



Equity Tools

City of Tacoma | Office of Equity and Human Rights

City Council Study Session

February 5, 2019

ITEM #1





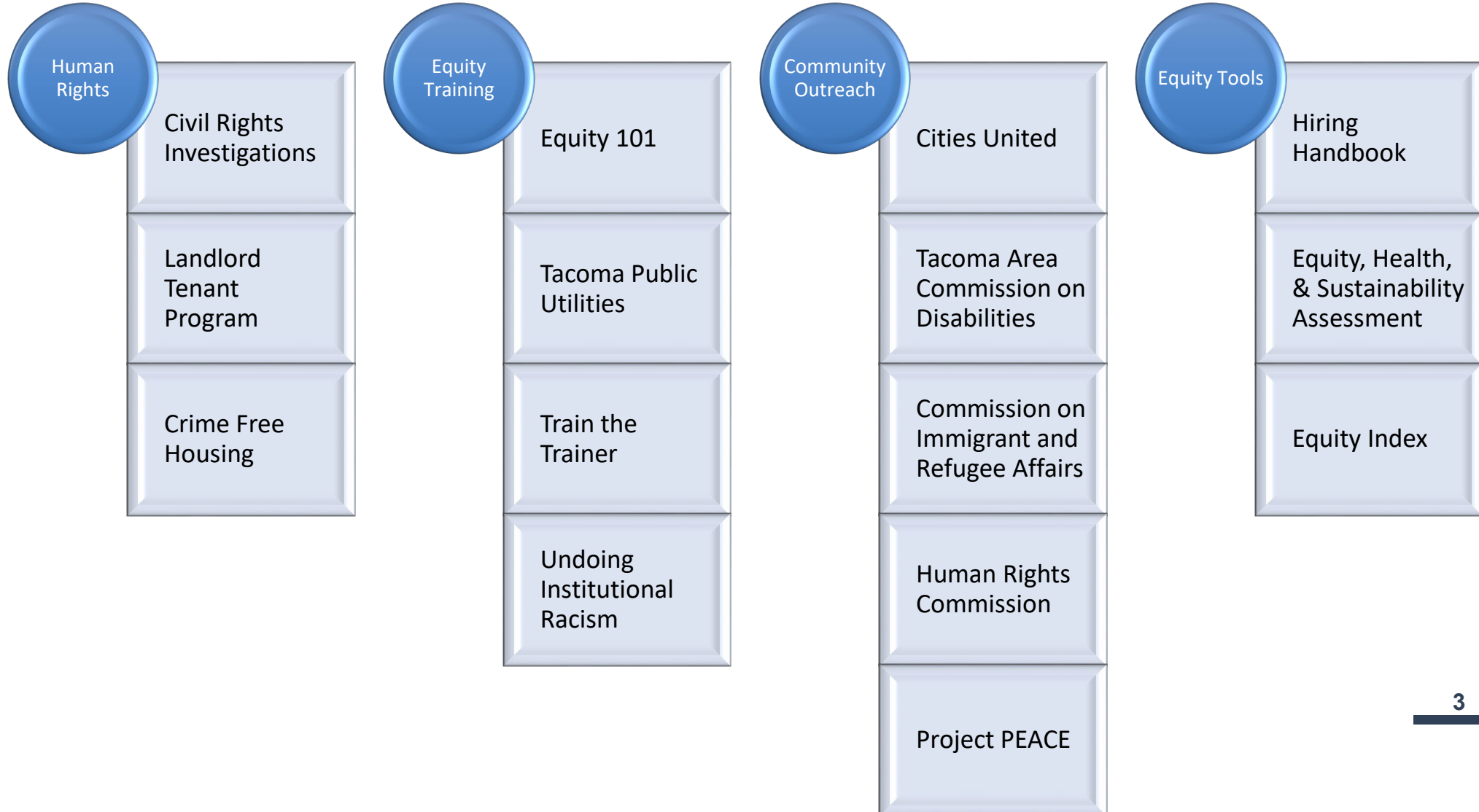
Vision and Goals



- Tacoma is an inclusive and equitable place to
 - **Live, Work, and Play**
- Equitable Service Delivery to All Residents and Visitors
- Commitment to Equity in Policy Decision Making



Office of Equity and Human Rights





Equity, Health and Sustainability Impact



- December 2017, Council Action to assess policies with a health and equity lens
- Based impact assessment on Tacoma Pierce County Health Department health impact tool, Government Alliance on Race and Equity national model, City of Seattle, other sources
- Embed a data-based index into analysis



- Six step assessment
 - Identify community conditions potentially impacted
 - Describe current conditions
 - Analyze opportunities
 - Ensure community engagement
 - Consider accountability, communications and evaluation
 - Provide analysis by Office of Equity and Human Rights

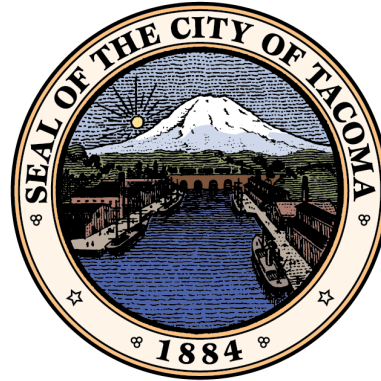


Equity, Health and Sustainability Impact



Work with OEHR staff to:

- Develop capacity in departments to apply assessment
- Incorporate early in the process
- Review pending policies

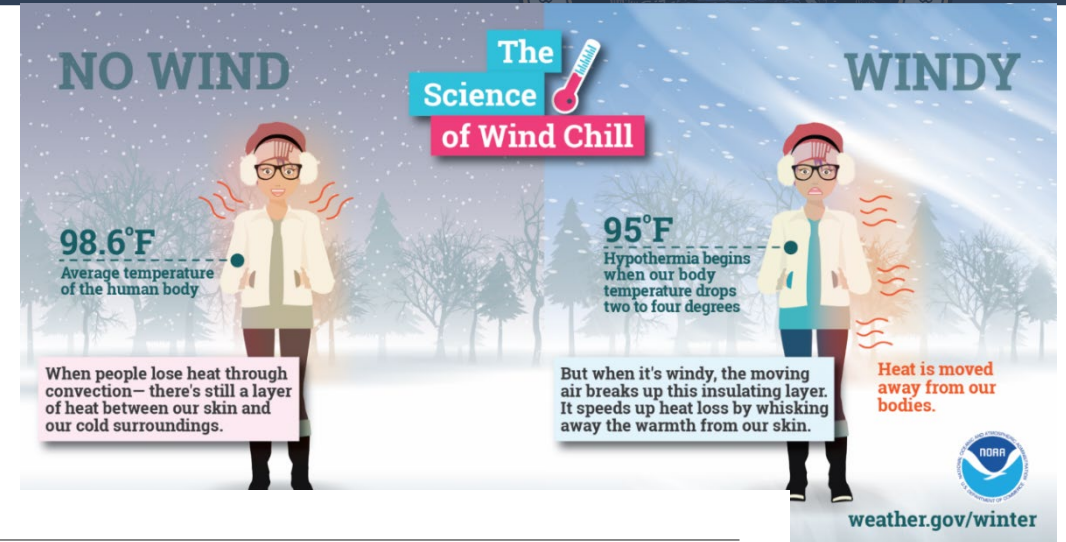
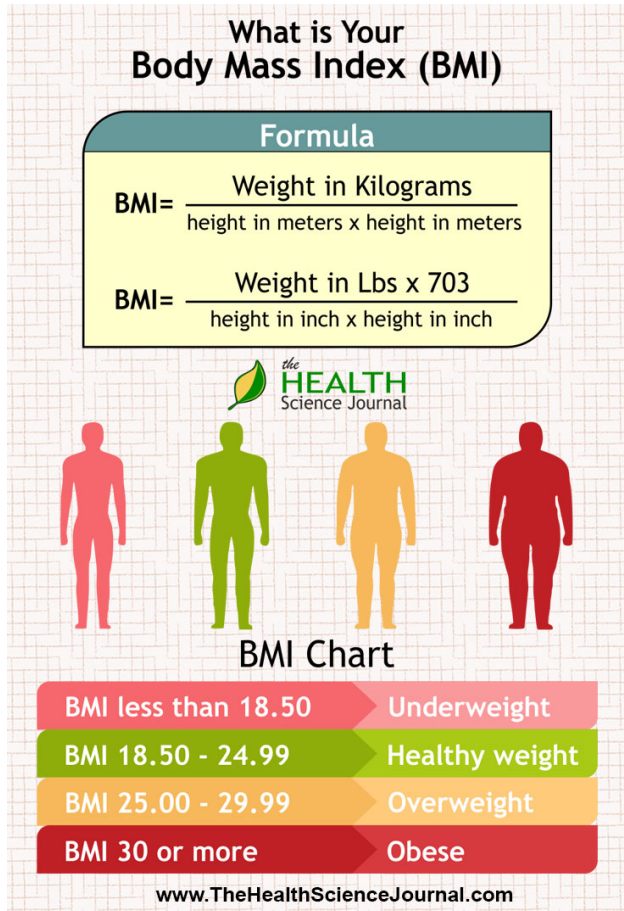


Equity Index

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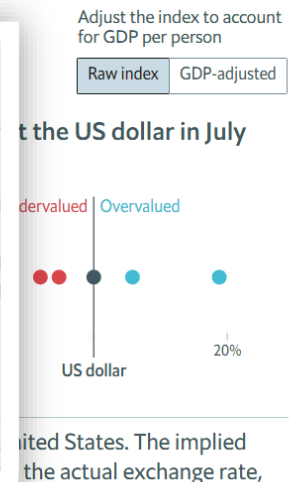


What is an Index?



The Big Mac index

Country	2000
Switzerland Franc	
Sweden Krona	
United States US\$	
Norway Krone	
Canada C\$	
Euro area Euro	
Denmark Krone	
Israel Shekel	
Australia A\$	
Uruguay Peso	
Brazil Real	





What is an Equity Index?

Identify Disparities and Communities of Concern

- Base tool for the equity, health and sustainability policy
- Better understanding of community needs; resulting in a better distribution of resources
- 197 Scored Census Blocks
- 4 Equally Weighted Determinant Categories
- 20 Indicators
- Racial Demographic Overlay

Tacoma 2025 Goal Area



Proctor Festival

Roads

Art

Transportation

Homelessness



Salishan

Education

Youth



Language Access

Homelessness

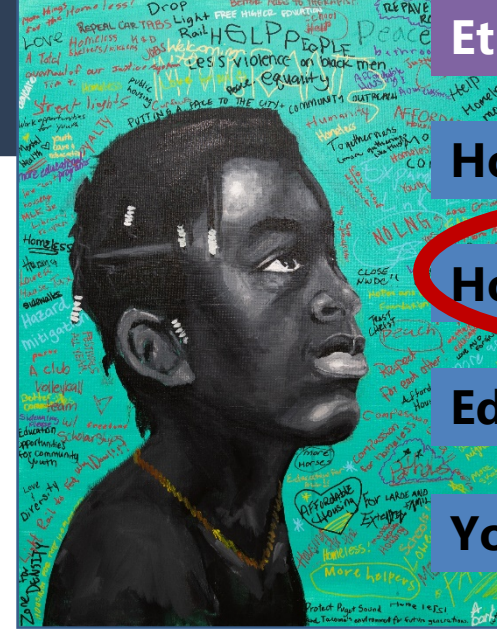
Ethnic Fest

Housing

Homelessness

Education

Youth



McKinley Fest

Roads

Parks

Youth

Transportation



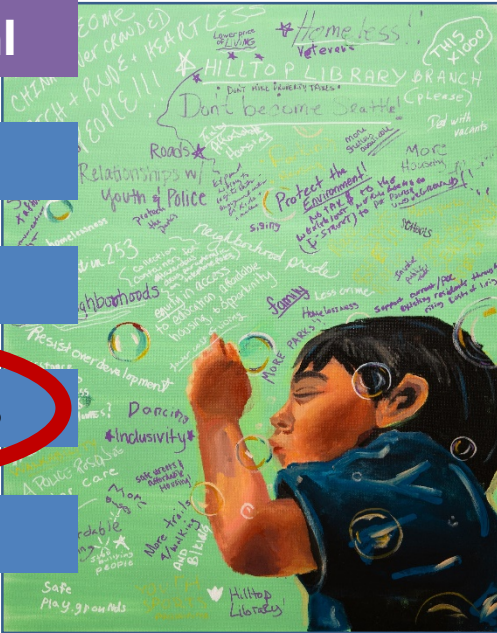
Hilltop Festival

Housing

Library

Livable Wages

Homelessness



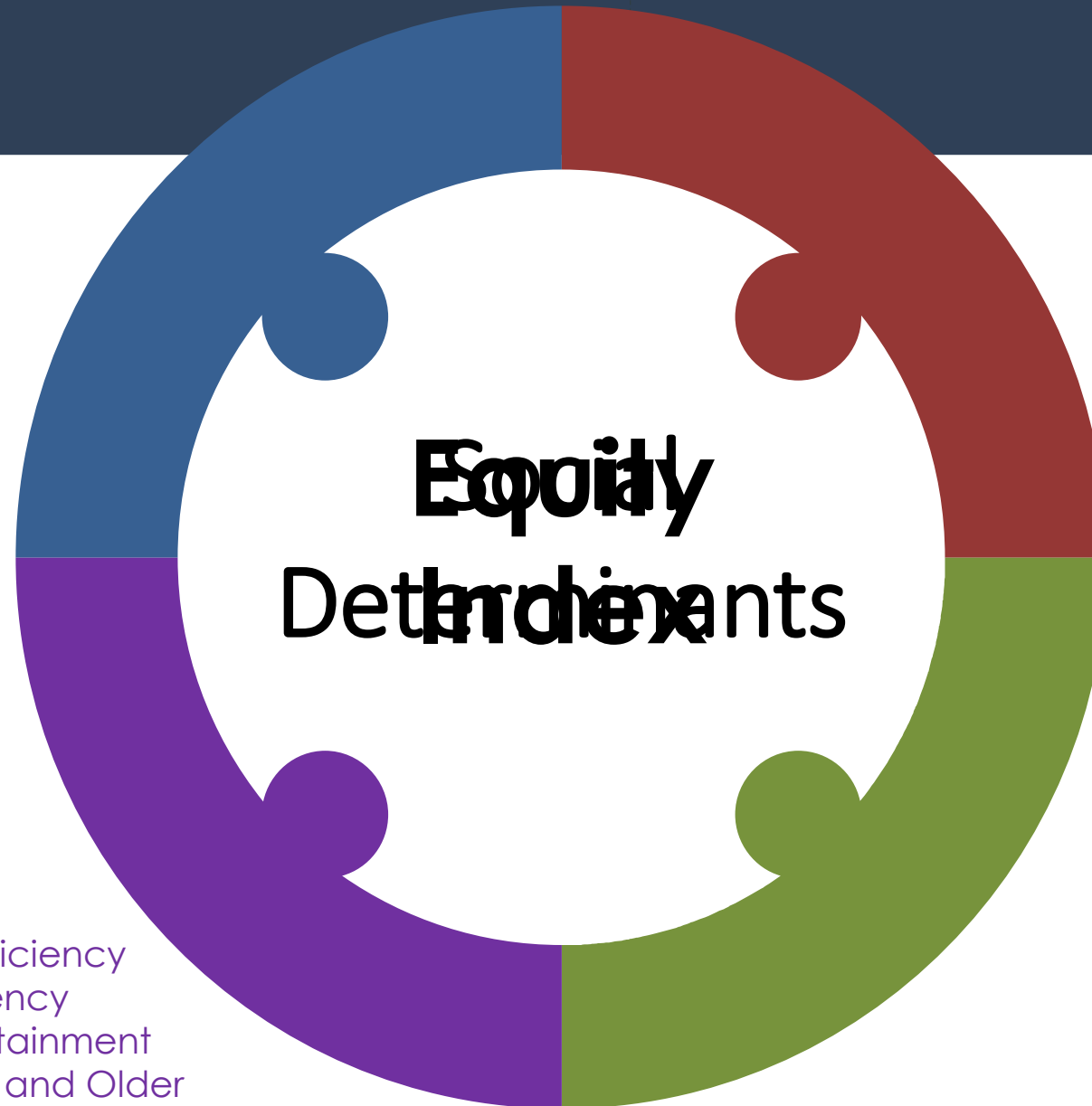


Accessibility

- Parks and Open Spaces
- Healthy Food
- Transportation
- Voter Participation
- Digital Access

Education

- Student Retention Rate
- Graduation Rate
- 3rd Grade Reading Proficiency
- 7th Grade Math Proficiency
- Highest Educational Attainment for Population 25 Years and Older



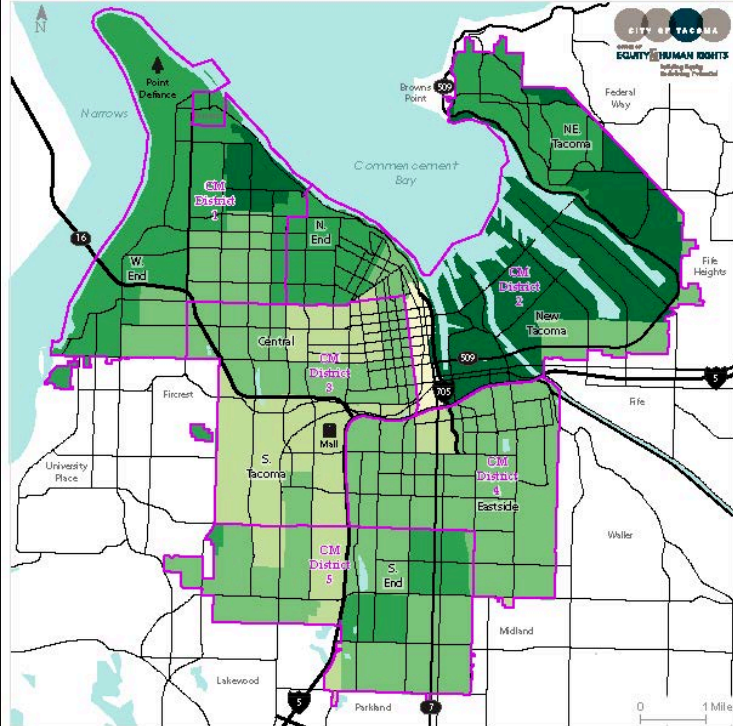
Livability

- Nuisance (311)
- Crime
- Median House Value
- Pavement
- Housing Cost Burden
- Life Expectancy
- Urban Tree Canopy

Economy

- Employment
 - Unemployment Rate
 - Median Household Income
 - Poverty Ratio
- Includes those under poverty line and those who would be struggling between the poverty line and 200% of the line*

Tacoma Average Life Expectancy



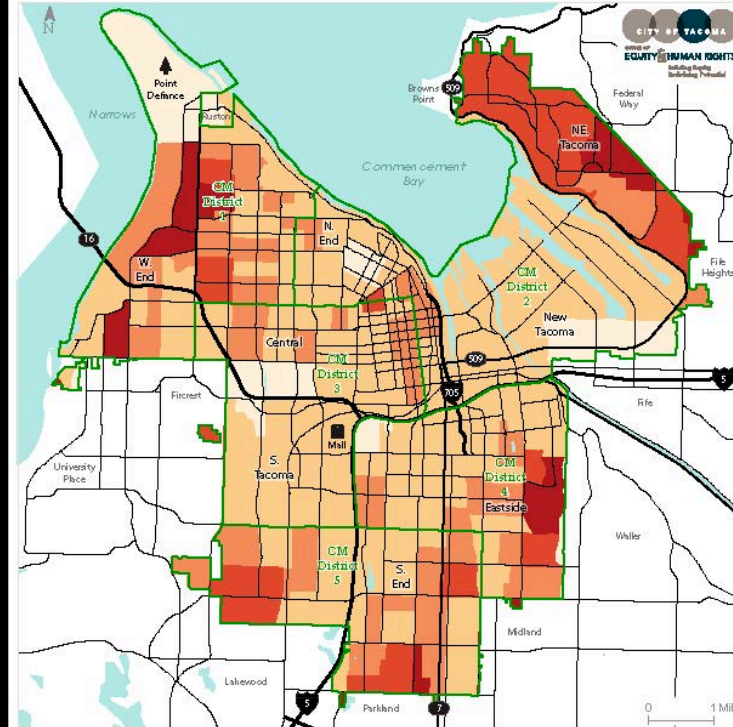
Life Expectancy

- 85 or Older
- > 80 - 85
- > 75 - 80
- > 70 - 75
- > 65 - 70

Councilmanic District

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

Tacoma Average Road Quality



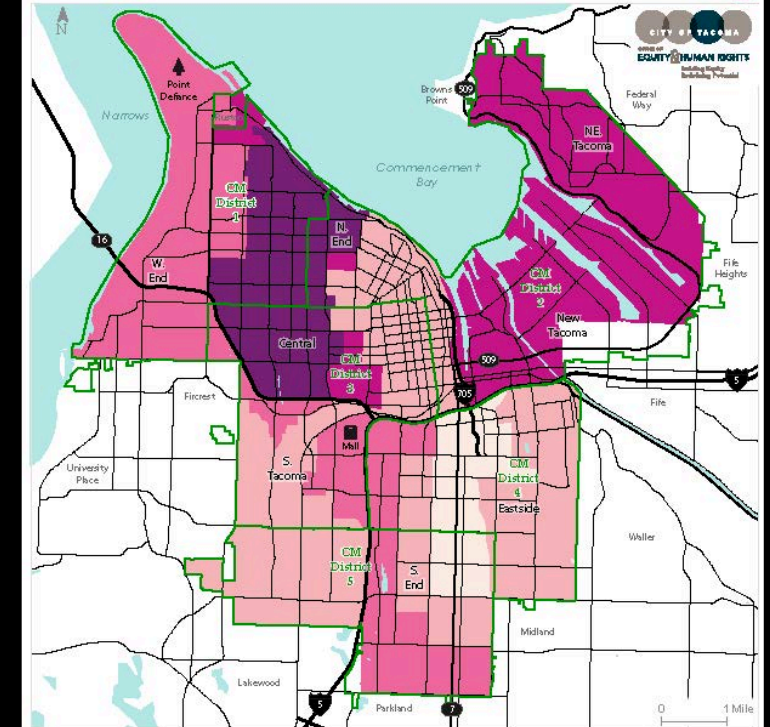
Road Quality

- 60 or More (Good)
- > 50 - 60 (Fair)
- > 40 - 50 (Marginal)
- > 25 - 40 (Poor)
- 25 or Less (Very Poor)

Councilmanic District

Source: City of Tacoma Department of Public Works

Tacoma 7th Grade Math Proficiency



Percent Proficient

- > 50%
- > 40% - 50%
- > 35% - 40%
- > 30% - 35%
- 30% Or Less

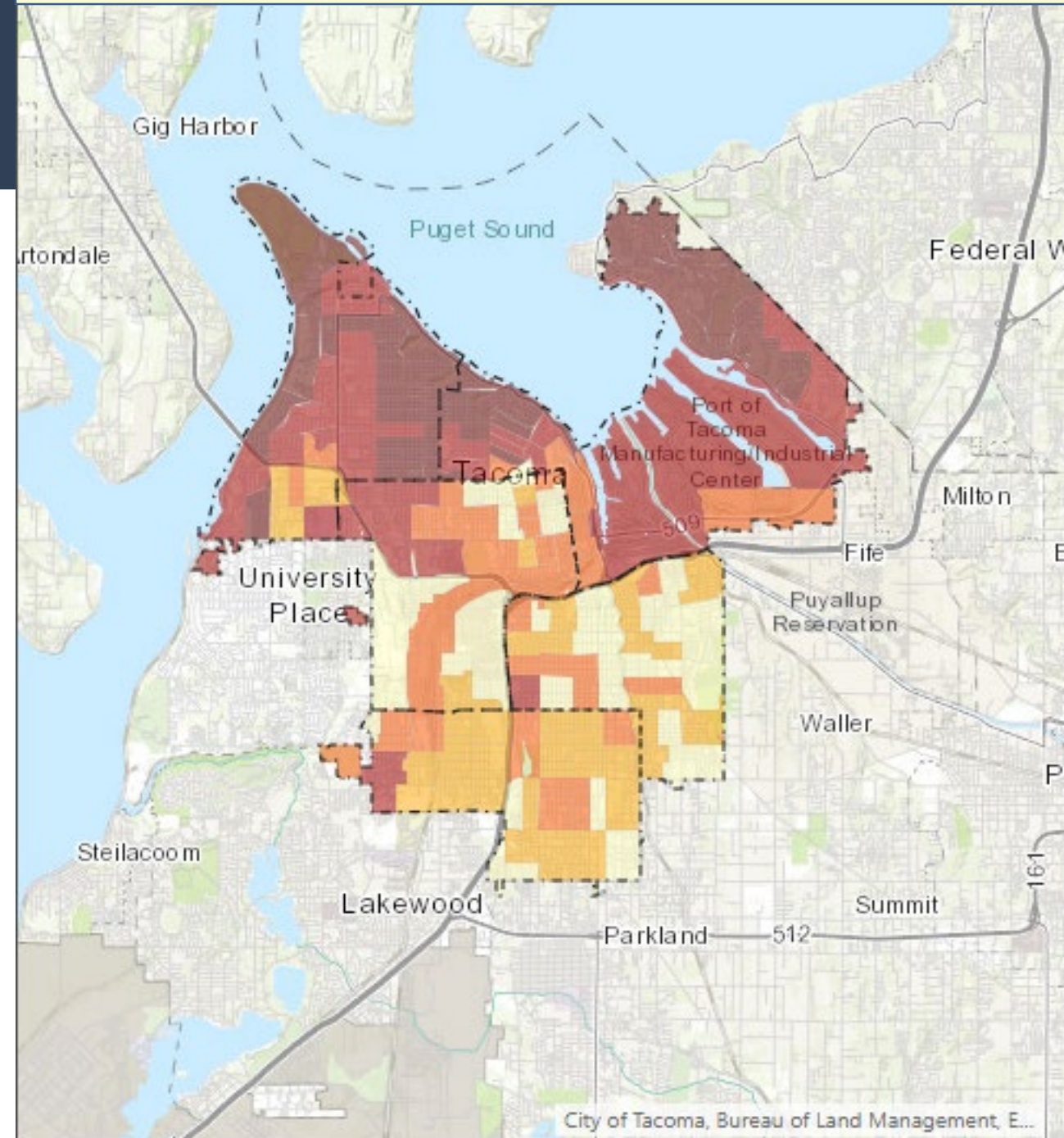
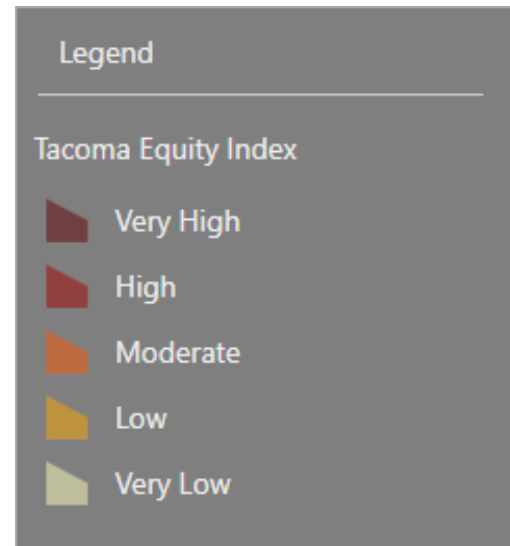
Councilmanic District

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

Indicator Maps



Equity Index





Alexis Ohanian Sr. 🚀 ✓

@alexisohanian

Following

Software is written by humans who have bias, the training data is generated by humans with bias -- it's not malicious (in most cases) but it does absolutely exist, @AOC is correct. 🟢



Ryan Saavedra ✓ @RealSaavedra

Socialist Rep. Alexandria Ocasio-Cortez (D-NY) claims that algorithms, which are driven by math, are racist

2:19 AM - 23 Jan 2019

9,402 Retweets 50,575 Likes



752 9.4K 51K



Alexis Ohanian Sr. 🚀 ✓

@alexisohanian

Following

Here's a good starting point for those of you interested in learning more:
[nature.com/articles/d4158...](https://www.nature.com/articles/d4158...)

(Nature is one of the top science journals in the world) 🟢



AI can be sexist and racist — it's time to make it fair

Computer scientists must identify sources of bias, de-bias training data and develop artificial-intelligence algorithms that are robust to skews in the data.

[nature.com](https://www.nature.com)

District One

West End



District Five

South End



Crime

3K

Degrees

5.3%

Income

\$29K

48% White Non Hispanic

866

Crime

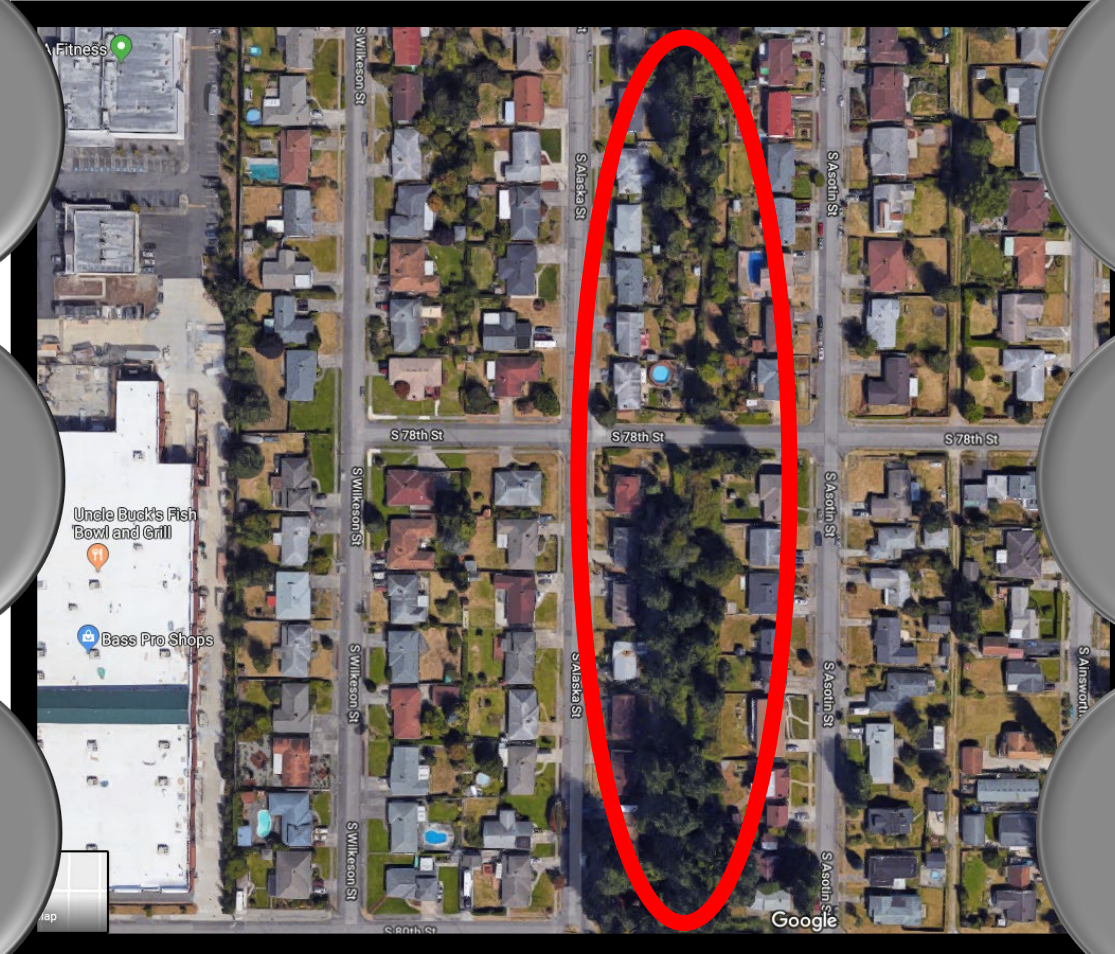
16.9%

Degrees

\$59K

Income

28% White Non Hispanic



Equity Index



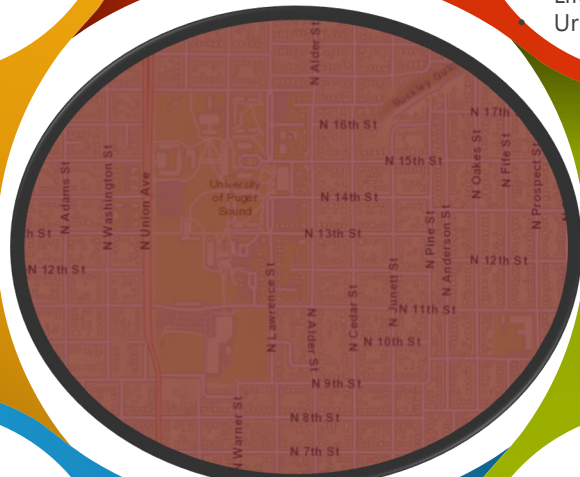
Cushman SubStation

Very High Education

- Student Mobility
- 3rd Grade Reading Proficiency
- 7th Grade Math Proficiency
- Highest Education Attained

High Livability

- 311 Data
- Crime Index
- Median House Value
- Cost Burden
- Life Expectancy
- Urban Tree Canopy



Low Economy

- Job Index
- Unemployment Rate
- Median Household Income
- Poverty Ratio

Very High Accessibility

- Parks & Open Spaces
- Healthy Food
- Transportation
- Voting Participation
- Road Conditions
- Internet Access

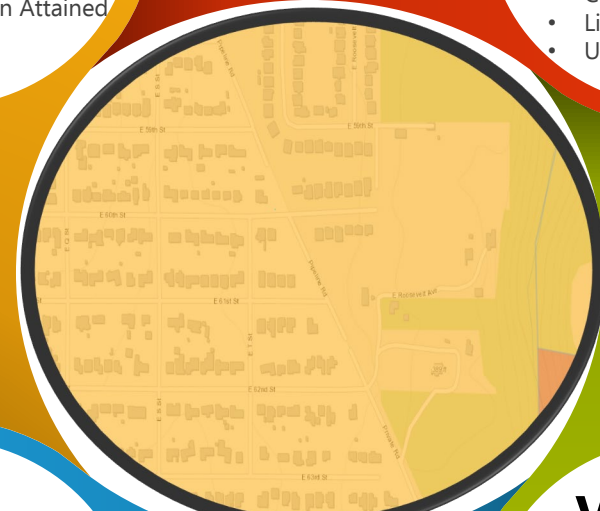
East 64th Street

Low Education

- Student Mobility
- 3rd Grade Reading Proficiency
- 7th Grade Math Proficiency
- Highest Education Attained

High Livability

- 311 Data
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Low Economy

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Very Low Accessibility

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Applications



Budget Process

Track Progress Over Time

Creating benchmarks and working with Tacoma 2025

Identify Inequities in Communities

Policy/Service Analysis

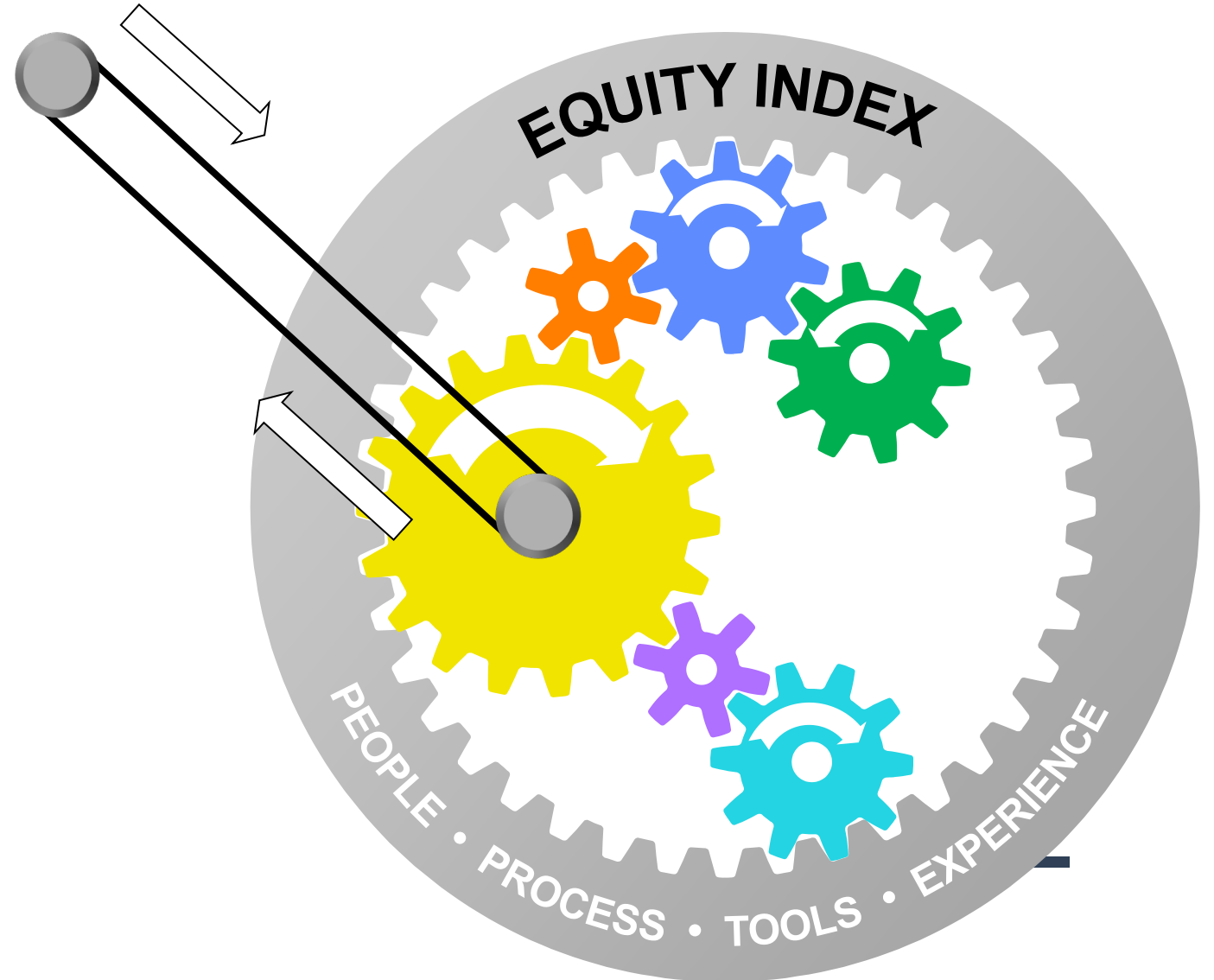
Meeting with Departments on how to use the Index

Department Strategic Plans

Starting in February meeting with Department

Continuous Improvement

The incorporation of the Equity Index





CONTINUOUS IMPROVEMENT



INITIATE:
Environmental Scan
STEEPLE Analysis

INVESTIGATE:
Equity Index

IMPROVE:
Equity Check



CONTINUOUS IMPROVEMENT



Call for proposals:

**Which of the following community conditions would this proposal impact?
Select all that apply.**

- ☐ **Livability** (e.g. housing affordability, neighborhoods, safety, zoning, community design or other quality of life conditions)
- ☐ **Economy & Workforce** (e.g. living wage jobs, employment, business ownership, worker's rights employee wellness other or economic opportunities or conditions)
- ☐ **Civic Engagement** (e.g. community support, feeling welcomed, increased involvement and collaboration in decision making and other practices that create a more inclusive community)
- ☐ **Education** (e.g. improved student attendance and scores, reduced student poverty rate, and other conditions related to education or the lack of educational opportunities)
- ☐ **Equity and Accessibility** (e.g. equitable service delivery and outcomes, language access, transportation and other conditions that increase access or improve outcomes for underserved or underrepresented communities)
- ☐ **Social conditions** (e.g. systemic changes that support individual and family well-being, mental health considerations)
- ☐ **Natural Environment & Pollution** (e.g. reduction in carbon emissions, open space conditions, sustainability, clean air, water and soil, and noise and light pollution)

OVERVIEW

The OEHR has worked with Kirwan Institute to create an Equity Index. A mapping application for city staff to utilize in their work to better understand the needs and opportunities within Tacoma.

Data gathering and analysis has been completed covering different social determinants including:

- Livability
- Economy
- Education
- Accessibility

**December
2018**

Kirwan
Baseline
Report

**March
2019**

Public
Interface
Site

**April
2019**

Finalize
Pilots

**May
2019**

GIS
Conference
City
Workshops



Equity Tools

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Thank You

