

# Update – Equity Assessment and Framework Development Project

C/CAG Board Meeting – October 13, 2022





# Overview

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Project Scope

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Progress and Timeline

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Engagement with CBOs, Partner Agencies, and Staff

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Documents Produced and Shared with Board for Review

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Defining Equity Priority Communities

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Draft Equity Definition (in Board packet)

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Discussion and Feedback

# Equity Project Scope

## Engagement Components:

- CBOs (and compensate) – 3 meetings
- Agency Partners – 3 meetings
- All-staff – 4 meetings
- CMEQ Committee and C/CAG Board – 6 meetings

## Background Research:

- Historical perspective
- Equity Priority Communities (EPCs) definitions
- Equity Definition for C/CAG's scope and influence

## Deliverables:

- Memos and notes from engagements
- Historical document
- EPC Mapping for C/CAG programs
- Final Equity Definition and Pledge
- Best Practices and Framework
- Draft and Final Reports



"A view from the St. Francis neighborhood in Daly City. (Sebastian Miño-Bucheli/KQED)"  
Source: <https://www.kqed.org/news/11883382/in-daly-city-the-bayanihan-spirit-is-alive-and-well>

# Progress and Timeline

Fall 2022	Winter 2022/2023	Spring 2023	Late Spring- Early Summer 2023
<ul style="list-style-type: none"> <li>• Equity definitions</li> <li>• Historical perspective</li> <li>• Connections between C/CAG's program areas and equity</li> </ul>	<ul style="list-style-type: none"> <li>• Equity metrics &amp; DAC mapping</li> <li>• Identification of equity impacts, issues, and needs connected to C/CAG's work</li> </ul>	<ul style="list-style-type: none"> <li>• Peer review of equity practices</li> <li>• Existing C/CAG equity integrations</li> <li>• Focused delineation of C/CAG's role in equity</li> </ul>	<ul style="list-style-type: none"> <li>• Final Reports, Policies, Statements, and Framework</li> </ul>



Rooted and uprooted in North Fair Oaks, May 16, 2022, Don Shoecraft  
 Source: <https://climaterwc.com/2022/05/16/rooted-and-uprooted-in-north-fair-oaks/>

# Engagements to Date

## 1 CBO & 1 Agency Partner Meeting

- Introductions & project overview
- Input on historical perspectives, equity connections to C/CAG program areas, data & indicators to be explored, and equity definition

## 2 Staff Meetings

- Introductions and project overview
- Review of CBO & Agency input
- Discussion regarding Draft Equity Definition, equity indicators, & mapping EPC's

## C/CAG Board Meeting

- 1<sup>st</sup> meeting this evening



"An aerial view of East Palo Alto. Photo via Wikimedia Commons, CC BY-SA 3.0"  
Source: <https://shelterforce.org/2022/03/22/the-nexus-between-rent-control-and-incorporation-in-east-palo-alto/>

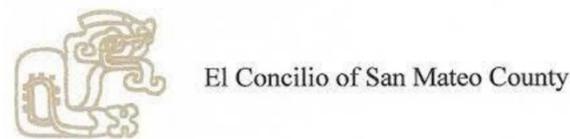
# Documents Shared

## Phase I Input:

- Agency Partner Meeting Participants



- Community Working Group Meeting Participants



# Documents Shared

## Historical Perspective:

- Conducted a literature scan that provides examples of public and private actions that contributed to historical harm locally, regionally, and statewide.
- Resources were divided into themes:
  - California Native History
  - Land Use & Housing Discrimination
  - Environmental Justice & Energy Equity
  - Transportation Injustice
  - Other Examples of Discriminatory Actions (Chinese Exclusion Laws and Japanese Internment)



Newly assembled barracks, photographer Dorothea Lange, Apr. 29, 1942, Tanforan Assembly Center, California.. (2020, November 18). *Densho Encyclopedia*. Retrieved 21:26, October 11, 2022 from <https://encyclopedia.densho.org/sources/en-denshopd-i151-00019-1/>.

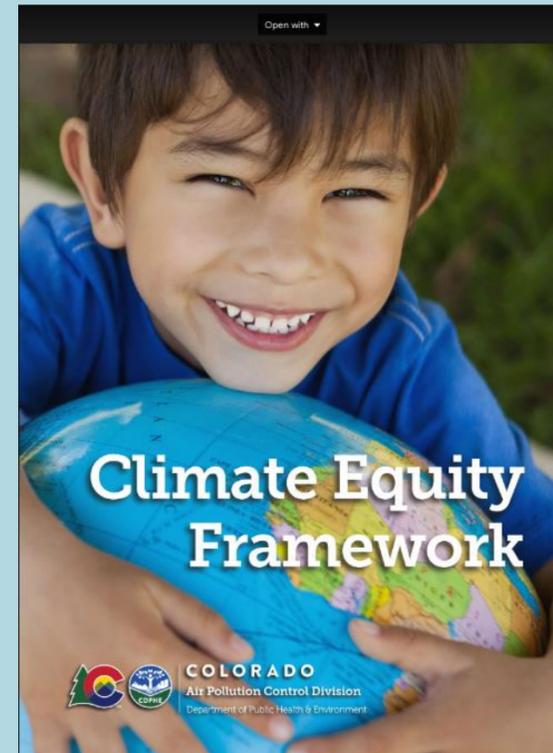
# Documents Shared

## Example Equity Definitions Handout:

- Searched for public agency equity definitions associated with each of C/CAG's program areas
- Requested other equity definitions of interest from Agency Partners & CBO meeting participants

## C/CAG Draft Equity Definition:

- Developed key themes based on input from Agency Partners & CBOs
- Used the themes & equity definitions cited by meeting participants to develop the Draft Equity Definition
- Refined the Definition based on C/CAG staff input



Source: <https://cdphe.colorado.gov/air-pollution/climate-change#equity>

# Defining Equity Priority Communities



Reviewed existing Equity Priority Community/demographic indicators, maps, & tools



Developed initial indicators for consideration in geographic assessment



Identified C/CAG interest in consistency across agencies, as well as specificity to C/CAG's programs



Next steps: Finalize EPC mapping strategy, including deliverables  
Updated indicators relevant to C/CAG program areas

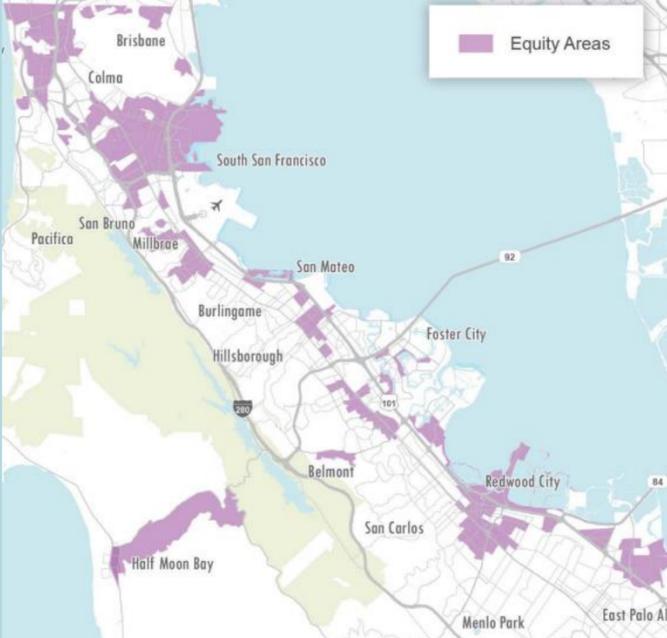
MTC Equity Priority Communities Map

Source: [https://mtc.ca.gov/sites/default/files/Equity\\_Priority\\_Communities.pdf](https://mtc.ca.gov/sites/default/files/Equity_Priority_Communities.pdf)



Reimagine SamTrans

Source: <https://www.samtrans.com/about-samtrans/reimagine-samtrans>



# Key themes used to develop the Draft Equity Definition

## Provide context

- Acknowledge the historic context

## Address & Advance

- Focus on equity advancement & use harm-reduction requirements as the floor

## Distinguish

- Distinguish between equity and equality
- Both process and outcome equity are essential

## Apply

- Create an actionable definition that is relevant to C/CAG's mission & role

## Collaborate

- Collaborate with other agencies to leverage strengths

# Equity Definition Draft

(refer to page 62 in packet)

C/CAG is committed to helping rectify historic harms to people of color and other Equity Priority Communities and Populations and addressing longstanding disparities by centering these voices and providing benefits for these populations in the work we do. By doing so, C/CAG will help achieve the County of San Mateo's definition of Equity: Just and fair inclusion into a society in which all can participate, prosper, and reach their full potential. C/CAG and other local and countywide agencies will know we are making progress in improving equity when neighborhood, race, ethnicity, gender, age, disability, income, sexual orientation or expression has no detrimental effect on the distribution of resources, opportunities and outcomes for our County's residents.



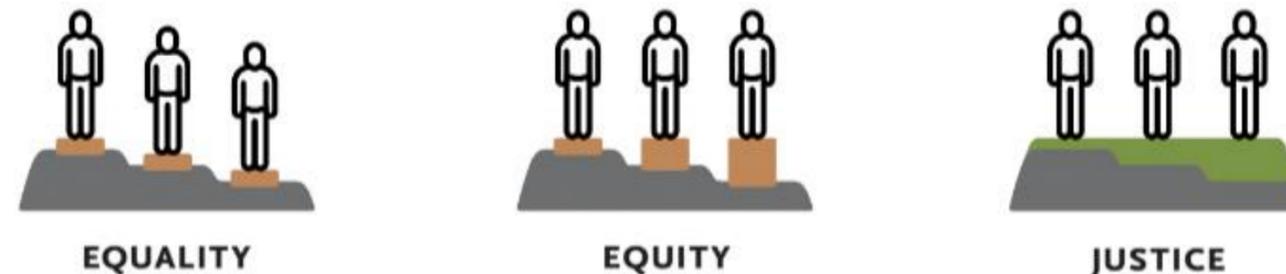
Visualizing Health Equity: One Size Does Not Fit All Infographic. Robert Wood Johnson Foundation.  
Source: <https://www.rwjf.org/en/library/infographics/visualizing-health-equity.html#/embed>

# A Note on Geographic Equity

## Examples of Agency Statements related to Geographic Equity/Equality:

- “This tool is meant to leverage attention and funding to neighborhoods that may have been historically and currently overlooked by city services and planning processes”. [OakDOT Geographic Equity Toolbox](#)
- ““Equal” service and improvements to both communities does not account for underlying historic inequities and fails to reduce all disparities. We strive for equality of outcomes, where everyone has equal opportunity, access, and rights. However, to reach equality, our approach must prioritize equity to counter systemic inequalities”. [LA Metro Equity Platform Overview](#)

*Equality is not the same as equity, and ultimately we're striving for justice.*



LA Metro Equity Platform Overview  
Source: <https://www.metro.net/about/equity-race/>

# Discussion and Feedback

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