



Madam President and Honorable Colleagues,

I respectfully submit this communication to call attention to a critical structural gap in how the City of Boston tracks, communicates, and evaluates performance, equity, and outcomes across key departments.

While our city has repeatedly affirmed its commitment to racial equity, transparency, and data-informed governance, the tools available to measure progress, particularly public-facing dashboards—remain fragmented, inconsistent, and in many cases, entirely absent. This lack of centralized, real-time, and disaggregated data undermines both accountability and community trust, and limits our collective ability to drive equitable results across neighborhoods.

Currently:

- The Mayor's Office of Housing (MOH) lacks a comprehensive dashboard tracking homelessness, housing retention, shelter transitions, and project timelines with budget alignment. Recommendation: Create a unified, public dashboard with district filters, milestones, and budget-performance tracking.
- The Office of Economic Opportunity and Inclusion (OEI) does not offer a consolidated dashboard linking job creation, wages, city contracts, and neighborhood economic outcomes. Recommendation: Build an economic equity dashboard tracking employment, earnings, contracts, and local impact.
- Equity & Inclusion Cabinet reports staff demographics but omits wage equity, promotions, and retention by race and gender. Recommendation: Expand reporting to include pay equity, advancement data, and disparities across departments.
- Boston Public Health Commission (BPHC) lacks a centralized health equity dashboard integrating chronic illness, mental health, and access metrics. Recommendation: Combine issue-specific data into one dashboard tracking health outcomes by neighborhood and demographic.
- 311 and Neighborhood Services do not publish resolution times, zip code equity, language access, or satisfaction data.

Recommendation: Develop a service dashboard showing response rates, issue types, and service equity across communities.

- Boston Police Department (BPD) does not report clearance rates, complaints, discipline, or race-based use-of-force outcomes. Recommendation: Launch a public safety dashboard disaggregated by race, geography, response type, and accountability metrics.
- Boston Public Schools (BPS) maintains fragmented dashboards but lacks a real-time, integrated view of equity, outcomes, and resource use. Recommendation: Create a comprehensive education dashboard tracking academics, supports, staffing, budget, and school climate by demographic and neighborhood.

Other major cities, New York, Los Angeles, Minneapolis, Seattle, have already adopted such platforms as national best practice. If Boston truly aims to lead with equity, we must adopt the infrastructure to track it.

I urge this body to support a citywide initiative for the creation and public deployment of centralized, equity-centered dashboards across these departments. These tools must include real-time performance tracking, equity benchmarks, demographic disaggregation, mobile accessibility, and feedback loops for community input. Departments should collaborate with the Citywide Analytics Team and report quarterly to the Council on their progress, with a target of full dashboard deployment by December 31, 2026.

Best,

A handwritten signature in dark ink, appearing to read 'Tania', with a large, stylized 'A' and a long horizontal stroke extending to the left.

Tania Fernandes Anderson  
City Councilor District 7