



# Dispelling the Myths: DE&I in Government

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# Washtenaw County Snapshot: Demographics

Total population  
368k

Median household  
income \$75,730:  
\$25K~ increase  
over 10 years

Median home  
value \$ 278,500:  
\$80k~ increase  
over 10 years

Percent of people  
in poverty 12.0% :  
3%~ decrease over  
10 years

74% White, 12%  
Black, 5% Latino

# Washtenaw County Snapshot: Industry

Educational services, health care, and social assistance 38.7%

Manufacturing 10.7%

Professional, scientific, management, and administrative and waste management services 11.1%



Board of  
Commissioners  
resolution  
established the  
Equity Office in  
2018.

Data-driven, evidence-based policy development and resource allocation, informed by population need, with a focus on the institutional role County government has in increasing equity, reducing disparity, and preventing harm.

# Washtenaw County Charge & Definition of Equity

Washtenaw County intentionally and purposely addresses issues of inequity within our institution and County. Many current inequities are sustained by historical legacies, structures, and systems that repeat patterns of exclusion. All aspects of county government are to address and implement strategies that target inequities that exist within the County organization, inclusive of all its services, producing equitable outcomes for all residents.

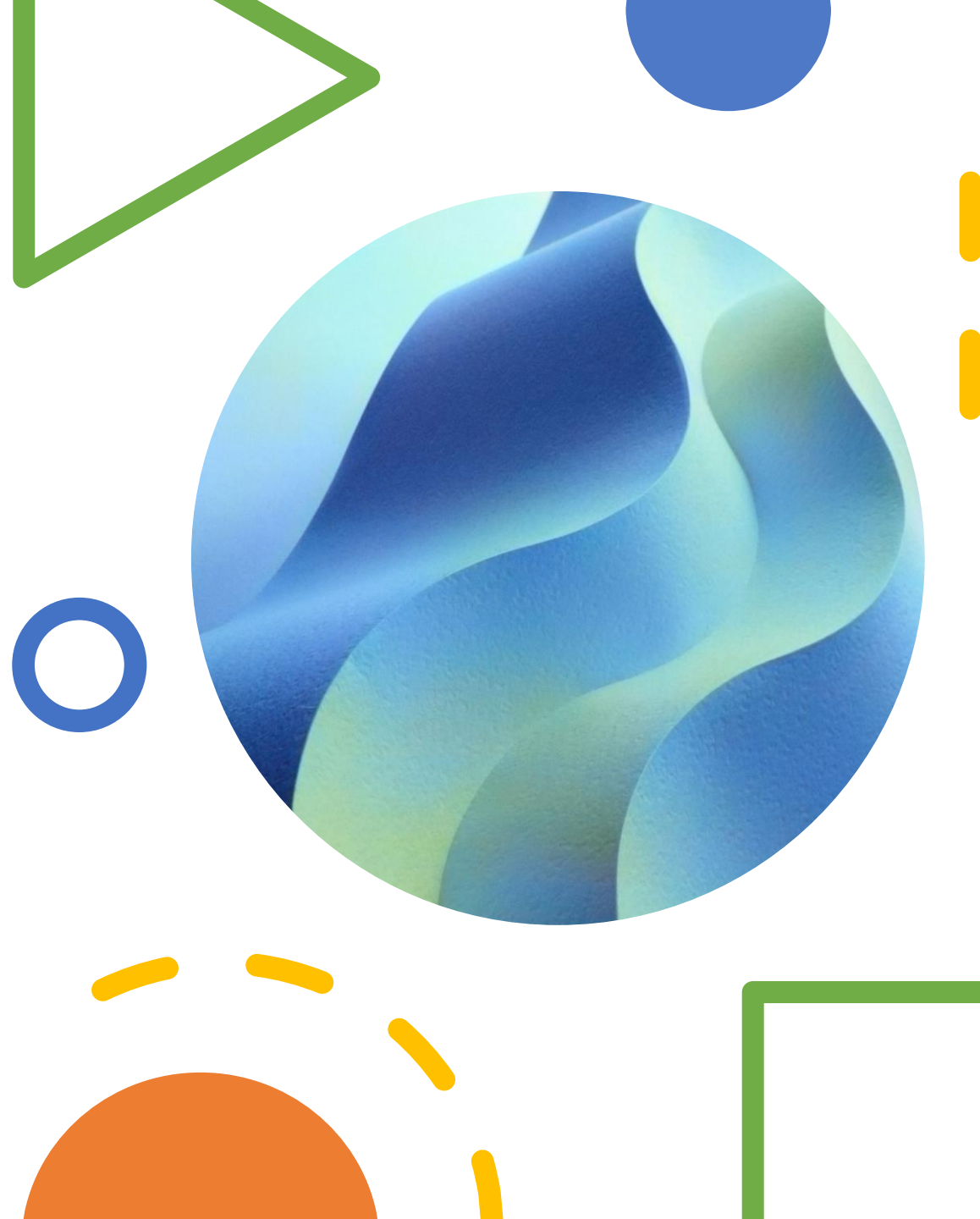
The County strives to achieve equity for all people and in all policies.

# Key Definitions

“Equity” means fair and just opportunities and outcomes for all people.

“Inequity” means differences in well-being that disadvantage one group in favor of another, often due to historical and current discriminatory practices and policies.

“Diversity” combination of our differences that shape our view of the world, our perspective, and our approach, the spectrum of human differences.





# All Communities are Diverse Communities

*examples of diversity that are not about race or income*

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**Family Traditions**

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**Favorite Sports Teams**

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**Best holiday cookie recipe**



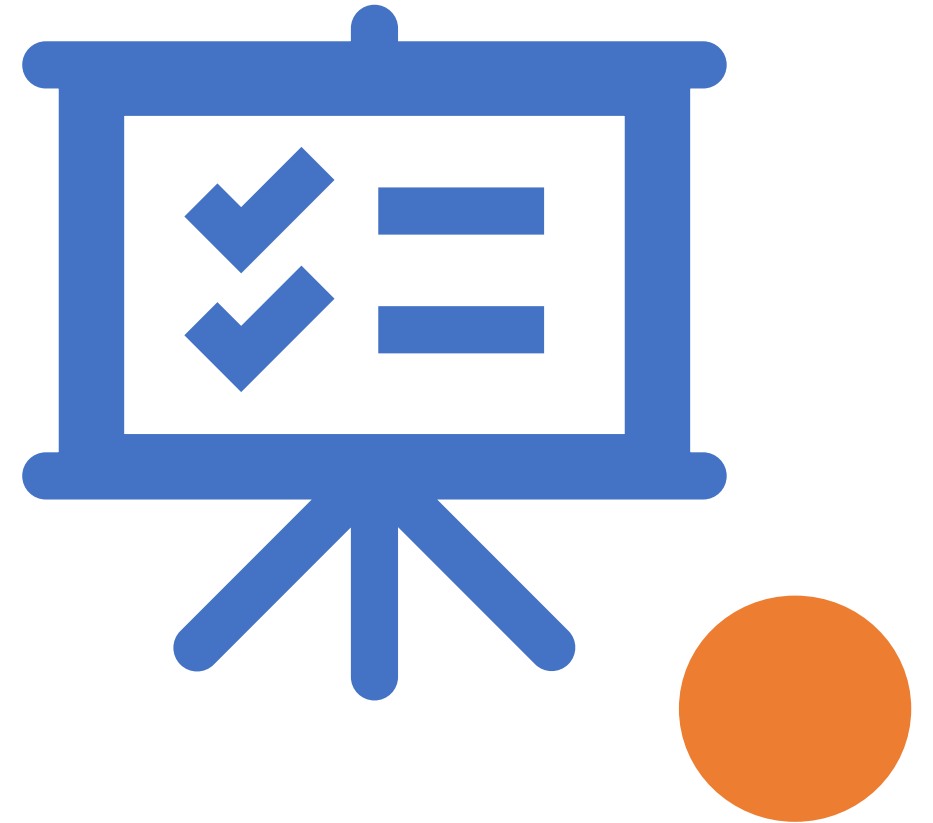
## Creating Equity through Policy: Targeted or Universal?

Targeted policies and universal policies have been used to develop responses to resolve problems in our society. However, both approaches have limitations that restrict their ability to create lasting and large-scale change.



# Targeted Policies

Targeted policies single out and give certain benefits or protections to particular subgroups. Benefits or protections given through targeted policies depend on membership in a specified group or eligibility category, such as income level.





## Challenges with Targeted Policies

Because targeted policies leave out members of other groups, this approach can invite resentment and claims of unfairness, making this approach politically unstable and unable to create lasting change.




# Universal Policy

Universal policies, such as minimum wage or universal basic income, treat everyone the same, regardless of need or circumstance.



## Challenges with Universal Policies

Blanketed universal policies can actually *deepen* inequalities by failing to account for the reality that different groups are situated differently in society.





# Targeted Universalism

We have a baseline standard for the quality of life of all.

We recognize that different groups have different needs to attain or maintain that standard.

As a government, our responsibility is to provide the support and resources needed to achieve and maintain the universal standard.

# Universal Standard: Safe Roads

Standard: All county roads should be safe to drive on



Assessment: Back roads experience less traffic and may require less repaving than a high traffic road



Need: Allocate more resources to repave high traffic roads



# 5 Steps for Targeted Universalism:



## Set

Set a universal goal.



## Assess

Assess the general population performance relative to the universal goal.



## Assess and identify

Assess and identify the performance of groups that are performing differently with respect to the universal goal.



## Assess and understand

Assess and understand the structures and other factors that support or interfere with each group from achieving the universal goal.



## Develop and implement

Develop and implement targeted strategies for each group to reach the goal.

# Equity

Resource allocation based upon need & outputs aligned with a universal standard





# Operationalizing Equity: Resolution Assessment & Equity Review



COUNTY ADMINISTRATOR  
220 NORTH MAIN STREET, P.O. BOX 8645  
ANN ARBOR, MICHIGAN 48107-8645  
(734) 222-6850  
FAX (734) 222-6715

TO: Sue Shink, Chair  
Board of Commissioners

THROUGH: Gregory Dill  
County Administrator

FROM:

DATE: Wednesday, January 19, 2022

SUBJECT: Board Templates

## **BOARD ACTION REQUESTED:**

This section is relatively short, and simply describes the action that is requested of the Board of Commissioners. The section always begins with "It is requested that the Washtenaw County Board of Commissioners..." followed by the specific action they will take. If, for example, it is requested that the Board authorize the submittal of a grant application, this section would include information such as the granting agency, program to be funded, dollar amount and duration of the grant.

## **BACKGROUND:**

This section provides a useful historic context for the Board of Commissioners to consider. What has the County done so far in this area? What other initiatives may be related to this current effort? Are there any "big picture" or national concerns that inform why the Board action request is being advanced at this time? Provide any statistical data that may assist in developing the story behind this request.

## **DISCUSSION:**

Here, describe specific details of the program in question – what's the nature of the service being provided? If a new program, why is now the right time to be considering its inception? If a continuation of an existing program, what changes have occurred during its tenure (number of citizens served; funding increases/decreases, etc.)? What will be accomplished if the Board takes the action that is requested?

## **IMPACT ON BUDGET:**

List the amount requested (if any) to support the action; or, alternatively, the dollar amount of the grant application. Be sure to include any local match, and sum to total program amount. Your business analyst will assist you in preparing this section.

Note that if the requested Board action will have no impact on budget, this section can simply state "None."

## **IMPACT ON FACILITIES:**

List any impacts to any facilities related items. This may include new or modifications to the following: office space, common space, programming space, furniture, security/safety equipment, vehicles and parking. Please address expectations around any new positions, employees or operational changes

## **IMPACT ON TECHNOLOGY**

List any impacts to public or employee technology as a result of this request. This may include programs, service contracts, computers, peripherals, communications, and services. Please address any expectations around new positions and employees.

## **IMPACT ON EQUITY:**

Include intended outcomes and who will benefit or be burdened by this request (disaggregate information when appropriate/available by geography, age, race, income, and relevant subpopulation). Is this proposal designed to explicitly address an area of inequity? Will this request preempt inequity or repair existing inequity? If so, what area(s) and how? Identify data source(s) and process (community meetings, departmental feedback, independent research, etc) utilized to conduct equity analysis on this request. For assistance contact the Racial Equity Office.

## **IMPACT ON INDIRECT COSTS:**

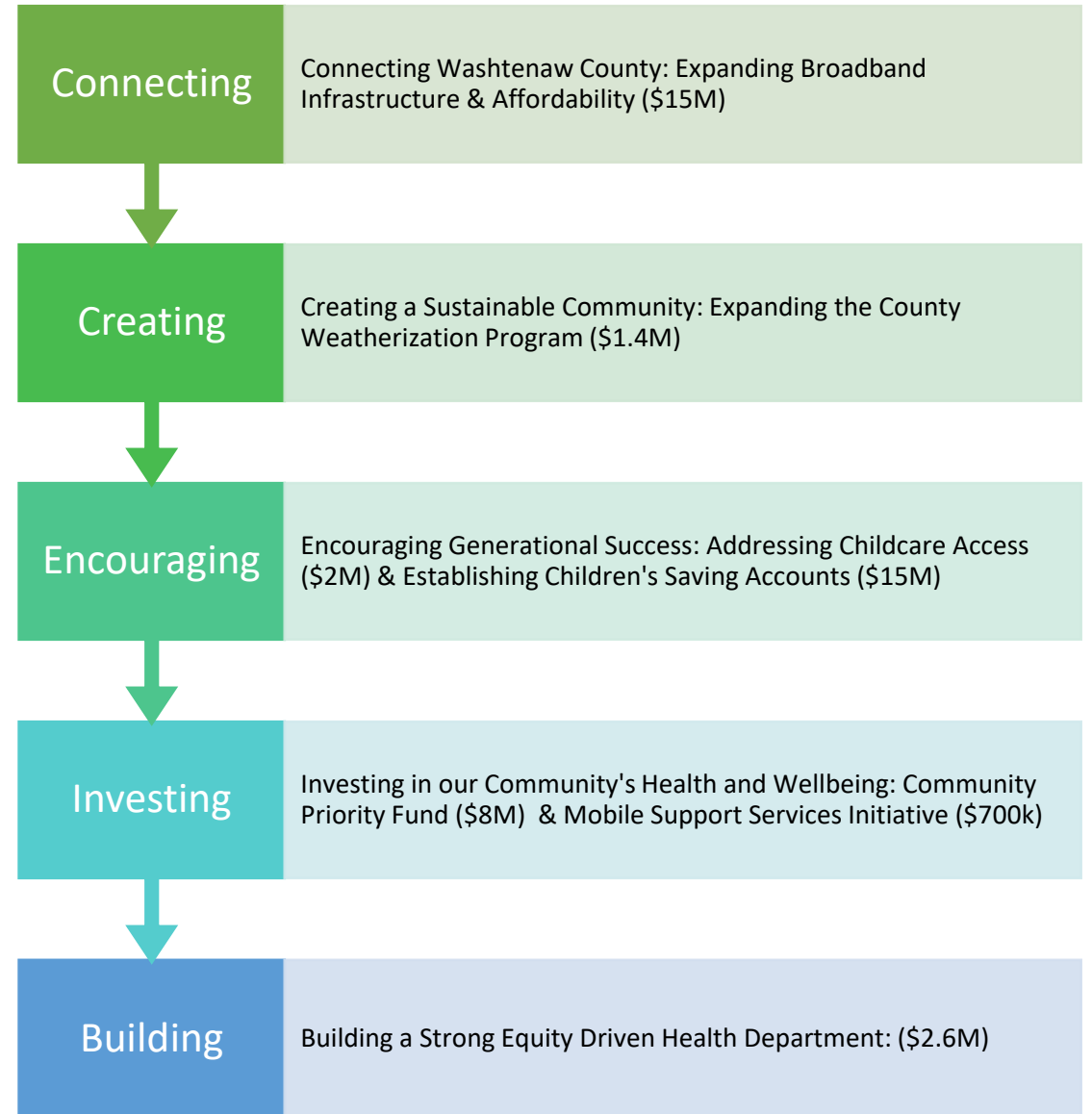
Indirect costs most typically apply when positions are being created, or when Cost Allocation Plan reimbursement is allowable under certain grants. Your business analyst can guide you through this section.

Note that if the requested Board action will have no impact on indirect costs, an acceptable entry in this section is "None."

## **IMPACT ON OTHER COUNTY DEPARTMENTS OR OUTSIDE AGENCIES:**

List collaborations (if any), partners, and other parties who may benefit or participate. This section is frequently very short, and an acceptable entry is "None."

# Washtenaw County Rescue Plan: ARPA Allocations



Questions



# Resources

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john a. powell on [Targeted Universalism](#)

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[Washtenaw County Opportunity Index](#)

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[National Opportunity Index](#)

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[Washtenaw County Rescue Plan: ARPA Allocations](#)



# WASHTENAW COUNTY

*Michigan*

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**@washtenawcounty**



**@equityinwashtenaw**



**/WashCoGov**



**[www.washtenaw.org/](http://www.washtenaw.org/)**