


Equity in Budgeting

An aerial photograph of a city skyline at sunset. The sky is a mix of orange, yellow, and blue. In the foreground, there are green trees and a multi-lane highway with light trails from cars. The middle ground is filled with various buildings, including residential blocks and modern skyscrapers. The background shows a dense cluster of high-rise buildings, with one prominent skyscraper having a distinctive blue and white facade. A white banner with a torn edge is positioned at the top of the image, containing the title 'Equity in Budgeting' in a blue, sans-serif font.

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Agenda/Approach

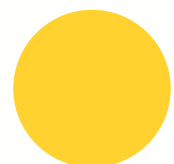

- Define Equity in Budgeting
- Equality vs. Equity
- Common Approach
- Strategic Engagement
- Budget Equity Tool
- Call to Action





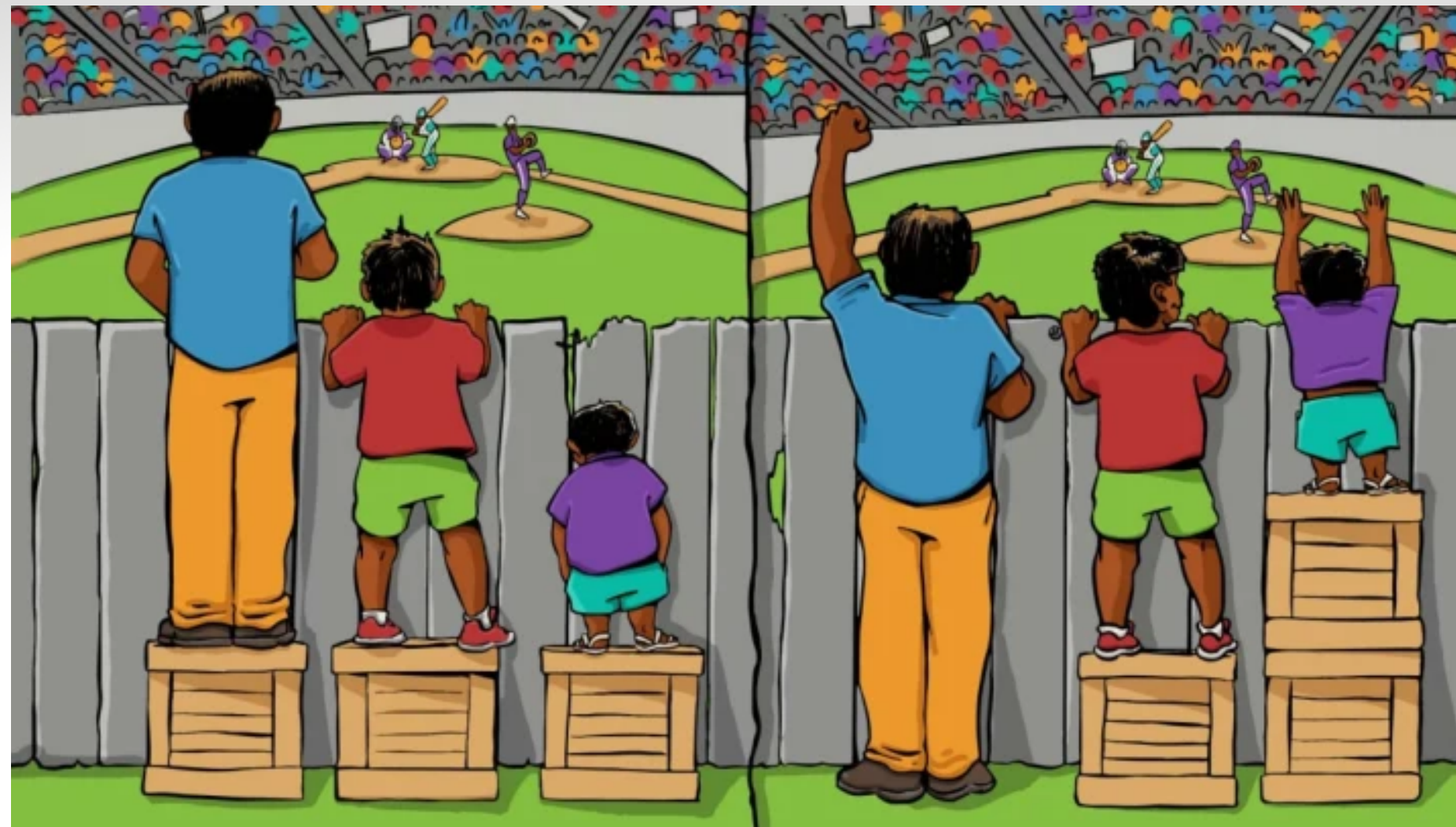
What is Equity in Budgeting?

Approaching budgeting and prioritizing resources with an equity lens such that some groups may receive more resources than others to ensure everyone has access to services and opportunities.



Equality v. Equity

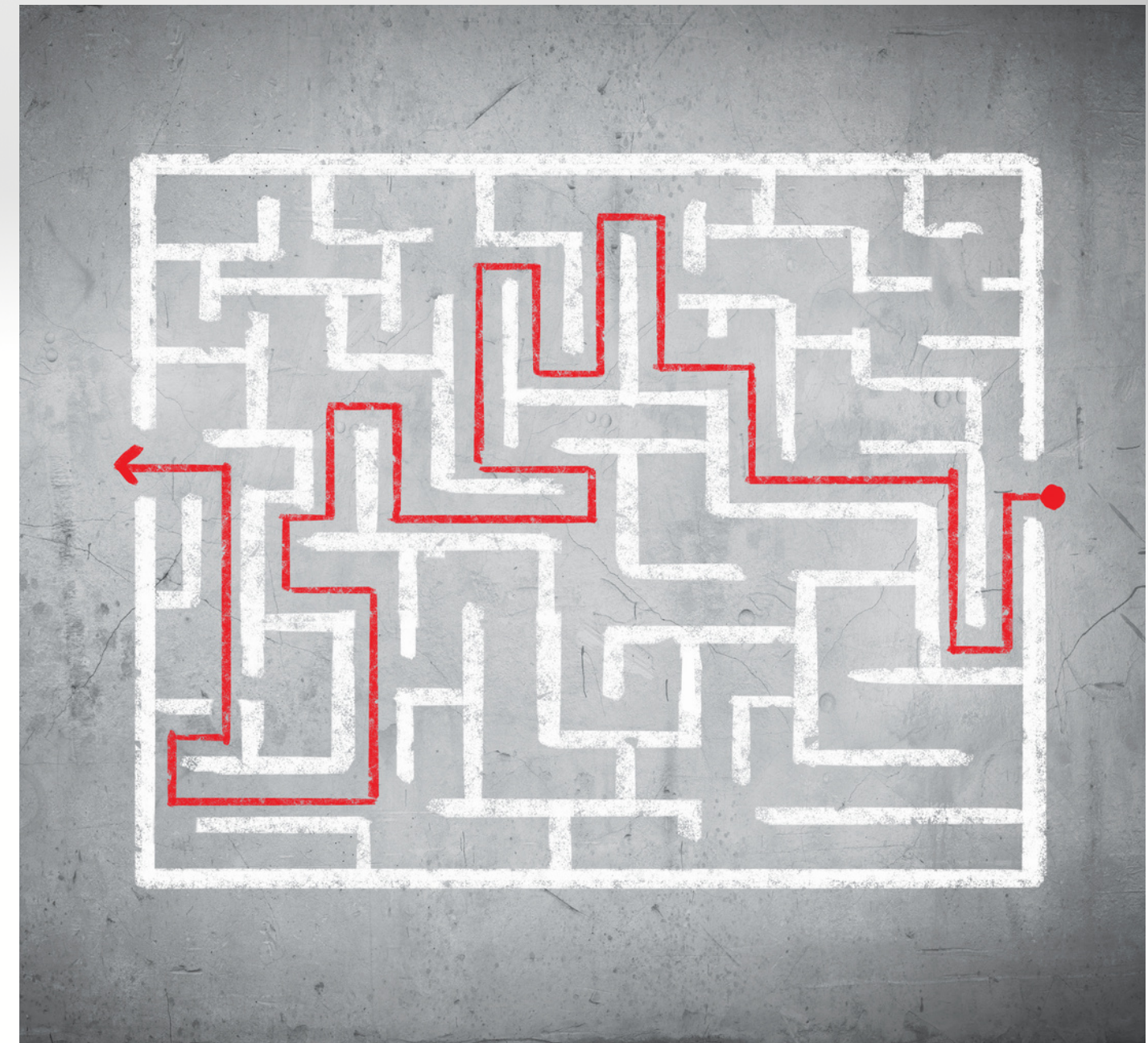
Equity in budgeting is not simple. It is not a one time thing, it is an ongoing process with many players involved throughout.



Equality has to do with giving everyone the exact same resources.

Equity involves distributing resources based on the needs of the recipients.

Wouldn't it be nice?



Why is Equity an Important Budgeting Lens?



Common Approach

Cities large and small across the United States have realized the benefits of diversity, equity, and inclusion practices in reaching the goal of excellence in public and community service.



Harrisburg, Pennsylvania

Pop: 49,000

Oakland, California

Pop: 435,000

New York City, New York

Pop: 8,323,000

Lessons Learned

Strategic equity changes

- Increase Awareness of racial inequity; its root causes and how it is perpetuated by institutions and systems
- Develop action plans and tools for analysis and resources for advancing racial equity goals and outcomes
- Establish baseline disparity data, targets/benchmarks, and processes to track and report outcomes

Strategic Engagement

Meaningful community engagement strategies of any type must be intentional, whether it is public outreach or seeking stakeholder input.

*What does **meaningful** Community Engagement look like?*



Strategic Engagement

Invest time in planning **intentional, equitable** approaches:

- Identify underrepresented voices
- Learn about those groups & how to best engage
- Address barriers to their participation



Case Study:

Go to Those You Want to Hear From

City of San Pablo General Plan and Housing Element Outreach

- 4 “pop-up” events
 - market, senior center & library
 - peak times: evenings, weekends
- Gift card incentive for participation
- 262 participants



Budget Equity Tool

Step One: Intended Results & Outcomes

- What are the intended results (in the community) and outcomes (within the organization)?

Step Two: Data Analysis

- What data do you have and what data do you need?

Step Three: Strategic Engagement

- Who needs to be engaged in the program design and implementation of this? How will you engage them?

Budget Equity Tool

Step Four: Benefits & Burdens

- Who will benefit and who is burdened by this proposal?

Step Five: Implementation Plan

- Is the plan realistic, in terms of budget, staff resources, implementation and enforcement?

Step Six: Communication & Accountability

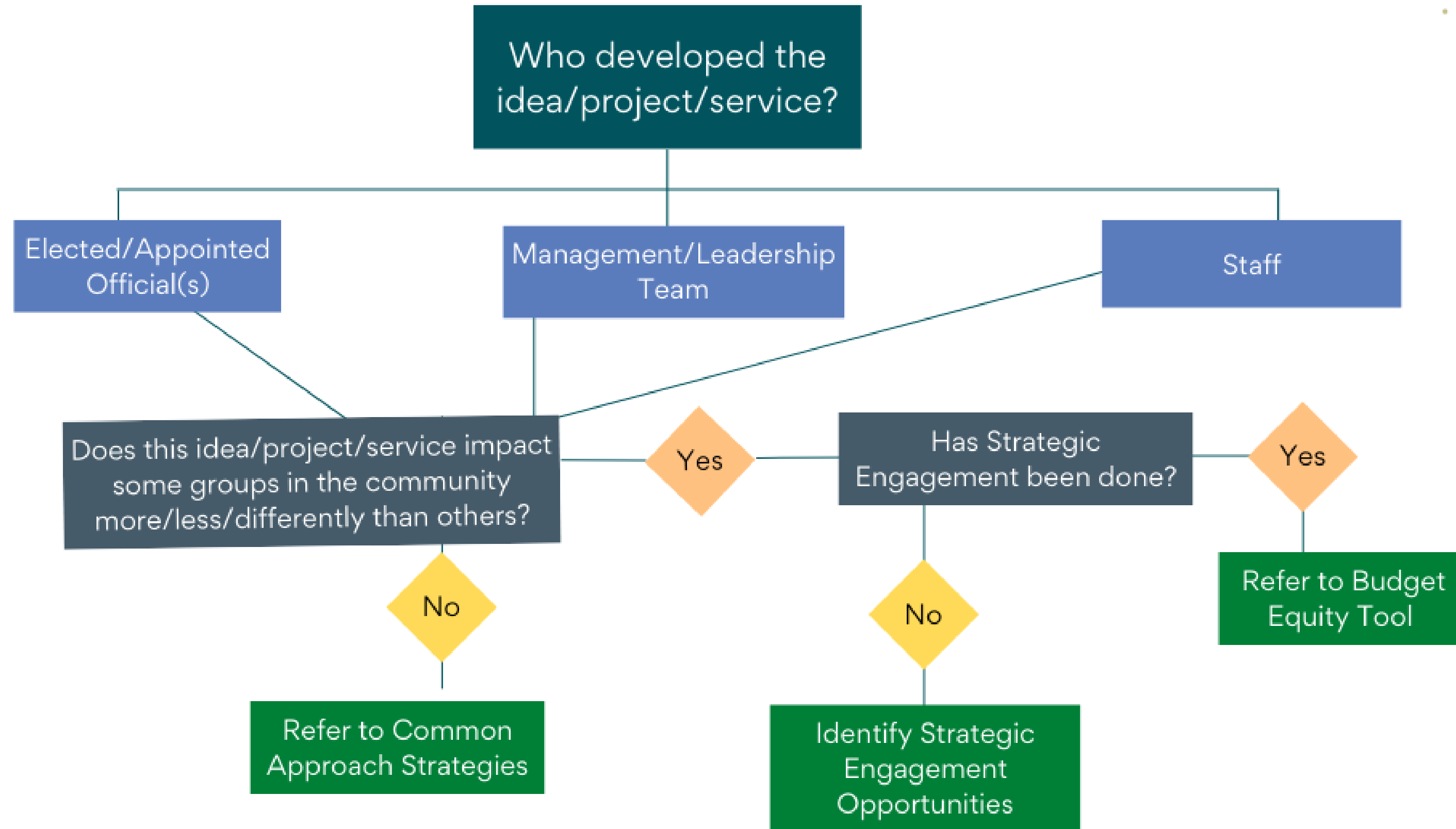
- Is the project/program/policy meeting the desired outcome and results?



Project/Program Flow

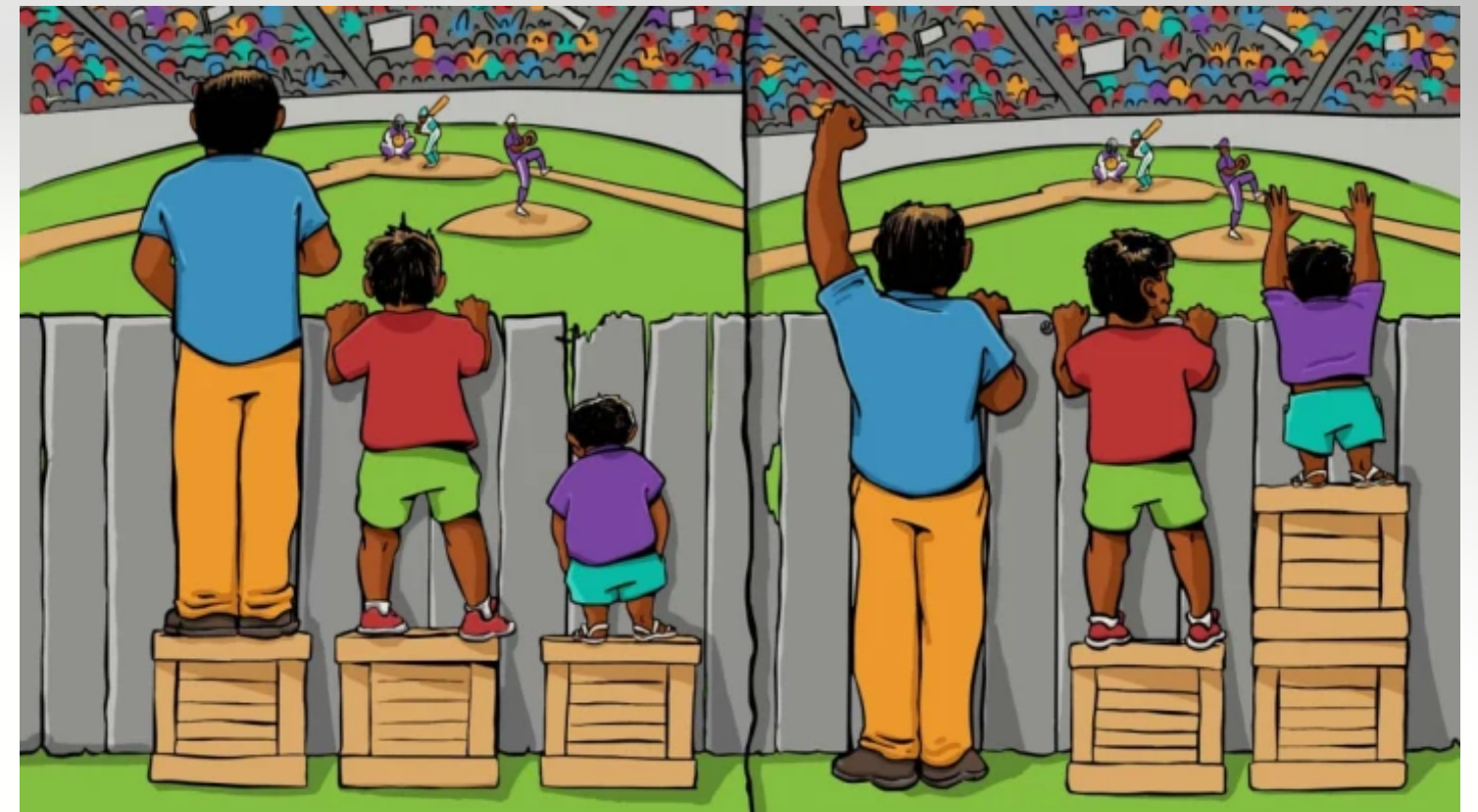
EQUITY IN BUDGETING

Refer to handout



Call to Action

- Start somewhere - Do not let inaction be your action
- Engage with your team
- Ongoing process
- Keep your eye on the prize!



"The journey of a thousand miles begins with one step". -
Chinese Philosopher Lao Tzu

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