



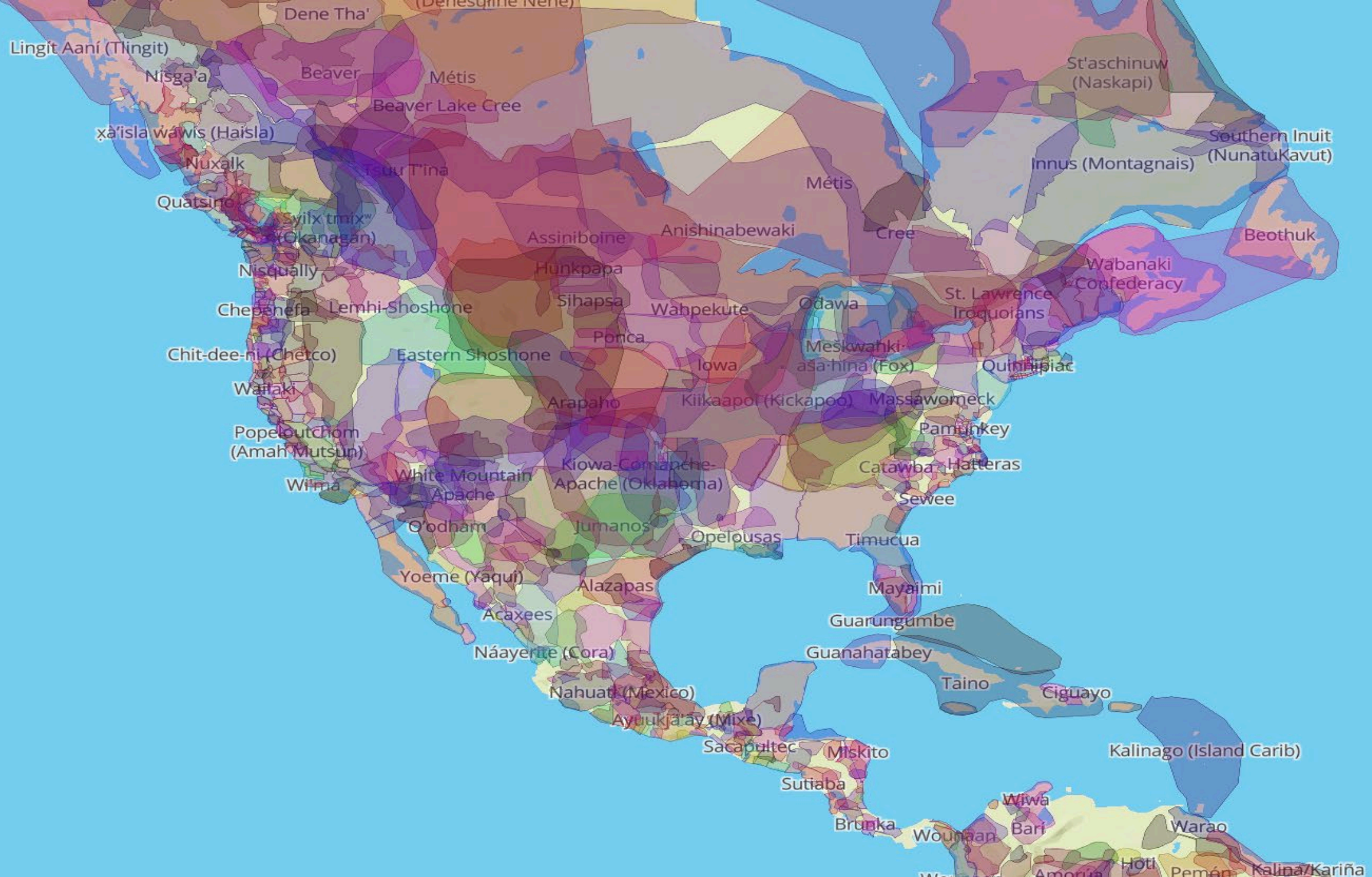
# Equity and Antiracism at TPU

**Office of Equity and Human Rights**

Bradley Loetzke, Klarissa Monteros, Mia Navarro, Lisa Woods

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# ●●● LAND ACKNOWLEDGEMENT

ʔukʷədiitəb ʔuhigʷətəb čət txʷəl tiit ʔa čət ʔal tə swatxʷixʷtxʷəd  
ʔə tiit puyaləpabsʰ dxʷəsłatłils 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

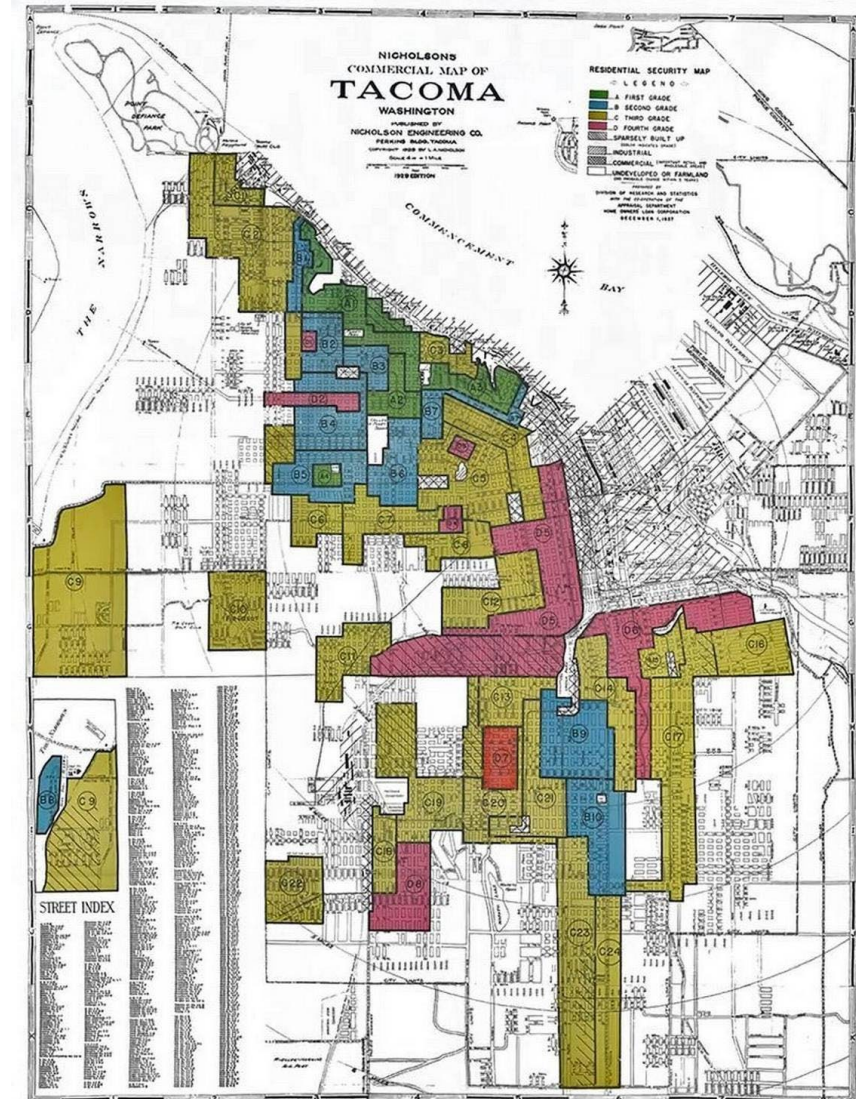
A RESOLUTION affirming the City Council's dedication and commitment to comprehensive and sustained transformation of all of the institutions, systems, policies, practices, and contracts impacted by systemic racism, with initial priority being given to policing in the City of Tacoma.

[www.cityoftacoma.org/transform](http://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?



*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

lmf

“

Diversity is a fact.  
Equity is a choice.  
Inclusion is an action.  
Belonging is an outcome.

”

— Arthur Chan

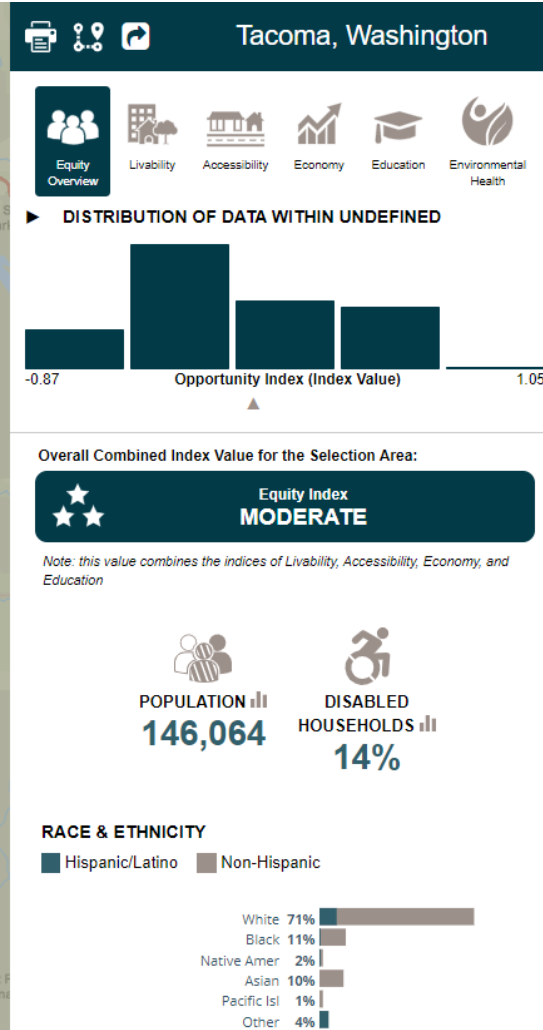
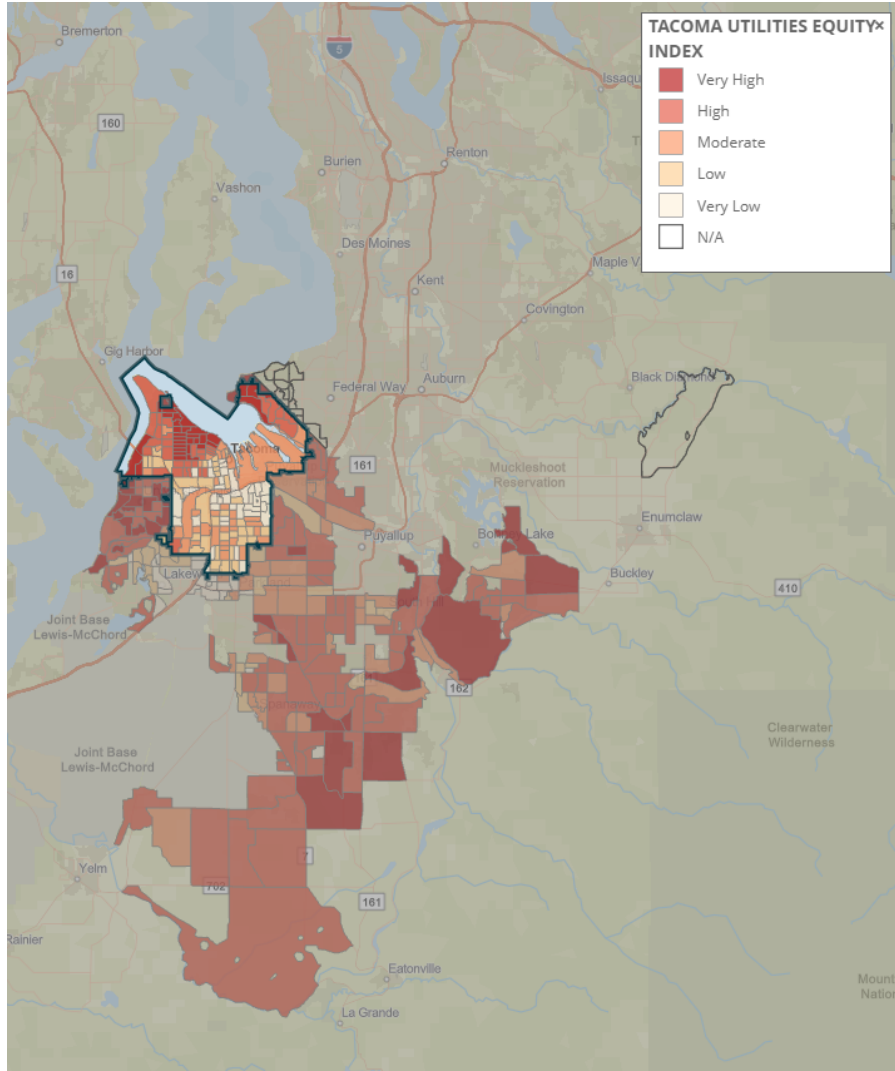
# ●●● WHY IS THIS IMPORTANT?

- 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](https://youtu.be/bsRW81F_zR0)

Equity Index:  
[www.cityoftacoma.org/equityindex](http://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:

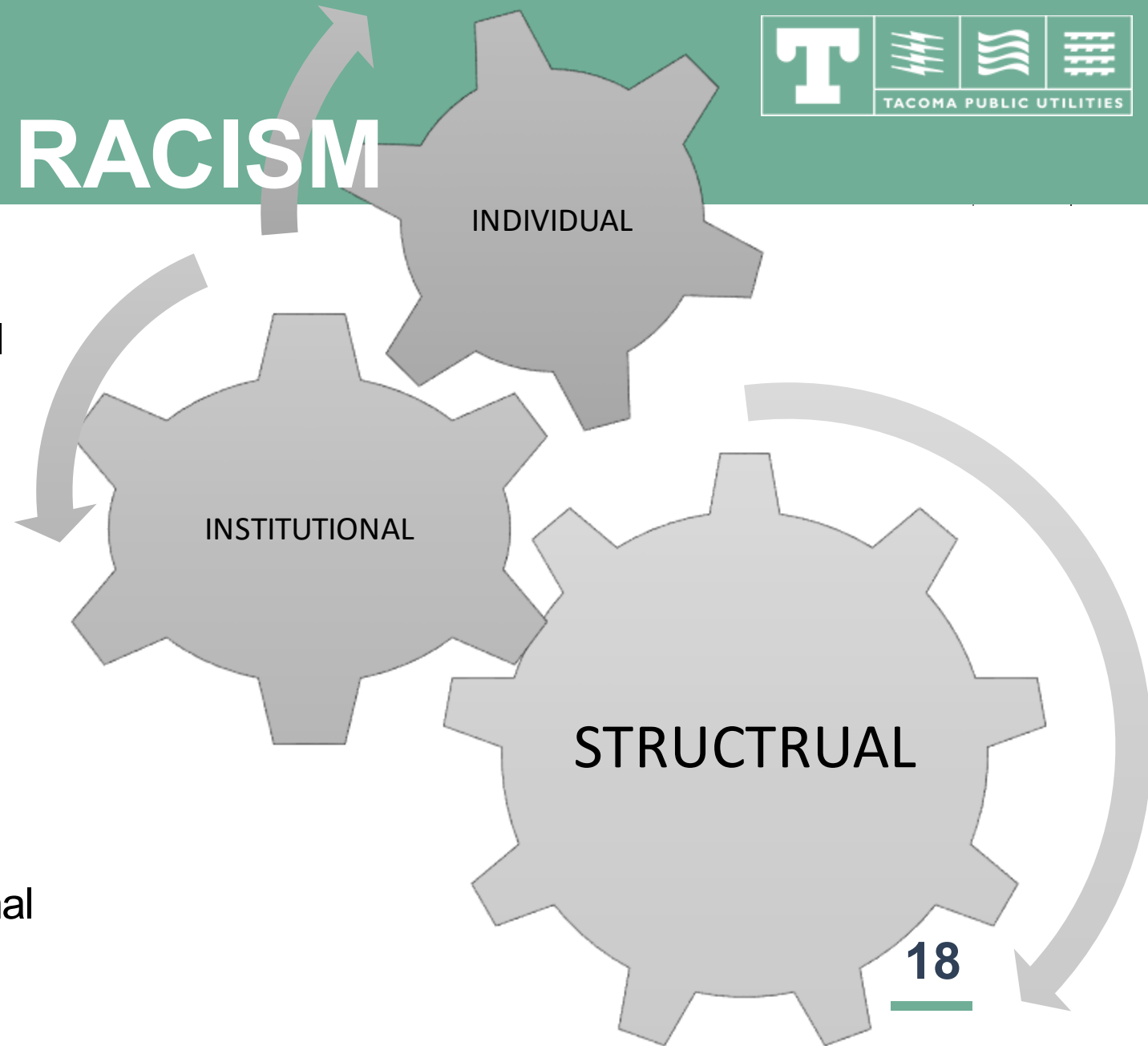
- Bigotry or discrimination by an individual based on race.  
Race Prejudice + Power = Racism

## Institutional racism:

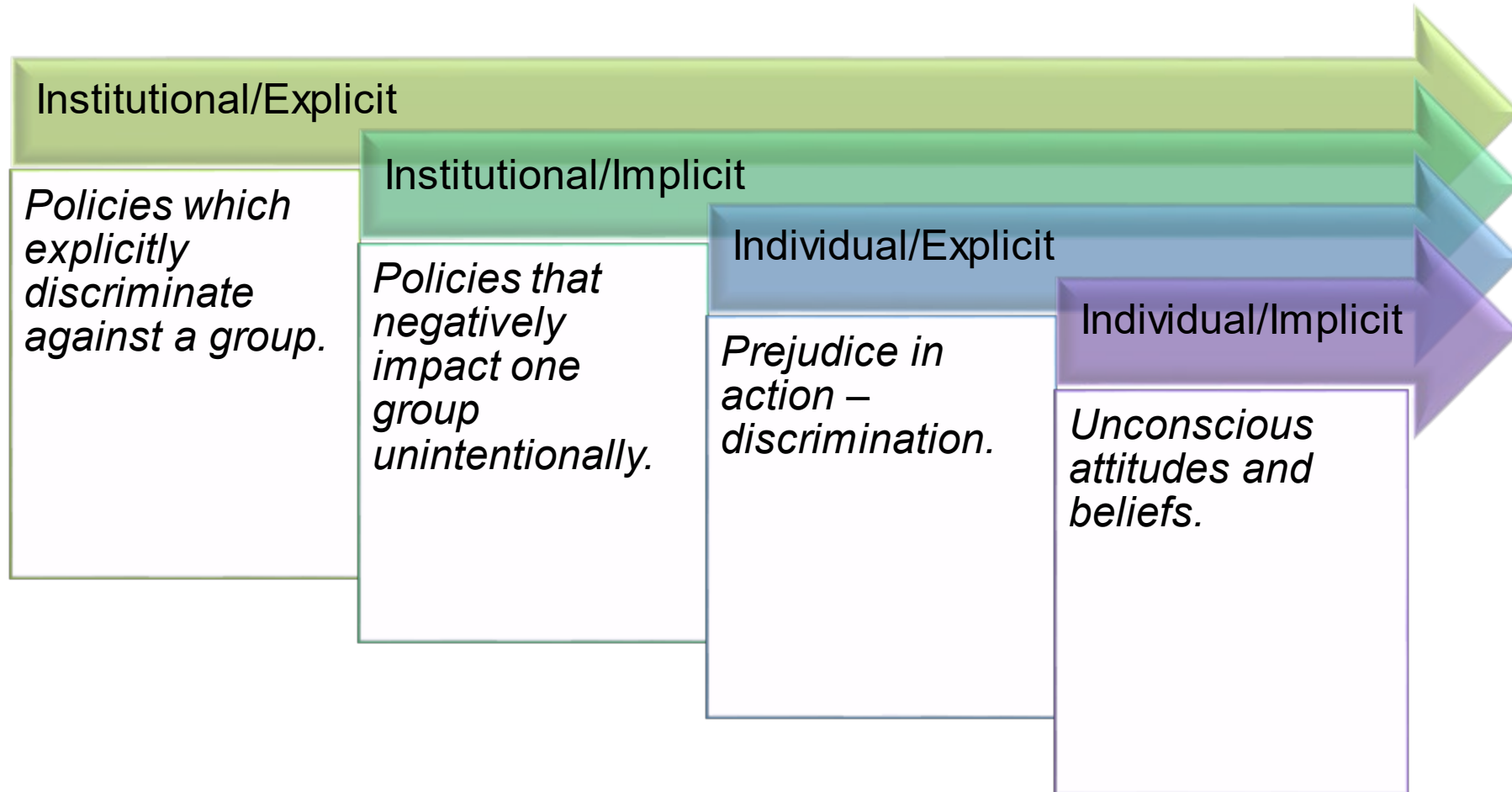
- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

## 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

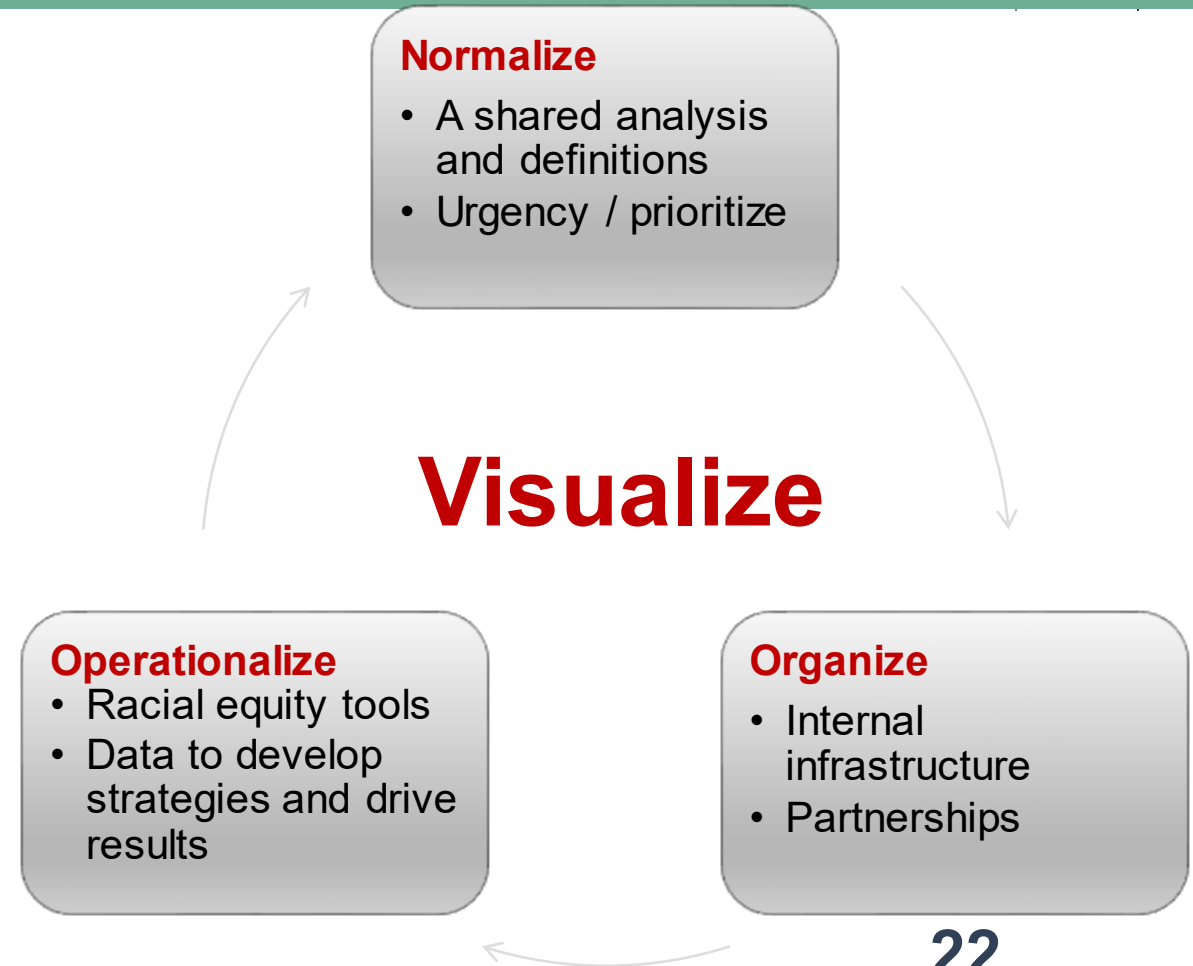
- Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.
- Openly acknowledging and challenging biases allows us to develop strategic interventions.
- [www.implicit.harvard.edu](http://www.implicit.harvard.edu)



**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

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