



DENVER CITY COUNCIL

# Policy and Budget Vision

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## Denver City Council's Policy and Budget Vision 2021

As Denver's legislative branch of government, Denver City Council is committed to cultivating a safe, welcoming, and diverse City for all Denver communities, while preserving good government. We will use our legislative and budgetary powers afforded Council by the Denver Charter to foster equitable outcomes for the residents of our city.<sup>1</sup>

During this unprecedented time of challenge, limited resources, and an intense desire for substantive change, we will seek to address emergencies and maintain the delivery of necessary services, while paving the way for a recovery that rebuilds our local economy and community infrastructure more equitably than before.

With these challenges in mind, Denver City Council held its annual Policy and Budget Retreat on Friday, July 17, 2020, and reconvened on Friday, August 14, 2020 to complete this work through an equity lens. These priorities have been submitted to the office of Mayor Michael B. Hancock for consideration as he prepares the annual budget.

### The following are Denver City Council's 2021 budget priorities and we are committed to pursuing a racial equity strategy that helps us advance these priorities in ways that also address structural racism:

- Mitigate and reduce involuntary displacement of community members and businesses
- Increase affordable housing options and support for those experiencing homelessness throughout our City
- Reframing safety in a public health, evidence-based and anti-racist approach with community investment to ensure healthy neighborhoods
- Prioritize and support the recovery, resilience and encourage innovation of our workforce, local businesses, and community organizations
- Protect our natural environment through policy and invest in communities to combat climate change
- Increase complete multimodal transportation connections throughout the city

<sup>1</sup> The legislative powers afforded to the Denver City Council by the Denver Charter in the areas of General Police Power, Appropriations, Eminent Domain, Leases and Contracts, Temporary Permits and Zoning.



## Denver City Council Racial Equity Lens

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**The non-negotiable set of questions to help us as decision makers focus on equity in both our process and outcomes.**

1. Are all historically disadvantaged groups who are affected by the decision we are making currently represented in this process including those who have been historically oppressed because of their race, gender, sexual orientation, class, disability, immigration status and age? Have we heard the voices of those who are affected?
2. How will the proposed decision affect each group?
3. How will the proposed decision be perceived by each group?
4. Does the decision advance racial equity or mitigate unintended consequences?

### **Check Points - based on the responses to the above questions:**

- What revisions are needed in the decision under discussion?
- Have we also considered other groups who might be affected?
- Have we considered access limitations?
- Who might be uncomfortable in this decision?
- Have we included mechanisms to lift up/hear silenced voices?
- Is there a better path forward?
- What additional work is needed?

### **Our Foundation**

These are our individual baseline questions that we will ask of ourselves in preparation of this collective work.

- Have we checked our own biases in this process?
- Are we conscious of how our privilege is showing up in this process?
- Is racial equity at the core of our thinking and decision-making?

The Denver City Council Racial Equity Lens is a complimentary document that was created using content from the Denver City Council annual Policy and Budget Retreat on Friday, July 17, 2020 and finalized during a follow up meeting on Friday, August 14, 2020.





# Reaffirmation and Recalibration

July 17, 2020

What can we CONTROL as a legislative body today?

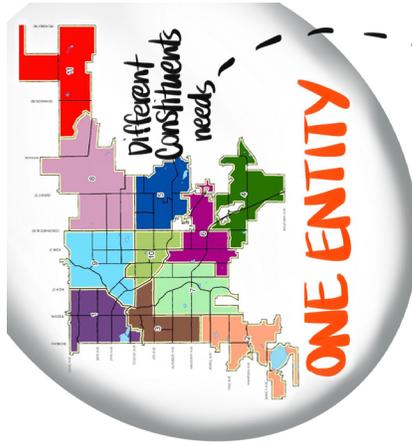
Communications Rules & Procedures → through ordinance & charter

Disrespectfully disagree w/out taking it personally or making it personal (if not, TRUST can break down)

advance a **servant leader** agenda

use the **system** to change the **system** to make it better

we can control individually attitude



What does it look like? What does it require?



Everyone at the Table

Collaboration own idea build strong solution

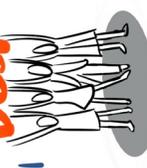
Subject eliminates our own agendas → energy, excitement changing, insubstantial inequities

Brought a VOICE to the voiceless

Question assumptions

Create meaningful change

We are At our BEST as a Council



Our Shared Values/ Common Goal using our collective power to create paradigm shifts

Focus on our commonalities

Who does this help? hinder? hurt?

Teamwork to maximize equity 3-functioning branches

Created safe space for all members strong decision making I can advocate for my community

Real checks + balances in government



You can count on me for...

ask before you ASSUME (don't make it personal) What was the thinking in this re-districting?



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# NEXT STEPS



## • Policy Document

- Kendra
- Paul
- Kevin
- Candi

## • Equity Framework

have draft/next phase

- Jamie
- Amanda Sandoval
- Amanda Sawyer
- Paul

works with Nita

## Practice

mentally

behaviorally



## • Survey Monkey

Formalized

## • Rules of Procedure Document

## • Operating Rules

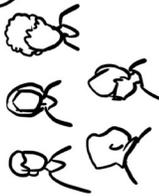
- Lois will help

## • Budget - will be values, equity - based



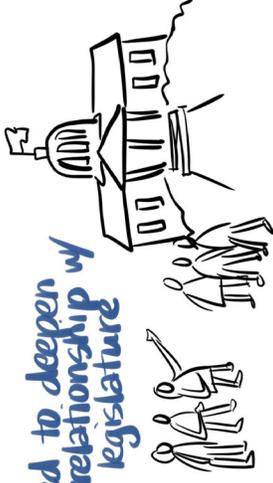
July 17, 2020 Dr. Nita Mosby-Tyler

Are all racial/ethnic groups affected by the policy/practice/decision at the table



Our systems were set up for people with time, money & resources

need to deepen w/ our relationship w/ state legislature



guiding the decision

Perception?

Timing of Engagement genuine input

know the History of the Inequity

Do they know about policy change?

access to getting the knowledge

The message from the **haves**, use the **have-nots**, message from the **have-nots** to advance the agenda of the **haves**.

continuum of woke - ness

Yes we want a filter, questions

**EQUITY LENS**

work in a **COLLECTIVE**

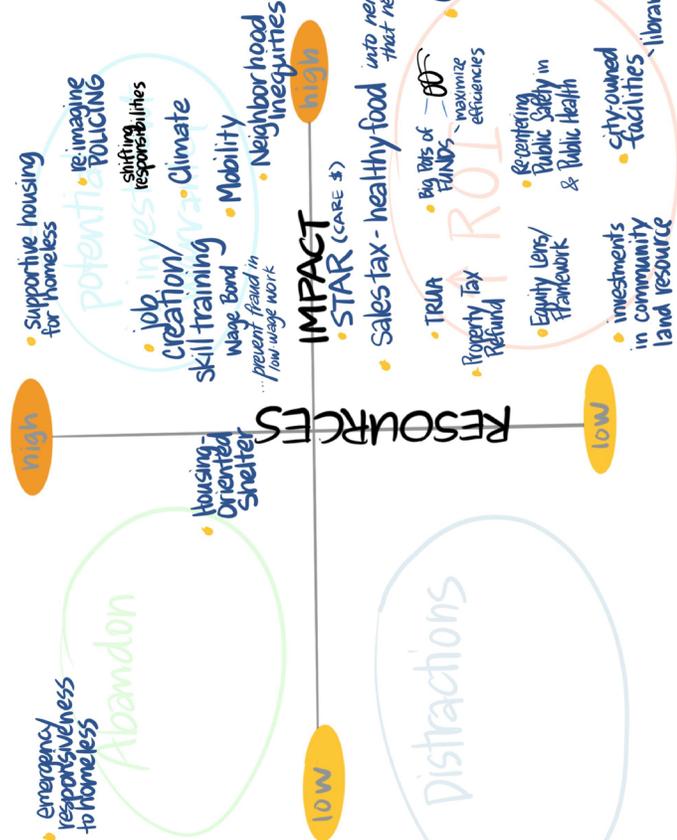




July 17, 2020

# POLICY & BUDGET VISION

## IRMA Impact Resources Matrix



**BUILD BETTER**

policing climate change

How are we ensuring we don't go back to "normal" (inequities)? How do we bring this forward despite budget limits.

Focuses on People

need **Mature MEASUREMENTS**

Our work informs city agencies

What role does zoning have?

FUNDING through LENS of democratized using data to inform budget (i.e. 311 calls, 911 calls)

cautious... (not reflective of community wants)

what we want to see

committing to a anti-racism strategy through



crystallize the language what is the aspiration

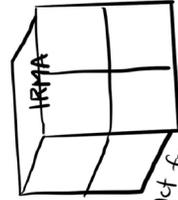
collective dream space

**Opening Statement**

- Crisis now
- Transition
- Vision for future

**Policy**

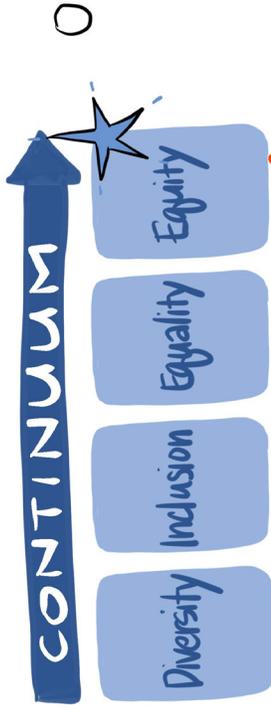
re-centering a safe city in a PUBLIC HEALTH



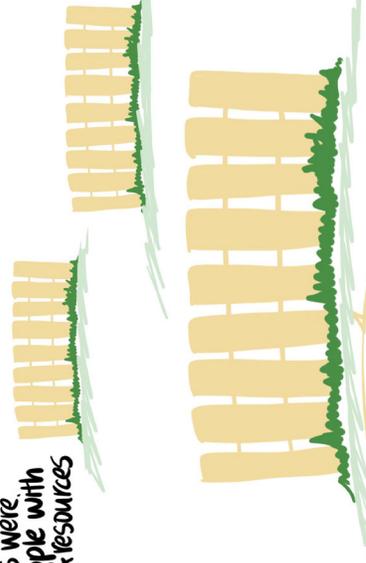
Impact for Whom



# EQUITY by Dr. Nita Mosby-Tyler July 17, 2020



Our systems were set up for people with time, money & resources



Creating **Systems** where everyone can thrive. People don't get the same things, they get what they need.



## "Fakequity" Fake Equity

How do we mitigate the misuse of "Equity"



