



AUSTIN, TEXAS

# CHIEF EQUITY OFFICER

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## THE POSITION IN BRIEF

The City of Austin, Texas (pop 964,177) seeks a dynamic equity leader as its next Chief Equity Officer. This executive-level position is located in the Management Services Department and reports to the Chief of Staff. The successful candidate will have both internal and public-facing responsibilities to facilitate, advocate for, and institutionalize equitable and inclusive policies, practices, and outcomes. The City's first Chief Equity Officer departed for another role after establishing the Equity Office and leading its efforts for six years.

## THE CITY

As the capital city of Texas, Austin is the fourth most populous city in the state and has developed a reputation as a hub for technology and arts & culture. Known as The Live Music Capital of the World and home to the University of Texas at Austin, the city encompasses 320 square miles and sits within a growing metropolitan region of 2.28 million residents. The six-county Greater Austin area includes the large suburban cities of Round Rock, Cedar Park, Georgetown, and San Marcos. Located at the edge of the Texas Hill Country – a rolling terrain of limestone bluffs, springs, rivers, and lakes – Austin's climate is ideal for year-round jogging, cycling, hiking on the city's many trails, or swimming at Barton Springs or one of the area's many other swimming holes.

This vibrant and dynamic city tops numerous lists for business, entertainment, and quality of life. One of the country's most popular and culturally dynamic cities, Austin was ranked #1 by the Wall Street Journal in 2020 as the Hottest Job Market in the USA. Following an analysis of 150 metro areas, Austin was selected as the #5 Best Place to Live in the U.S. and #1 Best Place to Live in Texas by U.S. News & World Report in 2021 and ranked in the top ten on the Forbes list of America's Best Employers in 2017. In support of the LGBTQ people who live and work in Austin, in 2021 and the previous eight years, the City of Austin scored 100 points out of 100 on the Municipal Equality Index from the Human Rights Campaign.

Emerging as a player on the international scene, Austin is well known for its diverse events such as the Austin Marathon, Rodeo Austin, Austin Urban Music Festival, Blues on the Green, Austin Pride Festival, Austin Trail of Lights, SXSW, Austin City Limits, and Formula 1, and being home to companies such as Apple, Samsung, Dell, Oracle, IBM, Tesla, Google, and Ascension Seton Health. From its founding in 1835 through the year 2000, Austin's population roughly doubled every 20 years. The City's population continues to increase with more than 100 people moving to the Austin area daily.

## DEMOGRAPHICS & RELATED DATA

(Source: U.S. Census Bureau)

Median Age: **33.7** years

Median Household Income

**\$78,965**

Median Home Value

**\$381,400**

### RACE/ETHNICITY

**66.4%** White only;

**8.2%** Asian only;

**7.7%** Black/African American only;

**33.1%** Hispanic/Latino;

**8.7%** Two or more races

### EDUCATIONAL ATTAINMENT

High school diploma or higher –

**90.6%**

Bachelor's degree or higher – **55.1%**

Poverty Rate **12.5%**



## OUR STRATEGIC OUTCOMES

Together we strive to create a complete community where every Austinite has choices at every stage of life that allow us to experience and contribute to all of the following outcomes:



### ECONOMIC OPPORTUNITY & AFFORDABILITY

Having economic opportunities and resources that enable us to thrive in our community.



### MOBILITY

Getting us where we want to go, when we want to get there, safely and cost-effectively.



### SAFETY

Being safe in our home, at work, and in our community.



### HEALTH & ENVIRONMENT

Enjoying a sustainable environment and a healthy life, physically and mentally.



### CULTURE & LIFELONG LEARNING

Being enriched by Austin's unique civic, cultural, ethnic, and learning opportunities.



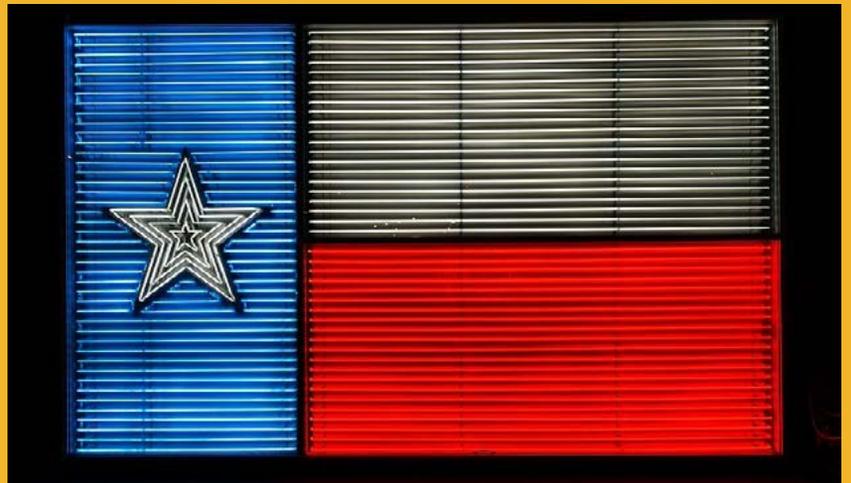
### GOVERNMENT THAT WORKS FOR ALL

Believing that city government works effectively and collaboratively for all of us—that it is equitable, ethical and innovative.



## OUR VISION

Austin is a beacon of sustainability, social equity, and economic opportunity; where diversity and creativity are celebrated; where community needs and values are recognized; where leadership comes from its community members; and where the necessities of life are affordable and accessible to all.



The City of Austin is a progressive, full-service municipal organization operating under the Council-Manager form of government. Austin's mayor is elected from the city at large, and ten council members are elected from single-member districts. Terms of the mayor and council members are four years, and terms are staggered so that a general election is held every two years, with half the council being elected at each election. Term limits for the mayor and council members provide for two consecutive four-year terms. The City Council is responsible for the appointment of the City Manager, who is the Chief Administrative and Executive Officer of the City, City Clerk, City Auditor, Municipal Court Judges, and the Municipal Court Clerk.

The City Council adopted six Strategic Outcomes and Indicators in 2018 as part of its Strategic Direction 2023 (SD23) to guide the City in improving quality of life and civic participation in the Austin Community over the next three to five years. The Chief Equity Officer reports to the Chief of Staff, who reports to the City Manager. The Chief Equity Officer will be responsible for supporting department programs and initiatives related to all six Strategic Outcomes in SD23. For more information, visit [Austin Strategic Direction 2023](#).

## THE EQUITY OFFICE

The Equity Office was established in the 2015 budget process and formally staffed beginning in 2016. In keeping with Austin's culture of an engaged and active citizenry, the Equity Office and the Equity Assessment Tool resulted from the efforts of a multiracial coalition of Austinites committed to addressing persistent racial disparities in the city. It has since grown to an office of 12 full-time employees (FTEs), five temporary employees, and a Fiscal Year 2023 budget of \$2.9 million.

The office liaises with the City's [Quality of Life Advisory Commissions](#), [Joint Inclusion Committee](#), and [Equity Action Team](#), and administers the Equity Assessment Tool. The office also conducts training, collaborates with City departments on their policies and programs, convenes occasional town halls, and coordinates quality of life assessments. The City has adopted a racial equity lens and an intersectional approach to other marginalized identities in response to data identifying race as the most consequential predictor of quality of life.

As in most cities, Austin's marginalized communities face continuing inequities related but not limited to housing affordability, health, policing, and economic mobility. Among the issues the Chief Equity Officer will engage with are the proposed expansion of Interstate 35 and the City's high-capacity transit system expansion known as Project Connect, and their potential impact on minority communities.

## THE CHIEF EQUITY OFFICER ROLE

The next Chief Equity Officer will take the reins of a well-established organization that has earned credibility both within Austin city government and throughout the community. They will be expected to build on that success, deepening collaborative relationships and taking a leadership role on issues that will have a measurable positive impact on the quality of life of Austinites across the spectrum of marginalized identities.

The Chief Equity Officer functions as a thought partner and advisor to City leadership and department heads on equitable service delivery and serves as an advocate, convener, and consensus builder within the community. The position requires a high level of professional judgment, political acumen, and values clarity to balance these roles.

In addition to addressing areas of inequity, some key issues and priorities for the next Chief Equity Officer include:

- Further integrating equity analysis into all aspects of the City's policymaking and decision making
- Enhancing internal equity capacity and supporting departmental equity managers
- Building solidarity within and between Austin's racial and ethnic communities
- Strengthening understanding of and buy-in for the City's racial equity lens by Austinites across the spectrum of marginalized identities
- Navigating complex issues relating to equity and inclusion with government and nongovernmental entities

## THE EQUITY OFFICE

Formally staffed beginning in **2016**

**12** full-time employees (FTEs)

**5** temporary employees

Fiscal Year 2023 budget of

**\$2.9** million





## THE IDEAL CANDIDATE

Character is as important as knowledge and experience for this role. Thus, the ideal candidate will be an individual known for integrity, empathy, and courage with lived experience as someone who has endured oppression. They should possess a deep understanding of institutionalized racism and the ability to authentically engage individuals across identities. They could be described as an "amenable disruptor" who embraces positive conflict. They prioritize listening to and amplifying the voices of marginalized communities above their own and believe in co-creating a vision with those who will be affected by it. They exercise strong resolve and an ability to navigate controversial issues with determination and accountability while seeking positive outcomes.

Given the responsibilities of the role, a combination of the following skills, abilities, and experience is necessary:

- Sophisticated and adaptable communication skills
- Strong analytical skills with an emphasis on equity analysis
- A firm grasp of change management, strategic planning, and systems thinking approaches
- Experience with local government budgeting
- The ability to effectively navigate city government
- Grassroots advocacy experience
- An outcome-focused leadership approach

## QUALIFICATIONS & REQUIREMENTS

- Bachelor's degree in Public or Business Administration or relevant discipline is required
- At least seven (7) years of experience delivering solutions related to diversity, equity, and inclusion, at least two (2) years of which should be in a managerial capacity
- A Master's degree may substitute for two (2) years' experience
- Demonstrated knowledge and understanding of diversity, equity, and inclusion principles, practices, policies, and trends is required



## COMPENSATION & BENEFITS

The salary range for this position is \$155,000 – \$165,000. [Benefits](#) include medical, dental, and vision coverage; life insurance; compensated leave; short-term disability; and retirement benefits. The City is a member of the Proportionate Retirement Program.

## HOW TO APPLY

Apply by March 15, 2023, at [www.GovHRjobs.com](http://www.GovHRjobs.com) to the attention of Dele Lowman, Senior Vice President, and Byron Marshall, Co-Managing Director of i4x, 630 Dundee Road, #225, Northbrook, IL 60062. Tel: 847-380-3240 x141.

## ADA STATEMENT

The City of Austin is committed to compliance with the Americans with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please contact 512-974-3210 or Relay Texas 7-1-1.

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act.

