

**Department New Request Form  
Fiscal Year 2021**

**Program**   
**Department**   
**Request Category**   
**Request Rating**   
**Department Goal**

**Title of New Request:**   
**Rank:**

**1. How will request assist in achieving Department Goal and benefit the customer?**

As stated in the City of Missoula's 2020-2023 Strategic Plan, we have committed to working with community partners to define disparities in our community and to identify the most promising solutions toward advancing social, economic and racial equity. **To achieve this goal, we are requesting funds to support the work of LEARN Missoula.**

LEARN Missoula is a predominantly BIPOC research team working to address anti-racism at a structural level in local government and municipal systems. Using both qualitative and quantitative research, their work focuses specifically on the centering of BIPOC voices to dismantle systemic oppression and precipitate change the public sphere. This investment is essential and will serve as a necessary building block and catalyst for the following additional goal outlined in our strategic plan:  
*Create a pro-equity policy agenda that will advance racial and social equity in the areas of economic development and jobs, environment and the climate, housing, health and behavioral health, the justice system and mobility.*

Without this research, driven by a predominantly BIPOC research team, the City of Missoula lacks an adequate road map through which to embark on this critical work. Additionally, the City of Missoula is committed to conducting an internal policy analysis and equity audit to ensure operations, policy creation and decision-making reflect the City of Missoula's goals to advance racial and social equity. The city needs to identify macro-level policies and key-departments and programs to participate in this work, as well as ordinances and resolutions that warrant analysis. While we anticipate the work completed by LEARN Missoula will assist us in this effort, we will need additional support from professionals experienced in conducting this type of work and from the BIPOC community. **We are requesting funding to support the preliminary steps in a city-driven policy and equity audit.** This work will be completed with broad participation, an inclusive process and accountability to the public. This investment will serve as a necessary step in achieving the following additional goal outlined in our strategic plan:  
*Create an equity and social justice strategic plan that will serve as a blueprint for integrating and implementing pro-equity practices in our major functions of government where we can effect change, including policy creation and decision making.*

**2. What specifically is needed to achieve this goal?**

To achieve the goals outlined above, we are requesting an allocation of \$100,000 to

- support a qualitative and quantitative research study conducted by LEARN Missoula; and
- support the City of Missoula's efforts to conduct an internal policy analysis and equity audit.

**3. Cost Impact of New Program:**

Account #	Item	Qty	Unit Cost	Requested One-Time	Requested Ongoing	FY 2021 Unfunded	FY 2021 Funded	Proposed FY 2022 Ongoing
<b>Ongoing Expenses</b>								
					-	-	-	-
					-	-	-	-
					-	-	-	-
					-	-	-	-
<b>One-time Expenses</b>								
1000.255.470210.350	Professional Services	1	100000	100,000		-	100,000	
						-	-	-
						-	-	-
						-	-	-
						-	-	-
				<b>Expense Sub-Total</b>	<b>100,000</b>	-	<b>100,000</b>	-

**Revenue Offset:**

Account #	Revenue Description	Proposed Onetime Revenue	Proposed Ongoing Revenue
1000.000.311000.00	F Fund Balance	100,000	-
		<b>Revenue Sub-Total</b>	<b>100,000</b>

**Net Cost of Impact for New Program**

**4. What sort of data will be used to report results and outcomes of request and how will it be reported?**

LEARN Missoula will engage in qualitative research that will connect lived experiences of BIPOC community members to systemic challenges in a quantifiable fashion to create a comprehensive action plan. Their quantitative research will examine the data each governmental department collects, how it collects the data, and the lens (es) through which the data is analyzed. Using a racial justice and a critical paradigm, they will engage in secondary data analyses to examine and scrutinize the existing information noting discrepancies between this data and the qualitative data that we collect. Ultimately, the goal of LEARN Missoula is the generation of practical and applied knowledge in order to create an action-plan specific to the City of Missoula and Missoula County government. City-driven research and analysis will identify macro-level policies, key-department(s) policies and operations, ordinances and resolutions that warrant an internal analysis and equity audit. When completed, the policy analysis and equity audit will provide the City of Missoula with key findings and recommendations that will serve as a blueprint for integrating and implementing pro-equity practices in our major functions of government. The results of both of these efforts will be reported throughout and at completion to the Missoula City Council, key stakeholders, and the community at large.