CITY OF TACOMA

EQUITY & EMPOWERMENT

Achieve Equity
Advance Empowerment
Attain Excellence

WHAT IS EQUITY?

Equity is when **everyone** has access to the opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential

VISION

Our vision is for Tacoma to be an inclusive and equitable place to live, work and play

MISSION

Our mission is to achieve equity in our service delivery, decision-making and community engagement. We will do this by identifying and eliminating the underlying drivers within our community that perpetuate racial inequity and provide opportunity and advancement for all

PRIMARY GOALS

If our proposed framework is successful, we believe that our municipal workforce and community will achieve five goals:

1. **City of Tacoma Workforce Reflects the Community it Serves**
   Actively work to eliminate racial and other disparities and provide accommodations for people with disabilities in hiring, promotion, retention and contracting
2. **Purposeful Community Outreach and Engagement**
   Work with community partners and businesses to promote equity and inclusion within Tacoma and throughout the region, producing measureable improvements and disparity reductions
3. **Equitable Service Delivery to All Residents and Visitors**
   Provide guidance, education and assistance to all departments as they develop sustainable methods to build capacity in achieving equitable outcomes and services
4. **Support Human Rights and Opportunities for Everyone to Achieve Their Full Potential**
   Promote, support and build capacity for compliance with civil rights laws, ordinances and regulations, including the Americans with Disabilities Act, within the city of Tacoma
5. **Commitment to Equity in Local Government Decision-Making**
   Be transparent and collaborative with internal and external individuals and groups, holding ourselves and our partners accountable for measurable improvements and outcomes

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