



**City of Dallas**

# **Budgeting for Equity**

**Workforce, Education, and  
Equity Committee**

**April 12, 2021**

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City Manager's Office

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Office of Equity and Inclusion - Equity Division

# Presentation Overview



- Background
  - Equity Division – Operationalization
  - Equity and Budgeting
    - UT Dell Medical
- Budgeting for Equity Process
  - Tool Goals
  - Cornerstones of an Equitable Government
- Next Steps
  - Highlights
  - GARE
- Questions



# Background – Equity Division



Help shape a city government and community in which everyone has the resources and services to thrive, such that we reduce disparities while improving outcomes for all.

- Normalize
- Organize
- Operationalize



# Background - Budgeting for Equity



- Equity assessments are still a relatively new endeavor for city and county governments
- UT Dell Medical School
  - Environmental Scan
  - Dallas is one of four cities engaged in Budgeting for Equity on an annual basis



# Background - Budgeting for Equity



- Collaborative effort between Equity Division and Office of Budget and Management Services
- 3<sup>rd</sup> year for Budgeting for Equity
  - 2<sup>nd</sup> year for city-wide process
- Purpose:
  - Develop an equity lens to apply to department's budget development and operations.
  - Gather and assess data to evaluate over time



# Budgeting for Equity Process



## Process:

- BfE Tool
  - 4 Strategies
  - 10 questions to which departments should respond by gathering information, discussing and drafting responses.
- 2-part Budget Adjustment Questions



CITY OF DALLAS

BUDGETING FOR  
EQUITY

OFFICE OF EQUITY & INCLUSION - EQUITY DIVISION

In partnership with the Office of Budget

2021-22 | 2022-23



# Goal of Budgeting for Equity

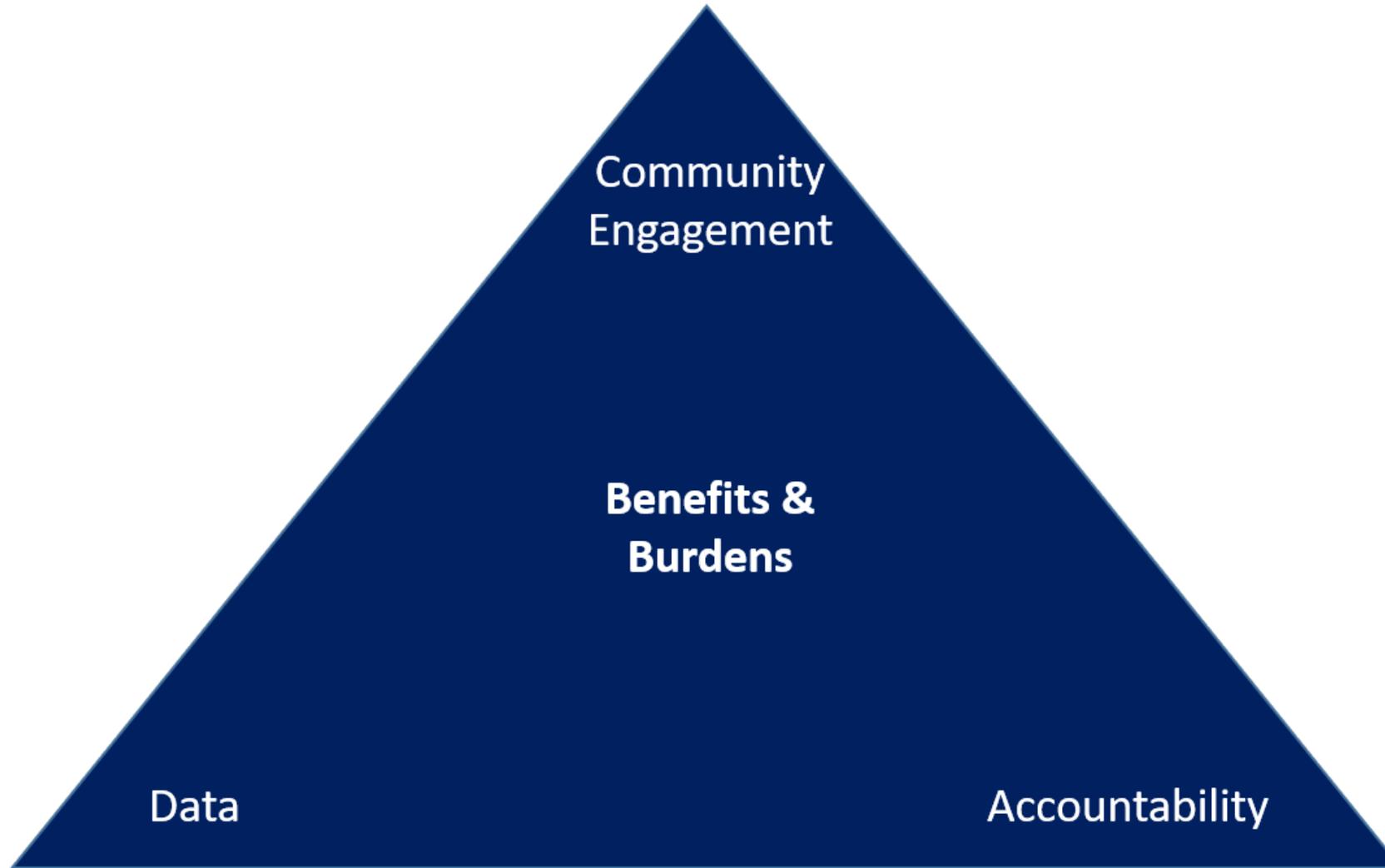


The tool is designed to help:

- Shift the ways thoughts and decisions are made about budget work
- Identify whether budget requests advance equitable outcomes for residents
- Verify that programs, projects, plans, and investments help to reduce disparities
- And increase community engagement in enhancements, reductions and overall budget development



# Cornerstones of an Equitable Government



# Budgeting for Equity Strategies



- Strategy 1: Benefits and Burdens
  - Impact of budget
- Strategy 2: Data
  - Disaggregated by race, ethnicity or socioeconomic
- Strategy 3: Community Engagement
  - Inform, consult, collaborate, shared decision making
- Strategy 4: Accountability for Equity
  - Targeted evaluation efforts



# FY 2021 Preliminary Highlights



- Providing excellent service to all residents requires explicitly identifying the unique challenges various Communities of Color and underserved areas experience
- The role of disaggregated data in the plans and prioritization of department allocations
- All City departments have an impact or influence in addressing disparities based on race, ethnicity and socioeconomic status



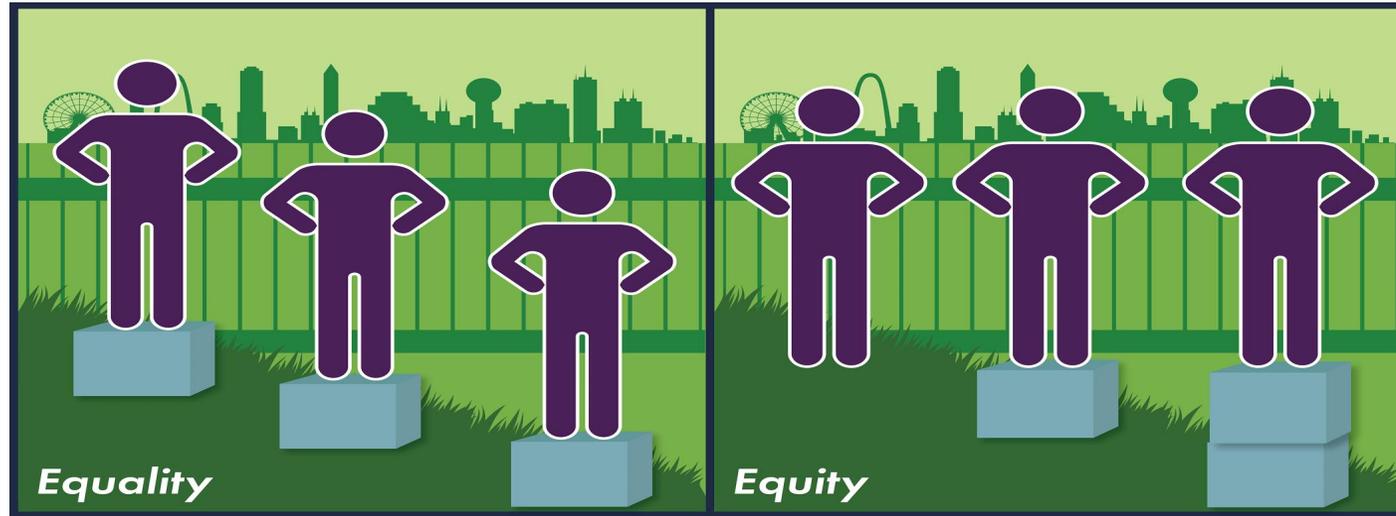
# Next Steps



- Departments will receive feedback and recommendations on their Budgeting for Equity Tool
- Equity Division will present at the 2021 Government Alliance on Race and Equity Conference
- Equity will revisit UT Dell Medical's recommendations
- Update the City's Equity Indicators pursuant to the Resilience Strategy
- Target training opportunities that coincide with the cornerstones of an equitable government
- Development of Racial Equity Plan



# Next Steps



**We all have role in equity!**

The process requires intentional work that leads to outcomes...





# Questions?





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