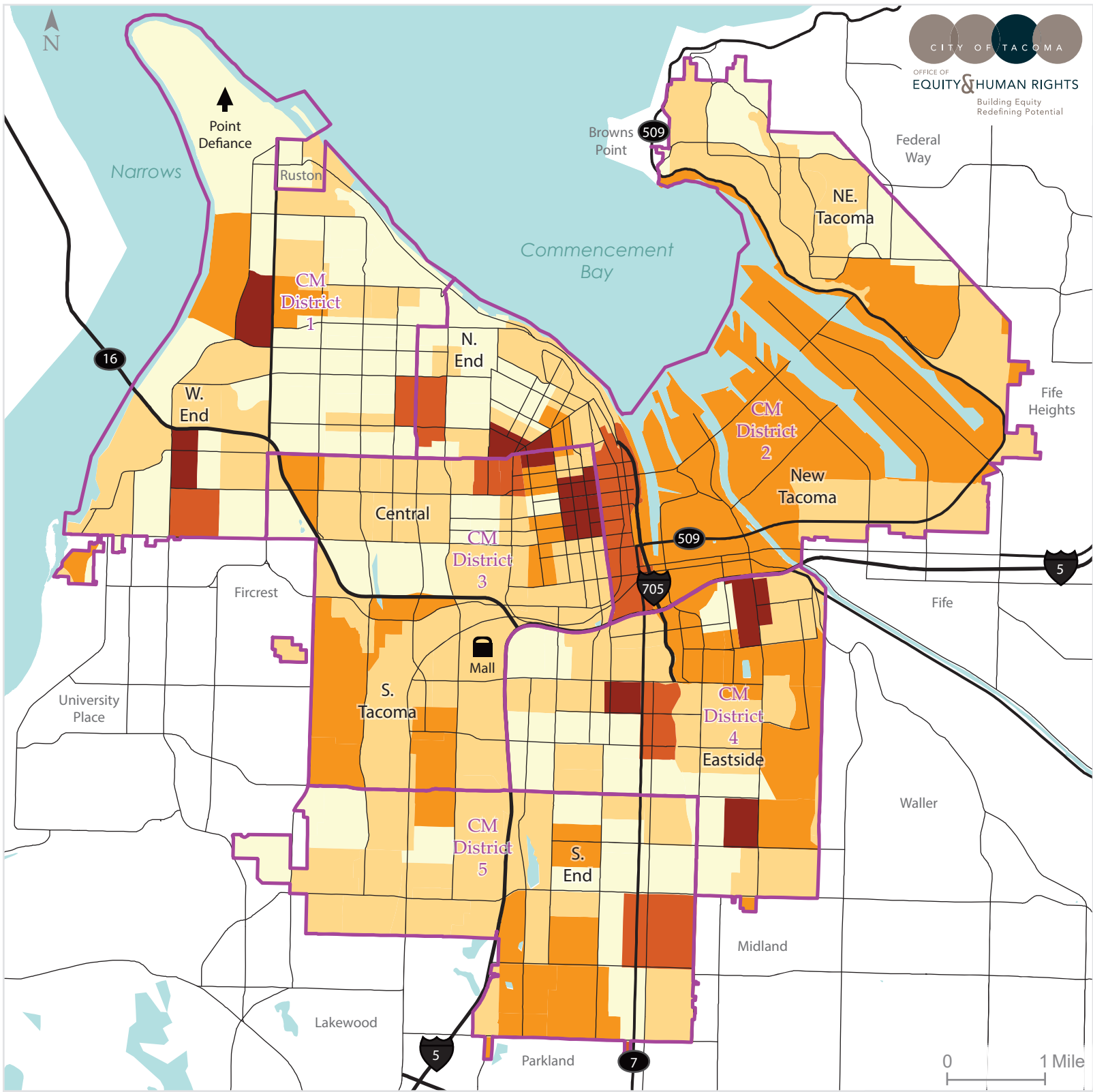
Total Higher Wage Jobs*4

Total Moderate Wage Jobs*2

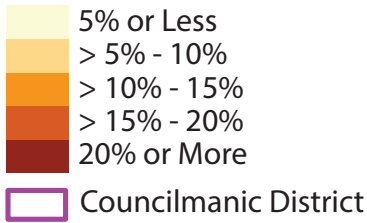
Total Low Wage Jobs*1

The summation is the final Index score

Tacoma Unemployment Rate 2016

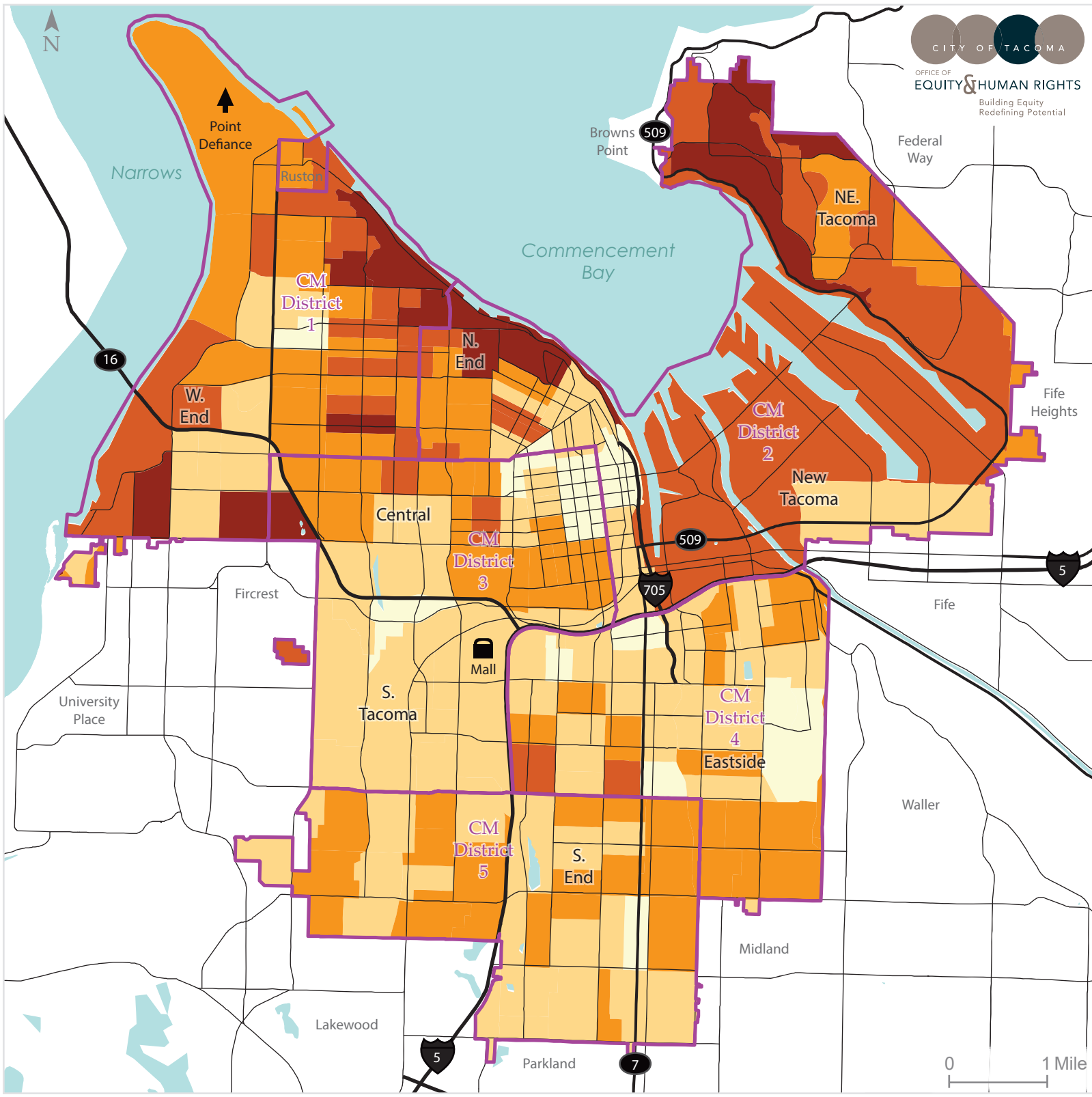


Unemployment Rate



Source: 2016 ACS 5-Year Estimates

Tacoma Median Household Income 2016



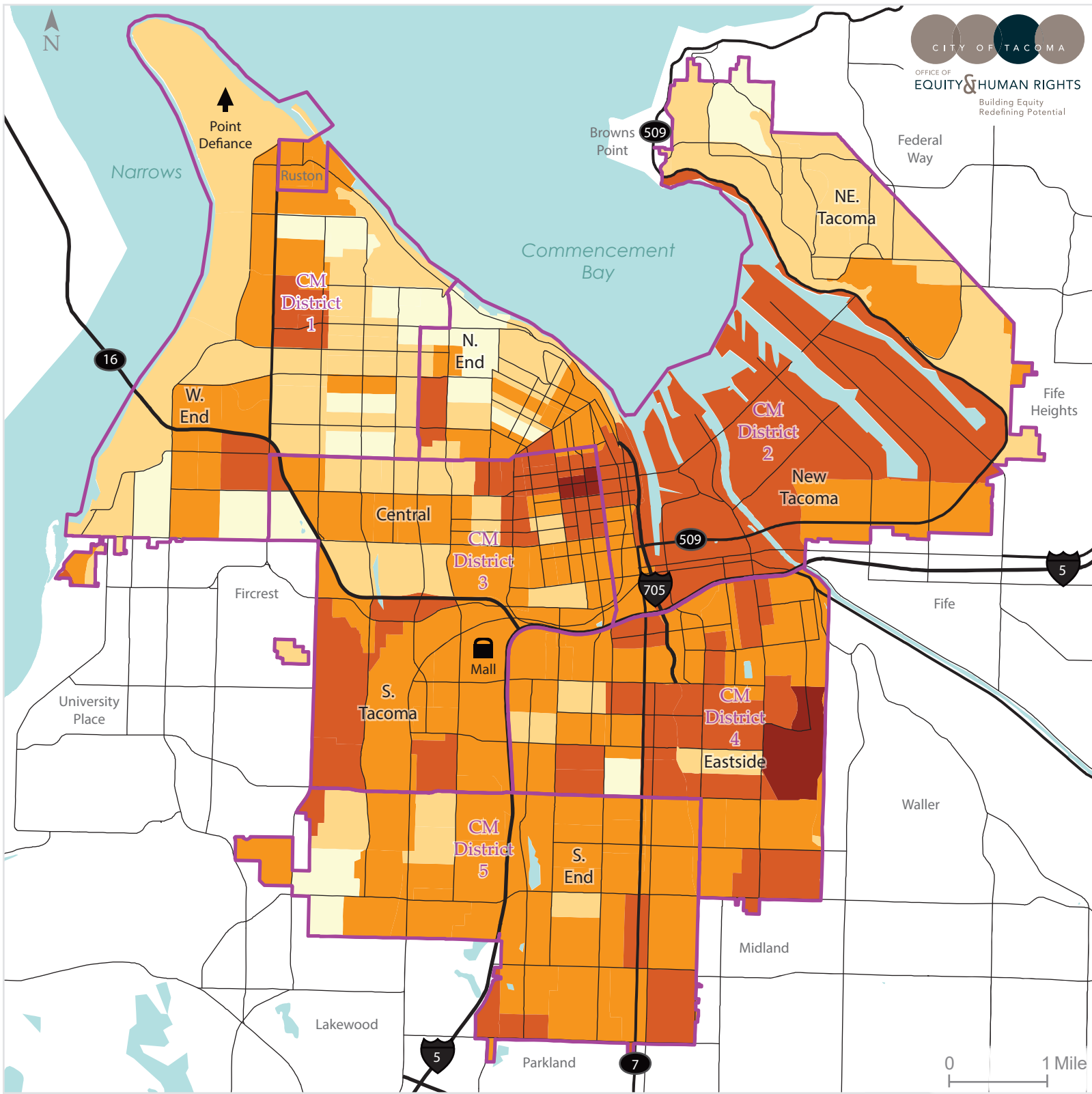
Median Household Income

- > \$100,000
- > \$75,000 - \$100,000
- > \$50,000 - \$75,000
- > \$25,000 - \$50,000
- Less Than \$25,000

Councilmanic District

Source: ACS 2012 - 2016 5 Year Estimates

Tacoma Percent of Persons 200% Poverty Line & Below

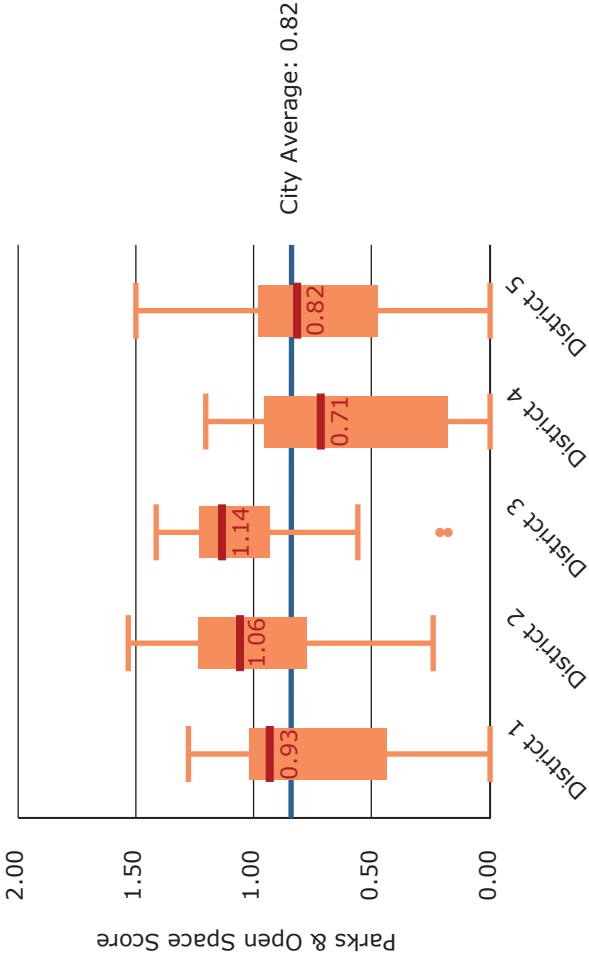


% 200% Poverty Line & Below

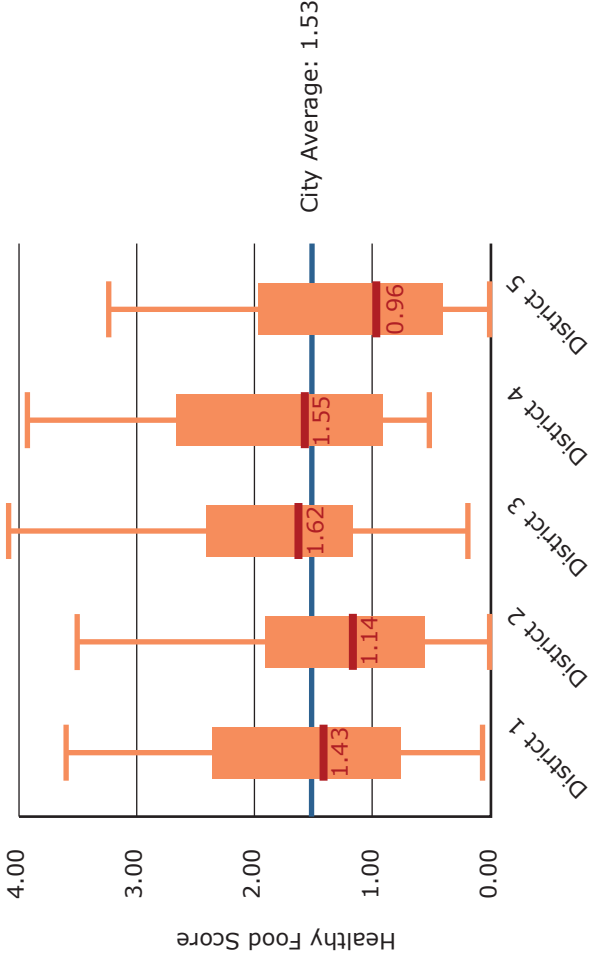
- 10% or Less
 - > 10% - 25%
 - > 25% - 50%
 - > 50% - 75%
 - 75% & Over
- Councilmanic District

Source: ACS 2016 5-Year Estimates

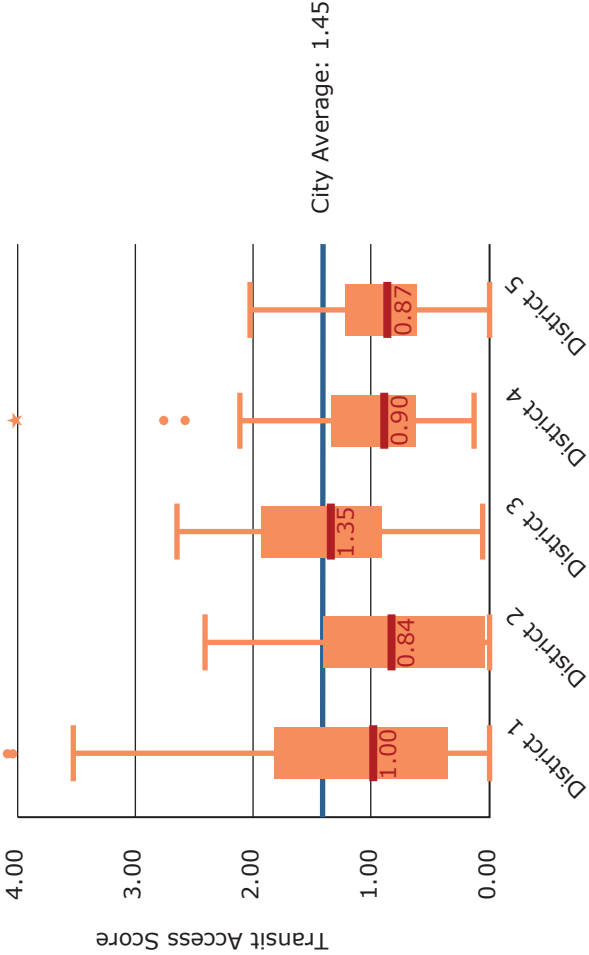
Parks & Open Space Index



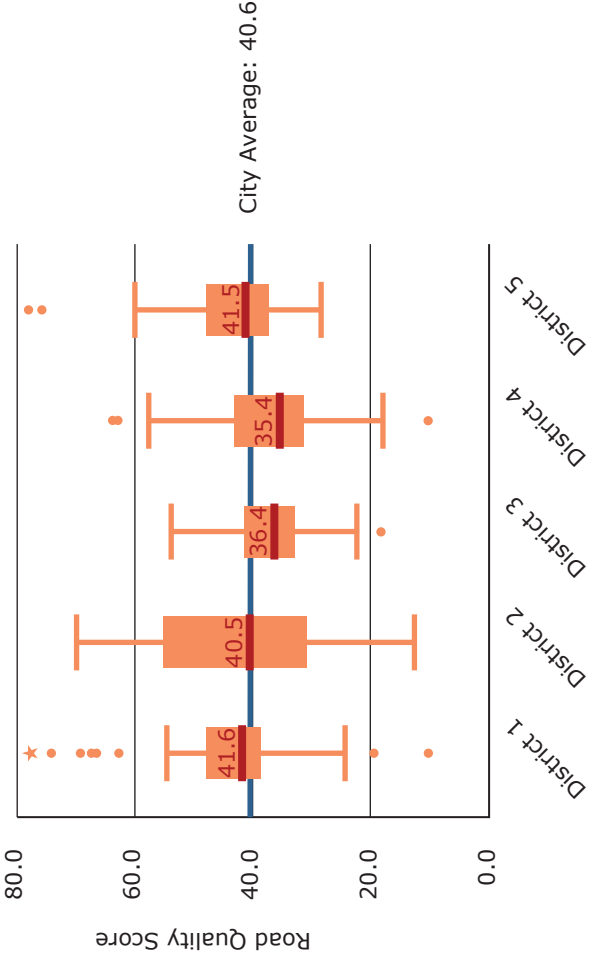
Healthy Food Access



Transit Options & Access Index

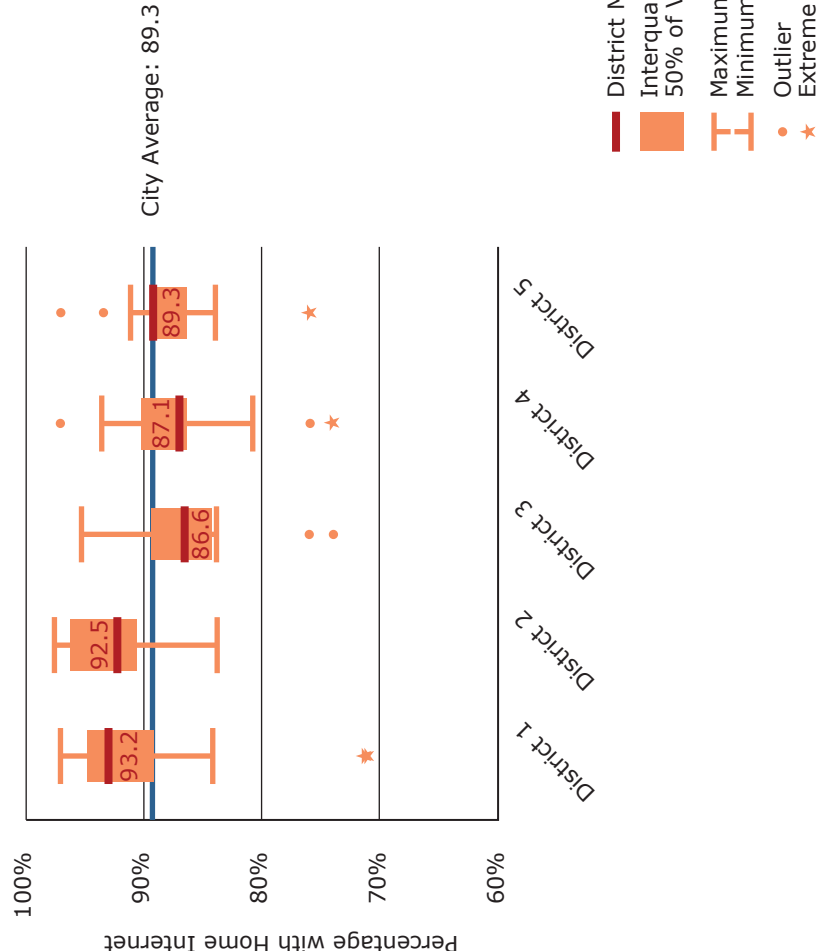


Average Road Quality

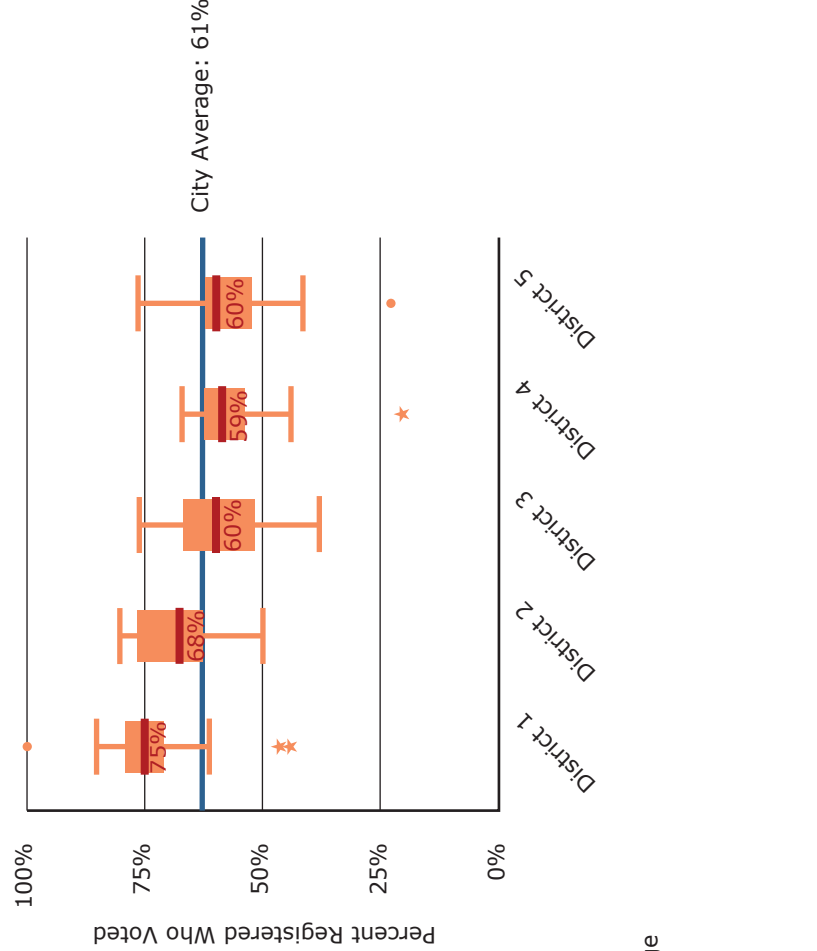


- District Median
- Interquartile Range
- 50% of Values
- Maximum Value
- Minimum Value
- Outlier
- Extreme Outlier

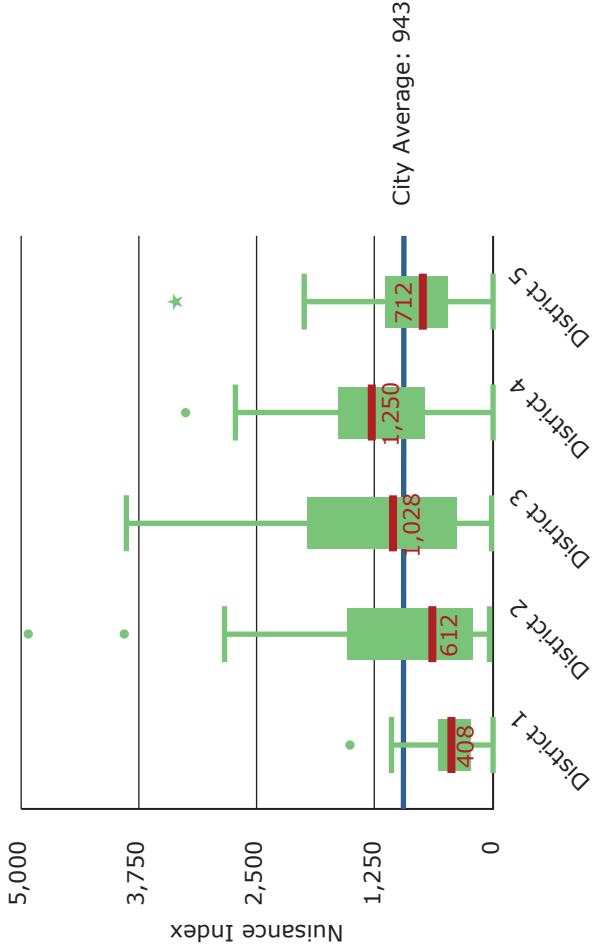
Percentage with Internet Access at Home



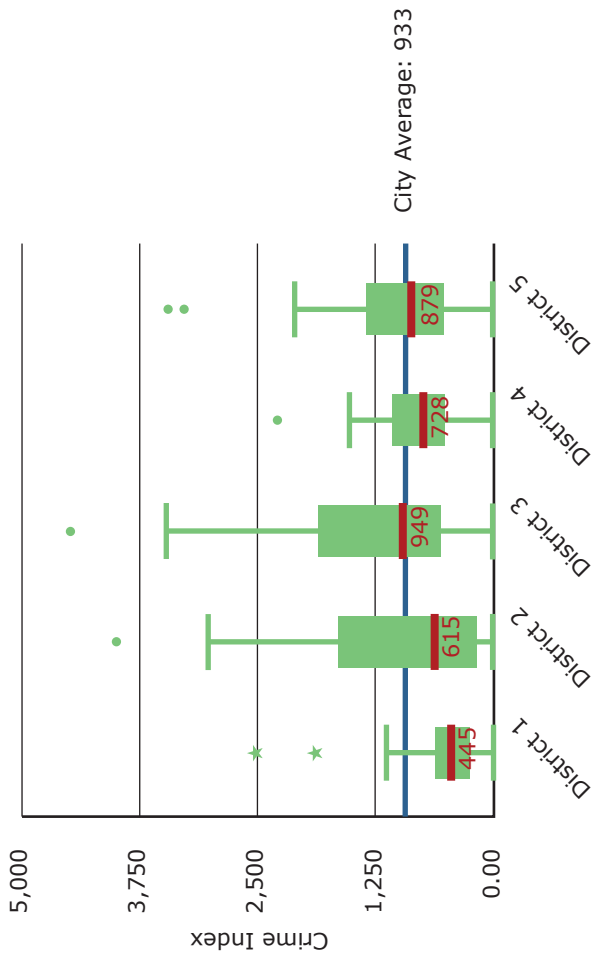
Voter Participation of Registered Voters



Nuisance Index

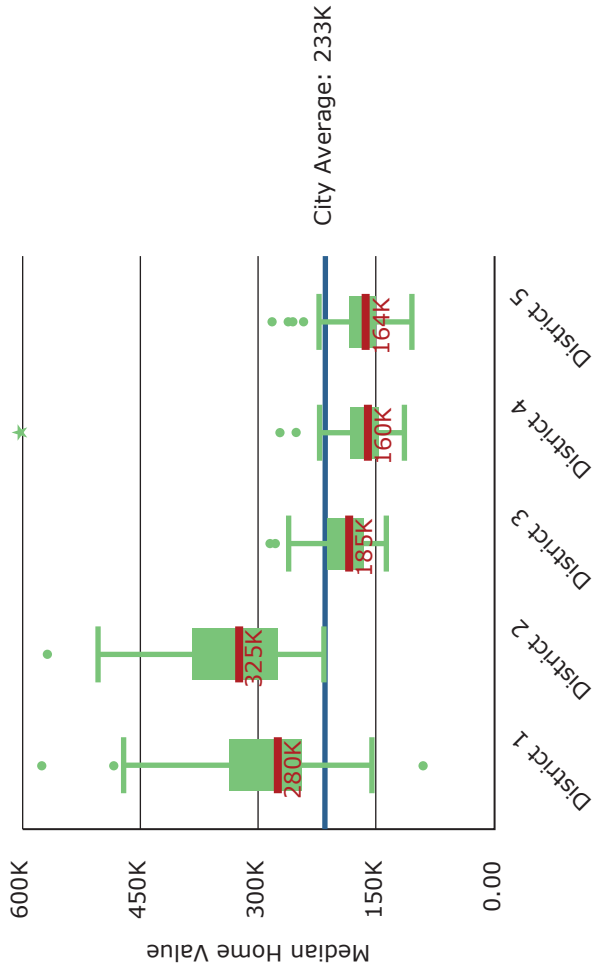


Crime Index

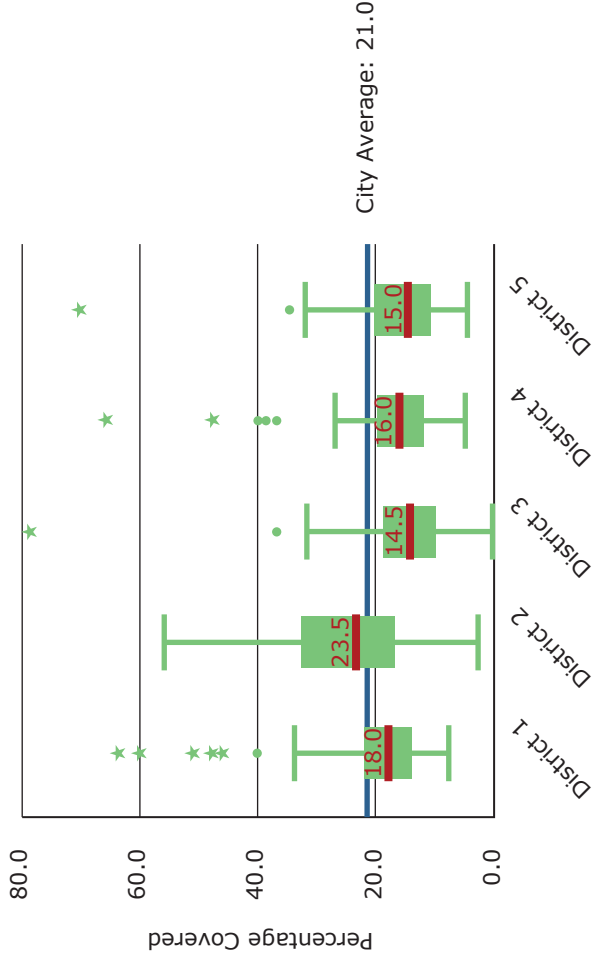


— District Median
■ Interquartile Range
— 50% of Values
■ Maximum Value
■ Minimum Value
● Outlier
★ Extreme Outlier

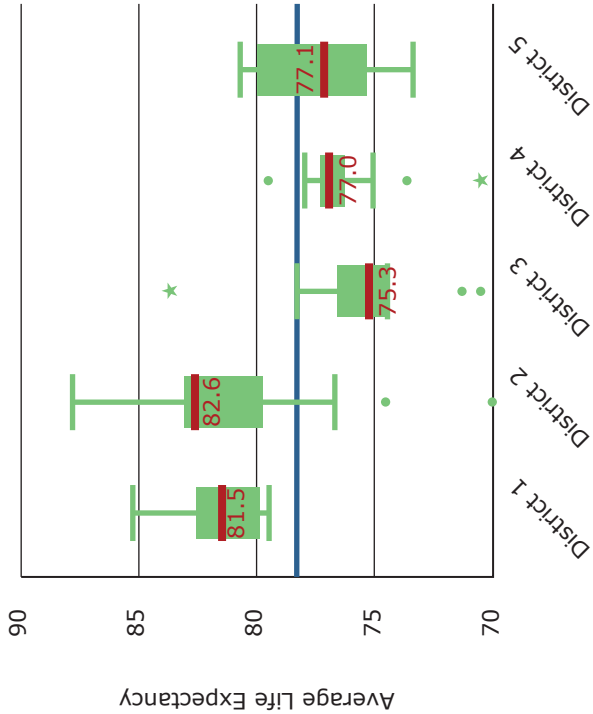
Median Home Value



Urban Tree Canopy Coverage



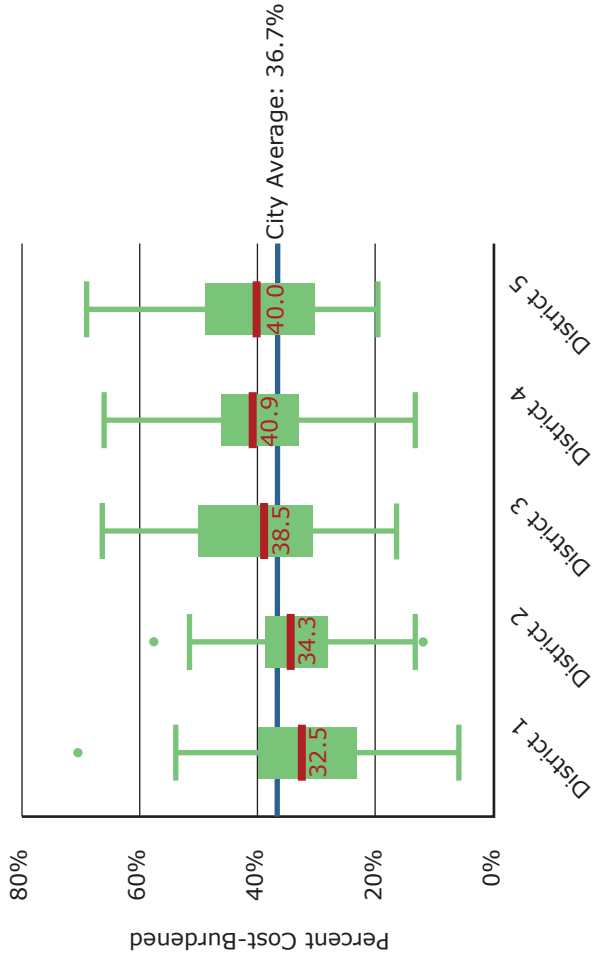
Average Life Expectancy



City Average: 78.7

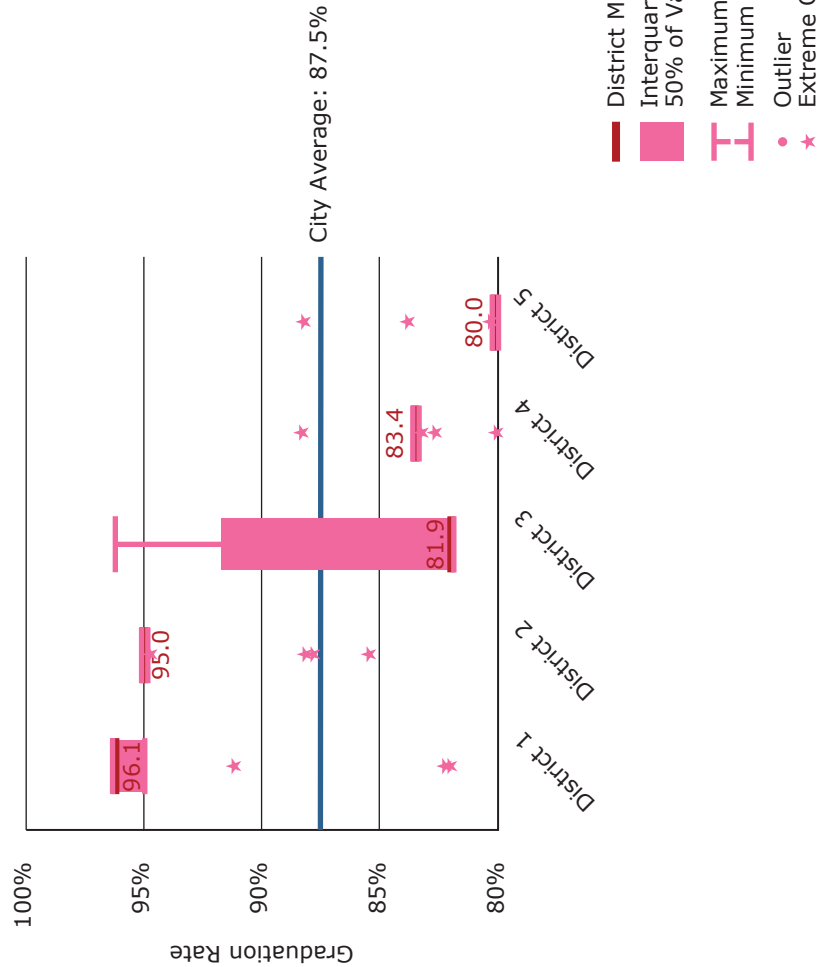
- District Median
- Interquartile Range
- 50% of Values
- Maximum Value
- Minimum Value
- Outlier
- Extreme Outlier

Percentage of Households Cost-Burdened

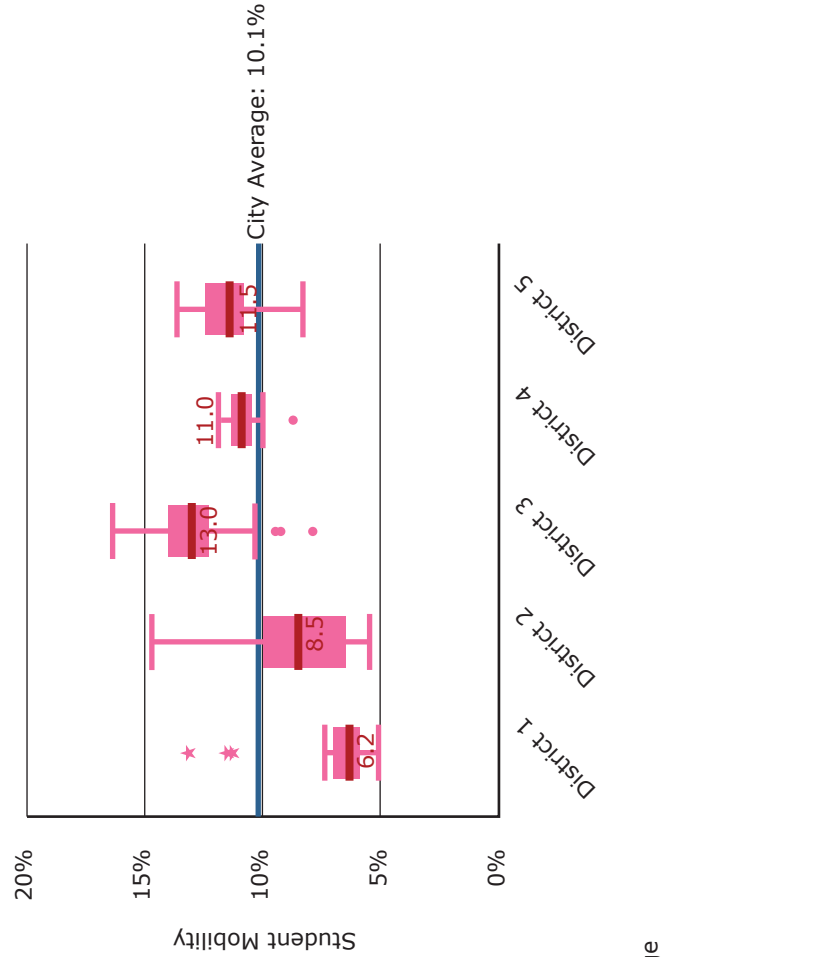


City Average: 36.7%

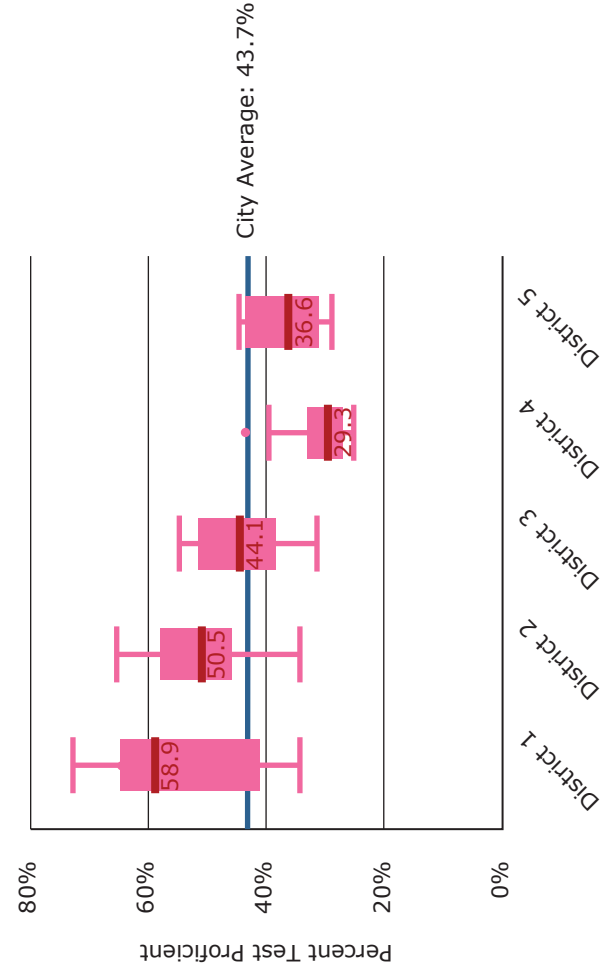
4-Year High School Graduation Rate



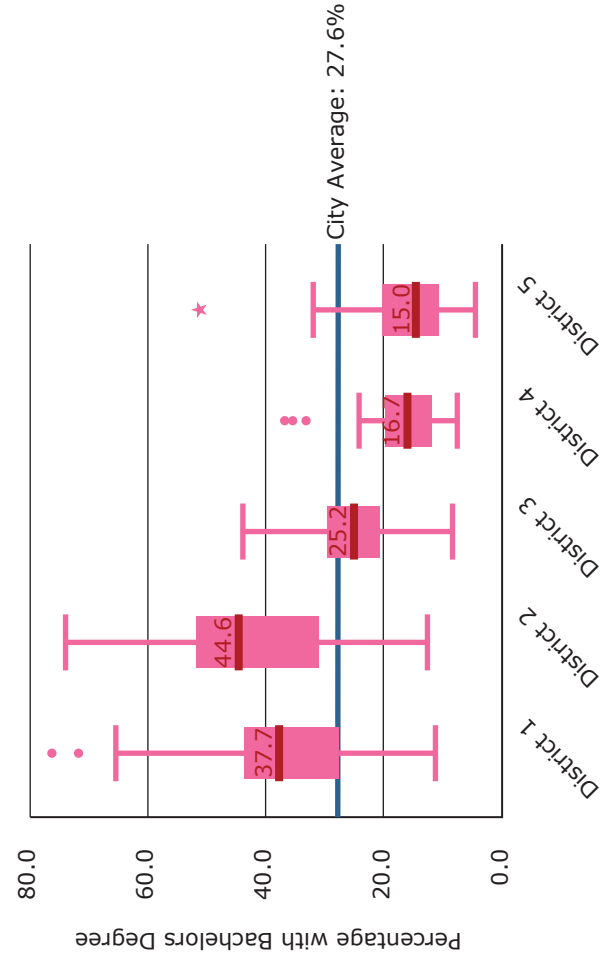
Average Student Mobility Rate



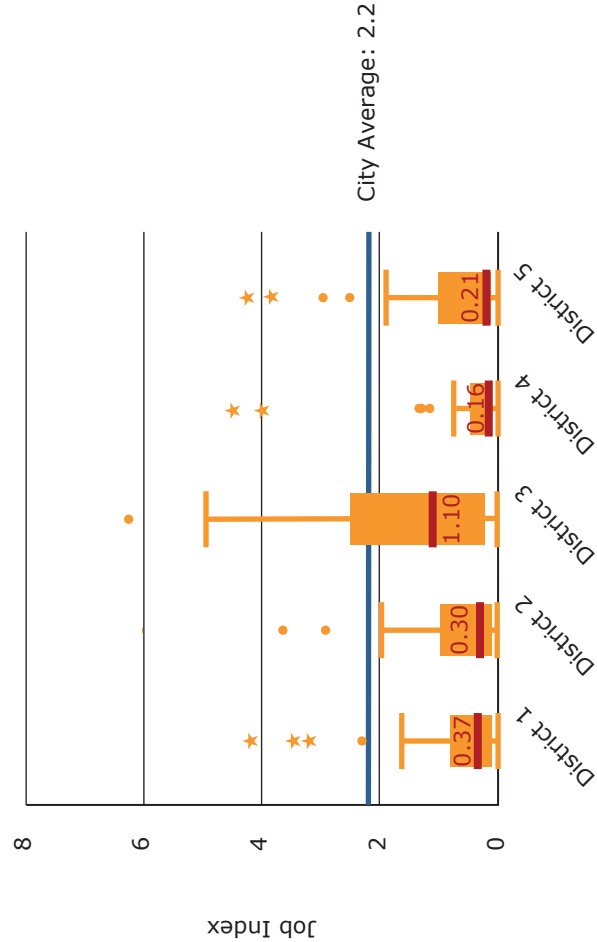
Student Average Test Proficiency



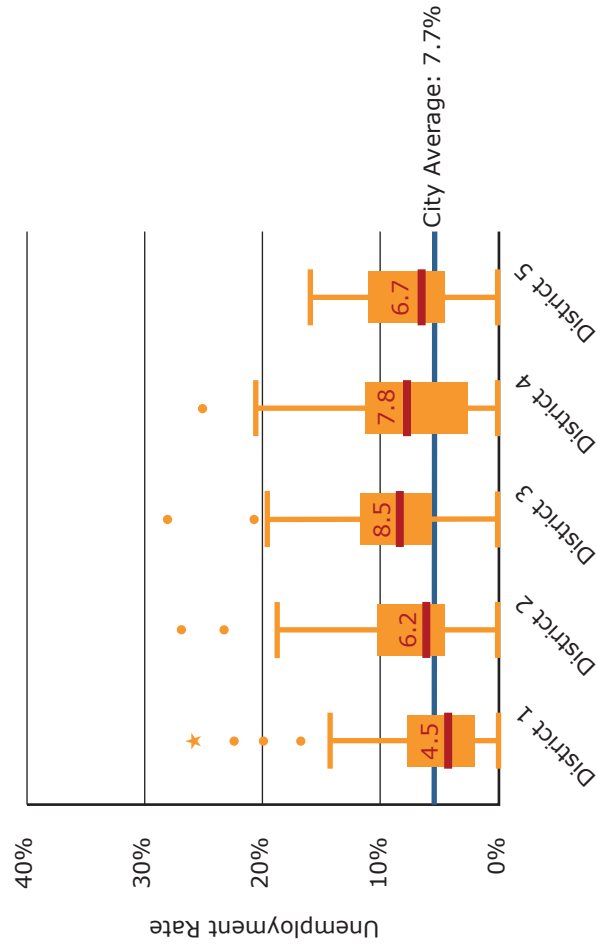
Percentage of Population with a Bachelor's Degree



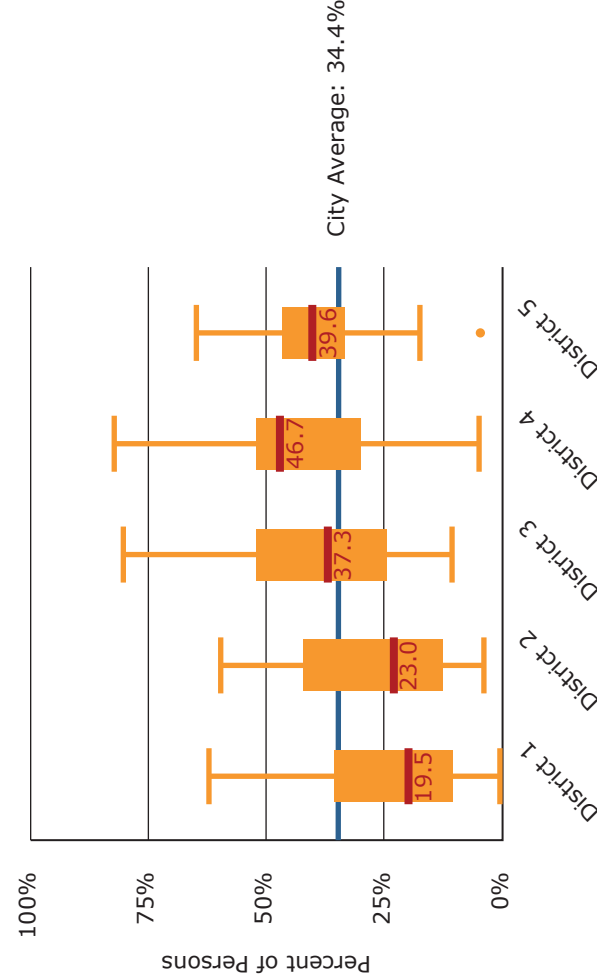
Job Index



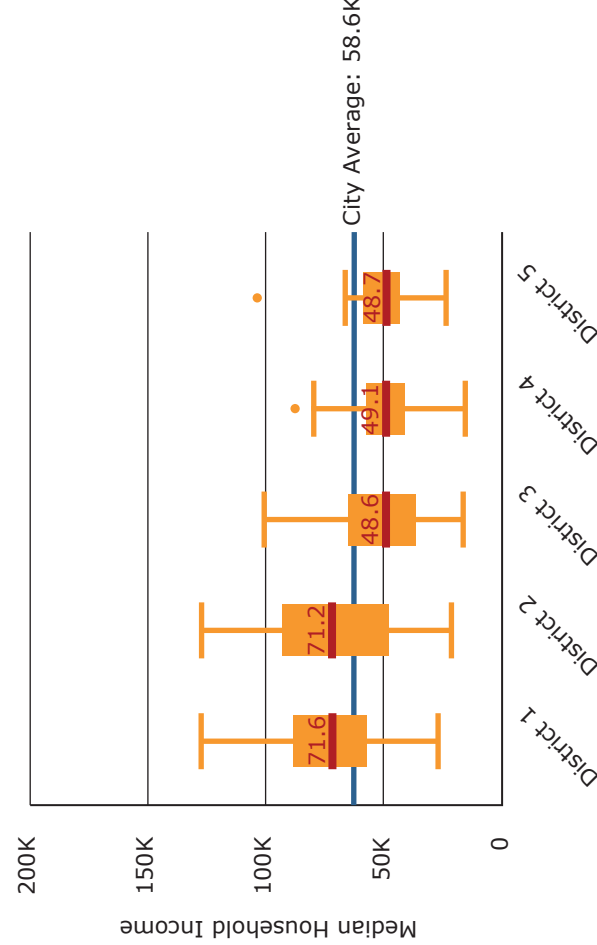
Unemployment Rate



% Persons 200% the Poverty Line & Below



Median Household Income



District Median
Interquartile Range
50% of Values
Maximum Value
Minimum Value
Outlier
Extreme Outlier

Tacoma Equity Indicators

LIVABILITY SOCIAL DETERMINANT CATEGORY

INDICATOR NAME	SUBINDEX	YEAR	SOURCE	DEFINITION	GEOGRAPHIC SCOPE
NUISANCE/ NEIGHBORHOOD QUALITY INDEX	Livability	2016/ 2017	311 Tacoma Reports	Selected reports involving nuisances. Ex) Homelessness, vandalism, property neglect or abandonment, parking, flooding, and other infrastructure issues related to neighborhood quality. (See further description appendix 1A)	Block Group Aggregate
CRIME	Livability	2016/ 2017	Tacoma Open Data Crime Reports	All crime reports weighted based on Part I or Part II Offenses ranked in the UCR Handbook. Incidences that are violent crimes are scored higher. A higher score means more violent crime or serious reports in general. (See further description appendix 1B)	Block Group Aggregate
MEDIAN HOME VALUE FOR OWNER OCCUPIED UNITS	Livability	2016	ACS 2012 - 2016 5 Year Estimates	This indicator looks at the median home value in a census block group of all owner occupied housing units. Higher values lead to higher wealth accumulation and correlate with better city services and neighborhood quality	Block Group
HOUSING COST BURDEN	Livability	2016	ACS 2012 – 2016 5 Year Estimates	The total percentage of all owners & renters in a census block group spending 30% or more of their income on housing costs	Block Group
LIFE EXPECTANCY	Livability	2016	US Small Area Life Expectancy Estimates Project 2010 – 2015 Averages	Average Life Expectancy of those residing within a particular census tract. Seen as a bellwether indicator on health conditions in a particular neighborhood.	Census Tract
URBAN TREE CANOPY	Livability	2016	Plan-It Geo, An Assessment of Urban Tree Canopy in Tacoma, Washington, 2018, Arvada, Colorado	The percentage of a block group that is covered by an urban tree canopy. Higher percentages indicate a healthier canopy and provide additional positive environmental and health effects in the surrounding area	Block Group

For more information contact Alison Beason, Office of Equity and Human Rights (abeason@cityoftacoma.org)

Tacoma Equity Indicators

ECONOMY SOCIAL DETERMINANT CATEGORY

INDICATOR NAME	SUBINDEX	YEAR	SOURCE	DEFINITION	GEOGRAPHIC SCOPE
EMPLOYMENT INDEX	Economy	2016	LEHD On The Map 2016 Data	A weighted jobs index looking at three wage categories. 1) Less than \$15,000; 2) \$15,000 - \$40,000; 3) More than \$40,000. Takes total numbers of jobs in each category and scores higher paying jobs more. Higher scoring block groups typically have a higher density of good paying jobs compared to other areas. (See further description appendix 2A)	Block Group
UNEMPLOYMENT RATE	Economy	2016	ACS 2012 – 2016 5 Year Estimates	Unemployed percentage within a block group of the total eligible workforce over 16 years of age	Block Group
POVERTY RATIO	Economy	2016	ACS 2012 - 2016 5 Year Estimates	Includes both the percentage of the total population under the poverty line and those earning 200% of the poverty line and below.	Block Group
MEDIAN HOUSEHOLD INCOME	Economy	2016	ACS 2012 - 2016	The median household income in a given area	Block Group

Tacoma Equity Indicators

EDUCATION SOCIAL DETERMINANT CATEGORY

INDICATOR NAME	SUBINDEX	YEAR	SOURCE	DEFINITION	GEOGRAPHIC SCOPE
STUDENT MOBILITY RATE	Education	2016	Washington State Report Card	The percentage of students who enroll in the beginning of the school year but did not stay enrolled in the same school throughout that school year. IE the continuity rate. Data calculated based on the percentage of a block group within a corresponding school attendance zone. (See further description appendix 3A)	Block Group
3RD GRADE READING PROFICIENCY	Education	2016	Washington State Report Card	Percentage of third grade students who were proficient or more on the third grade English and Language Arts Test (See further description appendix 3B)	Block Group
7TH GRADE MATH PROFICIENCY	Education	2016	Washington State Report Card	Percentage of seventh grade students who were proficient or more on the seventh grade Math Test (See further description appendix 3C)	Block Group
HIGHEST EDUCATIONAL ATTAINMENT	Education	2016	ACS 2012 - 2016 5 Year Estimates	Percentage of population over 25 years of age with a Bachelor's degree or more	Block Group

Tacoma Equity Indicators

ACCESSIBILITY SOCIAL DETERMINANT CATEGORY

INDICATOR NAME	SUBINDEX	YEAR	SOURCE	DEFINITION	GEOGRAPHIC SCOPE
PARKS & OPEN SPACE	Accessibility	2018	ESRI Business Analyst, Tacoma City Open Space	The percentage of a block group within ½ mile of parks, naturalized areas, beaches, and other public spaces (See further description appendix 4A)	Block Group
HEALTHY FOOD INDEX	Accessibility	2017	ESRI Business Analyst, Pierce County Food Locations	A weighted index that rates the access to healthy food outlets for groceries. The percentage of block group within ½ mile of a food outlet rates its access (See further description appendix 4B)	Block Group
TRANSPORTATION ACCESS	Accessibility	2018	Pierce County Transit	Percentage of a block group within ¼ mile of a bus stop. Bus stops take into account route options and score higher if multiple bus routes go there. Also includes Light Rail, and the rail service to and from Seattle. (See further description appendix 4C)	Block Group
VOTER PARTICIPATION	Accessibility	2018	Addresses of Registered Voters (Need source)	The percentage of registered voters who voted in the 2016 presidential election. This evaluates voter participation and can be used to determine access to civic processes.	Block Group
ROAD CONDITION	Accessibility	2018	City of Tacoma Public Works Department	Aggregates the average quality of roads in a block group. Lower scores indicate poorer road quality resulting in higher costs of repair to the local municipality. Can also indicate possible neglected infrastructure	Block Group
HOUSEHOLD INTERNET ACCESS	Accessibility	2016	ESRI & GFK MRI	The percentage of households with access to home internet. Higher percentages indicate higher access to internet usage which is beneficial to families and children	Block Group

For more information contact Alison Beason, Office of Equity and Human Rights (abeason@cityoftacoma.org)

CITY OF TACOMA
EQUITY &
EMPOWERMENT
Achieve Equity
Advance Empowerment
Attain Excellence

WHAT IS EQUITY?

Equity is when **everyone** has access to the opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential

VISION

Our vision is for Tacoma to be an inclusive and equitable place to live, work and play

MISSION

Our mission is to achieve equity in our service delivery, decision-making and community engagement. We will do this by identifying and eliminating the underlying drivers within our community that perpetuate racial inequity and provide opportunity and advancement for all

PRIMARY GOALS

If our proposed framework is successful, we believe that our municipal workforce and community will achieve five goals:

1

City of Tacoma Workforce Reflects the Community it Serves

Actively work to eliminate racial and other disparities and provide accommodations for people with disabilities in hiring, promotion, retention and contracting

2

Purposeful Community Outreach and Engagement

Work with community partners and businesses to promote equity and inclusion within Tacoma and throughout the region, producing measureable improvements and disparity reductions

3

Equitable Service Delivery to All Residents and Visitors

Provide guidance, education and assistance to all departments as they develop sustainable methods to build capacity in achieving equitable outcomes and services

4

Support Human Rights and Opportunities for Everyone to Achieve Their Full Potential

Promote, support and build capacity for compliance with civil rights laws, ordinances and regulations, including the Americans with Disabilities Act, within the city of Tacoma

5

Commitment to Equity in Policy Decision-Making

Be transparent and collaborative with internal and external individuals and groups, holding ourselves and our partners accountable for measurable improvements and outcomes

equity@cityoftacoma.org