Environmental Services Budgeting for Equity Rubric

		Criteria		
		Expandable	**Compatible**	**Robust**
Element	**Goal Identified.**	Expand to have an equity goal identified for the coming year.	Includes an equity goal identified for the coming year.	1) Has an equity goal identified for the coming year. 2) Goal is realistic - i.e. it is achievable. 3) Goal aligns with Bureau's Equity work. 4) Goal is identified as supporting internal or external equity efforts. 5) Goal aligns with Strategic Plan.
	States output steps i.e. what will be done, effort.	Expand to state what will be done to achieve equity goal.	States what will be done to achieve equity goal.	1) States what will be done to achieve equity goal. 2) Steps are realistic - i.e. team has capacity. 3) A point person for accountability is identified.
	States what the expected impact is.	Expand to state expected impact.	Identifies impact in general.	1) Specifically states desired impact to communities based on race, ability, etc.
	States why the expected impact is important or how the expected impact will be beneficial.	Expand to state why impact is of benefit.	Identifies benefits in general.	1) States how bureau's equity work will be advanced. 2) States how City's equity work will be advanced. 3) Identifies community outcomes.
	States how impact will be assessed.	Expand to state how impact will be assessed.	Generally, states how impact will be assessed.	1) Identifies measures to assess impact. 2) Identifies data that will be used. 3) Specifies use of data disaggregated by race/disability.
	Distinguishes Base Budget Impact from Requested Budget.	Expand on impact to base budget and/or to requested budget.	Generally, states impact to base and/or requested budget.	1) States impact to base and/or requested budget. 2) Identifies dollar amount associated.
	Identifies areas for growth.	Expand to identify improvements and strategies.	Identifies at least one challenge and mitigation strategy.	Identifies more than one challenge and mitigation strategy.
	Identifies what is working.	Expand to identify what is working or how to build on what is working.	Identifies what is working.	Identifies what is working and strategies for building on strengths.
	Identifies an equity strategy (this is long term) for the program.	Expand to have an equity strategy for the program.	Identifies an equity strategy for the program.	1) Has an equity strategy for the program. 2) Demonstrates how the equity goal that is identified fits into the equity strategy. 3) Highlights if the equity strategy is internal/external facing or both. 4) Has output and outcome measures identified for the strategies.

ENVIRONMENTAL SERVICES
CITY OF PORTLAND
working for clean rivers