

# Creating Municipal Equity

For an equitable, fiscally-responsible, digital, smart  
**Future Fort Worth**

Council Work Session

October 18, 2022

Christina Brooks | Chief Equity Officer, Diversity and Inclusion Department

Joe Minicozzi | Principal, Urban 3, LLC.

What will the tool do?

**Assist city officials in making fiscally sound and equitable decisions about infrastructure improvements and land-use.**

# Working together to solve challenges.



- Equity in Municipal Service Delivery KPIs
- Equity Data Sets
- SMMA → GDZ

- Capital Improvement Plan
- Budget Development Process
- Business Performance Plans & Service Delivery KPIs

↑  
COMPREHENSIVE PLAN

# Partner Goals

URBAN3

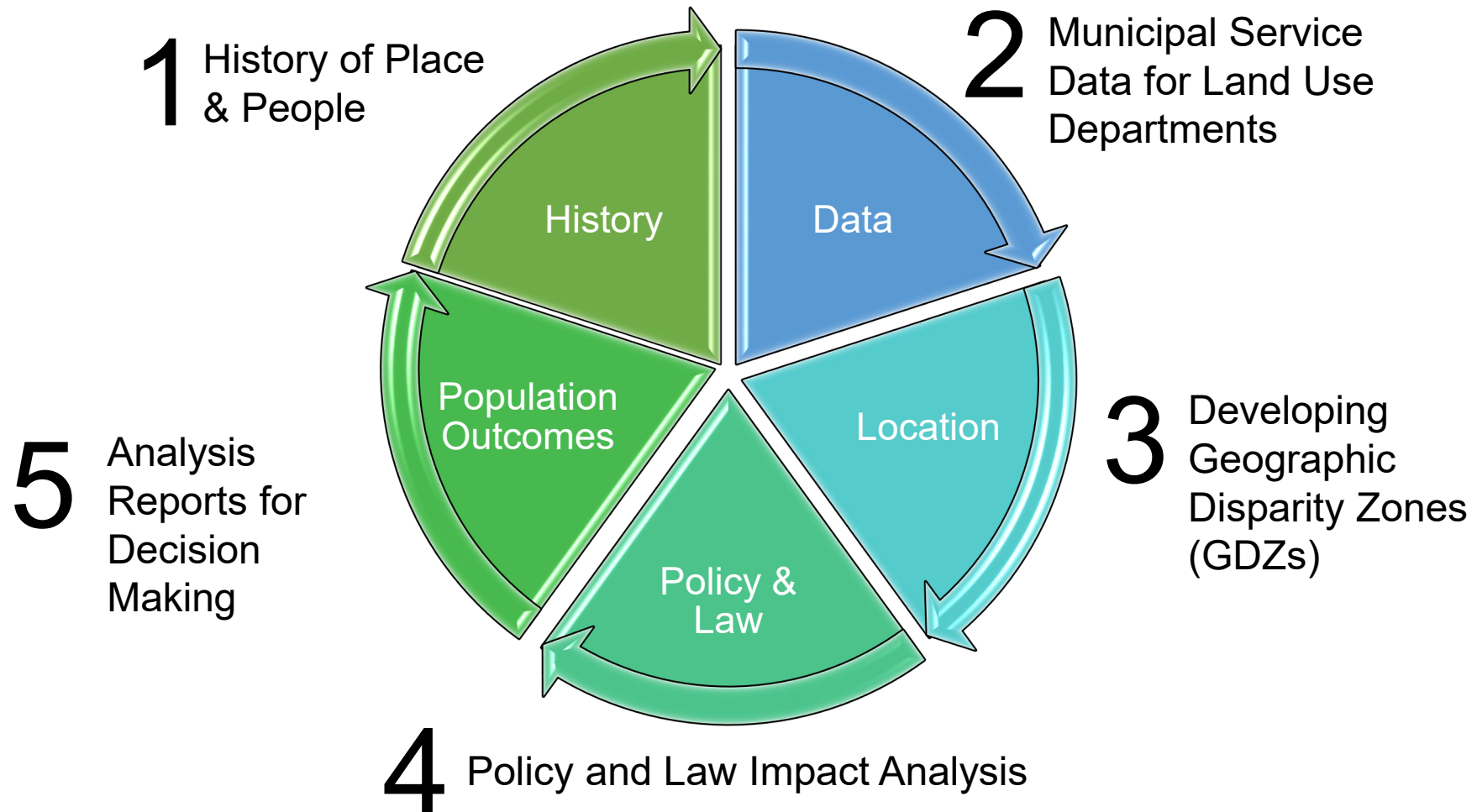
## **DVIN Municipal Equity**

- Utilize data tools and policy evaluation processes for determining equity in municipal service delivery and workforce across City departments to improve the quality of life for ALL residents and city staff.

## **P&DA Integratory Data Analysis**

- Lead the integration of long-range planning, capital programming, budgeting, and performance management to help the City of Fort Worth in its quest to become the most livable and best managed city in the country.

# Municipal Equity Process



## Developing a Municipal Equity Decision Making Process

- When we make policies equitable and accessible, we take action to ensure that everyone is included in city life.
  1. **What problem are we trying to solve?** — Determining whether disparities exist
  2. **What does historical research tell us?** -- Examining the impact of past decisions on place, people and policy.
  3. **What does today's data tell us?** – Analyzing the current state of play and the impact on place, people and policy.
    1. Standardize, protect, collect, and track valuable data points for **longitudinal study**
    2. Use data to **understand who benefits now** and why
  4. **What does the past and current landscape tell us we could see in the future?**  
– Develop predictive scenarios by resource allocation changes.
    1. Determine which groups may benefit from changes and why
  5. **Identify** resources, individuals, laws, and institutions that will systemically **support new policy**
  6. **Recommend** an equitable, data-driven **strategy**.
  7. **Implement** a time bound **evaluation and analysis** of process and policy impact toward strategy goal

# URBAN3

## Value Add:

Heighten the City's level of **financial intelligence, equity,** and **innovation** by building on the work of the City's existing key performance indicators for service delivery, and the established framework for assessing equity in service delivery while strengthening the City's ability to proactively study **land value economics, property and retail tax analysis,** and create equitable, financially sustainable **community design** and **smarter growth.**

# Phase I Scope of Work: Data Audit

- TPW
- Development Services
- Water
- Police
- Fire
- Neighborhood Services
- Human Resources
- Code Compliance
- Economic Development
- Financial Management Services
- Park and Recreation
- Public Events
- Property Management
- Aviation
- Municipal Courts
- Communications & Public Engagement



# Phase II Scope of Work

- Land-Use & Infrastructure Departments
  - TPW
  - Water
  - Development Services
  - ITS
- Analysis Departments
  - Diversity and Inclusion
  - Planning and Data Analytics
  - CMO

# Urban 3 Training Teams

## Development Services

- Daniel Leal - Lead
- Ty Thompson
- Ken Frame
- Alondra Salas-Beltre

## TPW

- Kelly Porter - Lead
- Elizabeth Young
- Jennifer Dyke
- Brandi Kelp
- Cannon Henry

## Water

- Kara Shuror – Lead
- Homer Garza
- Jeff Ryan
- Sheree Collins
- Shane Zandor

## ITS

- Sallie Trotter – Lead
- Mark DeBoer
- Gregg Heizman
- Michelle Swindle

# Potential Phase III Scope of Work

- Urban3 data visualization projects by individual department
  - Economic Development
  - Financial Management Services
  - Neighborhood Services
  - Human Resources
  - Code Compliance
  - Park and Recreation
  - Aviation
  - Municipal Courts
  - Fire
  - Police
  - Communications & Public Engagement
  - Public Events

Let's take a look at what  
Urban3 can do for us.