



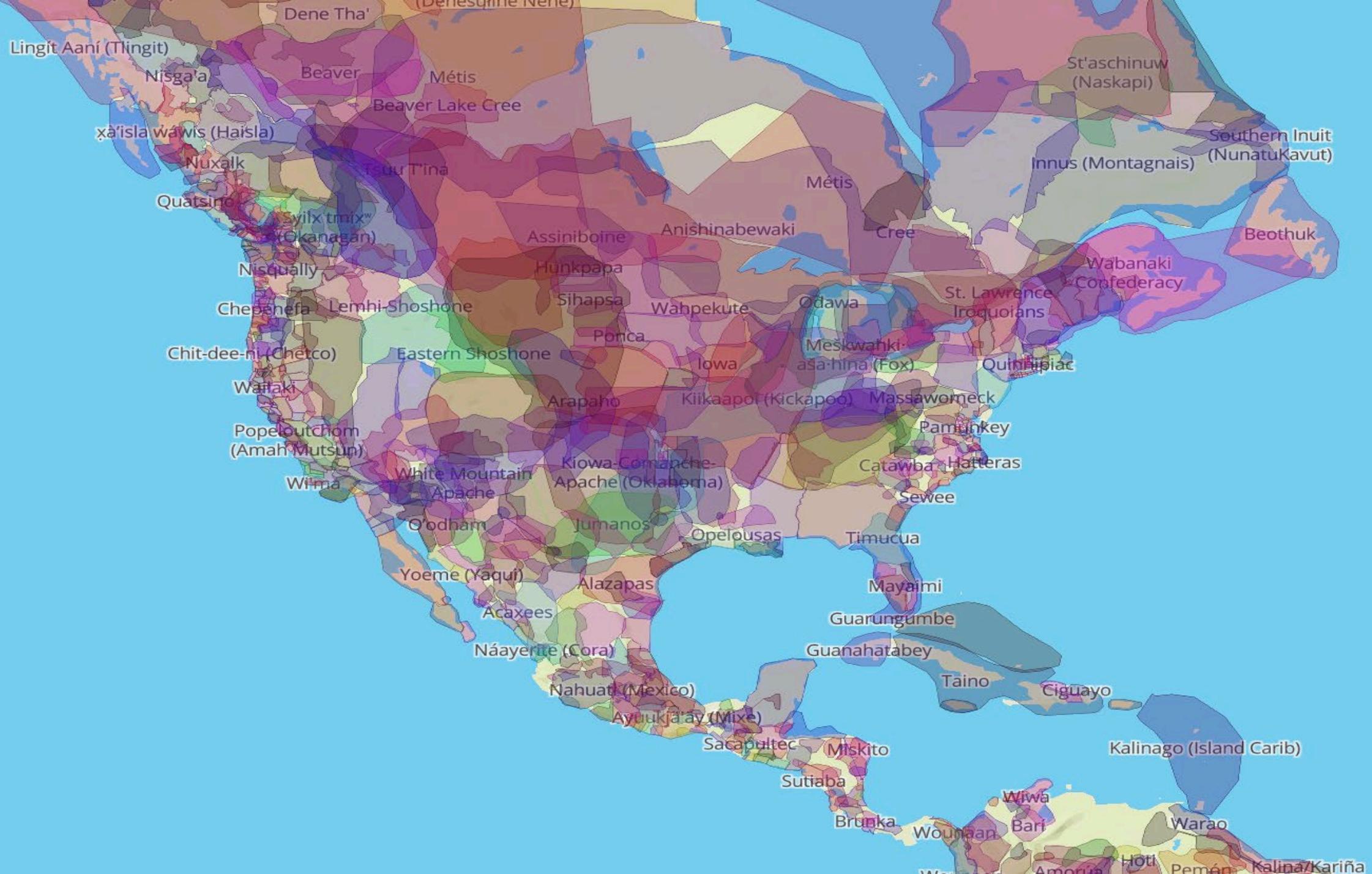
Equity and Antiracism at TPU

Office of Equity and Human Rights

Bradley Loetzke, Klarissa Monteros, Mia Navarro, Lisa Woods

November 2, 2022





● ● ● LAND ACKNOWLEDGEMENT

ʔukʷədiitəb ʔuhigʷətəb čət txʷəl tiit ʔa čət ʔal tə swatxʷixʷtxʷəd
ʔə tiit puyaləpabsʰ dxʷəstətłils gʷəl ʔutxʷəlšucidəbs həlgʷəʔ.

“We gratefully acknowledge that we rest on the traditional lands of the Puyallup People where they make their home and speak the Lushootseed language.”

LABOR ACKNOWLEDGEMENT

We acknowledge that the standard of living many of us in the United States enjoy today is directly tied to the stolen labor extracted via kidnapping and torture of millions of Africans and African Americans over a period of more than 250 years.

OVERVIEW

- Tacoma and TPU's commitments to equity and anti-racism
- What is equity and why is it important
- Progress to date
- Challenges
- Future plans

●●● CITY AND TPU COMMITMENT

- Equity and Empowerment Framework (2014)
- PUB Strategic Directive 1 on Equity and Inclusion (2019)
- Resolution 40622 (2020)

●●● FRAMEWORK

Vision: Tacoma is an inclusive place to live, work and play.

Mission: To achieve equity in our service delivery, decision-making, and community engagement. We do this by identifying and eliminating the underlying drivers that perpetuate inequity.

●●● FRAMEWORK GOALS

1. **Workforce**: City of Tacoma Workforce Reflects the Community it Serves
2. **Community**: Purposeful Community Outreach and Engagement
3. **Service**: Equitable Service Delivery to All Residents and Visitors
4. **Human Rights**: Support Human Rights and Opportunities for Everyone to Achieve their Full Potential
5. **Decision Making**: Commit to Equity in Policy Decision Making

SD1 EQUITY & INCLUSION

Purpose:

TPU is committed to achieving equity and inclusion in its workforce, service delivery, policy decision making, and community/stakeholder engagement.

Values:

1. TPU serves all rate payers and residents without regard to race, color, sex, religion, creed, age, marital status, national origin, citizenship status, sexual orientation, gender identity, veterans status, or the presence of any physical, sensory or mental disability.
2. TPU values diversity and what each individual brings to TPU and the community.
3. TPU believes equity is achieved when everyone has access to the resources and opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their full potential.
4. TPU will work to be inclusive, building a culture of involvement, respect, and connection where the richness of ideas, backgrounds, and perspectives are harnessed to create value.
5. The TPU Board supports the Tacoma City Council Resolution 39019 Equity and Empowerment Initiative Framework and is committed to its five primary goals...

RESOLUTION 40622

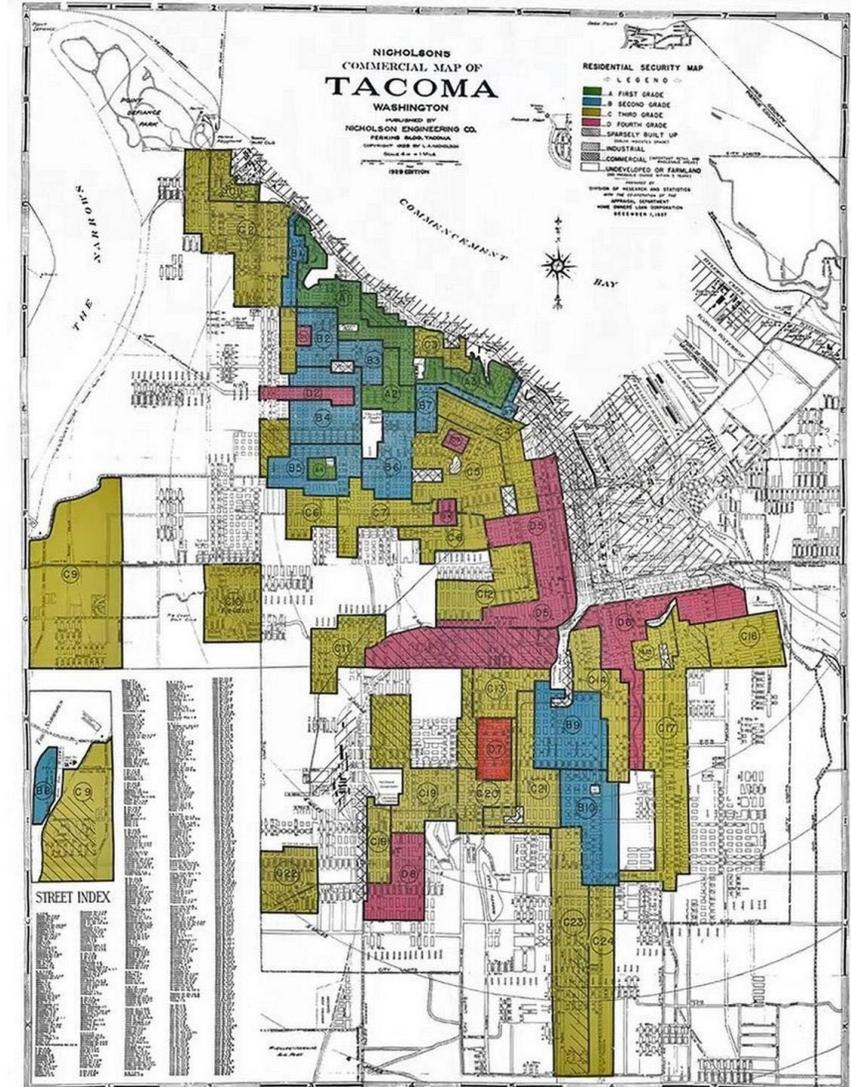
A RESOLUTION affirming the City Council's dedication and commitment to comprehensive and sustained transformation of all of the institutions, systems, policies, practices, and contracts impacted by systemic racism, with initial priority being given to policing in the City of Tacoma.

www.cityoftacoma.org/transform

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

EQUALITY VERSUS EQUITY



WHAT IS EQUITY?

DIVERSITY → INCLUSION → EQUITY



Quantity
Different identities & cultures



Quality
Participation across identities & cultures



Justice
Policies, practices, & procedures to ensure equitable outcomes

Courtesy of Portland Office of Equity and Human Rights

WHAT IS EQUITY?

Diversity

Being invited to the party without having to chase the invite

Inclusion

Having the music to dance and not being judged for your moves

Belonging

Being able to attend the dance without any barriers or access issues

Equity

@Sonyabarlowuk



“
Diversity is a fact.
Equity is a choice.
Inclusion is an action.
Belonging is an outcome.
”
— Arthur Chan

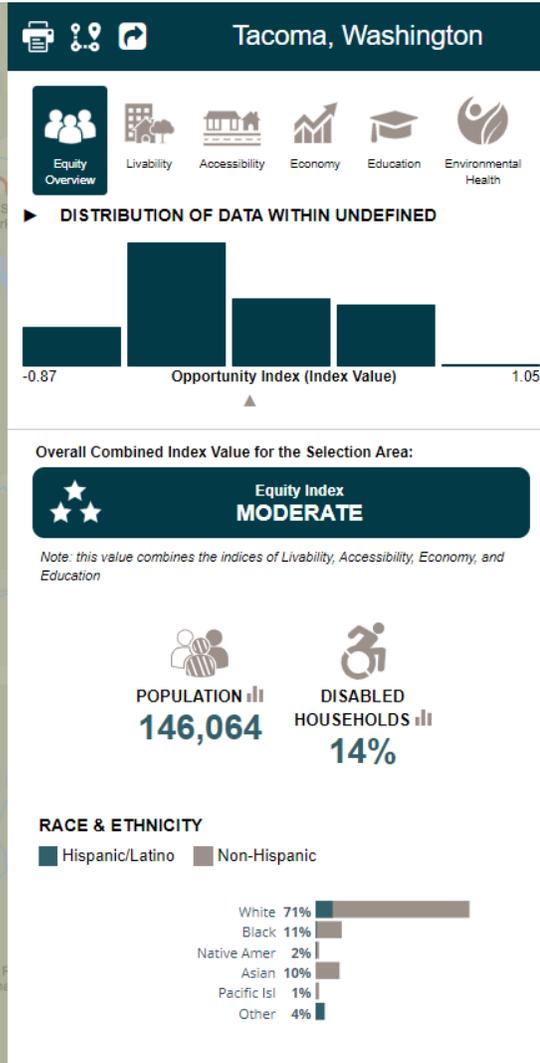
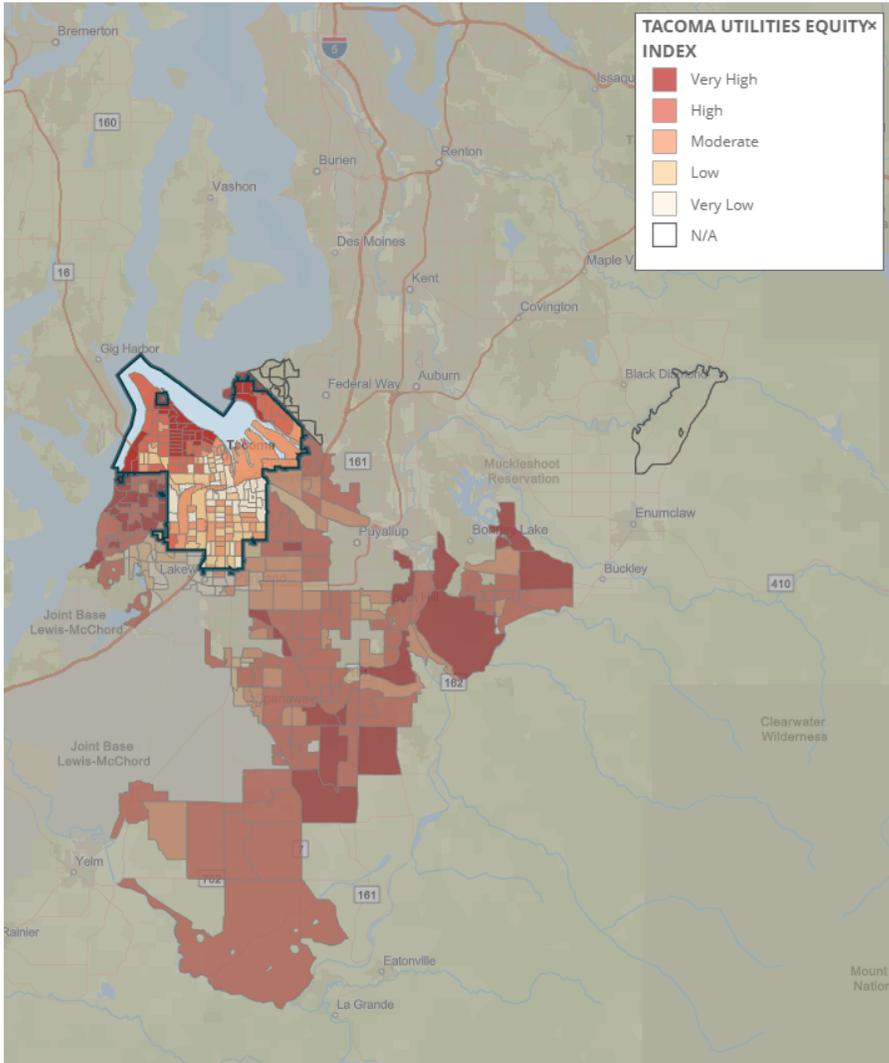
● ● ● WHY IS THIS IMPORTANT?

- Historical context - governments like ours played a role
- Stereotypes, bias, & discrimination
- Institutional policies and practices can create disparate outcomes
- Systemic and personal impacts
- ***Why is this important to you?***

How we got here: A Reckoning with US and Tacoma History
https://youtu.be/bsRW81F_zR0

Equity Index:
www.cityoftacoma.org/equityindex

EQUITY INDEX SCREEN SHOT



Combined Power and Water Service Areas

<https://tacomaequitymap.caimaps.info/>

Under map options, you can select Water, Power or combined service areas.

LEADING WITH RACE

- Race matters.
- We are talking about systems, not individual acts of racism.
- We have a responsibility for advancing racial equity.
- Race explicit, not race exclusive.



BIAS

Explicit bias

Expressed directly

Aware of bias / operates consciously

Example – Sign in the window of an apartment building – “whites only”

Implicit bias

Expressed indirectly

Unaware of bias / operates sub-consciously

Example – a property manager doing more criminal background checks on African Americans than whites.

● ● ● LEVELS OF RACISM

Individual racism:

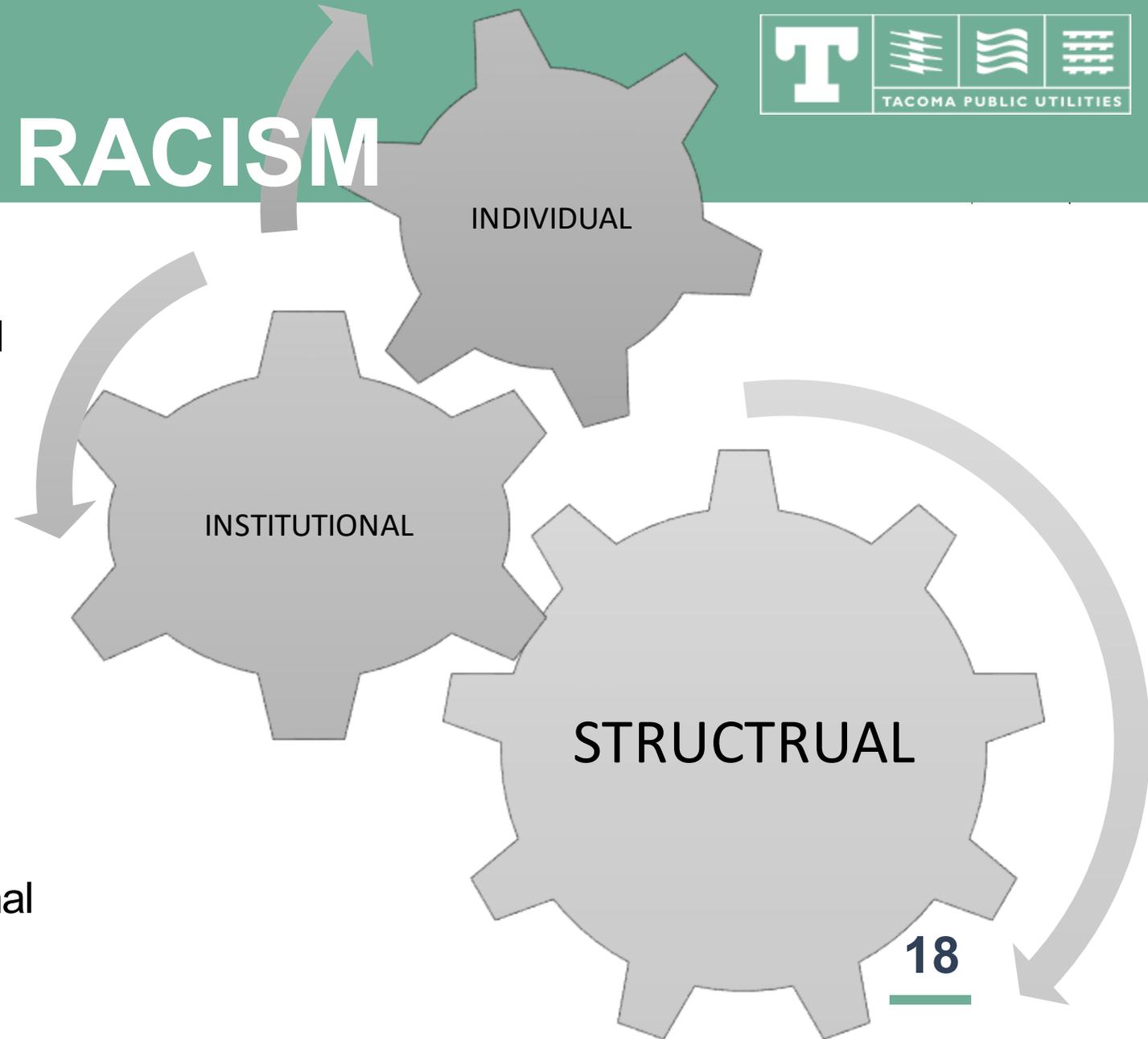
- Bigotry or discrimination by an individual based on race.
Race Prejudice + Power = Racism

Institutional racism:

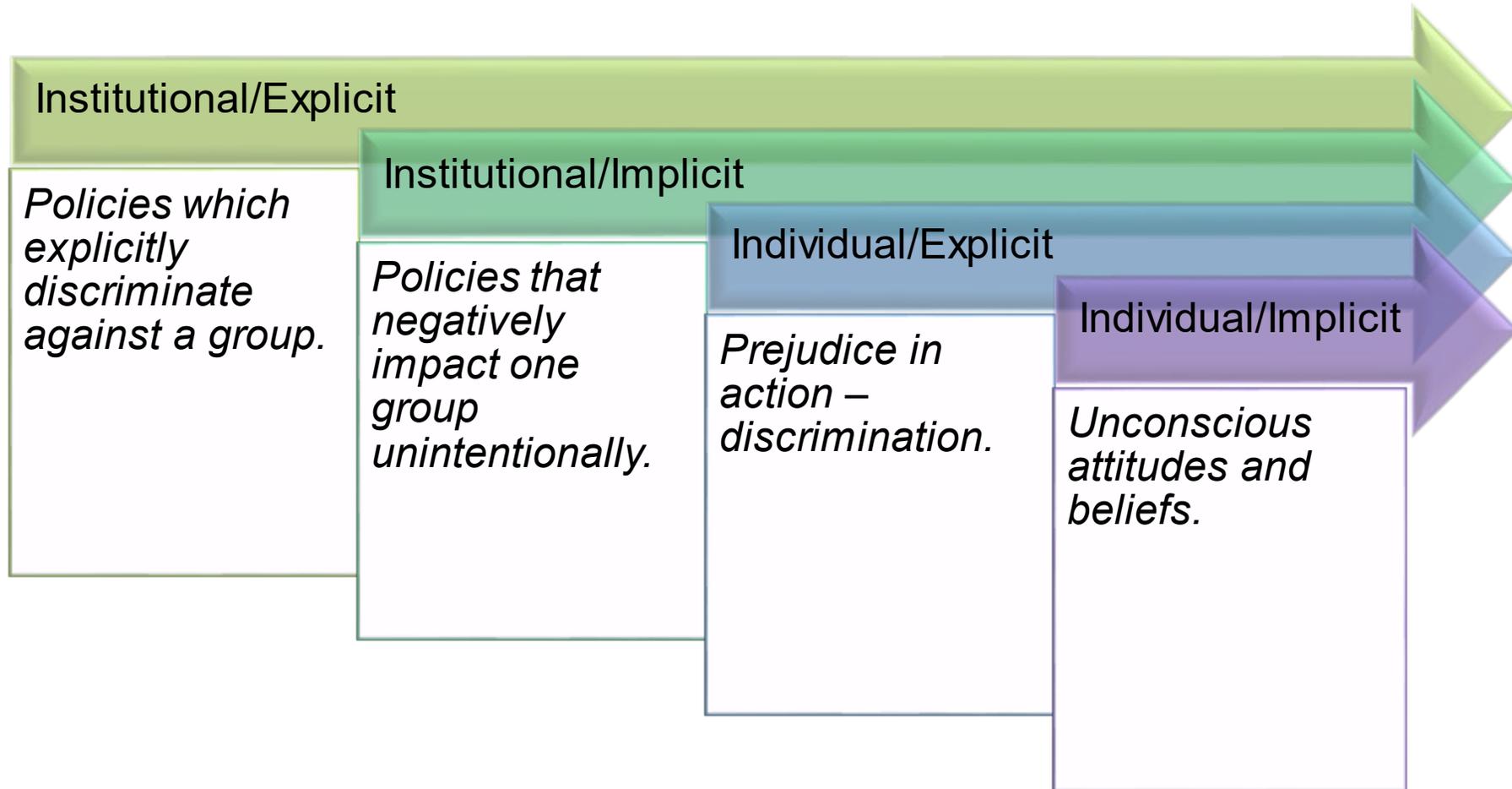
- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

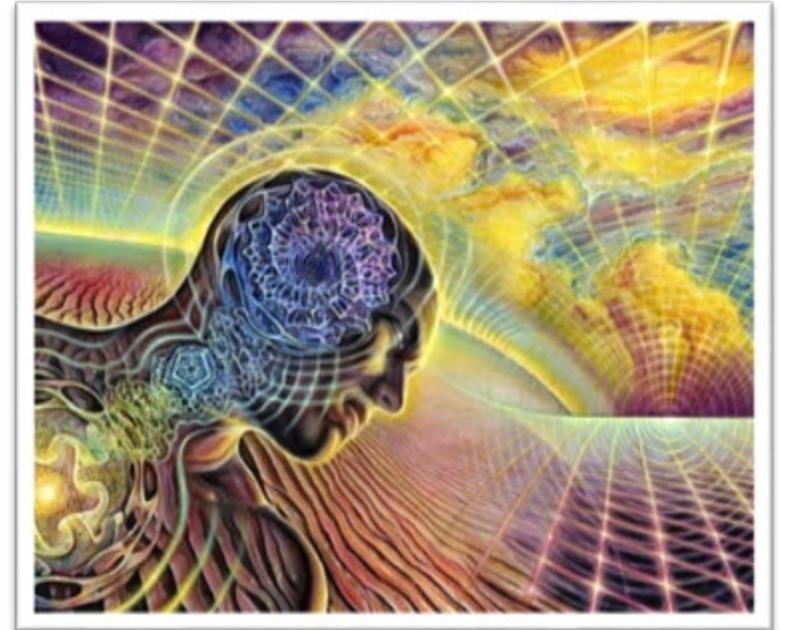


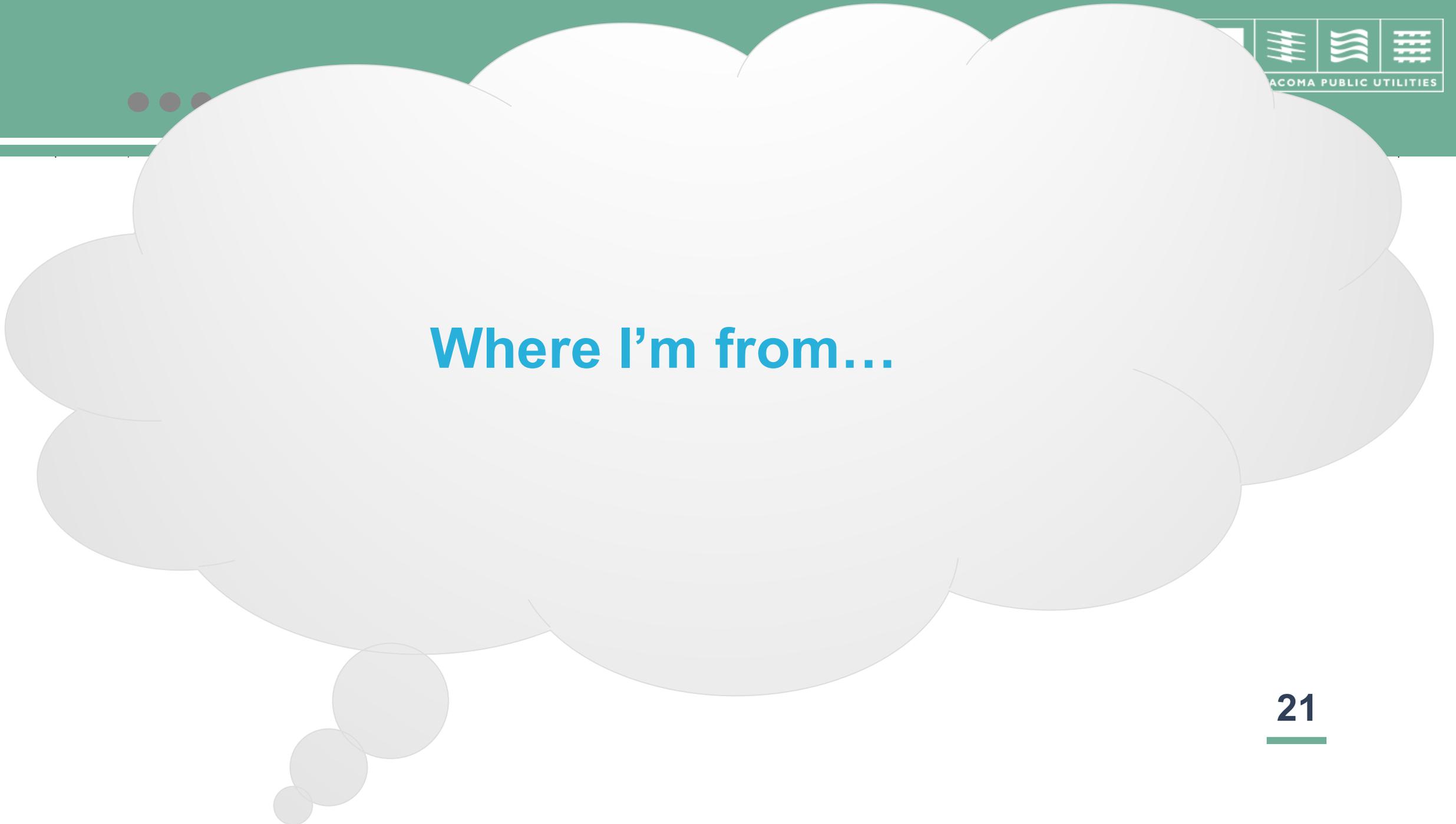
BIAS CONTINUED



WHAT TO DO WITH BIAS

- Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.
- Openly acknowledging and challenging biases allows us to develop strategic interventions.
- www.implicit.harvard.edu

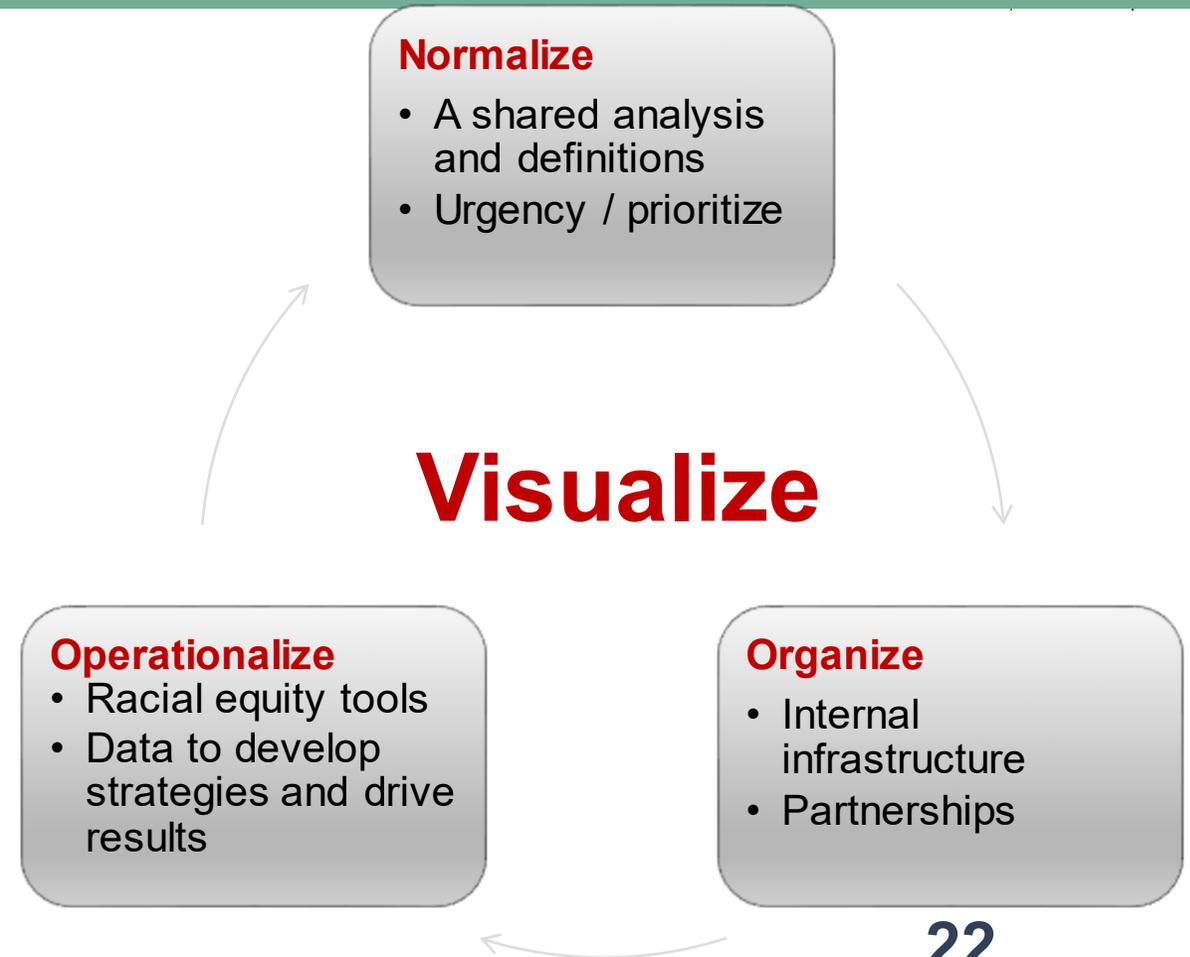




Where I'm from...

WORK TO DATE

- **Normalize:** Equity 101
- **Organize:** OEHR @ TPU, Equity Committees, Organizational Assessment
- **Operationalize:** Equity Index, Targeted Universalism, OEHR on project teams
- **Visualize:** Racial Equity Action Plan



TPU EQUITY COMMITTEE

Tacoma Water

- Charelle Walls (Chair)
- Valerie Sowell

Tacoma Power

- Alice Massara (Vice Chair)
- Val Sherman

Tacoma Rail

- Eric Fay

Customer Services

- Ricardo Ferrell

Public Affairs and Communications

- John Gaines

Management Services

- Rebecca Richards

Human Resources

- Cheryl Bidleman
- Claris Nnanabu

OEHR – Committee Staff

- Bradley Loetzke
- Klarissa Monteros

●●● CHALLENGES

- Adequately resource and **budget FTE's** for this work
- Ensure **equitable bandwidth** and **eliminate tokenism** in the workplace
- Prioritize addressing **turnover and retention**
- Open access to **growth and development opportunities**
- **Uplift** the real and unshared experiences
- **Integrate** equity and anti-racism into programs, studies, and internal practices

FUTURE PLANS

External

- Develop policies, programs, and services that enhance equity and remove barriers.
- Low income rental energy conservation pilot fall 2022
- Bill Credit Assistance Program (BCAP) Enhancement

Internal

- Establish meaningful partnerships and create accessible pathways to secure a skilled workforce of the future
- Foster a culture that retains our diverse, talented, engaged, and high performing employees
- Workforce data analytics

Overarching

- ARST Strategic Plan
- REAP Refresh

●●● QUESTIONS & DISCUSSION

OEHR Contacts

Bradley Loetzke Policy and Program Manager (bloetzke@cityoftacoma.org)

Klarissa Monteros Senior Policy Analyst (kmonteros@cityoftacoma.org)

Mia Navarro Assistant Director (mnavarro@cityoftacoma.org)

Lisa Woods Director, Chief Equity Officer (lwoods@cityoftacoma.org)