



RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/14/20

Department: Veterans Services

Please note: each response field below has a 2,500 character limit.

STRATEGIC OBJECTIVE CATEGORY 1: DIVERSE & INCLUSIVE WORKFORCE

What activities are you doing to attract and retain a diverse and inclusive workforce in your department? What are the associated costs of these activities?

We have not had any specific activities around trying to attract a diverse and inclusive workforce. We only have a staff of three and do not have any position opening. There are no costs.

How do you use professional development and advancement opportunities to advance equity in your department's workforce? What resources are used to support these opportunities for professional development and advancement?

Professional development is used to enhance overall performance and to provide opportunities for growth. One staff member was recently able to advance into a higher position by getting reclassified. Staff are informed and encouraged to take full advantage of various professional development opportunities.

STRATEGIC OBJECTIVE CATEGORY 2: PEOPLE-FOCUSED DESIGN

How and when have service users, particularly users of color, and other key stakeholders been engaged to inform decisions about your requested budget (Who was involved, what was the forum, what were the results)?

There has not been any intentional engagement with service users about budget requests. We have engaged key stakeholders on specific areas of the budget that have direct impact on on clients such as the Needy Veterans Fund. Stakeholders provided valuable input about the need to continue to be resource for our Veteran population. The fund as the title indicates assists Veterans who are experiencing hardships.

What are the multi-lingual needs of your department's service users? How do you use your budget to meet these language needs?

The minimal multi-lingual needs of service users can be met with department staff.

STRATEGIC OBJECTIVE CATEGORY 3: EMPLOYEE PERSPECTIVE

Our employees can be a great resource for innovation and knowing what is working well and what needs work. Have you engaged a diverse group of frontline employees to inform decisions about your proposed budget changes? If yes, how was input solicited, who was involved, and what were the results?

Frontline staff was engaged in the entire budget process and provided input and ideas all along the way. Since we had only a staff of two during the budget process, it was fairly seamless to keep "everyone" engaged in the process. The result was a consensus budget request.

STRATEGIC OBJECTIVE CATEGORY 4: IMPROVED PERFORMANCE & EQUITABLE PRACTICE

Describe ways in which racial and economic data was used to prioritize resource distribution. (Data can include sources found in the resources section of this tool, department collected data, or any other relevant data from other sources.)

Using demographic data provided by the State and Federal Veterans Administration we are able to develop and provide service in areas and populations that are most in need. Some of the data indicated that there is an aging population that has accessed services that they are entitled to. Therefore, our service reached out to senior centers in various communities to connect clients to benefits.

What are the positive or negative racial equity implications of your proposed budget changes? For reference departments may refer to the "Form 1 – Major Changes" tab of your Supplemental Forms 2021 spreadsheet. Any change with identified impacts should be described.

There are only minor changes to the budget and the impact on racial equity will be minimal if any. The impact of any changes will be felt across the board and will not impact any specific group.

What are the expected benefits and potential unintended consequences to disadvantaged communities of your proposed budget changes?

a. What analysis did you do to determine the expected benefits and potential unintended consequences?

The benefits to disadvantaged communities is that we will continue to penetrate areas that have difficulty assessing our services in office and that are unaware of services that are available to them. Those areas include shelters, senior centers, and outreach at various ethnic events.

b. What will your department do to mitigate unintended consequences resulting from your proposed budget changes?

We will continue work collaboratively with other community agencies and resources to coordinate services that our client population would benefit from. By maintaining connections and communication with community partner we will be able to readily connect our clients to services and resources that our department is unable to provide.