

Human Rights Impact Review and Report

Austin Equity and Inclusion
August 25, 2026

What is a Human Rights Framework?

A human rights framework evaluates government performance through the lens of **residents' rights, dignity**, and **equitable access to services**.

Rather than asking whether programs exist, it asks whether people's rights are being fulfilled and where **barriers** remain.

Why is it important and how does it support the City?

- **Identifies barriers** that prevent residents from accessing services.
- **Improves accountability** by measuring outcomes, not just activities.
- **Informs better decisions** that promote equity, dignity, and public trust.
- **Prioritizes resources** where needs and disparities are greatest.

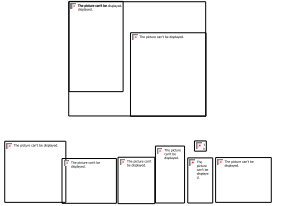
Co-Created Impact Review

The City engaged Henekom Group, a human rights consulting firm, to conduct an independent Human Rights Impact Review. The review included research across 160+ sources, engagement with 30+ stakeholders, and a community workshop with 120+ participants to identify human rights risks and prioritize opportunities across 12 key issue areas.

Result: Co-created recommendations grounded in community input and aligned with international human rights best practices.



City of Austin - Human Rights Framework



"Design and implement a Human Rights framework for assessing existing City services and programs to improve accessibility and responsiveness for residents' needs."

- Austin City Manager's Top 25 Goal

160+

Sources and
commissions
reviewed

300+

Stakeholders
identified
and engaged

120

Registered
workshop
attendees

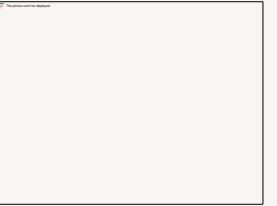
92

Issues
identified

69

Proposed
mitigations
for salience

Steps to Conduct a Human Rights Impact Review and Report



Issue Identification → Mitigation Identification → Stakeholder Engagement → Implementation

- 1 Desk Research**
12 issue areas, 160+ sources
- 2 Issue & Mitigation Identification**
Defined salient human rights issues and potential mitigations
- 3 Stakeholder Mapping**
Built 300+ stakeholder list with City Departments, Community and City Council recommendations
- 4 Landscape Assessment**
Reviewed existing programs, initiatives, ordinances, and laws informed by community and City Council
- 5 Human Rights Workshop - Building Consensus**
Multi-stakeholder dialogue at March 23 workshop, approximately 120 attendees
- 6 HeneKom's Activity Analysis**
HeneKom scored and identified salient issues and mitigations for priority action set forth by community stakeholders
- 7 Post Workshop Survey**
Sent to all registered stakeholders unable to attend to ensure all feedback was collected
- 8 Human Rights Impact Report**
Developed feasible municipal strategies based on knowledge-based best practices research
- 9 Cross-Functional Integration, Briefings and Feedback**
Engaged City Departments (May 2026)
Briefed City Manager's Office (May 2026)
Continued feedback loop to Participant Stakeholders (June 2026)
Briefed and Engaged Commissions (July 2026)
Briefing to City Council (August 2026)

Mitigations At a Glance

Each issue area produced at least four mitigations. Below is a representative example from each.

Economic Mobility

Create a property tax benefit for landlords who voluntarily agree to multi-year lease terms at stable rates to prevent rental instability.

Homelessness

Conduct and publicly release an annual cost comparison of eviction prevention versus shelter and emergency services costs.

Hate Crimes

Offer safety escort programs for vulnerable populations during peak weekend hours in District 9 (when hate crimes incidents rise).

Reentry

City hosts quarterly document fast-track days with Social Security Admin, Department of Public Safety, Vital Records, and NGO's at one location.

Aging / Seniors

Add a transit proximity requirement to city-funded affordable senior housing.

LGBTQIA+

Require anti-trafficking training focused on LGBTQIA+ youth for all city-funded shelters and transitional housing programs serving youth.

Human Trafficking

Pass an ordinance giving APD faster tools to close illicit massage businesses, with hours-of-operation as a red flag indicator.

Immigration / Refugees

Partner with Austin ISD and legal aid organizations to run school-based clinics helping immigrant families create emergency legal plans for children.

Veterans

Engage VA officials to enroll Austin veterans in the VHA-Uber Health Connect transportation program for medical appointments.

Accessibility

Require scooter riders to park in corrals or lock to bike racks; establish improper scooter parking as a Vision Zero pedestrian safety metric.

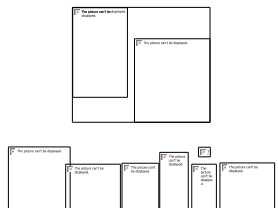
Worker Rights

Convert the Living Wage Resolution to a Full Ordinance and Close Coverage Gaps.

Public Safety

APD to provide a way for individuals to report a crime virtually - with video call or phone call where they could remain anonymous.

Five Indicators for Consideration



Each mitigation in the final report is followed by a row of five indicators. A filled circle means that category applies; an empty circle means it does not.



Fiscal Impact

Requires new or reallocated budgets, grant funding, or carries meaningful cost implications for the City.



Policy Impact

Requires passing, amending, or codifying a law, ordinance, resolution, or formal City policy.



Cross-Departmental Collaboration

Requires two or more City departments to coordinate on design, funding, or delivery (excluding Austin Equity and Inclusion).



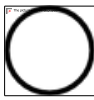
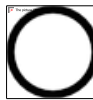
County / State / Federal Collaboration

Requires action, advocacy, or formal coordination with county, state, or federal government entities.



Community Collaboration

Requires partnering with NGOs, nonprofits, community organizations, or members of the public.

 = Applies  = Does not apply

City Council Leadership and Partnership

All human rights issue areas are deeply connected across our entire City.

City Council has a critical role in advancing human rights by:

- Championing the Framework's recommendations and mitigation strategies.
- Aligning policy, budget, and legislative priorities with human rights outcomes.
- Collaborating with City departments, community stakeholders, and partner orgs.
- Driving accountability and sustained action to improve quality of life for all Austinites.

Mitigations

Public Safety

APD to provide a way for individuals to report crime virtually – with video or phone call where they can remain anonymous.

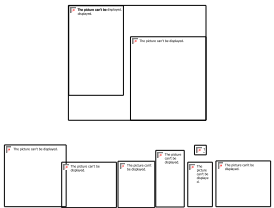
Immigration and Refugees

Ensure APD policies separate local policing from federal immigration enforcement and communicate this clearly. The new Safe to Call Working Group can support this and consider including recommendations for building trust between the immigrant community and APD.

Hate Crimes

Conduct a structured policy review of APD's hate crime response protocols, with community input, focused on victim engagement timelines and first-responder practices

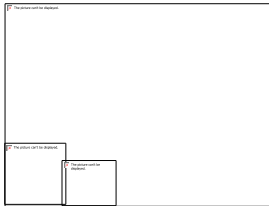
Cross Collaboration of City Departments



City departments that have a key role in implementing mitigations across the 12 issue areas.

Austin Equity and Inclusion	Austin Homeless Strategies and Operations	Austin Energy
Austin Police Department	Austin Housing Department	Austin Water
Austin Public Health	Austin Housing Authority	Austin Emergency Management
City Manager's Office	Austin Wage Theft Coordinator	Austin Economic Development
Austin Code / Code Compliance	Austin Transportation and Public Works	Small and Minority Business Resources
Parks and Recreation Department	Austin Department of Aviation	Austin-Travis County EMS
Austin Police Oversight		

Where We Have Been?



May 6, 2026
City Departments Briefing

Cross-section of municipal strategies and implementation next steps



June 10, 2026
Impact Review – Stakeholder Accountability

AEI shares out to all human rights stakeholders who contributed, providing findings, highlights and next steps



August 2026
City Council Briefing and Final Report

Final Report presented to City Council. Report to be published and shared.



March 23, 2026
Human Rights Impact Review Workshop

Community consensus building with 120+ stakeholders to identify and prioritize human rights risks and opportunities



May 11, 2026
City Manager’s Office Briefing

Full findings and mitigations presented to City Manager



July 2026
Community Accountability

AEI briefs commissions and engages with key stakeholders and departments



Your Henekom Group Team

Henekom Group is a consultancy with expertise spanning sustainability and human rights, with specific experience at the intersection of human rights, local government and mega sporting events.



MINAL PATEL DAVIS

Founder & CEO

Human rights specialist with 20+ years of experience. Former founding Director of Houston Mayor's Office of Human Trafficking. Created the first comprehensive municipal human trafficking response and now advises cities and mega sporting events on human rights integration across broad range of human rights issues.



ANNA FRASER

Senior Manager

Human rights specialist with 12+ years of experience. Former lead at U.S. State Department's Office to Monitor and Combat Trafficking in Persons, focused on forced labor in global supply chains.



JESSICA MCGOWAN

Senior Associate

Human rights analyst with experience in stakeholder engagement and continual due diligence. Former team member at Houston Mayor's Office of Human Trafficking, focused on responsible sourcing, delivering municipal mitigations and access-to-remedy mapping.

Understanding the Report



Risk

Explains the human rights issue, who is affected, and why it is important, based on research and stakeholder input.

Current Situation

Describes how the issue currently impacts Austin and outlines existing City policies, programs, and initiatives related to the topic.

Mitigations

Provides practical, community-informed mitigations for the City to consider, developed with Austin's legal authority, resources, and operational realities in mind.

The Right Lens for the Mitigations Report

- The overall report contains recommended mitigations in response to the risks stakeholders identified.
- Treat the report as a menu of options for the City, it is not meant to be prescriptive.
- It was made clear to all stakeholders that the City would conduct a feasibility check – both legal and financial – and see the 5 Impact Indicators
- The City can select a set of mitigations to execute across the 12 issue areas.
- Should the City choose certain mitigations over others that should be communicated to stakeholders.
- For the mitigations with a fiscal impact; the ones the city chooses to move forward with can be prioritized for the next budget cycle. Note: Many have minor fiscal impacts, like print costs, that could be covered in this budget cycle.

Why may I see efforts that already exist listed as new mitigations in the report?



- If you see a mitigation that you know the City is currently implementing, then research and stakeholder engagement indicated a gap in execution.
- A stronger communication plan may be needed or expanded stakeholder engagement may be necessary.

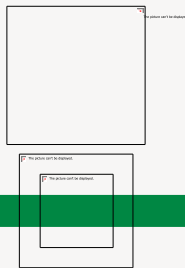
A City Department may confirm a program or policy exists, but if community does not know how to access, desk research could not find it, or stakeholders shared it is not benefiting the needs of community – it is a mitigation for the City to consider.

What Happens **Next?**



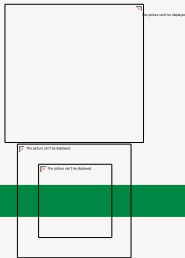
August 25, 2026
City Council Presentation

Full findings and mitigations presented to Austin City Council



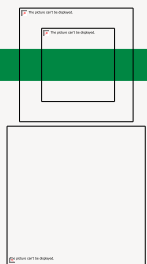
Oct 2026–Sep 2028
Implement Proposed Strategies

Austin Equity and Inclusion coordinates cross-departmental implementation



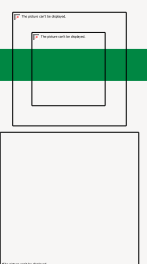
August–October 2026
Assign Mitigation Leads

City departments identify leads, resources, and partners for each mitigation



Future cycle
Repeat & Update

The framework is designed to be revisited as Austin evolves and priorities shift



Ongoing
Community Accountability

Communicate progress back to stakeholders who participated in the process and track progress publicly



Thank You

Questions welcome.

