# 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 measurable 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.

---
equity@cityoftacoma.org