



Equity Section:

Adapted from the Office of Equity and Human Rights Toolkit

Identify all Citywide Goals and or Strategies that this reduction will impact:

Goal #1

*How does a reduction in this program and service impact the bureau hiring and promotion goals?
Does it increase racial disparities in hiring and promotions?*

This goal will be evaluated by PP&R staff

Goal #2

Does a reduction impact outreach, public engagement, and access to City services for communities of color and immigrant and refugee communities?

Does a reduction impact the ability to utilize racial equity best practices in the delivery of services?

How does a reduction to this program or service impact the ability to build capacity and engage and include communities most impacted by inequities? (e.g., improved leadership opportunities, advisory committees, commissions, targeted community meetings, stakeholder groups, increased outreach, etc.)?

Goal #3

Does a reduction to this program or service impact the ability to partner and collaborate with communities and institutions to eliminate racial inequity in the following areas?

- Education
- Health
- Youth Development
- Environmental justice, environmental education
- Individual health and wellness
- Houselessness, housing
- Public safety
- Transportation
- Economic success

Are there areas more impacted by the proposed reduction than other areas?

Will a reduction to the program or service impact how resource allocation includes improving ADA accessibility for people with disabilities?

Budget Advisory Committee Values Assessment (yes/no answers please – if yes, please provide brief explanation):

- **Will this package create an unsafe environment for either the public or for staff?**
Yes | No

- **Will this package impede our ability to implement our Strategic Plan or 2020 Vision?**
Yes | No

- **Does this package have limited General Fund subsidy and would reduce a proportionally larger level of service due to lost revenues?**
Yes | No

- **Does this package reduce our ability to take care of buildings, parks and natural areas before they require major investment or replacement?**
Yes | No

- **Is this a reduction that has short-term financial savings, but would, in-turn, create a much greater long-term financial impact?**
Yes | No

- **Does this package attempt to take a proportionally small (under 10%) reduction from an entire program, while still attempting to provide the full level-of-service (thinning the soup)?**
Yes | No

- **Does this package jeopardize relationships with community partners and volunteer groups?**
Yes | No