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 Council - working with all folks not just the once with money
younger people not wanting to rent or buy cars

What do you view and the biggest strengths/weaknesses of ES?
Weaknesses:
- How to better reflect the community - 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

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 NED (based on model from TPCHD)

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 millennials 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 $S 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

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 affect marginalized community members.

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