

# DC Government Racial Equity Budget Tool

RACIAL EQUITY BUDGETING IN THE UNITED STATES | September 14,  
2023



# Overview

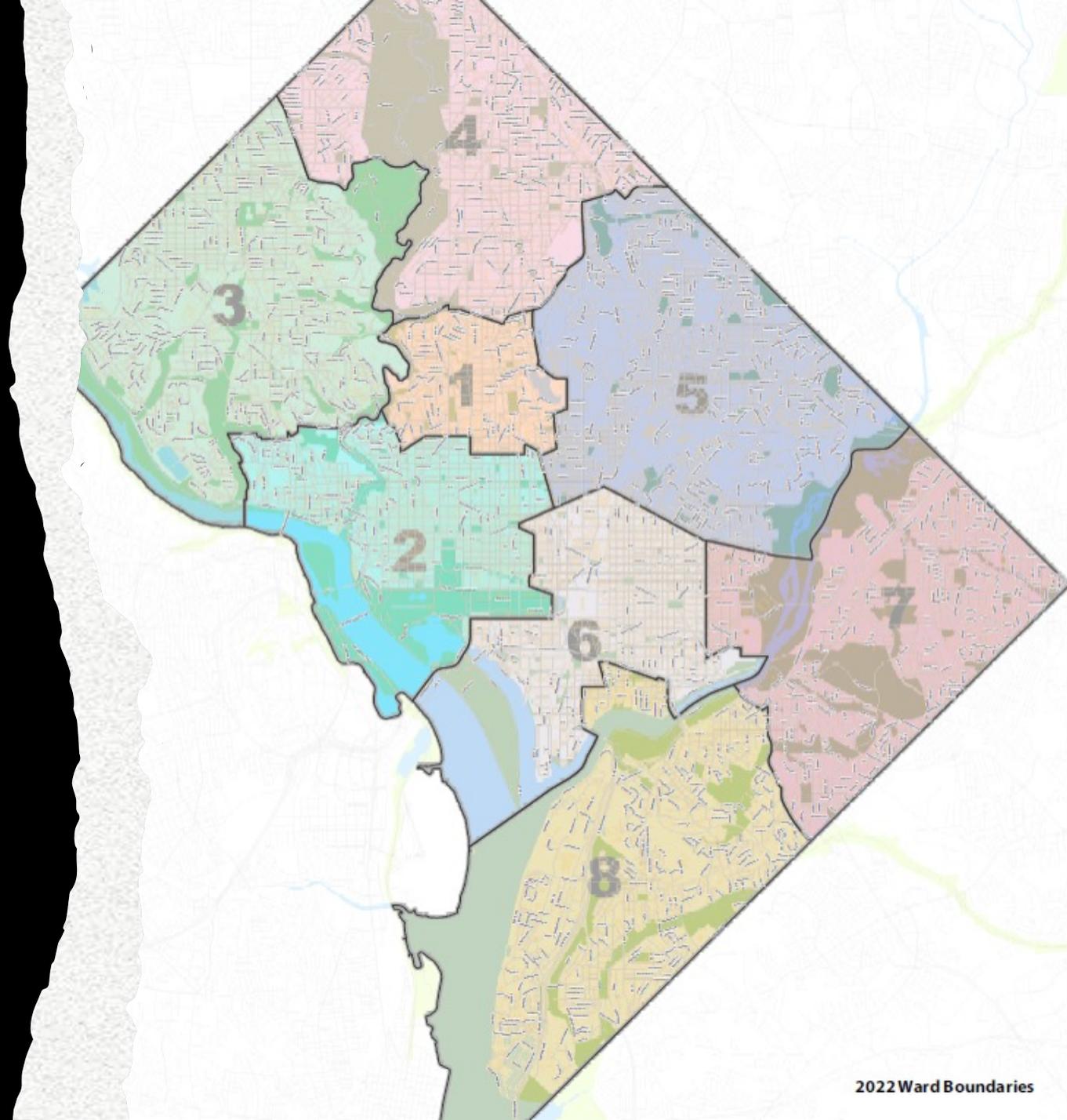
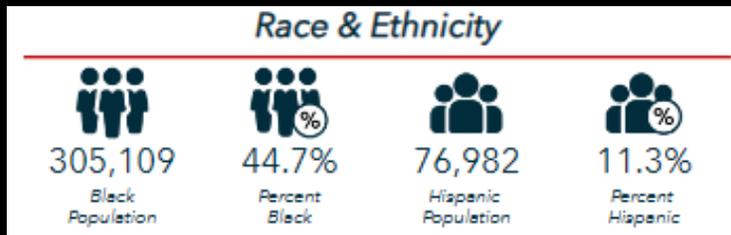
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- Overview of DC Population
- Mayor's Office of Racial Equity
- FY24 Budget Highlights
- Racial Equity Budget Tool
- Theory of Change

# DC Population

671,803 (Census 2022 Population Estimate)



# About the Office of Racial Equity

The Office of Racial Equity (ORE), within the Office of the City Administrator, was established by Mayor Bowser in 2021.

- ★ The Office is charged with **developing an infrastructure** to ensure policy decisions and District programs are evaluated through a **racial equity lens**.

The Office operationalizes the work of the **Racial Equity Achieves Results “REACH Act” (D.C. Act 23-521)** and is responsible for collaborating with District agencies, residents, and external stakeholders to make meaningful progress toward a more equitable city.

# Racial Equity

Racial equity is **both a process and an outcome**. ([Race Forward](#))

- As a **process**, we apply a racial equity lens when **those most impacted** by structural racial inequity **are meaningfully involved** in the creation and implementation of the institutional policies and practices that impact their lives.
- As an **outcome**, we achieve racial equity **when one's race will no longer predict opportunities, outcomes, or the distribution of resources** for residents of the District, particularly BIPOC residents.

**Racial equity is not the same as equality.** The word equality suggests everyone receiving the same treatment, resources, and opportunities.

Equality does not consider what individuals may already have, what they may need, or what they may want.



Equity asks what individuals need to thrive and live meaningful lives to their full potential.

# Why do we lead with race?

**Historical Context:** From the colonization of indigenous lands, through more than 100 years of slavery, and discriminatory and exclusive policies that followed, the significance of race in the development of the District and the nation cannot be understated. Government implemented many of the racially discriminatory policies whose impacts echo into today.

★  
★  
★  
**Present Day Inequities:** Racial disparities can be found within every system (e.g. legal, education, health), with measurably worse outcomes for BIPOC residents and communities relative to their population size and when compared to their white counterparts.

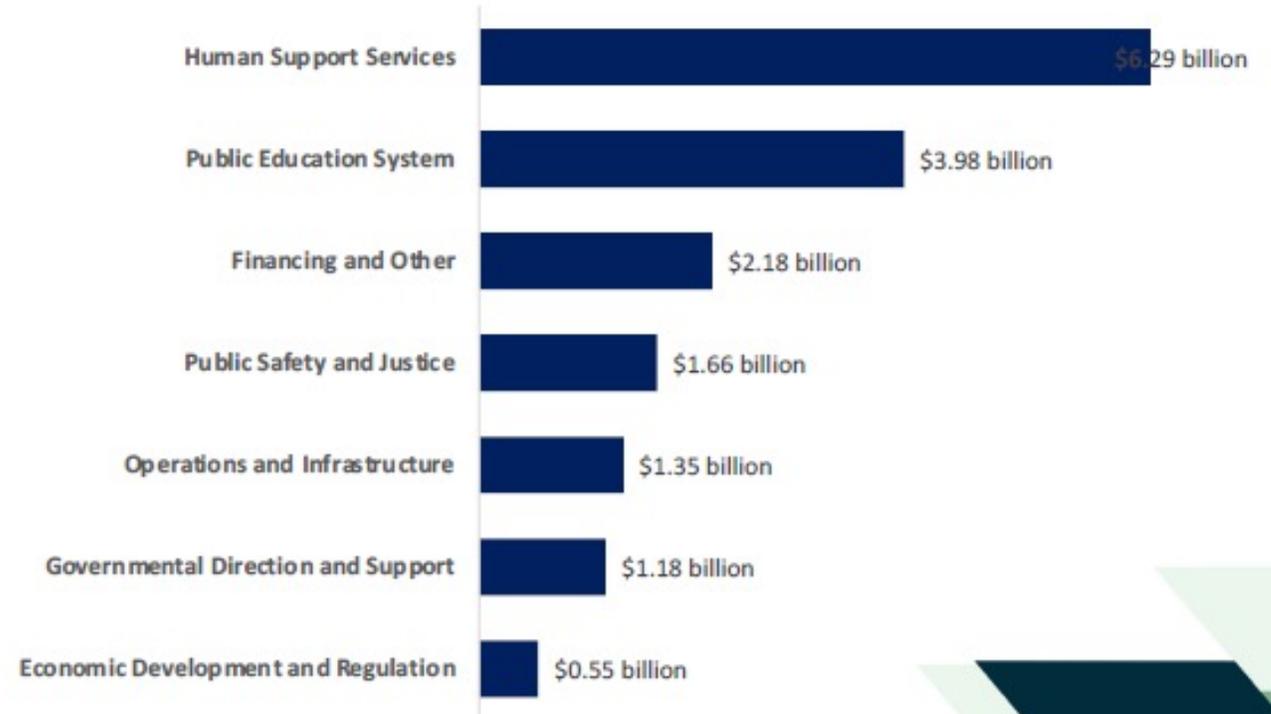
**Good Government:** Applying a racial equity lens to our work as District employees will help us to be more effective and efficient in our work as individuals and as agencies. Building racial equity into our practices and processes will lead to more equitable, improved outcomes for the District.

# FY24 Budget Overview

## Operating Budget

- \$19.8B gross funds budget
- \$10.7B local funds budget

### FY 2024 OPERATING BUDGET



# Why Are We Talking About Budgeting for Racial Equity?

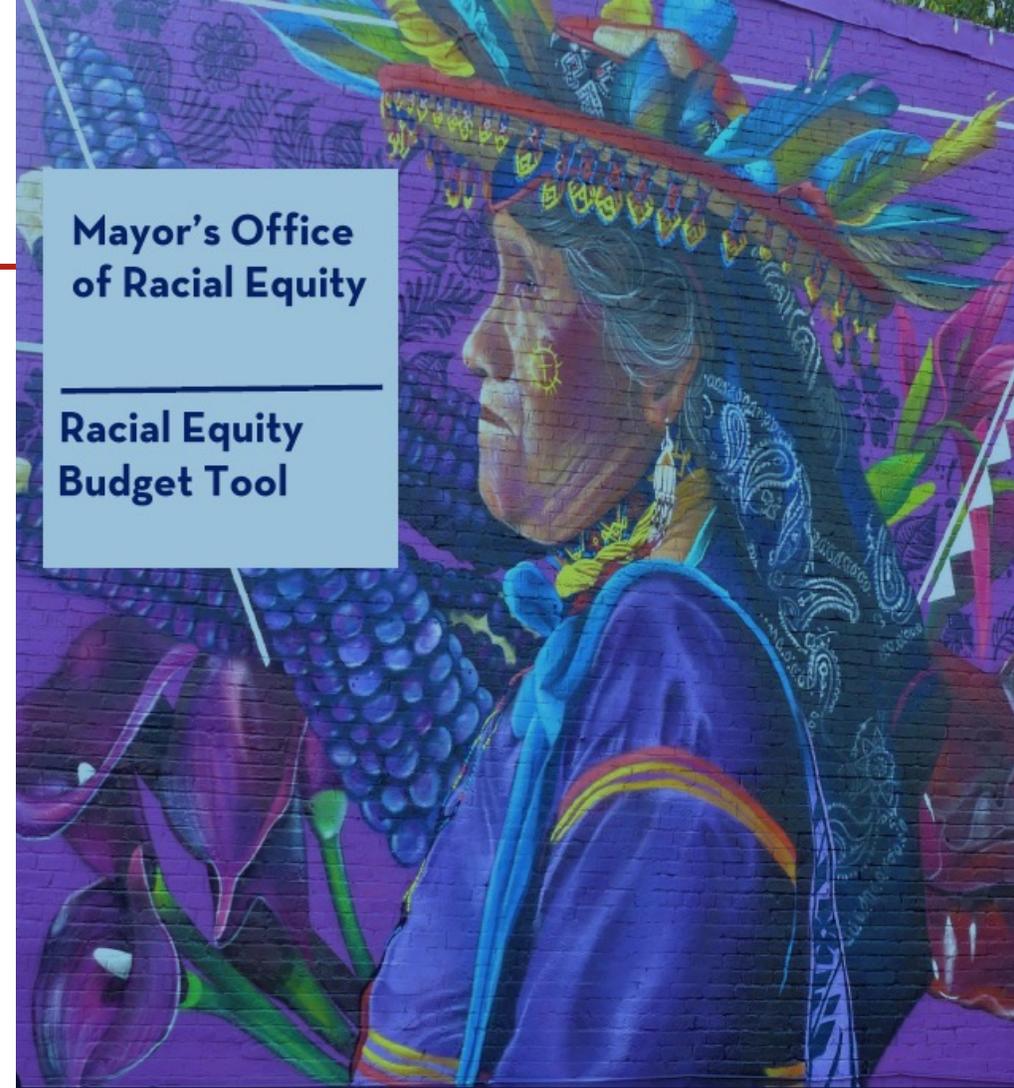
It's the right thing to do.

It's the law.

It's a Mayoral priority.

It's good governance.

It's required as part of the budget formulation.



Mayor's Office  
of Racial Equity

Racial Equity  
Budget Tool

FY 2024 Budget Formulation

Office of the City Administrator  
Government of the District of Columbia



# How Do Agencies Report About Budgeting for Racial Equity?

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- Budget Enhancements
- Budget Memos
- BRT Decks
- Capital Requests
- ARPA Funds

# Using the Racial Equity Budget Tool (REBT)

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- What is it?

- A **set of questions** you'll ask yourself (as an agency)

- What does it do?

- **Helps agencies to:**

- **Assess** how their budgets might **benefit** and/or **burden** District communities, particularly Black, Indigenous, and People of Color (**BIPOC**) and **communities**.
- Identify programs and services that have the greatest capacity to move the needle on closing racial equity gaps.
- Focuses on data and evidence
- Encourages community input and involvement

- When do I use it?

- During **budget formulation planning** stages
- Throughout the year for reprogramming, capital requests, grantmaking, or using federal funds

# Racial Equity Budget Tool (REBT) Big Picture – What Questions Does It Ask?

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*1. What are your agency's racial equity priorities and how does this year's proposed budget help the agency address those priorities?*

- Give the **50,000-foot view**
- What are the **big racial equity challenges** in your agency's line of business and how will this year's budget address them?
- Ex: Agencies in the housing sector might talk about residential segregation or racial disparities in homeownership.

*2. What constraints most inhibit your agency's ability to advance racial equity? Please list any budget enhancements that directly address these constraints.*

- What is preventing your agency from working on the challenges from question #1? Lack of staff? Lack of community partners? Missing data on program outcomes?
- What would **help** your **agency be better equipped** to close equity gaps?
- Ex: Maybe the communities who are the furthest away from thriving on your issue are the hardest to reach for linguistic reasons. If you need more bilingual staff, list that here.

# REBT for Enhancements – What Questions Does It Ask?

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- **What racial inequity** does this enhancement address?
- **What is the rationale** for the proposed project/action?
- How were community stakeholders **meaningfully involved**?
- What might be the **unintended benefits or burdens**?
  
- Things to keep in mind
  - Not all BIPOC communities are the same or have the same needs or priorities
  - Communities east of the Anacostia River are a place, not a state of being
  - These **≠** racial equity initiatives automatically:
    - Working in Wards 7 or 8
    - Programs which serve low-income residents or returning citizens

# Racial Equity Budget Tool (REBT) – How Is Agency Info Used?

- All enhancements marked as racial equity related on Form 2 will be **reviewed by ORE** ★ ★ ★
- ORE uses four-star scale to assess proposed enhancement’s impact on advancing racial equity in DC
- Mayor and District leadership consider racial equity ratings as **part of full budget picture**
- Racial equity **ratings** for enhancements **are deliberative** and non-binding

- Racial equity related enhancements will receive star rating and brief narrative



- Strong Justification to Advance Racial Equity
- Moderate Justification to Advance Racial Equity
- Promising Justification to Advance Racial Equity
- Demonstrates a Rationale
- No Justification that Advances Racial Equity



## Summary of [Agency] FY 2024 Enhancement Requests

Agy Rank	Title	Description of Enhancement and Relevant KPIs and/or Workload Measures	Enhancement Type	Amount \$thousands	FTE Impact	Evidence Rating	Racial Equity Assessment
1	Title of Enhancement	Two-sentence description of enhancement Relevant existing or proposed KPIs and/or Workload Measures and how this enhancement will impact it/them	Select..	\$1,481	25.0	The Lab will complete	ORE will complete

# ORE Theory of Change

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## Normalize

**Standardize language** around racial equity and facilitate staff understanding about what racial equity means for themselves, their work, and their respective agencies

## Organize

**Build capacity** – both internal and external capacity, establish and strengthen external partnerships, foster meaningful community engagement

## Operationalize

Explicitly **incorporate racial equity tools into DC govt operations** through the development of toolkits, trainings, and racial equity action plans (REAPs)

## Assess

**Measure and track** our progress through a data-driven approach



## RACIAL EQUITY TRAINING (ONGOING)

