

BUREAU/OFFICE/DEPARTMENT:

---

## **SECTION ONE: BASE BUDGET**

Bureaus should consider the following questions in developing their base budgets. These questions should clarify how resources could be reallocated within the base budget in order to achieve more equitable outcomes. These questions are most effectively considered in the early stages of budget development when bureau leadership is considering priorities and potential realignments. Please contact your Equity Advisor or City Budget Office analyst for ideas on how to specifically incorporate these questions into your bureaus budget development process.

1. In what areas did you consider the impacts on underserved communities in the development of your base budget?"
2. In what ways have your base budget been realigned and in what ways will these realignments impact communities of color?
3. Are there specific realignments in your base budget that would advance or inhibit your achievement of equity goals outlined in your bureau's Racial Equity Plan?
4. What funding have you allocated for translation, interpretation and ADA (American's with Disability Act) accommodation including ASL (American Sign Language) interpretation and video captioning? What are the impacts of these allocations?
5. Are there deficiencies in the ongoing funding of your base budget that inhibit your bureau's achievement of equity or the goals outlined in your Racial Equity Plan?
6. Identify impacts on workforce demographics in the development of the base budget and relevant decision packages.

To help you answer this question, the following link to the City of Portland's workforce demographic dashboard is provided.

<https://www.portlandoregon.gov/oehr/article/595121>