

OEHR Framework

Purpose

The City of Tacoma seeks to become an equitable and anti-racist organization. The Equity and Empowerment Framework, adopted in 2014, provides five primary goals, which are the foundation for the equity work within the City.

Goals and Objectives:

- **The City of Tacoma Workforce Reflects the Community it Serves**
 - Objectives: TBD
- **Purposeful Community Outreach and Engagement**
 - Objectives: TBD
- **Equitable Service Delivery to Residents and Visitors**
 - Objectives: TBD
- **Support Human Rights and Opportunities for Everyone to Achieve their Full Potential**
 - Objectives: TBD
- **Commitment to Equity in Policy Decision Making**
 - Objectives: TBD

OEHR Services

OEHR acts as a resource to support the City of Tacoma in becoming an equitable and anti-racist organization by assisting departments in advancing racial and other equity principles into all programs, policies, practices, and procedures to address racial and other disparity trends in the community.

OEHR provides this service at the City of Tacoma through the following functions:

- **Guidance:** Guidance documents, resources, and tools to help advance equity goals.
- **Training:** Educational opportunities and resources to develop staff understanding and skills.
- **Consultation:** Targeted support to departments to advance/assist their implementation of Racial Equity Action Plans and the Equity and Empowerment Framework.
- **Research:** Focused and limited assistance related to data, research, and best practices that further departmental ability to advance equity goals.
- **Coordination:** Coordination across departments for strategic equity priorities and initiatives.
- **Facilitation:** Facilitation for cross-departmental strategic equity priorities and initiatives.
- **Reporting:** Coordinating and developing communications to City Council and the community about actions the City has taken to advance equity, such as annual reports and Council updates.