

★ **Roll Call Number**

**Agenda Item Number**

46I

Date October 19, 2020

**RESOLUTION ADOPTING CITY OF DES MOINES EQUITY FRAMEWORK FOR THE EVALUATION AND IMPLEMENTATION OF EQUITABLE DELIVERY OF CITY SERVICES AND AMENITIES**

WHEREAS, the Council defines equity as 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; and,

WHEREAS, the Council acknowledges the disparity in outcomes that Des Moines residents, particularly within the marginalized communities, continue to experience; and,

WHEREAS, the City of Des Moines joined Government Alliance on Race & Equity (GARE) in September 2018 as a core member to begin to shift towards advancing equity in policies, practices, and service delivery; and,

WHEREAS, the Equitable Services Team, comprised of representatives from all departments of the City and working for the past eighteen months, has identified multiple areas of perceived inequities in Des Moines, including those ranging from availability and access of relevant resources and opportunities to fully advance and prosper in our community; and,

WHEREAS, the Equitable Services Team has further promulgated a proposed Equity Framework, attached to this Resolution, for the purpose of assessing available data to ethically identify and measure equity or inequity; setting goals to reduce and eliminate inequities; developing and implementing an equity toolkit for when creating or modifying programs and services; developing a plan for utilizing best practices for public participation; ensuring equitable delivery of City services; and committing to equity in policy decisions.

NOW THEREFORE, BE IT RESOLVED, by the City Council of the City of Des Moines, Iowa that the Council adopts the proposed Equity Framework and directs the City Manager and the Equitable Services Team to implement the Equity Framework for equitable provision of City services and amenities and report to Council on its progress on a regular basis.

MOVED by \_\_\_\_\_ to adopt.

FORM APPROVED:

/s/ Thomas G. Fisher Jr.

Thomas G. Fisher Jr., Assistant City Attorney

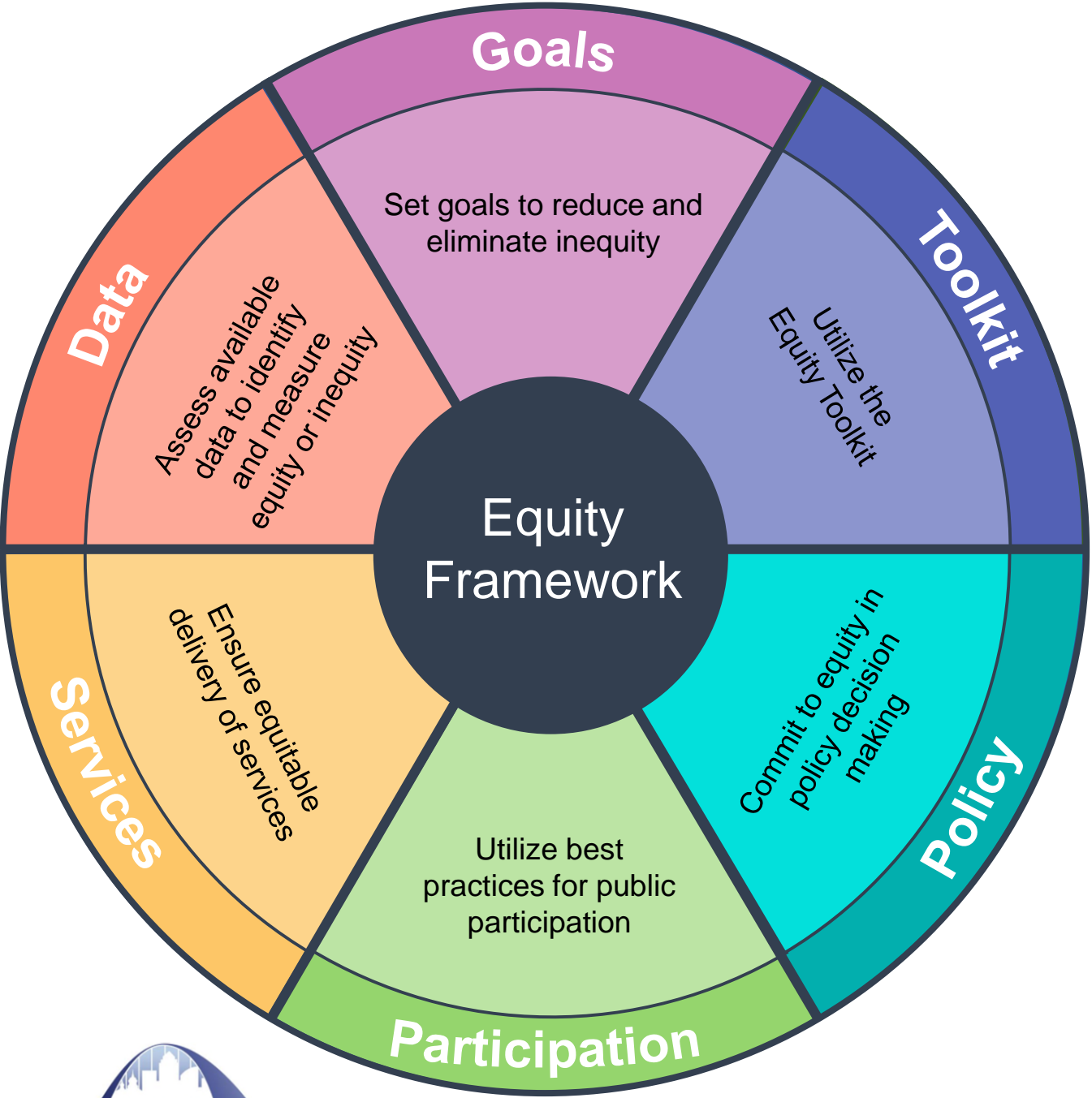
COUNCIL ACTION	YEAS	NAYS	PASS	ABSENT
COWNIE				
BOESEN				
GATTO				
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MOTION CARRIED			APPROVED	
_____ Mayor				

**CERTIFICATE**

I, P. Kay Cmelik, City Clerk of said City hereby certify that at a meeting of the City Council of said City of Des Moines, held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal the day and year first above written.

\_\_\_\_\_ City Clerk



### CDM Equity Framework

City of Des Moines currently defines **Equity** as 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. As an organization, we acknowledge the disparity in outcomes that Des Moines residents, particularly within the marginalized communities, continue to experience.

City of Des Moines intends to promote and advance equity through policies, practices, services, and delivery of services.

## Data

- Assess available data to identify and measure equity and/or inequity
- Concrete evidence and baseline data help with a critical starting point for CDM to recognize what needs to be changed, and measure progress
- Offer more effective and efficient City services, especially in areas and for communities that may have been (unintentionally) missed to serve
- Important to study and recognize where inequities come from and how we might be perpetuating or creating new ones

## Goals

- Set goals to reduce and eventually eliminate inequity & operationalize equity
- Setting goals makes it easier for us to measure our impact and make adjustments as necessary
- Setting and communicating our goals can contribute to establishing and sustaining trust with the community, particularly our marginalized groups and areas
- Necessary to engage residents and include their perspectives in our goal-setting process

## Toolkit

- Use Equity Toolkit in creating and/or modifying programs and services
- Maintain consistent use of organization-wide tools to better serve our community
- Equity toolkits have been created by experts in doing equity work in local and regional government
- The toolkit helps to identify missed opportunities and/or voices when decisions are being made
- Using the toolkit is an effort to continuously improve how City services are created, modified and/or delivered

## Services

- Ensure equitable delivery of all City services
- Equity focuses on the outcome—if services are equitable, the entire community benefits
- Building trust, especially with neighborhoods and communities that have been underserved
- Pockets of communities that are either lacking services altogether or that have reduced access to services will benefit, resulting in a better community for every Des Moines resident

## Participation

- Utilize best practices for public participation
- Build public awareness and understanding of projects, policies, and ordinances
- Establishing transparency in decision-making and communication processes
- Having representative levels of community engagement in decision-making process
- Intentionally involve those who will be impacted by the decision
- Building a broad contact list and establishing relationships and connections in the community

## Policy

- Commit to equity in policy decisions
- Commitment to equity builds and strengthens trust with the community, especially those that have been underrepresented
- Commitment in policy decisions means commitment across all aspects of City's decision-making, from resource allocation to equitable budget decisions to fair customer service