

SUBTITLE 39
EQUITY ASSESSMENT PROGRAM

§ 39-1. Definitions.(a) *In general.*

In this subtitle, the following terms have the meanings indicated.

(b) *Agency.*

“Agency” means any department, authority, office, board, commission, council, committee, or other unit of the City government.

(c) *Equity.*

“Equity” means closing the gaps in policy, practice and allocation of City resources so that race, gender, religion, sexual orientations, and income do not predict one’s success, while also improving outcomes for all.

(d) *Equity assessment.*

“Equity assessment” means a systematic process of identifying policies and practices that may be implemented to identify and redress disparate outcomes on the basis of race, gender, or income.

(e) *Gender.*

“Gender” means actual or perceived sex and includes a person’s gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth.

(Ord. 18-160.)

§§ 39-2 to 39-5. {Reserved}**§ 39-6. Program initiated.**(a) *First year of program.*

In the first year following enactment of this subtitle, agencies must participate in training and ongoing capacity building around equity and inclusion to produce a baseline analysis of the equity impacts of the agency’s existing and proposed actions and policies, encompassing programs, operations, and capital projects.

(b) *Second and subsequent years.*

Starting in the second year following enactment of this subtitle, each City agency must develop, adopt, and oversee an Equity Assessment Program that requires it to:

- (1) proactively develop policies, practices, and strategic investments to reverse disparity trends based on race, gender, sexual orientation, or income;
- (2) act to eliminate structural and institutional racism and discrimination of all kinds based on immutable characteristics to ensure that outcomes and opportunities for all people are no longer predicable based on those characteristics;
- (3) develop and implement an equity action plan to incorporate and embed equity principles and strategies into City operations, programs, services, and policies; and
- (4) conduct equity assessments of existing and proposed City actions, policies, and both capital and operating budgets.

(Ord. 18-160.)

EDITOR'S NOTE: Ordinance 18-160 was "enacted" on August 10, 2018, "effect[ive] on the 30th day after the date ... enacted" (i.e., on September 9, 2018).

§ 39-7. {Reserved}

§ 39-8. Agency implementation – Equity coordinator.

Each agency must:

- (1) identify an equity coordinator who shall report directly to the head of the agency and will be responsible for managing that agency's Equity Assessment Program;
- (2) conduct equity assessments of the agency's existing and proposed practices and policies; and
- (3) develop and implement a plan to address any disparate outcomes based on race, gender, sexual orientation, or income that have been identified by the agency's assessments.

(Ord. 18-160.)

§ 39-9. Agency implementation – Bill reports.

Whenever an agency reports to the City Council on a proposed ordinance or resolution, the agency shall include in that report the results of an equity assessment of the proposal's impact on its operations.

(Ord. 18-160.)

§ 39-10. Agency implementation – Capital budget scoring.

The Director of Planning shall conduct an equity assessment on any proposed capital budget and score the proposed projects based on that assessment. The results of each proposed capital budget shall be published on the Department of Planning's Website.

(Ord. 18-160.)

§ 39-11. Annual Equity Report.**(a) *In general.***

- (1) On or before June 30 of each year beginning 1 year after the effective date of this subtitle, each agency shall submit its equity report to the Mayor and City Council and the Department of Legislative Reference for public review.

EDITOR'S NOTE: Ordinance 18-160 was "enacted" on August 10, 2018, and became "effect[ive] on the 30th day after the date ... enacted" (i.e., on September 9, 2018).

- (2) The reports shall be made available online.
- (3) The City Council may hold hearings to review annual equity reports as warranted.

(b) *Contents.*

Each Report shall include:

- (1) an assessment of progress towards achievement of the goals of the Equity Assessment Program;
- (2) an assessment of the current scope of its compliance;
- (3) a discussion of any disparate outcomes identified through equity assessments of its existing City policies or procedures;
- (4) recommended steps to address the identified disparate outcomes; and
- (5) an update on progress towards eliminating previously identified disparities and implementing actions recommended in past reports.

(Ord. 18-160.)

