



TO: Elizabeth Pauli, City Manager
FROM: Linda Stewart, Director, Neighborhood and Community Services
COPY: Community Vitality and Safety Committee
PRESENTER: Linda Stewart, Director, Neighborhood and Community Services
Patricia Coleman and Annie Jones-Barnes, Coleman and Associates
SUBJECT: NCS Equity, Diversity, and Inclusion Initiative - Phase II
DATE: April 11, 2019

PRESENTATION TYPE:

Informational Briefing

SUMMARY:

The Neighborhood and Community Services Department (NCS) has embarked upon Phase II of the Equity, Diversity, and Inclusion Initiative to engage staff and the provider community in the implementation of strategies and practices that will lead to greater organizational Equity, Diversity and Inclusion (EDI). The goal of this work is to build capacity for ensuring equity in service delivery, decision making, and community engagement. NCS has engaged the services of Coleman and Associates as a partner and subject matter expert in the EDI field, to facilitate and guide the project's success. This briefing will detail the 2019 work plan and projected outcomes, presented by the project team.

BACKGROUND:

In 2017-18, NCS staff supported City-wide equity and empowerment goals by providing Equity 101 trainings for funded providers. Department staff also conducted organizational assessments of funded service providers, and delivered feedback for how to:

- 1) Develop policies and practices that drive organizational culture around equity, diversity, and inclusion (EDI)
- 2) Learn the basics of sound equity policies, and implement practices that are congruent with those policies
- 3) Focus on building agency staff and organizational competencies, and ensuring the inclusion of client voice in service delivery

In 2019-20, NCS is shifting the technical assistance model, to require that funded service providers engage in EDI efforts at a level matching their organizational capacity. This EDI approach has proposed three paths to support funded service providers' success:



- 1) **The Equity, Diversity, and Inclusion Pilot (EDIP)**: This option will build a community of practice by assisting funded agencies to share innovations, efforts, and learn together in a community of peers who are already engaged in EDI process with their respective organizations.
- 2) **Formalize Equity, Diversity, and Inclusion (EDI) efforts**: This option will encourage and assist funded agencies to formalize EDI efforts in the workplace and with beneficiaries of their services.
- 3) **Capacity Building Assistance**: This option is for funded agencies to ensure that all are engaged in concerted efforts to address inequities and disparities, even organization that have not yet invested time or financial resources in the process.

In addition, Coleman & Associates will review NCS funding processes through an equity framework and provide technical assistance to staff and the Human Services Commission, to ensure EDI is reflected in funding application processes and recommendations. The consultant will also facilitate an exploratory process help the City and Metro Parks Tacoma deepen their partnership, and build capacity within that partnership to provide equitable service delivery.

ISSUE:

The NCS Equity, Diversity and Inclusion Initiative supports City-wide equity and empowerment goals. The results of this work will be to develop an NCS Equity Plan, that will align with equity-related goals, providing specific tactics, and metrics. In addition, Coleman and Associates will provide technical assistance to and facilitate the convening of contracted service agencies, to develop provider capacity to deliver equitable services.

ALTERNATIVES:

This is an information briefing only. There are no alternatives presented.

FISCAL IMPACT:**Expenditures:**

Fund Number & Fund Name	Cost Object (CC/WBS/ORDER_	Cost Element	Total Amount
0010-General Fund	91000 (Admin. Resource Mgmt.)	5310100	\$98,300
Total			\$98,300

Fiscal Impact to Current Biennial Budget: \$98,300.00 (for 2019/2020 Biennium)

Are the Expenditures and Revenues Planned and Budgeted? Yes

If Expense is Not Budgeted, Please Explain How They Are to be Covered. N/A

RECOMMENDATION:

This is an information briefing only. There are no recommendations being presented.