



## RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/10/20

Department: War Memorial Center

*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?**

Managers are educated on the benefits of diversity in the workplace. Job postings are sent to a range of sources. Employees are given floating holidays to take off work for religious holidays that may not be officially observed by the company. We provide flexible work hours when able. Costs associated with these activities are considered normal business expenses.

**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?**

We provide learning and development opportunities, such as company paid memberships to professional associations and company paid training to seminars and other classes, to all staff.

### 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)?**

The budget is approved by a diverse 15-member board.

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

None.

### 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?**

The Vice President of Finance solicits budget input from one front line worker from each department. The Vice President of Finance shares that information with the President & CEO who then makes informed decisions on how best to allocate resources.

### 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.)**

Our mission is to provide a solemn setting where the community can pause to reflect on the sacrifices made by the men and women of our armed forces; military, civic, and social events and ceremonies are conducted; and the patriotism of our youth is nurtured. These programs and services are offered to the entire community.

**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 no changes to our budget that have an impact on racial equity.

**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?**

There are no changes to our budget that impact disadvantaged communities.

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

Non-applicable.