

# Equity Assessment and Framework Development Project

C/CAG Board of Directors Meeting – September 14, 2023







# Overview

---

Short Project Update

---

Overview of Stakeholder Input Received

---

Framework Final Report Elements (October)

---

Board Feedback - Action Plan Structure and Actions

# Project Updates

Phase I: Fall 2022	Phase II: Winter 2022/2023	Phase III: Spring - Early Summer 2023	Phase IV: Summer - Fall 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; EFA 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 other agency equity practices</li> <li>✓ Existing C/CAG equity integrations</li> <li>✓ Internal Review summary - Strength/Gap Analysis</li> </ul>	<ul style="list-style-type: none"> <li>✓ Draft Action Plan</li> <li>✓ Draft Equity Evaluation Tool</li> <li>Final Reports, Policies, Statements, and Framework</li> </ul>

# Phase IV Progress: Equity Action Plan & Evaluation Review Tool



Completed Peer Review of Equity Interventions



Conducted Internal Agency Review + Drafted Procedural Steps for Projects, Programs, and Plans



Developed Foundation of Action Plan: Goals, Outcomes, & Actions, Agency/CBO/ Board Ad Hoc review



Refined Goals/Outcomes/Actions + Added associated Indicators, Reporting, Timeline, Fiscal Impact, & Status



Developed Equity Evaluation Review Tool

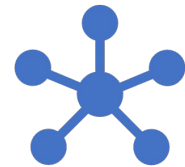


# Phase IV Input (meetings since March BOD meeting)

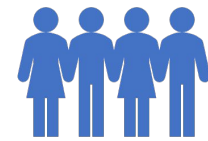
All-Staff Meetings	March 14, May 15, August 23
Staff Working Group Meetings	April 26, May 8, June 6
Agency Partner Meetings	March 20, July 21
Community Working Group Meetings	March 20, July 27
BOD Ad-Hoc Committee Meetings	May 4, August 2
September Committee meetings September, October, & November BOD meetings	

*26 meetings, with 7 Brown Act agendized meetings, since project initiation.*

# Equity Framework Structure



## Executive Summary



## San Mateo County Community Context



## Agency Context



## C/CAG's Equity Commitments & Approach



## Appendices

History of racist and discriminatory actions in SMC

Equity Focus Areas (EFA's) in San Mateo County

Existing conditions and disparities

C/CAG's mission and role in the county

Equity connections between C/CAG's program areas and equity

Strength/Gap Analysis

C/CAG's Equity Definition  
Board and staff equity commitment statement

Intended Equity Goals and Outcomes

C/CAG's procedural approach

Action Plan

Full historical Perspective

External review summary

Summary of CBO & Agency Partner input

# Action Plan Structure



# High Level Overview

**Goal 1: Create and maintain internal reporting, feedback, coordination, and collaboration structures.**

Action 2: Provide an annual evaluation of Equity Framework progress, including lessons learned and proposed changes and next steps.

**Goal 2: Continually strengthen and maintain internal organizational understanding, resources, and capacity to advance equity.**

Action 11: All staff participate in at least one equity-focused training or professional development activity every two years, including County of San Mateo equity trainings available to C/CAG staff.

**Goal 3: Promote economic justice and shared prosperity through programs.**

Action 15: Join a procurement platform so DBE businesses can sign up to receive notification of C/CAG procurement opportunities.



# High Level Overview

**Goal 4: Infuse a pro-equity approach within all relevant projects, plans, & programs.**

Action 19: Provide committees and Board with a new Equity Section within staff reports to share benefits, burdens, recommendations, at the project, plan, program, and funding approval stage.

**Goal 5: Advance equity through the call for projects structure and other funding opportunities.**

Action 20: Establish equity reporting metrics relevant to C/CAG grant programs to evaluate and report on the percentage of funds benefiting EFA geographies and/or demographics.

**Goal 6: Advance equity through the call for projects structure and other funding opportunities.**

Action 23: Establish and update an online equity dashboard, storyboard, and/or other data reporting and visualization strategies to share progress on data and performance measures relevant to C/CAG's Equity Framework, program areas, and activities.

# High Level Overview

**Goal 7: Build and maintain trust, transparency, and lasting relationships with EFA CBO's and leaders and the populations they serve.**

Action 29: Use C/CAG's EFA database to inform equity-focused CBOs of nonprofit funding opportunities within calls for projects, opportunities to serve on C/CAG Committees, and other opportunities to improve equitable public participation. (Obtain feedback on the methodology and funding amount from CBO's)

**Goal 8: Provide countywide equity leadership.**

Action 32: Ensure inclusion of equity in annual Legislative Priorities, and actively support legislation that helps advance and does not run counter to C/CAG's Equity Framework.



# Q&A +Discussion

Chris Lepe

Mariposa Planning Solutions - [Chris@mariposaplan.com](mailto:Chris@mariposaplan.com)

Kim Springer

C/CAG – [kspringer@smcgov.org](mailto:kspringer@smcgov.org)

