

SPT Stakeholder Department Interviews - Office of Equity and Human Rights

1 What does your vision for Tacoma's environment look like in 20 years?

Tacoma is growing - more apartments and housing prices going up, some by as much as \$500.00 causing more homeless.

City Counsel - working with all folks not just the once with money

Younger people not wanting to rent or buy cars

2 What do you view and the biggest strengths/weaknesses of ES?

Weaknesses

Hire to better reflect the communittee - better job advertising via methods that are more often used by communities of color (e.g. Latino community centers, businesses, word of mouth, radio stations, etc.)

Do a better job reaching out to Latino community for job applicants

Provide better translations of materials

Strengths

Strategic Planning process is attempting to incorporate input from diverse community groups

We offer a wide diversity of job opportunities - from office jobs, to science and engineering, to truck drivers, plant operators, etc.

ES can keep people in Tacoma with better paying jobs

Staff is passionate about the environment and services we provide to the City

Department is nimble, innovative

3 How could ES communicate/collaborate more with OEHR?

Keep open communications

They would like to be involved in job advertising - they have list of posting locations they will make available soon. / if we have any give them a call

We need to have opportunity for training management/ESC/policy makers in equity issues

Participate in the City-wide community engagement plan currently under development in the MCO (based on model from TPCHD)

4 How could ES better serve its customers?

Clean Air / Clean Water / Taking care of the environment - equitably available to all - to promote their opportunities to succeed

Implement the principle: "Nothing about us without us" - incorporate meaningful community engagement

Consult diverse community members when assessing environmental impacts like siting of waste management facilities, etc.

Review who we are using as the "model" customer we are serving - typically designed for SFR home owner now, but we have more renters (about 50% of millenials renting), multi-family residents that don't get as high a level of service

For infrastructure replacement projects, consider underserved neighborhoods first

Local Improvement District process to get new infrastructure - only for neighborhoods/residents who have \$\$ to pay - not available to all

Change ESC nomination process to increase opportunity for more diverse membership and offer interpreter, so they all can have a say

Create funds to assist when can't pay rates, tax incentives to support affordable builders, waive permit application fees for low income applicants

City now has a storefront in the Lincoln district and are putting one in the Hilltop to meet customers where they are - ES could support

5 What roles do you see ES can fill/lead in to support the City's 5 equity goals/Vision 2025?

Important for ES strategic plan to reflect the Vision 2025 goals - which have equity as a core principle for each of the target areas

Continuous involvement with OEHR

Budget process - when eliminating items, evaluate how is it going to effect marginalized community members.

6 How is ES doing in meeting equity goals compared to other departments (Review ES Dept. demographics)

Staff diversity is better than in some other departments, but still need to improve in areas

Leadership needs to work to understand what equity involves and be more supportive