

Budgeting for Racial Equity FY24 Summary

Budgets are where the values and vision of a community get translated into programs and policies that impact people's lives. It is important that the process of preparing Philadelphia's annual operating and capital budgets intentionally align with the City's priority to make Philadelphia is a more equitable community.

For the FY24 budget cycle, the Budget Office collaborated with the Office of Diversity, Equity and Inclusion (ODEI), an external consulting firm, and other City departments to develop a robust process for embedding racial equity into the budget. The Budget Office considered five key inputs during the FY24 budget process: **racial equity questionnaires, external scoring support, input from ODEI, Budget Equity Committee recommendations, and feedback from community engagements.**



Racial Equity Questionnaires

As part of the budget process, all **City departments submitted Racial Equity Questionnaires** with their budget submissions.

These Racial Equity Questionnaires:

- Are required for both capital and operating budget submissions.
- Ask departments to describe their racial equity programs & policies, workplace culture, and the potential racial equity impacts for new funding requests.

Department responses to the questionnaire will be posted as part of the Budget Office's [annual budget recap](#).

The City consults with Equity & Results, an outside racial equity firm. Equity & Results developed a **racial equity scoring rubric** in collaboration with the ODEI.

Equity and Results **scored each budget request and the Racial Equity Questionnaires** on several metrics. The metrics were informed by the following questions:

- Is the budget request focused on racial disparities?
- Does the request show clear evidence of an anti-racist impact?
- Does the request leverage partnerships?
- Is the request focused on structural root causes of inequity?
- Is the request aligned with the Mayor's priorities?



External Scoring Support

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The Office of Diversity, Equity and Inclusion **partnered with its sister offices: The Mayor's Office for People with Disabilities and the Mayor's Office for LGBT Affairs** to attend all FY24 department budget meetings and review all department budget requests.

ODEI reviewed and scored each budget request based on whether the request:

- Improves lives for residents
- Is feasible
- Is data-driven
- Advances racial equity, accessibility, and equity for LGBTQ+ employees & residents



Input from ODEI



Budget Equity
Committee

The City **appointed a committee of 50 City employees to assess budget requests** for their racial equity impact. Budget Equity Committee members represented diverse identities, various departments, and multiple leadership levels, including frontline staff. The Budget Equity Committee:

- Attended "budget boot camps" to learn the City's budget process
- Discussed submitted budget requests in small groups
- Shared budget recommendations based on requests' potential impacts for racial equity

The Budget Office held **26 community engagement sessions with 445 community members**. Participants included residents, leaders from businesses, non-profits, arts, and cultural organizations, as well as City employees that shared their thoughts, concerns, and ideas.

Community focus group sessions covered citywide concerns, perspectives, and lived experiences while providing the public with insight to how the City budget works and idea sharing for citywide issues.

A more detailed recap of community engagement efforts will be posted as part of the Budget Office's [annual community engagement recap](#).



Community
Engagement

The Budget Office considered all five carefully, along with other important factors, as it worked with the Mayor's Office to develop an FY24 Budget Proposal. The [FY24 Budget Proposal](#) was introduced on March 2, 2023 for consideration by Philadelphia City Council. For questions about the Budgeting for Racial Equity process, please reach out to helen.loughead@phila.gov and telyse.masaoay@phila.gov.