AGENDA

- Social Equity Goal
- What is Equity?
- Equitable Services Team
  - Team Survey Responses
- Best Practices for Implementation of Equity Goal
  - Equity Assessment Questionnaire
- Proposed Equity Framework and Toolkit
Current

“Ensure all city services, projects, programs, and events represent and encourage participation of a cross section of the city’s cultural diversity and geography.”

Proposed

Ensure all city services, projects, programs, policies, and events represent participation from and reflect the needs of ALL residents throughout the city.
A social condition which deliberately creates choices, access, and opportunities for ALL PEOPLE to fulfill their basic needs, advance their well-being, and achieve their full potential.
Sure glad the hole isn't at our end.
GOVERNMENT ALLIANCE ON RACE & EQUITY
WHAT DOES A DESIRABLE NEIGHBORHOOD HAVE OR LOOK LIKE?
(TEAM DISCUSSION)

- Sidewalks
- Trees
- Safety
- Crime-Free
- Library
- No graffiti
- Clean
- Educated
- Quiet
- Gated
- Bike Trails
- Educated community
- Natural Spaces
- Public Schools
- People interactions
- No junk/debris
- Bus stops nearby
- Access to trails
- Diversity of people
- Healthy and Happy
- Close to work
- Pride in the neighborhood
- Financial institutions and jobs
- Well-maintained houses
- Well-maintained streets and bridges
- Amenities (Restaurants)
- Low traffic and quiet
- Well Maintained lawns, nice landscaping
- Recreation field and pool
- People know each other
- Neighbors helping each other
- Starter home to senior housing options
PERCEIVED INEQUITIES IN DES MOINES (TEAM SURVEY)

- Access to **transportation**, access to **housing** that is clean and safe and provides/supports **employment** and meets daily needs for services, **childcare availability/early childhood education**, areas of DSM that look/feel different, equal empathy-**language** issues.

- **Housing value** discrepancy based on location. MLK heading north to Euclid/Douglas- no **crosswalks**, people are forced to cross at risk; lots of apartments, this is a lower income area

- Certain neighborhoods are not part of **revitalization, services** provided.

- Higher levels of cost burden in **housing** for minorities, access to **food**, physical access to **public facilities**, access to **internet**.

- Access to **food, healthcare**, cost burden of **housing**.

- Access to safe secure **housing, early childhood education**, role models.
PERCEIVED INEQUITIES IN DES MOINES
(TEAM SURVEY)

- Neighborhood **road paving**, department **budgeting/funds**, number of **parks/trails** within certain sides of the city.

- **Transportation**-access to **services/foods** in all areas of town, **safe** areas to enjoy amenities.”

- **Transportation** system (sidewalks, bike facilities, transit), **services** and extra **hoops** for low income people, some places look more **desirable**, **fire** services in some areas of town can be hard to reach because the **streets** are very tight. These often happen in low income parts.

- Physical access to public and private **facilities**, access to **healthcare**, access to **city jobs**.

- **Sidewalks**.

- **Sidewalks**, **rental properties**, upkeep of homes.

- Access to **grocery** amenities.
PERCEIVED INEQUITIES IN DES MOINES (TEAM SURVEY)

- Reading achievement, disparaging difference in different **schools**, **bike trails**, **park** inequity, not many on the east side of town, **plowing** and cleaning snow.
- **Mental health** services, **schools**.
- **Schools**, **mental health** services.
- **Language** issues, speaking more aggressively to someone who is having trouble understanding a concept (usually out of frustration on both sides)/client/resident, people who live in **flood zones**.
- **Reading** achievement, **internet** access.
- Store **fronts**, store parking lots east vs. west, access to **services**, **healthcare** access.
- Cost of **programs**, ability to access **services** (electronic), locations of **facilities** or provision of **services** at those facilities.
<table>
<thead>
<tr>
<th>Section</th>
<th>Locations/Examples</th>
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<tr>
<td>Leadership Priority OR Community-driven</td>
<td>Evanston, IL; Madison, WI; Grand Rapids, MI; New Orleans, LA; Minneapolis, MN; St. Louis, MO; Seattle, WA</td>
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<td>GARE Membership OR Further Study</td>
<td>178 cities/counties; Council Bluffs/Omaha Region; Austin, TX</td>
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<td>Training &amp; Learning</td>
<td>Washtenaw Co, MI; St. Louis Park, MN</td>
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<td>Equity Office/Staff</td>
<td>San Antonio, TX; Tacoma, WA; Bloomington, MN</td>
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<td>Core Team</td>
<td>Iowa City, IA; Asheville, NC; Des Moines, IA</td>
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<td>Action Plan &amp; Evaluation</td>
<td>Takoma Park, MD; Edina, MN</td>
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Some of the questions to identify feasibility and value of advancing and promoting equity in Des Moines

- Who's missing?
- Expand opportunity and access to City services
- Promote inclusive collaboration and civic engagement
- Community's support for or opposition to the proposal/project
1. Assess available data to identify and measure equity or inequity
2. Set goals to reduce and eventually eliminate inequity and operationalize equity
3. Use Equity Toolkit in creating and/or modifying programs and services
4. Utilize best practices for public participation (e.g. International Association for Public Participation Community Engagement Process)
5. Ensure equitable delivery of all City services
6. Commit to equity in policy decisions
PROPOSED EQUITY TOOLKIT

1. **Proposal**: What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?

2. **Data**: What data are available and relevant? What does the data tell us?

3. **Community engagement**: How have communities been engaged? Are there opportunities to expand engagement?

4. **Analysis and strategies**: Who will benefit from or be burdened by the proposal? What are possible strategies for advancing racial equity or mitigating unintended consequences?

5. **Implementation**: What is the plan for implementation?

6. **Accountability and communication**: How will the City ensure accountability, communicate, and evaluate results?
NEXT STEPS

a. Review Equity Framework for City of Des Moines
A. Adopt City of Des Moines Equity Framework
a. Implement Equity Framework at April Quarterly work session