



Mayor's Office of Racial Equity

Racial Equity Budget Tool

FY 2024 Budget Formulation

Office of the City Administrator
Government of the District of Columbia

MAYOR'S OFFICE OF ★★★

**RACIAL
EQUITY**



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WHY RACIAL EQUITY MATTERS

Introduction (Page 3)

This section provides an overview for the establishment of the Mayor's Office of Racial Equity (ORE), the Office's theory of change, and the goals of the racial equity budget process.

Racial Equity Budget Tool (Page 4)

This section includes instructions for the racial equity budget tool (REBT), discussion on how the tool is integrated into existing Office of Budget and Performance Management (OBPM) documents (budget memo, Form 2, and the Budget Review Team (BRT) slide deck) and the six questions that comprise the REBT. This section also includes data sources that agencies can use to answer the data-related questions in the tool.

Appendix (Page 7)

This section provides detailed instructions and references to existing OBPM documents and includes sample responses to the six REBT questions.

"...We have a unique opportunity to double down on our efforts to put racial equity at the forefront and revitalize systems to ensure a more inclusive and prosperous future for all Washingtonians. We know that when more Washingtonians are given a fair shot, we are a stronger and more resilient city."

- **Mayor Bowser**

Introduction

Mayor's Office of Racial Equity

The Mayor's Office of Racial Equity (ORE) was established by Mayor Bowser in 2021 and is responsible for establishing the framework for all of the District of Columbia Government (the District) agencies to apply a racial equity lens through the creation of just budgets, policies, and practices. ORE's theory of change follows a phased approach to normalize and operationalize racial equity throughout the District government, which includes establishing a standardized, shared vocabulary for racial equity terms. The Racial Equity Budget Tool (REBT) serves to both normalize discussions of racial equity in budgeting processes and to support agencies as they plan investments through an equity lens. ORE acknowledges that these conversations are ongoing across many parts of the District government, however, this tool allows staff to operate under a similar framework.

ORE also carries forward the implementation of the Racial Equity Achieves Results "REACH Act" (D.C. Act 23-521). The REACH Act states: "Beginning in 2021 for Fiscal Year 2022, and every year thereafter, the Mayor's budget submission package to the Council shall include a summary of how the proposed budget advances racial equity in the District, reduces disparate outcomes, and allocates resources to support equitable outcomes." Please visit the ORE website to view the [Fiscal Year 2023 Budget Process Summary](#). The REACH Act directs ORE to produce tools for agencies to incorporate into operations such as performance-based budgets, programs, policies, rules, and regulations. A racial equity tool, such as this REBT, is a decision-making model used to integrate equitable considerations into policies, processes, procedures, and practices.

Purpose

The Racial Equity Budget Tool (REBT) is designed as a set of questions to guide District agencies towards assessing how their budgets might benefit and/or negatively impact District communities based on race, specifically Black, Indigenous, and People of Color (BIPOC)¹ communities. The goal of the tool is to identify programs and services that have the greatest capacity to move the needle on closing racial equity gaps. The tool requires purposeful consideration of race and ethnicity, focuses on data, and encourages community input and involvement.

It is recommended that agencies use the tool during the planning phase of the budget formulation process. Agency responses should reflect agency investments in racial equity through resource allocation and budgetary decisions. The questions posed in the budget tool can be used by agencies throughout the course of the year to evaluate the racial equity impact of any budget reprogramming, capital budget request, or request for federal funds.

This is the second version of the REBT. The document has been informed by feedback received from agencies during last year's budget formulation process and input from the ORE's Interagency Committee on Racial Equity. It has been redesigned to help agencies consider the racial equity

impacts of each budget enhancement more effectively. For any unfamiliar terms in the REBT, please find a glossary of key racial equity terms on [ORE's website](#).

Racial Equity Budget Tool Instructions

The REBT is designed to lay out a process and a set of questions to assess how budget proposals will benefit and/or burden District communities, specifically BIPOC communities. The REBT includes six questions that agencies will be required to answer in their FY 2024 budget submission and are embedded directly into existing budget documents that will come from the Office of Budget and Performance Management (OBPM): 1) the budget memo, 2) Form 2, 3) the BRT deck, and 4) Attachment C. Please see Appendix A for detailed overviews of the FY 2024 documents.

The REBT's six questions are divided into two sections: (1) questions that apply to the overall budget proposal and (2) questions related to budget enhancements. Agencies that do not have any racial equity budget enhancements should only answer the first section, which will be captured in the budget memo and BRT deck.

All deadlines will be managed by OBPM and agencies should submit all required materials directly to OBPM. ORE will utilize agency responses to the six questions included in the materials submitted to OBPM to analyze the strengths, opportunities, and potential negative impacts of each budget request. Agencies should limit responses to REBT budget questions to no more than 5-6 sentences per question. Agencies should support REBT responses with evidence as much as possible, especially evidence that includes demographic information, agency-specific data, or references to community feedback.

ORE will provide training on the REBT during OBPM's annual budget kickoff meeting and offer technical support to agencies on REBT implementation as needed. To request additional support, please schedule a technical assistance appointment through the [ORE Office Hours page](#).

¹ BIPOC is person-first language used to illuminate the institutional, structural, and systemic forms of racism that affect Black, Indigenous and People of Color.

Fiscal Year 2024 Racial Equity Budget Tool Questions

Overall Budget Request Questions:

- a. What are your agency's racial equity priorities and how does your FY 2024 budget request help the agency address those priorities? Please list 2-3 priorities and expected outcomes of any enhancement requests in your FY 2024 submission.
- b. What constraints most inhibit your agency's ability to advance racial equity? Please list any of your agency's FY 2024 budget enhancements that directly address these constraints.

Budget Enhancement Questions:

- c. What racial inequity would this budget enhancement address? (I.e., a health disparity, educational gap, disproportionality in housing, bolstering existing community resources, etc.). Please be as specific as possible.
- d. What is the rationale for addressing the inequity in this way and/or with this program? (For example, is the enhancement in response to a legislative requirement or mandate, community engagement efforts, demographic data, or something else?)
- e. In what ways have you meaningfully involved internal and external community stakeholders in the development of your agency's budget requests, including staff and communities of color? (For a copy of the Meaningful Community Engagement Guide, please visit [ORE's website](#).)
- f. If this budget enhancement could potentially cause unintended benefits or burdens, please detail what racial or ethnic groups might be positively or negatively impacted. (E.g., the location for a new airport could disrupt traffic patterns and create noise and air pollution that impact residents in the immediate vicinity which could worsen racial health inequities.)

Recommended Data Sources

The following are recommended data sources agencies can use to supplement agency data or other available resources to respond to REBT questions.

- [Open Data DC](#)
- [DC 2018 Health Equity Report](#)
- [Council Office of Racial Equity's Open Data Sets](#)
- [OP Demographic Data HUB: Racial, Education & Income Segregation in the District of Columbia \(arcgis.com\)](#)
- [National Equity Atlas Indicators](#)
- [The Demographic Statistical Atlas of the United States - Statistical Atlas](#)
- [DC Health Matters 2021 Demographics](#)
- [Census Bureau](#)
- [Upward Mobility](#)

Appendix A. Budget Documents

Budget Memo

The FY 2024 budget submission memo, BRT deck, Form 2, and Attachment C include sections on addressing racial equity impacts. Robust responses to the REBT questions in the agency FY 2024 budget proposals and enhancements can support District investments in closing racial equity gaps.

In the budget submission memo, agencies are required to provide a narrative on investments in the agency’s proposed FY 2024 budget that will be devoted to addressing racial equity overall. Agencies should include responses to questions 1 and 2 from the REBT in the memo under the heading “Racial Equity.” (Please see page 5 of this document for the REBT questions). Agencies should also detail in the budget memo if a proposed MARC reduction will widen existing racial or ethnic inequities if accepted, and if so, how the agency would mitigate those impacts. Please see a screenshot from the budget memo below and the full budget memo that was shared with this guide.

Racial Equity

Use this space to highlight how your FY 2024 budget request prioritizes and/or address racial equity. Please include answers to the following questions from the Racial Equity Budget Tool:

- a. What are your agency’s racial equity priorities and how does your FY 2024 budget request help address them? List at least 2-3 priorities, outcomes, etc.*
- b. What constraints at your agency most inhibit the advancement of racial equity? Please list any FY 2024 enhancement requests that directly address these issues.*

**Updated
Budgeting
for Racial
Equity
Section**

Form 2

For all new enhancement requests, agencies should indicate whether the enhancement addresses a racial equity gap and if so, complete the budgeting for racial equity section on Form 2. The information captured in the budgeting for racial equity section enables ORE to analyze how the enhancement addresses racial equity. It is not expected that all agency enhancement requests will have a racial equity focus (e.g., purchasing laptops or IT equipment for agency staff). Agencies are encouraged to gather and analyze demographic data disaggregated by race and ethnicity to propose enhancements which address inequitable resident outcomes. ORE will evaluate agency enhancement requests on whether the requests address racial inequities based on the information provided in Form 2.

Please use the checkbox on page 1 of Form 2 to indicate if the enhancement addresses racial equity and include your agency’s REBT responses under Section III, Budgeting for Racial Equity. (REBT

Racial Equity Budget Tool



questions can be found in Form 2, Section III, and page 5 of this guide.) Please see the FY 2024 Form 2 below.

Complete a separate Form 2 for each enhancement request for FY 2024.

SECTION I. OVERVIEW
Required for ALL requests

ENHANCEMENT TITLE*

[Enter Enhancement Title]

ENHANCEMENT PRIORITY*

OUT OF

AGENCY*

Click or tap here to enter text.

AGENCY CODE*

Select...

AGENCY POINT OF CONTACT*

Click or tap here to enter text.

POINT OF CONTACT EMAIL*

Click or tap here to enter text.

REQUEST TYPE*

Mark the **one** request type that best describes this enhancement. No type is preferred over any other, but the questions in Section III: Rationale differ by type.

☐ A. Restore previous budget reduction/one-time funding

☐ B. Increased cost to maintain existing program/activity

☐ C. Operational improvement with strong business case

☐ D. Expand high-performing existing program/activity

☐ E. Completely new program/activity with highly likely or proven positive outcomes for District residents

For these request types, complete Sections I-IV only

For these request types, complete Sections I-VI

FUNDING REQUEST*

Enter amount of Local Funds requested and indicate whether funds are one-time or recurring.

FY24 PERSONAL SERVICES (PS)	FY24 NON-PERSONAL SERVICES (NPS)	FY24 TOTAL REQUEST AMOUNT
[enter amount]	[enter amount]	[enter amount]

☐ ONE-TIME ☐ PARTIALLY RECURRING ☐ RECURRING

FUTURE COSTS*

If recurring, enter estimated costs over the life of the Financial Plan.

TOTAL FY 2025	TOTAL FY 2026	TOTAL FY 2027
[enter amount]	[enter amount]	[enter amount]

ENHANCEMENT SUMMARY*

In 3-5 sentences, describe this enhancement, what problem it aims to solve, and the expected positive impact on District residents or government operations.

Click or tap here to enter text.

Will legislative support be required to implement this enhancement?*

If yes, please submit a proposed BSA subtitle using Attachment D.

☐ YES ☐ NO

AGENCIES: Use this form to provide details about enhancement requests in your agency's FY 2024 budget request. This information is essential for decision-making. Well thought out and reasoned requests are much more likely to receive favorable consideration.

REQUIRED SECTIONS

- Sections I-IV are required for ALL requests.
- Sections I-V are required for Type D and E requests.
- Section VI is optional.

Please remember to submit the Form 2 Summary spreadsheet, including spend plan details, along with the detailed Form 2s for each enhancement request.

RACIAL EQUITY BUDGET TOOL (REBT)

The Office of Racial Equity (ORE) has developed the Racial Equity Budget Tool (REBT) to guide agencies in assessing how their budgets benefit and/or negatively impact communities based on race, specifically Black, Indigenous, and People of Color (BIPOC) communities. Please use Section IV to show how your agency considered racial equity in developing this enhancement request.

EDITING RESTRICTIONS: This form uses editing restrictions to ensure consistent displays of information. If needed, the restrictions can be disabled by going to the Review tab at the top of the window, clicking on Protect, then Restrict Editing, and clicking Stop Protection. If prompted for a password, click OK.

Check if enhancement is related to Racial Equity

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Racial Equity Budget Tool



Form 2, Section III: Budgeting for Racial Equity

Form 2: Operating Budget Enhancement Requests (Detail)
FY 2024 Agency Budget Request

OFFICE OF THE CITY ADMINISTRATOR
Budget & Performance Management

SECTION IV. BUDGETING FOR RACIAL EQUITY *Required for ALL requests*

Does this enhancement specifically seek to mitigate racial equity gaps in the District? ^{*} ☐ YES ☐ NO

What racial inequity does this enhancement request address? ^{*}
For example, does the enhancement address a health disparity, educational gap, disproportionality in housing, bolstering existing community resources, etc. Please be as specific as possible.
[Click or tap here to enter text.](#)

What is the rationale for addressing the inequity in this way and/or with this program? ^{*}
For example, is the enhancement in response to a legislative requirement or mandate, community engagement efforts, demographic data, or something else?
[Click or tap here to enter text.](#)

In what ways have you meaningfully involved internal and external stakeholders in the development of your agency's budget request, including staff and communities of color? ^{*} For more, see ORE's [Meaningful Community Engagement Guide](#).
[Click or tap here to enter text.](#)

If this budget enhancement could potentially cause unintended benefits or burdens, please detail what racial or ethnic groups might be positively or negatively impacted. ^{*} For example, the location for a new airport could disrupt traffic patterns and create noise and air pollution that impact residents in the immediate vicinity, which could worsen racial health inequities.
[Click or tap here to enter text.](#)

STOP HERE for enhancement types A, B, or C.
CONTINUE to Section IV for enhancement types D or E.

Updated Racial Equity
Section

Budget Review Team Deck

Budget Review Team (BRT) meetings are an opportunity for agency directors and staff to discuss capital and operating budget submissions. Agencies should highlight their racial equity budget priorities in the BRT deck.

Budgeting for Racial Equity

A revised slide was added to the FY 2024 BRT deck that will capture agency racial equity priorities, how the budget proposal aligns with agency priorities, and any constraints on the agency's ability to advance racial equity in its line of work. Agencies should include bulleted summary responses to section 1 (the first two questions) of the Racial Equity Budget Tool on page 5.

Racial Equity Budget Tool



[Go to Insert > Header & Footer to input Agency Name]

Budgeting for Racial Equity

What are your agency's racial equity priorities and how does your FY 2024 budget request help address them?

- [insert]

What constraints at your agency most inhibit the advancement of racial equity? Please list any FY 2024 enhancement requests that directly address these issues.

- [insert]

AGENCIES: Please provide a high-level summary of your responses to the first two racial equity questions in the Racial Equity Budgeting Tool (REBT). The full response should be included in your agency's budget submission memo.

**Racial
Equity
Assessment**

S.A.C. SERVICE OF THE CITY ADMINISTRATOR
BUDGET & PERFORMANCE MANAGEMENT

[Go to Insert > Header & Footer to input BRT date]

Summary of Agency Enhancement Requests

In the FY 2024 BRT deck, each enhancement request will be posted with an ORE rating which reflects the enhancement's expected racial equity impact. ORE ratings will be based on the information submitted in Form 2.

[Go to Insert > Header & Footer to input Agency Name]

FY 2024 Enhancement Requests

Agency Rank	Enhancement Type	Amount \$ thousands	FTEs	Evidence Rating	Racial Equity Assessment
FY 2024 Enhancement Requests					
1	[insert title of enhancement] [insert two-sentence description of enhancement] [insert relevant existing or proposed KPIs and/or Workload Measures and how this enhancement will impact it/them]	Select...	\$1,481	25.0	The Lab will complete ORE will complete
2	[insert title of enhancement] [insert two-sentence description of enhancement] [insert relevant existing or proposed KPIs and/or Workload Measures and how this enhancement will impact it/them]	Select...	\$1,481	25.0	The Lab will complete ORE will complete
3	[insert title of enhancement] [insert two-sentence description of enhancement] [insert relevant existing or proposed KPIs and/or Workload Measures and how this enhancement will impact it/them]	Select...	\$1,481	25.0	The Lab will complete ORE will complete

Dollars in thousands

AGENCIES: Fill out chart and add rows as needed. Order enhancement requests according to agency priority. Limit descriptions to no more than 2 sentences. Add slides as needed to keep font at size.

IMPORTANT: Please note for each enhancement the relevant existing or proposed metric (KPI or Workload Measure) that the enhancement would positively impact. Metrics can be newly proposed or existing, but new metrics should be justified based on the agency's core mission and service.

OCA will complete the Evidence Rating and Racial Equity Assessment prior to the agency's BRT. Evidence ratings will be most relevant to enhancements where results can be tested or measured. Racial Equity Assessments will be made for select enhancement types.

**Racial
Equity
Assessment**

S.A.C. SERVICE OF THE CITY ADMINISTRATOR
BUDGET & PERFORMANCE MANAGEMENT

[Go to Insert > Header & Footer to input BRT date]

ORE Enhancement Review Process

All enhancements marked as racial equity related enhancements on Form 2 will be reviewed by ORE utilizing a four-star rating scale to assess their impact on advancing racial equity in the District of Columbia.

The four-star rating scale is listed below:

★★★★	Strong Justification to Advance Racial Equity
★★★☆☆	Moderate Justification to Advance Racial Equity
★★★☆☆	Promising Justification to Advance Racial Equity
★★☆☆*	Demonstrates a Rationale
☆☆☆☆	No Justification that Advances Racial Equity

Along with the rating scale, ORE will provide agencies with a brief justification narrative for each assessment. The assigned rating and narrative will be based on the following four factors:

- (1) The strength and quality of the evidence presented. (Did the agency present evidence that supports its rationale (quantitative, qualitative or both); Is the data disaggregated by race and ethnicity; Are there any barriers to obtaining disaggregated data; If not, can the agency obtain the disaggregated data?),
- (2) The proposed enhancement's potential benefits and burdens on communities of color.
- (3) An analysis of potential unintended consequences.
- (4) Community engagement. (Was the enhancement informed by community input or developed with community partners?) ORE will assess how community input influenced the creation of the budget enhancement.

The Mayor and District leadership will review and consider numerous factors to determine whether to approve an enhancement. Racial equity ratings for enhancements are deliberative and non-binding.

Capital Project Requests

ORE will review the information captured in Attachment C, Tabs 6 and 8 to evaluate the potential racial equity impacts of **new** capital project requests. New capital project requests which address racial equity will be analyzed using ORE's four-point scale outlined in the review process above. All existing capital projects will be excluded from ORE's review.

Racial Equity Budget Tool



Tab 6. IRB Required Questions

TAB 6 IRB REQUIRED QUESTIONS			
<p>Complete this tab for every project request. All questions on this tab are required for each project.</p> <p>STEP 1: Select Project Number in Column A. Project Title, IRB Category, and Agency Rank will autopopulate.</p> <p>STEP 2: Respond to each of the questions shown in the table. The more thoughtful and complete you answers, the more fairly the IRB can score your project.</p> <p>STEP 3: Copy and paste the table templates for every project in your agency's capital budget request.</p>			
Proj No	IRB	Agy Rk	Project Title
...	Select Project Number at left...
			<p>PURPOSE & NEED What will this project do? Who will it serve? Why is it important? [enter agency response]</p>
			<p>DESIRED OUTCOMES How will we know this project was successful? [enter agency response]</p>
			<p>STAKEHOLDER SUPPORT & ENGAGEMENT What District agencies and/or external stakeholders support this project? Which have voiced opposition and what are their objections? How has the agency engaged residents and stakeholders in the development of this capital project request? [enter agency response]</p>

**Racial Equity
Community
Engagement
Question**

Tab 8. Comprehensive Plan Alignment

**Racial Equity
Questions**

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TAB 8 COMPREHENSIVE PLAN ALIGNMENT										
<p>Complete this tab for all projects in your agency's request. This information will enable the Office of Planning to assist OBPM in assessing the alignment of the Mayor's CIP with the District's Comprehensive Plan.</p> <p>STEP 1: Project Numbers and Titles should auto-populate based on the data entered in Tab 1. Add or delete rows as needed.</p> <p>STEP 2: For each project row, select YES from the dropdown for each criterion that aligns with your request.</p> <p>STEP 3: Answer the short-answer questions below the project table.</p> <p>NOTES: Group projects if they are aligned with the Comp Plan in similar ways, but please list all project numbers and names below.</p>										
<p>PROJ. NO. PROJECT NAME</p>	<table border="1"> <thead> <tr> <th colspan="3">EQUITY & RACIAL JUSTICE</th> </tr> <tr> <th colspan="3">Does the project advance equitable outcomes by...</th> </tr> </thead> <tbody> <tr> <td>Addressing disparities in levels of service, investment, condition, and/or accessibility of a District asset that serves Black communities, communities of color, and/or other communities most often marginalized?</td> <td>Addressing disparities across race and geography for one or more key drivers of community health: education, employment, income, housing, transportation, food environment, medical care, outdoor environment, and community safety?</td> <td>Promoting environmental justice through improvements to air, water, or soil quality and/or through elimination of environmental hazards, particularly in neighborhoods that have been adversely impacted by pollution-generating uses and environmental degradation?</td> </tr> </tbody> </table>	EQUITY & RACIAL JUSTICE			Does the project advance equitable outcomes by...			Addressing disparities in levels of service, investment, condition, and/or accessibility of a District asset that serves Black communities, communities of color, and/or other communities most often marginalized?	Addressing disparities across race and geography for one or more key drivers of community health: education, employment, income, housing, transportation, food environment, medical care, outdoor environment, and community safety?	Promoting environmental justice through improvements to air, water, or soil quality and/or through elimination of environmental hazards, particularly in neighborhoods that have been adversely impacted by pollution-generating uses and environmental degradation?
EQUITY & RACIAL JUSTICE										
Does the project advance equitable outcomes by...										
Addressing disparities in levels of service, investment, condition, and/or accessibility of a District asset that serves Black communities, communities of color, and/or other communities most often marginalized?	Addressing disparities across race and geography for one or more key drivers of community health: education, employment, income, housing, transportation, food environment, medical care, outdoor environment, and community safety?	Promoting environmental justice through improvements to air, water, or soil quality and/or through elimination of environmental hazards, particularly in neighborhoods that have been adversely impacted by pollution-generating uses and environmental degradation?								

Appendix B. Sample Responses to REBT Questions

The following are sample responses to the six questions in the Racial Equity Budget Tool (REBT). Sample responses are not meant to be prescriptive; some data below are fictional and strictly for illustrative purposes. Agencies can and should provide additional information outside of the models below to reflect their unique portfolios and issue areas. The responses below are based on a racial equity enhancement for the ORE. Agencies should limit responses to REBT budget questions to no more than 5-6 sentences per question.

- a. **Overall Budget Request Questions:** What are your agency's racial equity priorities and how does your FY 2024 budget request help the agency address those priorities? Please list 2-3 priorities and expected outcomes of any enhancement requests in your FY 2024 submission.

RESPONSE: We have developed our FY24 budget to closely align with ORE's mission, vision, goals, and objectives, all of which seek to decrease and close racial gaps in D.C. As a pre-planning process, we examined root causes and major drivers of racial inequities in the District to frame our budget process and utilized racial equity assessment tools and community input to assess the office's role in addressing these drivers. This budget will allow ORE to build capacity across the District government by designing and scaling up trainings provided to District agencies and select external stakeholders on racial equity. Trainings will seek to ensure District government initiatives, programs, and policies are co-created by and center residents who are most impacted by racial inequities. The proposed FY24 budget will also enable ORE to develop a public-facing dashboard to track and address seven priority areas captured in the District's inaugural Racial Equity Action Plan (REAP). The dashboard and REAP will provide a close-to-real-time estimate of the District's efforts to address racial inequities to better promote the District goals of transparency and equity in governance.

- b. What constraints most inhibit your agency's ability to advance racial equity? Please list any of your agency's FY 2024 budget enhancements that directly address these constraints.

RESPONSE: ORE's ability to scale up racial equity trainings is limited by our ability to hire and train a Training Specialist. The ORE FY24 budget enhancement (Training Specialists) will provide ORE with one additional staff member as well as resources to develop and deploy a District-wide racial equity dashboard on the ORE website. IT resources will also enable ORE to record and create a training repository that District government staff can access online.

Budget Enhancements:

- c. What racial inequity would this budget enhancement address? (I.e., a health disparity, educational gap, disproportionality in housing, etc.). Please be as specific as possible.

RESPONSE: This budget enhancement aligns with the District's goal of establishing a framework for all District government agencies to apply a racial equity lens through the creation of just budgets, policies, and practices. In addition, ORE, in collaboration with the Office of Human Rights, is charged with producing racial equity training materials to be distributed to all District agencies. Specifically, the REAP addresses racial inequities in the following domains: housing, health, public safety and justice, education, economic opportunity, neighborhood life, and civic life.

- d. What is the rationale for addressing the inequity in this way and/or with this program? (For example, is the enhancement in response to a legislative requirement or mandate, community engagement efforts, demographic data, or something else?)

RESPONSE: ORE would use the requested allocation to develop and provide trainings to District agencies to address the major drivers of racial inequities in the District based on data available to and analyzed by ORE. As a specific example, the DC Health 2018 Health Equity report outlines racial disparities in educational attainment which correlate to higher rates of poverty and higher rates of fair and poor health outcomes among Black, Indigenous, and other residents of color. ORE highlights the need to develop a systems approach to address multi-systemic factors within our racial equity training. Data highlighted in the DC Health Equity report underscores some of the key topics of discussion included in the Groundwater Approach section of our training. In addition, the REACH Act mandates ORE to develop a racial equity action plan. The plan is a formalized accountability plan, including specific timelines, to be used by each District agency to advance racial equity in the performance of its duties.

- e. In what ways have you meaningfully involved internal and external community in the development of your agency's budget requests, including staff and communities of color?

RESPONSE: ORE's FY 2024 budget is based on meaningful, ongoing conversations with community stakeholders. Throughout FY 2022, ORE regularly met with three District community-based organizations whose missions are to address racial inequities and promote social justice. The CBOs are largely comprised of Black and Brown District residents who have been impacted by or are aware of the community-level racial equity impacts of District government services. ORE participated in monthly meetings and listening sessions at the invitation of these community-based organizations to discuss District policies and ORE's role in ensuring that District programs and policies are created through an equity lens, including engaging residents in the development of ORE racial equity tools. In addition, ORE engaged approximately 122 residents and stakeholders to develop the draft REAP; input from those conversations and resident experiences have been incorporated into ORE's FY24 budget proposal and reported back to community partners on how their input was used.

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- f. If the budget enhancement could potentially cause unintended benefits or burdens, please detail what racial or ethnic groups might be positively or negatively impacted. (E.g., the location for a new airport could disrupt traffic patterns and create noise and air pollution that impact residents in the immediate vicinity and potentially worsen racial health inequities.)

RESPONSE: ORE's FY 2024 budget enhancement is not expected to have any unintended consequences. However, residents and stakeholders will benefit through their ability to view, track, and assess the District's progress towards a more racially equitable city. The REAP and dashboard will increase transparency and accountability for all users.

Appendix C. Community Engagement

The Office of Racial Equity has developed a Meaningful Community Engagement Resource Guide with input and feedback from Washington, D.C. community-based organizations (CBOs) led by Black, Indigenous, and other people of color (BIPOC) residents.* This Guide is meant as a resource for District government agencies to help generate authentic and community-centered community engagement practices. This Guide aims to encourage meaningful community engagement practices that actively and intentionally inform and involve District residents and communities in the policy and program decisions which most impact their lives. Meaningfully engaging District communities is a crucial step toward embedding a racial equity lens in government because it helps center the voices of BIPOC communities in the design, delivery, and implementation of policies, programs, budgets, and initiatives.

For additional ideas on engaging communities, please visit the ORE website to obtain the [MCE Guide](#).

Contact Information

To request additional support, please schedule a technical assistance appointment through the [ORE Office Hours page](#).

Note: Image on cover page is titled “Alma Indigena” from Victor “Marka27” Quinonez for the DC Murals Project.