THE GREENLINING INSTITUTE

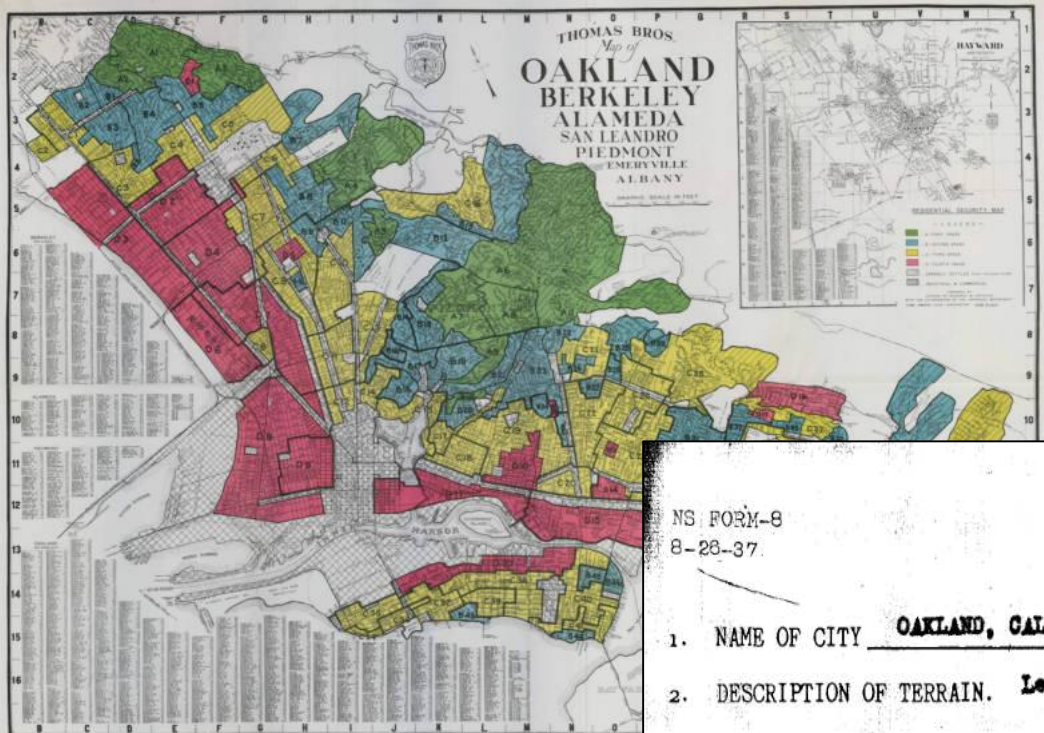# MAKING EQUITY REAL

in Climate Resilience Policies and Programs

Sona Mohnot,
Associate Director, Climate Equity

AREA DESCRIPTION

NS FORM-8
8-28-37.

1. NAME OF CITY **OAKLAND, CALIFORNIA**   SECURITY GRADE **RED**   AREA NO. **D-18**

2. DESCRIPTION OF TERRAIN. **Level**

3. FAVORABLE INFLUENCES. Convenience to schools, local shopping districts, local and San Francisco transportation; proximity to industry increases demand for class of residences in this area.

4. DETRIMENTAL INFLUENCES. Infiltration of Negroes and Orientals (see below). Many cheap type cottages and old homes detract from otherwise generally fair appearance of area. Distance from Metropolitan center
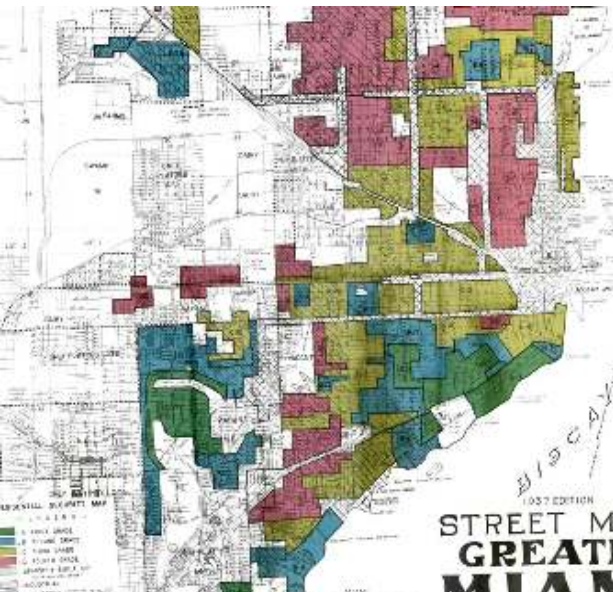
1937
Miami-Dade County
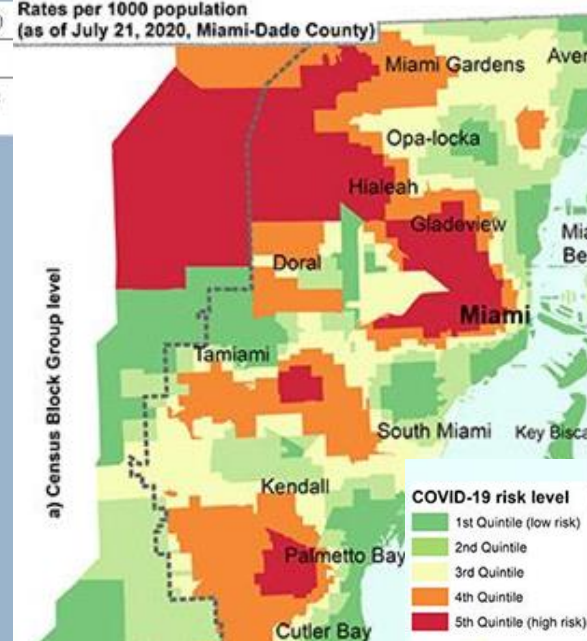
Redlining Map

Disinvestment in redlined communities.
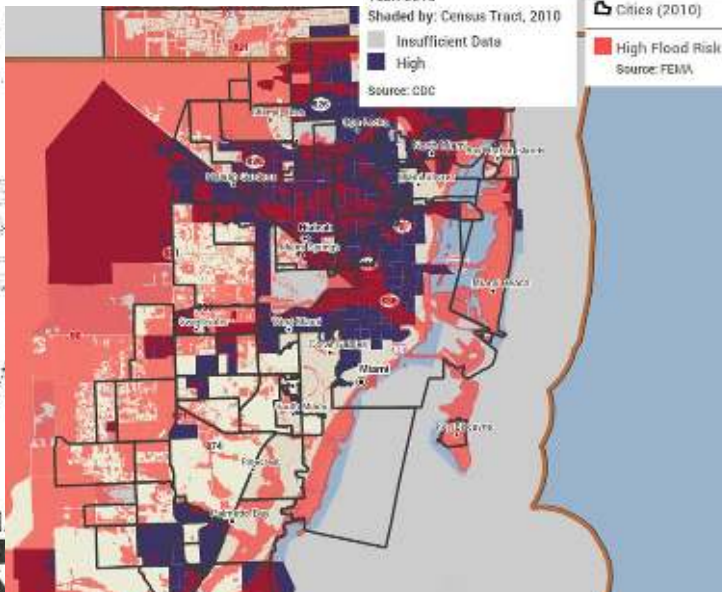
2016
CDC Social Vulnerability Index + FEMA Flood Risk

Communities in red and purple are both at high risk of flooding and have high social vulnerability.

July 21, 2020
COVID-19 Map

Communities in red have highest COVID rates per 1,000 people

ECONOMIC, ENVIRONMENTAL, AND HEALTH IMPACTS
BASED ON RACE

MAKING EQUITY REAL FRAMEWORK

- **Equity can't be an "add on"** to an already developed program or policy, nor should it be a "nice to have." This is equity-washing

- **We must make equity real.** We have to center community needs and build equity into the very fabric of projects, programs and policies

- **Our framework offers:**
  - A structure for building equity into policies/programs
  - A tool to evaluate equity efforts

MAKING EQUITY REAL FRAMEWORK

GOALS

Emphasize anti-racist solutions.
Establish paths toward wealth-building.

PROCESS

Be community-driven at every stage.
Prioritize multi-sector approaches.

IMPLEMENTATION

Deliver intentional benefits.
Build community capacity.

ANALYSIS

ADAPTIVE MANAGEMENT

REPLICATION

SCALE

GREENLINING

Policies, programs & projects should explicitly state a commitment to equity and specifically identify the vulnerable populations they seek to benefit:

EQUITY DEFINITION	How does "equity" apply in the context of this project? What equity problem will this project fix or address? Is this racial equity, social equity, or another form of equity?
IDENTIFYING PRIORITY COMMUNITIES	Which specific communities are you prioritizing with this work? How will you identify these communities?
ACCESSIBILITY	Are the benefits of the program broadly accessible to households throughout the community, particularly communities of color, low-income populations, tribal and indigenous communities and immigrant communities?
VALUES	What equity values ground this project and our collective work together?

OurCounty
Los Angeles Countywide Sustainability Plan

Goal 1: Resilient and healthy community environments where residents thrive in place

The County will protect low-income communities and communities of color from pollution, reduce health and economic inequities, and support more resilient and inclusive communities.

EXAMPLE TARGET: DECREASE CHILDHOOD ASTHMA PREVALENCE TO 5%

Goal 3: Equitable and sustainable land use and development without displacement

With policy tools such as anti-displacement measures, existing community members can remain in and strengthen their neighborhoods and networks while accepting new residents through more compact, mixed-use development.

EXAMPLE TARGET: AT LEAST 75% OF NEW HOUSING IS BUILT WITHIN HALF A MILE OF HIGH-FREQUENCY TRANSIT

Processes should ideally be led by impacted community members. At a minimum, processes should deeply engage community members so as to learn about their priorities, needs and challenges related to the project.

ENGAGEMENT

How are decisions made and power shared between residents, community-based organizations, other stakeholders and institutional power?

How will you design a process to collaborate with vulnerable populations that engages and empowers them in a meaningful, personable, authentic and culturally appropriate manner?

How will you design a process that is accessible to people who do not speak English, lack access to technology, or who have disabilities and need accommodations?
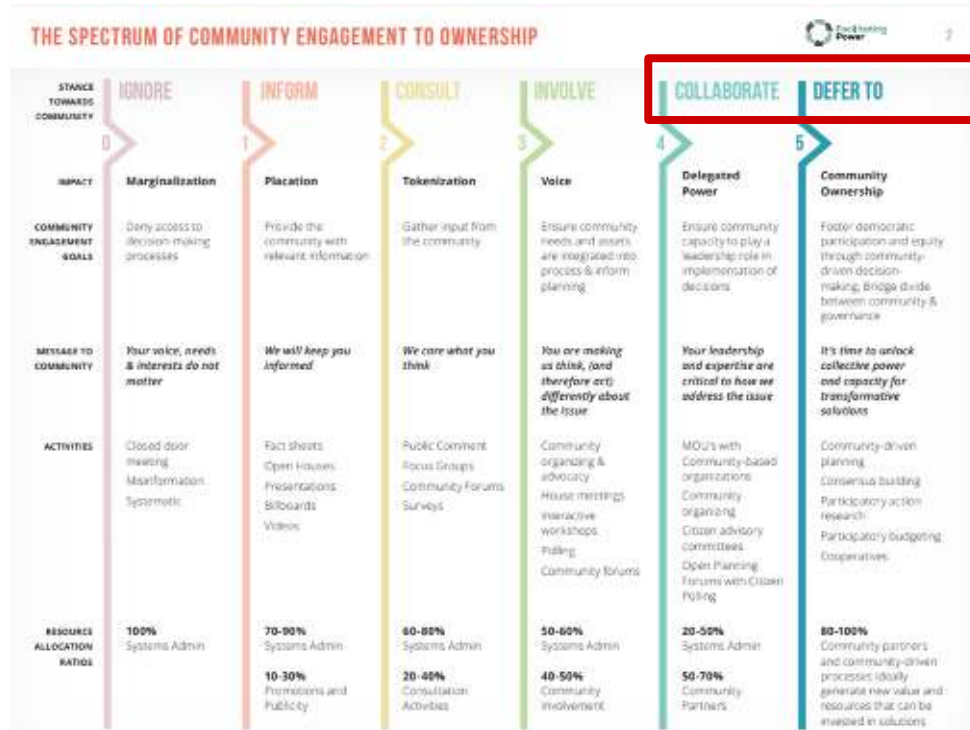
What best practices for community engagement will you implement? *See CEJA's SB 1000 Toolkit*

DISPROPORTIONATE IMPACTS

Will this project generate burdens (e.g. time/capacity, displacement, and increased costs), either directly or indirectly to vulnerable populations? If yes, how will you address/mitigate them?

CAPACITY BUILDING

How will this project provide for local capacity building? (e.g. through funding, expanded knowledge base etc.)

THE SPECTRUM OF COMMUNITY ENGAGEMENT TO OWNERSHIP

STANCE TOWARDS COMMUNITY	IGNORE	INFORM	CONSULT	INVOLVE	COLLABORATE	DEFER TO
	0	1	2	3	4	5
IMPACT	Marginalization	Placation	Tokenization	Voice	Delegated Power	Community Ownership
COMMUNITY ENGAGEMENT GOALS	Deny access to decision-making processes	Provide the community with relevant information	Gather input from the community	Ensure community needs and assets are integrated into process & inform planning	Ensure community capacity to play a leadership role in implementation of decisions	Foster democratic participation and equity through community-driven decision-making; Bridge divide between community & governance
MESSAGE TO COMMUNITY	*Your voice, needs & interests do not matter*	*We will keep you informed*	*We care what you think*	*You are making us think, (and therefore act) differently about the issue*	*Your leadership and expertise are critical to how we address the issue*	*It's time to unlock collective power and capacity for transformative solutions*
ACTIVITIES	Closed door meeting; Misinformation; Systematic	Fact sheets; Open Houses; Presentations; Billboards; Videos	Public Comment; Focus Groups; Community Forums; Surveys	Community organizing & advocacy; House meetings; Interactive workshops; Polling; Community forums	MOU's with Community-based organizations; Community organizing; Citizen advisory committees; Open Planning Forums with Citizen Polling	Community-driven planning; Consensus building; Participatory action research; Participatory budgeting; Cooperatives
RESOURCE ALLOCATION RATIOS	100% Systems Admin	70-90% Systems Admin; 10-30% Promotions and Publicity	60-80% Systems Admin; 20-40% Consultation Activities	50-60% Systems Admin; 40-50% Community Involvement	20-50% Systems Admin; 50-70% Community Partners	80-100% Community partners and community-driven processes ideally generate new value and resources that can be invested in solutions

STEP 3: HOW TO CENTER EQUITY IN IMPLEMENTATION

The implementation of the policy or program must lead to equity outcomes that respond to community needs, reduce vulnerabilities and increase community resilience. Outcomes can include improved public health and safety, workforce and economic development.

RESPOND TO COMMUNITY IDENTIFIED NEEDS	How does the effort address community identified needs? (eg through surveys, focus groups, etc.)
SHARED AND MULTIPLE BENEFITS	What are the intended **direct and measurable** outcomes of this project? How can the benefits of this project be targeted in progressive ways to reduce historical or current disparities? Are economic, health, environmental or other objectives included in this project?

Green Together Northeast San Fernando Valley, anchored by Pacoima Beautiful

Equity Readiness Self-Assessment

Purpose of Assessment:

Help project team assess government and community equity readiness to engage in climate project together

Examples of Government/Consultant Equity Readiness Questions:

- Understanding of institutional racism?

- Sufficient budget allocation for engagement?

- Existing relationships with EJ communities?

- Trust from communities of color?

- Shared common racial equity analysis?

- Understanding of communities' readiness to advance a vision of climate resilience and assert a set of community priorities?

- Understanding of communities' readiness to build community voice and power to get those solutions resourced and implemented?

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KAPWA CONSULTING
EQUITY SUSTAINABILITY COMMUNITY

Equity Readiness Strategies

Total Score from Survey Responses: 40

Score			
0-25	**26-50**	**51-75**	**76-100+**
Relationship Building - Get to know the community, build cultural competence/responsiveness. Invest time and resources in developing relationship	**Inclusive access** – focus on participation and trust. Pilot projects to build shared analysis and mutual learning	**Culture shift** – invest, partner, restructure. Shift internal practice to institutionalize inclusion and accessibility. Prioritize impacted communities as policy.	**Power shift** – Center community decision-making Create new structures to reflect distributed power

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EQUITY SUSTAINABILITY COMMUNITY

Total Score: 40

3. Strategies – complete this section based on the combined scores from tables 1 and 2. *Strategies listed are cumulative meaning that if the score is 56, the strategies in the previous two columns are still relevant.*	Score			
	0-25	26-50	51-75	76-100+
	Relationship Building - Get to know the community, build cultural competence/responsiveness. Invest time and resources in developing relationship	**Inclusive access** – focus on participation and trust. Pilot projects to build shared analysis and mutual learning	**Culture shift** – invest, partner, restructure. Shift internal practice to institutionalize inclusion and accessibility. Prioritize impacted communities as policy.	**Power shift** – Center community decision-making Create new structures to reflect distributed power
Government Levers				
Budget	Invest in existing events and initiatives in the community	Resource new leaders and communities to participate as consultants	Review budget with an equity lens, prioritizing work that advances equitable impacts.	Distribute money to community organizations. Hire people who represent the community.
Community Engagement	Go to the people. Find where they already congregate (schools, churches)	Build tables to practice working together. Identify methods that build capacity. Work on building trust.	Incorporate existing work from the community as a starting point. Establish advisory bodies and review processes with community to create accountability	Government follows community lead Government serves a technical assistance/consultative role for community projects
Staff Time	Focus on establishing relationship and developing presence in the community	Project design and implementation with community	Support institutionalized partnerships and ongoing relationship management	Workplans are structured to achieve projects that serve community interests
Staff Skill Development	Cultural competency and communication	Racial equity, power, privilege, bias	Emotional Intelligence. Facilitation	Ongoing leadership practice
Decision-making process	Aim for information transparency about government decision-making Community provides input into government decisions	Community plays a consultative role as a partner and helps shape decisions and begins to help shape decision-making processes.	Community plays a collaborative role as a partner and helps shape decisions and begins to help shape decision-making processes.	Community drives processes. Government understands how to work with community systems.
Narrative/Language	Identify issues that are existing community concerns.	Translate from technocratic speak	Bring community into systems conversations through orientations, training programs. Begin to learn community systems	Adopt the vision of the community as own.
Influence on racial equity	Invest in personal growth (personal)	Invest in team/department growth (organizational)	Invest in intra-jurisdiction efforts (institutional)	Invest in inter-jurisdictional change (structural)

HOW TO MEASURE AND ANALYZE EQUITY PROGRESS

Policies and programs should regularly evaluate their equity successes and challenges to improve the effort going forward.

ACCOUNTABILITY	How will you evaluate the equity impact of this project? How will you integrate accountability checkpoints to measure outcomes throughout the project, to ensure that vulnerable communities will equitably benefit and not be disproportionately harmed?
ADAPTIVE MANAGEMENT	If data shows that you are not on track to meet your equity outcomes, do you have a plan to adjust and correct course?
COMMUNICATION	How will you transparently communicate progress and findings to community partners, stakeholders, decision-makers, and policy makers throughout the project?

RECOVER
REIMAGINE
TRANSFORM

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