



PUBLIC UTILITY BOARD POLICY

<p>Category: Strategic Directive</p> <p>Date of Adoption: August 28, 2019</p> <p>Resolution No.:</p> <p>Revision Date:</p>	<p>Title: Equity and Inclusion</p> <p>Policy Number: SD-1</p>
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Purpose

Tacoma Public Utilities (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:
 - The City of Tacoma workforce reflects the community it serves;
 - Purposeful community outreach and engagement;
 - Equitable service delivery to all residents and visitors;
 - Support human rights and opportunities for everyone to achieve their full potential;
 - Commitment to equity in local government decision-making.

Outcomes

1. TPU, in collaboration with city departments and community partners, will pursue equity and inclusion in the workforce, service delivery, policy decision making, rate design and budgeting proposals, and stakeholder/community engagement.
2. Gaps or barriers to both internal and external equity and inclusion are eliminated as they relate to employment and services provided.
3. Policies, programs, and services are developed to create equity and remove barriers.
4. The impact of structural inequities and implicit bias on the recruitment, hiring, and retention of staff are identified and mitigated. The candidate pool and employees of TPU are diverse and reflect the communities we serve.
5. Public information is available in a variety of languages and through diverse communication channels necessary to inclusively reach the intended audiences.

Measurement

1. TPU will track the ethnic, racial and gender makeup of potential and actual employees for recruitment, workforce, and retention relative to the population in its service territory.
2. TPU will track the number of projects, actions, and initiatives including an equity lens in its analysis, planning, and implementation.
3. TPU will track the diversity of outreach efforts including diversity of participation or audiences reached.

Reporting

Frequency: Annually for #1 and #3 and a pilot for #2