Budgeting with an Equity Lens

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THE BUDGET

The Problem:
Budget Deficit $7.4 million

The Process:
Priority Based Budgeting

The Answer:
Balanced Budget $7.4 million
Priority Based Budgeting

Goal of the PBB process was to allow staff, City Council, and the community to review all programs and services provided by the City prior to the creation of the 2019 budget. And do that through and equity lens.

1. Staff generated a list of 152 programs that were scored using an internal metric
   **Equity Lens:** 4 of possible 22 points were

2. Public Survey
   **Equity Lens:** Collection of Demographics
   It’s Not to Late Participate
   a. 2992 total responses
      Black/African American  280
      Hispanic/Latino        61
   
   341 Black & Brown respondants
Our Response

Reach 500 Black & Brown people

Advocates for Action
Demographics

African American
253 Females
176 Males
1 Transgender

Hispanic
55 Females
20 males

Biracial
5 Females

Total: 507
Priority Based Budget Process
Collected data from:
Staff
Community
Underrepresented populations
Proposed Budget Cuts:
Health & Human Services department
Police Department
Fire Station
Mental Health
Cultural Arts
Elimination of vital records
Which of these programs create the most inequity?

1. The formula
   Data
   + Community Engagement with those most negatively impacted
   = Equity

3. Equity is not an individual with the answer
The Data
Demographics of staff impacted by proposed budget cuts

- 11 Females
- 6 Males
- 8 African American
- 8 White
- 1 Asian
Community Engagement

The Process

1. Directors
2. Residents
3. City Council (goals)
The Question:
Is this budget Equitable?

1. Yes

2. No