

# EQUITY RESOURCE GUIDE

A Collection of Local, State and National  
Examples of Practices and Approaches to  
Advance Equity

MARCH 24, 2022



**SCAG**™

INNOVATING FOR A BETTER TOMORROW



## ABOUT SCAG

SCAG is the nation's largest metropolitan planning organization (MPO), representing six counties, 191 cities and more than 19 million residents. SCAG undertakes a variety of planning and policy initiatives to encourage a more sustainable Southern California now and in the future.

## VISION

Southern California's Catalyst for a Brighter Future

## MISSION

To foster innovative regional solutions that improve the lives of Southern Californians through inclusive collaboration, visionary planning, regional advocacy, information sharing, and promoting best practices.



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# INTRODUCTION

SOUTHERN CALIFORNIA'S GREATEST ASSET IS ITS DIVERSITY, PARTICULARLY IN ITS PEOPLE. CURRENTLY, PEOPLE OF COLOR REPRESENT ROUGHLY 70 PERCENT OF THE SIX-COUNTY REGION'S POPULATION. THEY ARE EXPECTED TO MAKE UP AN EVEN LARGER SHARE BY 2045, WHEN PEOPLE OF COLOR WILL REPRESENT NEARLY 80 PERCENT OF THE POPULATION.

A range of economic and social impacts such as health outcomes, education, employment, housing conditions, rates of incarceration, and life expectancy, vary vastly in this region based on race, income, and census tract. For example, there is a disproportionate burden of poverty on people of color relative to their white counterparts: the highest rates of poverty in the region are experienced in Black (21.5 percent), American Indian/Alaskan Native (19.4 percent), and Hispanic/Latinx (19 percent) populations compared to the white (13.5 percent) population.

Persistent gaps in wealth between households of different racial or ethnic backgrounds reveal the effects of accumulated inequality and discrimination, as well as the drastic differences in power and opportunity for people of color. These decisions aren't random. Current circumstances are not the result of individual or community failure to work hard or maintain or improve neighborhoods, but rather are due to decades of funding and policy decisions that resulted in discrimination and segregation in Southern California and across the nation.

## WHY GOVERNMENT?

Historically, communities of color and low-income populations have been underserved by programs and investments and underrepresented in decision-making processes. From the inception of the United States, government at all levels has played a role in creating and maintaining inequity. Governmental laws, policies, and practices established a hierarchy based on race, gender, and other factors, which then determined the distribution of benefits and burdens across communities. While a key success of the Civil Rights Movement included making racial discrimination illegal, government institutions have held strong practices that have been difficult to change over the years. After the Civil Rights reforms, instead of redesigning government to advance racial equity, many of the same structures and practices became race-neutral, resulting in the same inequitable outcomes for people of color.

## SCAG'S ROLE

Given the region's known disparities and inequities and affected by the deaths of Tony McDade, Elijah McClain, Ahmaud Arbery, Breonna Taylor, and George Floyd, among others, the national uprising in support of Black lives, SCAG's Regional Council adopted a resolution in July 2020, affirming its commitment to advance justice meaningfully, through equity, diversity, and inclusion throughout Southern California. For the region to become healthy, livable, sustainable, and economically resilient, SCAG recognized it needed to dramatically improve outcomes for communities of color and low-income populations. To that end, SCAG's core function - its planning work - needed to

directly address the long-standing institutional and systemic barriers that have fostered inequities in health, wealth, and opportunities. SCAG staff developed a [Racial Equity Early Action Plan](#) to help facilitate the consistent integration of equity into its planning work. The Plan provides a framework for internal- and external-focused actions and is a critical step in ensuring that SCAG's equity-related work continues to advance and that it endures for years to come. As a part of the agency's work to support advancing equity in the region, SCAG has developed this Equity Resource Guide for jurisdictions that are charting a course to meaningfully advance equity in their communities.

## EQUITY RESOURCE GUIDE

### PURPOSE

Within this Equity Resource Guide, SCAG presents a collection of local, state, and national examples of practices and approaches to advance equity via government agencies. To the extent that it is able, the guide promotes and amplifies best practices for equitable and inclusive planning and encourages collaboration and implementation of these practices and approaches. The guide is intended to support subregional and local efforts to advance equitable plans, projects, programs, and policies. SCAG anticipates that this document will be dynamic as practices and approaches for advancing equity continue to evolve. SCAG will collect input from jurisdictions, community-based organizations, and other stakeholders on an ongoing basis to ensure this resource is relevant, accurate, and helpful.

### USER GUIDE

The Equity Resource Guide examines three equity strategies, including Listen & Learn, Engage & Co-Power, and Integrate & Institutionalize; and covers several equity focus areas, including equity resolutions, definitions, glossaries and key terms, indicators and baseline conditions, community engagement, communications and messaging, amplifying equity, audits and inventories, frameworks and action plans, trainings, and tools. These resources primarily draw from the six counties in the SCAG region: Imperial, Los Angeles, Orange, Riverside, San Bernardino, and Ventura. However, examples are also included from other areas of California and across the nation.

The examples included in this Equity Resource Guide may not be appropriate for all jurisdictions and should be adapted to meet the needs of local communities. The Data and Information Sources section at the end of the resource guide provides additional data and regulatory resources useful for multiple topic areas.

### DEFINITIONS

Language and terms are intricately connected to equity and representation and are continuously evolving. The following terms are drawn from existing sources including, but not limited to the [Racial Equity Tools Glossary](#), the Government Alliance on Race and Equity, and the [University of Washington Diversity, Equity, and Inclusion Style Guide](#). The list of terms is not exhaustive, and the definitions and understandings of the terms may differ depending on agency or stakeholder perspectives.

- **Equity:** Defined as fairness and justice in policy, practice, and opportunity consciously designed to address the distinct challenges of non-dominant social groups, with an eye to equitable outcomes.

- **Racial Equity:** As defined by SCAG, describes the actions, policies, and practices that eliminate bias and barriers that have historically and systemically marginalized communities of color to ensure all people can be healthy, prosperous, and participate fully in civic life.
- **People of Color:** People of color can be used as the collective term to refer to nonwhite racial groups and indicate the percentage of the population that does not identify as non-Hispanic white. While “people of color” can be a politically helpful term, it is also essential whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate.
- **Racism:** Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through society’s institutional policies and practices and by shaping the cultural beliefs and values that support those racist policies and procedures.
- **Discrimination:** The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, and other categories.
- **Power:** Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, allowing them greater access to and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates.
- **Environmental Justice (EJ):** The fair treatment of people of all races, cultures, and incomes with respect to the development, adoption, implementation, and enforcement of environmental laws, regulations, and policies. This is defined in by the [California Department of Justice](#) and in [California State Senate Bill \(SB\) 115](#).
- **Disadvantaged Communities (DAC):** As established by [California State Senate Bill 535](#) (SB 535), DACs are defined as the top 25 percent scoring areas from CalEnviroScreen, an environmental health screening tool that ranks each of the State’s 8,000 census tracts using data on 21 indicators of pollution, environmental quality, and socioeconomic and public health conditions. The SB 535 DAC map and various resources can be reviewed on the Office of Environmental Health Hazard Assessment [website](#).
- **Environmental Justice Areas (EJA):** As defined by SCAG’s [Connect SoCal Environmental Justice Technical Report](#), EJAs are Transportation Analysis Zones (TAZs) with a higher concentration of minority population or low-income households seen in the region as a whole.
- **Communities of Concern (COC):** As defined by SCAG’s [Connect SoCal Environmental Justice Technical Report](#), COCs are Census Designated Places (CDPs) and City of Los Angeles Community Planning Areas (CPAs) that fall in the upper one-third of all communities in the SCAG region for having the highest concentration of minority population and low-income households.

## LEGISLATIVE CONTEXT

- **California State Senate Bill 1000 (SB 1000)** mandates cities and counties within California with Disadvantaged Communities within their jurisdiction to adopt an EJ element or integrate EJ in the goals, policies, and objectives into other elements of their General Plan when two or more elements are updated, effective January 1, 2018.
- **California Government Code Section 11135** states that “No person in the State of California shall, based on race, national origin, ethnic group identification, religion, age, sex, sexual orientation, color, or disability, be unlawfully denied full and equal access to the benefits of, or be unlawfully subjected to discrimination under, any program or activity that is conducted, operated, or administered by the state or by any state agency that is funded directly by the state, or receives any financial assistance from the state.”
- **California Proposition 209** added Section 31 to California’s Constitution Declaration of Rights, declaring that the state cannot discriminate against or grant preferential treatment based on race, sex, color, ethnicity, or national origin in the operation of public employment public education, and general contracting. This means the government is legally mandated not to display any overt preferences based on race or gender. As a result, Proposition 209 banned affirmative action involving race-based or sex-based preferences in California, limiting race- and gender-neutral measures. Note: this can constrain efforts to advance racial equity in communities.

## FOCUS AREA #1: LISTEN & LEARN

Jurisdictions often initiate efforts to advance equity by developing a shared understanding of their history, both within government and the community, as well as analyzing baseline conditions that correlate to equity (e.g., income levels, housing quality, etc.). These efforts include listening to the community and partnering with community leaders to reach beyond the bounds of government. More specifically, jurisdictions can begin to listen and learn by developing and adopting equity resolutions, defining equity and other key terms, measuring key indicators to establish an inequity baseline, and tracking progress towards more equitable outcomes.

### EQUITY RESOLUTIONS

A critical first step is declaring a jurisdiction's commitment to advancing equity. Public declarations can be made in different ways, such as developing an equity resolution or an equity guiding statement. An equity resolution allows an agency to officially announce and publicize the agency's position on equity-related issues. Leaders can use these announcements to highlight existing and planned work to advance equity. These announcements can open more meaningful communication and relationship-building opportunities between elected officials, government staff, and community members. A helpful resource to consult in considering this work is the National League of Cities' guide, *Advancing Racial Equity in Your City*, and their [template](#) to establish an equity resolution.

### REGIONAL EXAMPLES

- **Culver City** adopted a [resolution](#) acknowledging Culver City's racial history and setting forth actionable steps, including creating a system of reparations designed to narrow the racial and income housing gap in the City.
- **Imperial County** adopted a [health equity resolution](#) establishing the Imperial County Health Equity Committee to engage with county departments and community stakeholders for participatory community research.
- The **City of Irvine** adopted a [resolution](#) reaffirming its commitment to all community members' diversity, equity, and inclusion, and detailing its next steps, including developing measurable equity goals and outcomes, establishing a Diversity, Equity, and Inclusion Committee that will provide input on the needs of the community, and reviewing and revising relevant City policies as needed.
- The **City of Long Beach** declared racism a public health crisis and established a framework for reconciliation through a [resolution](#).
- The **City of Los Angeles'** mayor signed an [executive directive](#) calling for the designation of Racial Equity Officers, the development of Racial Equity Action Plans, and the establishment of a Racial Equity Taskforce.
- The **City of Monrovia** adopted a [resolution](#) establishing an ad hoc Committee of Monrovia to review the City's policies, procedures and practices for possible barriers to equity in city government. This followed the City's approval of an earlier resolution proclaiming that Black Lives matter.
- **San Bernardino County** approved a [resolution](#) affirming that racism is a public health crisis and committing to dismantling racism through a variety of efforts.

- **SCAG** adopted a [resolution](#) declaring systemic racism a human rights and public health crisis that results in disparities and reaffirming its commitment to advancing justice, equity, diversity and inclusion in Southern California.
- The **City of Temecula** adopted a [resolution](#) which established the Race, Equity, Diversity, and Inclusion (REDI) Commission that reviews and makes recommendations on diversity and inclusion within municipal policy, services, programs, and events.

### CALIFORNIA EXAMPLES

- The **California State Water Resources Control Board** passed a [resolution](#) condemning racism, xenophobia, bigotry, and racial injustice, and strengthening its commitment to racial equity, diversity, inclusion, access, and anti-racism.
- The **California Transportation Commission** released a [Racial Equity Statement](#) condemning racism and recognizing that improvements to the State's transportation system have disproportionately benefited some population groups and burdened others. The Commission committed to taking action to create mobility opportunities for all Californians, especially those from underserved communities.
- The **City of Palo Alto** adopted a [resolution](#) affirming that Black Lives matter and committing to address systemic racism and bias.
- The **City and County of San Francisco** adopted a [resolution](#) reaffirming the commitment of the Residential Rent Stabilization and Arbitration Board (Rent Board) to racial equity and directing the Rent Board Department to promote a racial equity initiative and develop measurable targets and outcomes for racial equity.
- The **City of San Mateo** adopted a [resolution](#) denouncing stigmatization, xenophobia, and hateful racism during the COVID-19 pandemic.

### OTHER EXAMPLES

- The **City of Dallas, Texas** adopted a [resolution](#) affirming its resolve to promote racial equity, inclusion, and diversity in all aspects of city government, through policies, in evaluating and developing the City's budget, and supporting groups and initiatives that promote racial equity.
- The **City of Portland, Oregon** adopted a [resolution](#) that recognizes Anti-Racism, Equity, Transparency, Communication, Collaboration, and Fiscal Responsibility as the City's core values.
- The **City of San Antonio, Texas** adopted a [resolution](#) that declares racism a public health crisis and commits the City to advancing health equity. The resolution acknowledges San Antonio's history of segregation and redlining, the correlation of racism with adverse health outcomes, and the health inequities faced by Black, Latinx, and other people of color.
- The **City of Seattle, Washington** adopted a [resolution](#) affirming its commitment to race and social justice work, and directing City Departments to use available tools to assist in the elimination of racial and social disparities across key indicators of success, including health, education, criminal justice, the environment, employment and the economy; and to promote equity within the City workplace and in the delivery of City services. fined as fairness and justice in policy, practice, and opportunity consciously designed to address the distinct challenges of non-dominant social groups, with an eye to equitable outcomes.

## EQUITY DEFINITIONS

The term equity has become more widely used, but its meaning can differ, particularly when not explicitly defined. A jurisdiction should consider what equity means within their community. At times, departments in the same agency may have different understandings and definitions of equity. Without first developing that shared understanding of what equity means as a jurisdiction, it may be difficult to address the complex, interconnected challenges within a community. After a jurisdiction has established a shared understanding of equity, they can move forward with developing equity initiatives, strategies, and actions to eliminate disparities and inequities.

After developing a shared overarching definition of equity in a jurisdiction, departments may define the ways in which equity relates to their work. Though there are some standard overarching definitions of equity, there is no one-size-fits-all definition of equity, and the definition can look different in jurisdictions across the region. In addition, some jurisdictions may choose to focus on racial equity, similar to SCAG, while others may concentrate on equity more broadly.

## REGIONAL EXAMPLES

- The **City of Long Beach** defined [equity](#) as “...when everyone can reach their highest level of health and potential for a successful life, regardless of their background and identity.”
- The **City of Los Angeles** defined [gender equity](#) as “...not about treating people of all genders the same; it is about intentionally looking to understand where one gender may need different services or care than the status quo, and working to address these issues in order to create a level playing field. Gender equity looks to create fairness in order to ensure that all people have equal access to opportunities and services, regardless of their gender.”
- **Los Angeles County** defined [health equity](#) as “...when everyone has access to the goods, services, resources, and power they need for optimal health and well-being.”
- The **Los Angeles County Metropolitan Transportation Authority (Metro)** defined [equity](#) as both an outcome and a process for addressing racial, socioeconomic, and gender disparities to ensure fair and just access - while appreciating where one begins from and the ability to improve from there - to opportunities, such as jobs, housing, education, mobility options, and healthier communities. Metro understands that achieving equity involves not allowing outcomes in life to be determined by, or predicated by, people’s racial, economic, or social identities; it requires that services, policies, and programs are community-informed and based on community needs; and it entails reducing and ultimately preventing disparities.
- **SCAG** defined [racial equity](#) as “the actions, policies, and practices that eliminate bias and barriers that have historically and systemically marginalized communities of color, to ensure all people can be healthy, prosperous, and participate fully in civic life.”

## CALIFORNIA EXAMPLES

- **Humboldt County** defined [transportation equity](#) as “...better transportation choices for disadvantaged populations, but all community members benefit from an equitable distribution of transportation investments to ensure equal access to social services, health, economic and educational opportunities.”
- The **City of Sacramento’s** definition of [racial equity](#) is adapted from the Government Alliance on Race and Equity’s definition, defined as “regardless of one’s identity, equity is when all people have just treatment, access to opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential while identifying and eliminating barriers that have prevented the full participation of some groups.”
- The **City of San Diego**, partnering with community-based organizations, defined [climate equity](#) as “efforts addressing historical inequities suffered by people of color, allowing everyone to fairly share the same benefits and burdens from climate solutions and attain full and equal access to opportunities regardless of one’s background and identity.”

## OTHER EXAMPLES

- **King County, Washington** defined [social equity](#) and environmental justice as the “prioritization of transit service to address gaps in mobility and avoid or mitigate disproportionately high and adverse social, economic, or human health impacts for historically disadvantaged populations, including youth, elderly, disabled, minority, and economically disadvantaged communities. In addition to considering origins, priority should be given to destinations for employment, education, healthcare, social services, and civic engagement.”
- The **Minnesota Department of Transportation** developed a working definition of [transportation equity](#) after gathering community input from a diverse group of transportation users and stakeholders. Transportation equity is defined as “Transportation systems that support multimodal options that are affordable, sustainable, reliable, efficient, safe, and easy to use; Quality transportation services that are accessible to all populations for reaching destinations independently if needed; and Transportation decision-making processes that incorporate inclusive public engagement to reduce the long-standing socioeconomic disparities experienced by underserved and underrepresented communities.”
- **Multnomah County** and the **City of Portland, Oregon** defined [digital equity](#) as everyone has “access to highspeed Internet as well as the availability of hardware and software; relevant content and services; and training for the digital literacy skills required or effective use of information and communication technologies.”

## EQUITY GLOSSARIES & KEY TERMS

Communicating the vision and goals of equity efforts is much easier when there is a shared understanding of language. In addition to equity, many other terms may be unclear to staff, residents, and other stakeholders. Adding nuance to the matter, lived experiences may result in different understandings of terminology, and language and terms are continuously evolving. It is important to develop a shared glossary or list of equity-related key terms in partnership with stakeholders. Jurisdictions should always use the terms preferred by affected populations within the community.

### STATE EXAMPLES

- The **California Association of Councils of Governments (CALCOG)** developed the [Regional Leadership Forum Equity Session Glossary](#) to document shared language regarding transportation equity.
- The **California State Water Resources Control Board** maintains a dedicated [webpage](#) that provides references, terms, and FAQs related to racial equity.
- **Marin County** developed an [Equity Vocabulary and Terminology](#) list (see page 9 of the document) to assist individuals in filling out surveys and creating a shared understanding of terms.
- The **City of San Jose** developed a [Racial Equity Glossary](#) that is focused on sharing standard key terms on racial equity.

### OTHER EXAMPLES

- The **City of Alexandria, Virginia** developed the [Race and Social Equity Definitions](#) webpage, an extensive list of terms and definitions often used in racial equity work.
- The **City of Durham, North Carolina** developed a list of [Racial Equity Terms and Definitions](#) to help establish a firm foundation as they strive to advance racial equity and inclusion. The list succinctly defines key terms in less than a sentence.
- The **International City/County Management Association (ICMA)** developed an extensive [Race, Equity, and Social Justice Glossary of Terms](#) to serve as a tool for understanding expressions used in public discourse.
- The **National Association of Counties** developed a list of [Diversity, Equity, and Inclusion Key Terms and Definitions](#) for terms frequently used in discussions about diversity, equity, and inclusion.
- **New York City's Department of Health** developed the [Race to Justice Glossary](#) for individuals and organizations to reflect a collection of evolving terms, concepts and definitions related to public health, equity, racism, and other systems of oppression.
- The **City of Portland, Oregon** developed a list of [Shared City-Wide Definitions of Racial Equity Terms](#) to be used across Bureaus when operationalizing City goals and strategies through the use of the Budget Equity Tool and Racial Equity Plans.
- The **City of Raleigh, North Carolina** developed a [list](#) of frequently used terms to establish the foundation for addressing equity, race, and racism.
- The **City of San Antonio, Texas** developed a [Glossary of Equity Terms](#) to advance its equity efforts through sharing a common language on words related to equity.

## MEASURING EQUITY: INDICATORS & BASELINE CONDITIONS

Across the nation, disparities and inequities persist in many socioeconomic indicators, including health, criminal justice, education, jobs, and housing. Defining and measuring equity indicators is one strategy a jurisdiction can use to understand its existing conditions. Monitoring and measuring these indicators and outcomes can demonstrate the effectiveness of policies and projects and highlight areas for new approaches. Sharing and publishing this data can help promote accountability for advancing equity.

### REGIONAL EXAMPLES

- **AdvanceOC** developed the [Orange County Equity Map](#), a data platform highlighting social and health disparities in Orange County neighborhoods along multiple dimensions, focusing on COVID-19 and includes the Social Progress Index (SPI) scores, Center for Disease Control Health Indicators, population demographics, and other factors.
- The **City of Los Angeles'** Controller developed the [L.A. Equity Index](#) to examine 13 indicators organized into four major factors influencing residents' challenges (socioeconomic, environmental, education, and access to resources) and used data from the American Communities Survey, U.S. Department of Agriculture, and CalEnviroScreen.
- **San Bernardino County's 2020 Community Indicators Report** introduces the Equity Gap Score, which provides a quick snapshot of racial and ethnic disparities.
- **SCAG** examined 26 community-level indicators in the [Racial Equity Baseline Conditions Report](#). These indicators were divided into four major categories based on SCAG's long-range plan, Connect SoCal: Economy, Healthy and Complete Communities, Mobility, and Environment.

### CALIFORNIA EXAMPLES

- The **California Department of Transportation (Caltrans)** published research on [Transportation-Related Equity Indicators](#) that others have instituted and implemented (or plan to implement) to measure the impacts of proposed transportation policies, programs, and projects and ensure transportation equity for Disadvantaged Communities.
- **Marin County** published a [Disparities Dashboard](#) and a [Health Equity and Social Justice Dashboard](#), analyzing and comparing indicators to other counties in California and the national average. Marin County also measured the indicators against the Healthy Places 2020 targets and assessed the indicators' trends over time.
- The **City of Oakland** published an [Equity Dashboard](#) and [Equity Indicators Report](#), identifying 72 indicators categorized into six themes that cover broad areas of life: Economy, Education, Public Health, Housing, Public Safety, and Neighborhood and Civic Life.
- The **City of Richmond** published the [Health Equity Report Card](#) analyzing the underlying systems and environments that cause health disparities and identifying populations of concern. The report covers seven sections: economic security and education, full service and safe communities, residential and built environment, environmental health and justice, quality and accessible health and social services, health behaviors, and health outcomes.



## OTHER EXAMPLES

- The **City of Cambridge, Massachusetts** developed an [Interactive Equity and Inclusion Dashboard](#) examining employee demographics, salary, and other metrics to help support their goal of a diverse and competent workforce.
- The **City of Chattanooga, Tennessee** developed the [Policing & Racial Equity Dashboard](#), which examines indicators of arrests, use of force, and citizen complaints.
- The **CUNY Institute for State and Local Government (ISLG)** developed [Equity Indicators](#), a comprehensive tool to help cities understand and measure equality or equity. Regular assessments of disparities across multiple domains (e.g., education, housing, justice) measure how disadvantaged groups (like racial/ethnic minorities or immigrants) fare and track changes over time. Currently, there are six Equity Indicators cities: Dallas, New York City, Oakland, Pittsburgh, St. Louis, and Tulsa.
- **King County, Washington** published the [Determinants of Equity Report](#) which detailed analysis of 13 determinants. The baseline effort helps guide funding distribution, measures the impacts of work, and redirects funds to improve equitable outcomes.
- **New York City** provides a statistical portrait of the economy, society, the environment, and the health of New Yorkers in its [Social Indicators and Equity Report \(SIER\)](#). The report describes programs and policies designed to combat the issues raised in the analysis.
- **Oregon Metro** published the [Equity Baseline Report: A Framework for Regional Equity](#), a result of the culmination of a yearlong process initiated by Metro to better define and evaluate “Equity” in their region. The ten selected indicators are intended to provide Metro with a clear and consistent framework for understanding and measuring equity, how it is achieved through the practice of justice, and how it intersects with Metro’s other desired outcomes.
- The **City of Pittsburgh, Pennsylvania** published the [Pittsburgh Equity Indicators Report](#), examining 80 equity indicators in four domains: Health, Food, and Safety; Education, Workforce Development, and Entrepreneurship; Housing, Transportation, Infrastructure and Environment; and Civic Engagement and Communications. These equity indicators were scored using CUNY ISLG’s methodology and are meant to be measured annually to track how outcomes may change over time.
- The **City of San Antonio, Texas** published the [Racial Equity Indicator Report](#) analyzing 27 key indicators, including demographics, education, infrastructure and transportation, economic opportunity, housing, safety and justice, and health.
- The **City of Seattle, Washington** developed the [Equitable Development Community Indicators Report](#) which analyzes different patterns of underlying inequity disproportionately affecting Black, Indigenous, and People of Color communities. The report details disproportionate rates of poverty and housing cost burdens, greater disconnection from school and work, limited mobility options and increased public transit reliance, greater exposure to pollution, and less access to well-performing neighborhood schools.
- The **City of St. Louis, Missouri** published an [Equity Indicators Baseline Report](#) and an [Equity Indicators Dashboard](#) to quantify the state of racial equity in St. Louis and measure progress over time. The indicators are built around three themes – Youth at the Center, Opportunity to Thrive, and Justice for All – for a total of 72 indicators. The St. Louis indicators use the methodology developed by CUNY ISLG to score each indicator, topic, and theme.
- The **City of Tacoma, Washington** developed an [Equity Index](#), an interactive tool that visually highlights disparities in Tacoma. Twenty-nine indicators are sorted into five determinant categories to determine where community members are not able to access services or where services do not meet community’s needs.

## FOCUS AREA #2: ENGAGE & CO-POWER

The resources highlighted in this section can support jurisdictions as they strive to build and strengthen long-term relationships with residents, community-based organizations, and community leaders to create an environment where everyone is included, able to share their experiences, and equipped to talk about equity. Jurisdictions can engage and co-power with residents to ensure they can actively participate in the decision-making process. Jurisdictions can focus these efforts on meaningful community engagement, effective messaging and communications strategies, and amplifying equity efforts through awards and other forms of recognition.

### COMMUNITY ENGAGEMENT

Past government actions have resulted in ongoing harm in low-income communities and communities of color. As a result, many residents have limited trust in government, making meaningful engagement critical. Other barriers may exist that prevent or limit public participation, such as language, accessibility to meetings, lack of childcare, and more. Meaningful community engagement is essential to advancing equity efforts; it is not enough to simply consult data and literature to assess how potential actions might impact a community. Residents should be engaged with clear, transparent communication throughout the entire course of any project or program.

The [IAP2 Spectrum of Public Participation](#) is a helpful reference when defining a stakeholder's role in any community engagement process; the [Spectrum of Community Engagement to Ownership](#) takes this a step further to advance community-driven solutions by elevating communities commonly excluded from democratic voice and power. Jurisdictions can elevate community engagement and ownership by using these spectrums and other best practices to update their Public Participation Plans and explore opportunities to partner and build relationships with community-based organizations through contracted compensation, resident or ambassador training programs, planning universities, and more.

### REGIONAL EXAMPLES

- **Culver City** hosted a series of [Teach-Ins and Community Conversations](#) around individual, institutional, and structural racism. The series of teach-ins provided an opportunity to listen to community voices to understand how racism is developed in interpersonal interactions, institutional work, and cultural, historical, and ideological structures.
- The **City of Irvine** developed an [Outreach and Training Series Program](#) for women- and minority-owned businesses to increase engagement and awareness of the City's bidding and vendor opportunities and procurement processes.
- The **City of Long Beach** hosted nine community conversations as part of the [Everyone In: Economic Listening Tour](#) to engage a diverse group of community members in public engagement activities, in order to identify policy solutions that can deliver economic opportunity to those who have been traditionally underrepresented and marginalized in economic development policies and practices.

- The **Los Angeles County Metropolitan Transportation Authority (Metro)** developed the [Community-Based Organization \(CBO\) Partnering Strategy: Elements for Successful Partnering in Professional Services](#) which emphasizes Metro's Equity Platform Framework stating that elevating CBO collaboration is a key method for advancing equity in the region. This plan establishes consistent and clear parameters for partnering with CBOs and provides recommendations for "Action Steps" to move Metro in a more equitable direction.
- **SCAG's Go Human** program launched the [Community Ambassador Program](#), a community engagement and leadership development opportunity to build capacity and improve walking and biking safety in local communities. In the first year, 48 Community Safety Ambassadors spanning three counties were trained through the paid training program.

### CALIFORNIA EXAMPLES

- The **City of Hayward** conducted a ten-week [Policy Innovation Workshop](#) which aimed to maximize community and staff engagement on community safety and move the discussion toward easy-to-adopt steps for the City Council.
- The **City of Oakland** participates in a [participatory budgeting process](#), an innovative democratic process that gives Oakland residents of City Council Districts 1 and 2 the power to set priorities for how federal Community Development Block Grant funds should be spent to improve low-to-moderate income communities in their district. The City of Oakland also launched the East Oakland Neighborhoods Initiative, in partnership with 12 community-based organizations and East Oakland residents, which facilitated community outreach, convening, and data collection, and provided capacity-building trainings on planning and land use, environmental justice, and facilitation.
- The **City of San Jose** partnered with contracted CBOs to conduct culturally appropriate outreach and engagement around the Planning Commission's public hearings to ensure community input was adequately incorporated into the final recommendations. Each community organization was tasked with a specific audience, detailed outreach goals, and was compensated for their ongoing engagement and outreach efforts, as defined in [Outreach & Engagement Activities of the Charter Review Commission](#).

### OTHER EXAMPLES

- **New York City** developed the [Mayor's Action Plan for Neighborhood Safety \(MAP\)](#), a comprehensive neighborhood-based strategy to increase safety through coordinated crime reduction efforts at 15 New York City Housing Authority developments by moving beyond enforcement and addressing the factors underlying safety. The Mayor's Office of Criminal Justice developed [NeighborhoodStat](#) as the operational and organizational centerpiece of MAP, employing a series of local meetings that engage residents and MAP partners in sharing, analyzing, and using data to identify public safety priorities and the implementation of solutions.

- **Oregon Metro** developed a Compensation Guide that details how to use stipends, compensation, and resources to support public participation with communities of color and other marginalized communities in public engagement opportunities to help promote outcomes that reflect the priorities and concerns of communities most impacted by Metro decisions. One example of positively investing in the community is the [Park and Nature Community Partnerships Program](#) which connects diverse groups of people of color to nature at Metro’s parks and natural areas through partnerships with community organizations.
- The **City of Seattle, Washington** launched the [Community Liaison Program](#) to help engage and serve historically underrepresented racial, ethnic, and economic groups. The Community Liaisons, modeled after other proven “trusted advocates” programs, represent a diverse range of immigrant and refugee communities, communities of color, communities of seniors, youth, and people with disabilities.
- **University of California, Berkeley SafeTREC** published [Street Story](#), a community engagement tool that allows residents, community groups, and agencies to collect information about transportation collisions, near-misses, general hazards and safe locations to travel.
- The **City of Pomona** published a Story Map, “[Structural Racism and Land Use and Policies in Pomona](#),” that illustrates the patterns of land use that led to systemic inequities and challenges in urban development, some of which can still be seen in the city today. The StoryMap contains redlining maps, community profiles with education, income, and jobs data, a freeway analysis, an asthma rate map, tree canopy cover analysis, a parks and open space map, a climate risk map, zoning map, and more examining equity.
- **SCAG** published a StoryMap, “[The State of Racial Equity in Southern California](#),” which illustrates the inequities ingrained within communities, along with the first steps SCAG is taking to advance equity.

## CALIFORNIA EXAMPLES

- The **California Coastal Commission** published a StoryMap, “[A Coast For All](#),” to illustrate the historical inequities embedded in the coastal regions of California resulting in the Coastal Commission’s Environmental Justice Policy and implementation actions.
- The **California Natural Resources Agency** published a StoryMap, “[Energy Equity Indicators](#),” which includes interactive images of energy equity indicators and is designed to identify ways to increase access to clean energy technologies for low-income residents and Disadvantaged Communities and improve local resilience to grid outages and extreme weather events.
- **Shasta County** published a StoryMap, “[Life Expectancy in Shasta County](#),” which provides an overview of public health challenges in the community.

## OTHER EXAMPLES

- **Safe Routes Partnership** published a StoryMap, “[We Built It This Way: A Primer on Transportation Inequity](#),” which examines how policy and funding decisions created today’s inequities and provides steps one can take toward a more equitable transportation system.
- The **State of Colorado’s Department of Public Health and Environment** published a StoryMap, “[Community Inclusion in Colorado: Cognitive Difficulties and Resources](#),” which highlights the prevalence of cognitive difficulties among Coloradans for each census tract and the location and distribution of supporting resources across the state for those living with these difficulties.
- The **TransitCenter** developed an [Equity Dashboard](#), which communicates how well transit systems connect marginalized people with jobs, services, and amenities in seven major U.S. cities, analyzing transit outcomes for low-income households and people of color.

## COMMUNICATIONS & MESSAGING

When advancing equity work, many jurisdictions develop communication strategies to clearly convey their vision and goals. By ensuring messaging is broadly consistent across different platforms, jurisdictions can strategically leverage their messaging to address the concerns of different populations while also advancing community engagement. Jurisdictions are encouraged to share their stories through different methods like oral storytelling, crowdsourcing, online story maps, social media, dashboards, and more. The Government Alliance on Race and Equity published a helpful [Communications Guide Toolkit](#) to support formal and informal communications about work on advancing racial equity.

Though the majority examples included in this Equity Resource Guide are sourced from government agencies or those supporting their work, other helpful examples exist such as [How to House 7,000 People in Skid Row](#), an interactive, educational exhibit by artist, Rosten Woo, demonstrating the feasibility of creating 7,000 residential units to house people who have extremely low incomes using a variety of existing financing tools, as proposed in the community-generated, [Skid Row Now & 2040 Plan](#).

## REGIONAL EXAMPLES

- The **City of Los Angeles** Department of Cultural Affairs, in partnership with the Alliance for California Traditional Arts and LA Commons, co-created [Promise Zone Arts](#), a two-year, multi-neighborhood cultural asset mapping and activation initiative. Promise Zone Arts utilizes cultural mapping strategies, ethnographic documentation, oral storytelling, community gatherings, and free public events to identify and support the artists, cultural practitioners, tradition bearers, and sites that Los Angeles Promise Zone neighborhood residents deem significant.

## AMPLIFYING EQUITY

Jurisdictions can consider amplifying their equity efforts to demonstrate their commitment to equity by highlighting their work at working groups, conferences, or other forums, or by applying for recognition for their equity work. By communicating equity efforts to a wider audience, jurisdictions can also support others who are taking on this work and may be searching for examples that could be replicable or adaptable.

### REGIONAL EXAMPLES

- **SCAG** convenes the [Regional Equity Working Group](#) quarterly to engage stakeholders on SCAG's regional and local planning activities as well as share efforts across the region to eliminate racial bias and barriers in land-use and transportation planning. Jurisdictions can share out their equity work to regional stakeholders; various jurisdictions present out on their work, focusing on equity-related plans, programs, projects, tools, resources, and best practices, and connect with peers who are doing similar work.
- **SCAG** hosts the [Sustainability Awards](#) program, an annual award program that aims to inspire jurisdictions across the region to pursue innovative and equitable practices by honoring projects, plans, programs that use innovative planning to improve the mobility, livability, prosperity, and sustainability of our region. The awards program honors six different categories, including the category, Equity. Projects that may be awarded under the Equity category have meaningful partnerships with community-based organizations or community ambassadors, explicitly integrate equity into the planning process (e.g., through the existing conditions analysis, project prioritization methodologies, etc.), or develop innovative tools or resources that help further advance equitable planning.

### OTHER EXAMPLES

- The **Government Alliance on Race and Equity** is often seeking jurisdictions to present on their work, both in their [monthly membership meetings and the Annual Membership Meeting](#), which gathers racial equity practitioners who work in local, state, and regional government to uplift best practices, celebrate victories, and share lessons learned from their work advancing racial equity in their jurisdictions. GARE releases a Request for Proposals towards the end of each year in advance of the May conference.

## FOCUS AREA #3: INTEGRATE & INSTITUTIONALIZE

As jurisdictions work to advance equity, it is important that they consider how to align agency resources with their equity vision and goals. Jurisdictions can begin to integrate and institutionalize, focusing internal work efforts and practices to institutionalize equity by conducting an equity audit or inventory, adopting an equity framework or action plan, training staff on equity-related topics, and utilizing equity tools.

### EQUITY AUDITS & INVENTORIES

Conducting an internal or external equity audit or inventory of policies, programs, and practices can provide jurisdictions with the opportunity to benchmark equity efforts at their agency. Equity audits and inventories can provide a snapshot of how agencies are currently integrating equity considerations into their work and identify additional areas where equity could be integrated.

#### CALIFORNIA EXAMPLES

- The **City of Sacramento** published an [Audit of City Employees' Workforce Diversity and Salary](#), breaking down demographics related to age, race and ethnicity, salary, and the classification of City staff.
- The **City of San Diego** conducted its first [Performance Audit of City Employee Pay Equity](#) to identify pay disparities across genders and racial/ethnic groups for City employees and investigate the root causes of any pay differences found.
- **Sacramento Area Council of Governments (SACOG)** developed their first [Racial Equity Audit Report](#) in November 2020. The audit reviewed Human Resources policies, internal communications, transportation plans, air quality reports, external communications and messaging, and accountability practices. The goal of the documentation review was to understand the history of SACOG, its culture, the current cultural climate of its industry, and its impact in the Sacramento region.

#### OTHER EXAMPLES

- **Oregon Metro** completed an [Equity Inventory Report](#) that provided a snapshot of how Oregon Metro intentionally incorporated equity considerations into agency activities. The inventory was intended to provide staff and community stakeholders with information on how Oregon Metro currently considers equity. In addition, the inventory functioned as a platform for developing an intentional strategy to advance equity issues in the future. Oregon Metro also developed a [Solid Waste Service Equity Audit](#), evaluating access to four solid waste services before and after the adoption of the department's Diversity, Equity and Inclusion work plan.
- The **City of Portland, Oregon** conducted an [equity audit in construction contracting](#) to analyze the impacts of the City's adoption of a suite of initiatives to use the purchasing power of City Hall to correct race and gender disparities in construction contracting.
- **Snohomish County, Washington** conducted a [Diversity, Equity, and Inclusion Assessment](#), which provided an internal look into workplace practices and identified practices that were successfully implemented that can be replicated countywide.

- The **City of West Linn, Oregon** developed a [Diversity, Equity, and Inclusion Audit](#) which reported on findings, recommendations, and critical insights needed to launch new directions for the City and track diversity, equity, and inclusion performance improvements and results.

### EQUITY FRAMEWORKS & ACTION PLANS

Motivating meaningful institutional and structural change requires a plan, resources, time, and effort. Robust equity frameworks and action plans are driven by a clear vision, goals, and performance measures. Successfully implementing a plan requires strong accountability, clear communication, active community involvement and buy-in, and regular follow-up to ensure a jurisdiction follows through on its commitments to action. An action plan can be agency-wide or department-specific and can focus on internal and external actions and strategies. The Government Alliance on Race and Equity published a helpful [How-to Manual for Racial Equity Action Plans](#) that provides guidance.

#### REGIONAL EXAMPLES

- The **City of Long Beach** adopted its [Racial Equity and Reconciliation Initiative](#) initial report which outlined 21 strategies and 107 potential actions to address systemic racism in Long Beach.
- The **City of Los Angeles** adopted a [Health Equity Action Plan](#) which directs activities for the Center for Health Equity, a Los Angeles County Health Agency initiative led by the Department of Public Health, in collaboration with the Departments of Health Services and Mental Health, over a six-year period and includes a set of strategies and actions that reflect public commitment to achieving defined equity goals and activities.
- **SCAG** adopted a [Racial Equity Early Action Plan](#), which provides a definition of equity and establishes goals, strategies, and a set of "early actions" to advance racial equity through SCAG's policies, practices and activities.

#### CALIFORNIA EXAMPLES

- **Caltrans** adopted a two-year [Race and Equity Action Plan](#) which identifies commitments and efforts focused in three categories: People, Programs and Projects, and Partnerships.
- **California's Strategic Growth Council** adopted a [Racial Equity Action Plan](#) that outlines actions the Council and staff will take to achieve racial equity within the organization, operations, programs and policies. The plan is updated annually to integrate new strategies, policies, and programs.
- **Marin County** published a [Racial Equity Action Plan](#) which identified community indicators, established outcomes, actions, timeline, and accountability, and set performance measures to help track progress on the County's commitment to advancing racial equity.
- The **City of Mill Valley** published a [Diversity, Equity, and Inclusion Work Plan](#) that includes more than 40 specific, tactical, actionable, measurable recommendations to meaningfully advance racial equity in Mill Valley.
- The **City of Sacramento** published a five-year [Workforce Race and Gender Equity Action Plan](#) to support its efforts to achieve a workforce that reflects the community's racial and gender makeup.

- The **City and County of San Francisco** published a [Racial Equity Action Plan](#) that includes strategies in hiring and recruitment, retention and promotion, discipline and separation, the composition of leadership, mobility and professional development, and organizational culture to ensure that services are inclusive, efficient, equitable and culturally competent for San Franciscans of all races, ethnic backgrounds, religions, and sexual orientations.
- **Solano County Behavioral Health** published a [Diversity and Equity Plan](#) to help improve access to quality care for underserved and underrepresented populations.

## OTHER EXAMPLES

- The **City of Baltimore, Maryland** adopted an [Equity Action Plan](#) which considers four overarching areas of equity: structural, procedural, distributional, and transgenerational.
- **King County, Washington** published a [Strategic Plan for Equity and Social Justice](#), co-created with employees and community partners, to guide its pro-equity policy direction, decision-making, planning, operations and services, and workplace practices in advancing equity and social justice within County government and in partnership with communities.
- The **City of Minneapolis, Minnesota** published the [Strategic and Racial Equity Action Plan](#), which identifies a set of operational and policy priorities including public safety, housing, and economic development and internal operational priorities of the City which include diversifying the workforce and those who receive contracts, and using racially disaggregated data in decision-making and engagement.
- The **City of Portland, Oregon** mandates that each Bureau develop their own [Racial Equity Action Plan](#) to operationalize the adopted [City-wide Racial Equity Goals and Strategies Framework](#) and articulate any additional unique goals and strategies of each bureau. The city published [resources to support this effort](#), including a template for developing an action plan, an annual reporting template, and a user guide.
- The **Othering & Belonging Institute** developed an open-source, searchable [repository of policy-based recommendations](#) for addressing structural and systemic racism or advancing racial equity drawn from a wide number of sources. The recommendations are broken down by topic area, including Housing & Transportation and Economic Justice. The resource may be helpful to consult in developing frameworks or action plans.

## EQUITY TRAINING

Equity training helps ensure that staff, leadership, and elected officials share a common understanding of key topics and can communicate shared equity-related values and vision. Training staff in equity-related topics can help staff build their vocabulary, deepen their knowledge of how racism, implicit bias, and discrimination manifest and can be improved in the workplace, and identify and implement strategies for advancing equity goals. By providing or requiring equity training, agencies can direct their resources, including time, energy, and money, to ensure equity efforts are woven into their culture, recruitment processes, work efforts, and more.

## REGIONAL EXAMPLES

- At the **City of Long Beach**, the Office of Equity provides Racial Equity 101 training across City departments to build staff awareness of the history of race, identify implicit and explicit bias, and understand how individual, institutional, and structural racism impacts our lives. The training also provides information on how staff can use tools and implement practices to advance equity within their department using an [Equity Toolkit](#).
- **SCAG** offers free equity-oriented [Toolbox Tuesday trainings](#) for local planners and other practitioners on a quarterly basis. Prior training recordings on equity, among other topics, can be [viewed online](#).
- **SCAG** also required its staff to participate in a two-part racial equity training led by [The Justice Collective](#). The training included discussions about the foundations of equity and critical frameworks, and definitions, and provided recommendations on how to consider equity in the hiring and recruitment processes and how to apply an Equitable Strategy Tool. Another training opportunity was provided that focused on unpacking the history of oppression and discrimination in the planning field. The Justice Collective provided a similar training via the American Planning Association, "[Addressing Equity, Diversity, and Inclusion in Our Local Communities](#)."

## CALIFORNIA EXAMPLES

- The **Solano County Behavioral Health** team developed a [Diversity and Social Justice online training](#) to provide an introduction for staff to behavioral health's culturally responsive strategies, deliver an overview of human diversity and inequities groups experience in our society, and provide a foundational understanding and shared language around core concepts for social justice education.

## OTHER EXAMPLES

- The **Government Alliance on Race and Equity (GARE)** is a national network of government staff working to achieve racial equity and advance opportunities for all. GARE provides equity trainings for government staff periodically throughout the year.
- The **National League of Cities' Race, Equity and Leadership (REAL) Program**, created in 2015 in response to social unrest in Ferguson, Missouri, provides training opportunities and programs to empower and equip local officials to address racial disparities in their communities. REAL also assists local governments to revise existing and develop new government policies, procedures, and processes to create more equitable communities.
- **Race Forward's Building Racial Equity** series is a collection of interactive trainings for those who wish to sharpen their skills and strategies to address structural racism and advance racial equity. Unlike "diversity trainings" which primarily focus on interpersonal relations and understanding, the Building Racial Equity trainings emphasize how to challenge and change institutional racial inequities.
- **Thrivance Group** offers several different equity-related trainings, including the [Dignity Institute](#), which focuses on reparative planning and spatial reparations, and provides an immersive, place-based, embodied service-learning experience.

## EQUITY TOOLS

Many jurisdictions choose to develop an equity tool or toolkit to support their efforts to incorporate and operationalize the consideration of equity in their plans, policies, practices, programs, and budgets.

### REGIONAL EXAMPLES

- The **City of Long Beach** published an [Equity Toolkit for City Leaders and Staff](#) that includes an overview of what equity means and provides specific strategies that can be applied to everyday work. The Toolkit includes nine tools: Communications, Community Outreach and Engagement, Gathering Data and Information, Monitoring and Evaluation, Planning, Policy Development, Strategic Planning, Training Staff and Volunteers, and Working with People.
- The **City of Los Angeles** developed a [Gender Equity Toolkit](#) which explains the methodology, tools, and tools being used by the City to build a framework for gender equity.
- **Los Angeles County Metropolitan Transportation Authority (Metro)** developed a [Rapid Equity Assessment Tool](#) that staff must complete for all items being considered for Board approval. Metro also developed the [Metro Budget Equity Assessment Tool](#), which is critical during budget development, that identifies benefits and potential harms to specific groups and considers how more equitable decisions may contribute to fair outcomes.
- **SCAG** is currently developing a Racial Equity Toolkit, a series of six tools aimed at different aspects of internal planning efforts, including scope development, data collection and analysis, community engagement, stakeholder analysis, and evaluation and will be available on the agency's [Inclusion, Diversity, Equity & Awareness](#) webpage.

### CALIFORNIA EXAMPLES

- The **California Governor's Office of Planning and Research** published an [Equity Checklist](#) intended to assist State agencies in any decision-making process to ensure that plans and investments identify and protect the State's most vulnerable populations.
- The **Greenlining Institute** developed a [Racial Equity Toolkit](#), to provide policymakers, advocates, and others with an easy-to-follow guide to applying a racial equity lens to any policy issue, using an approach that can be applicable in a wide variety of situations.
- The **City of Sacramento** developed a draft [Racial Equity and Sustainability Toolkit](#) to provide resources and strategies for creating and implementing inclusive practices through a racial equity lens.

### OTHER EXAMPLES

- **GARE** developed a [Racial Equity Toolkit](#), that serves as the primary reference for many of the existing Racial Equity Tools developed by government agencies.
- **King County, Washington** developed a rapid response [Equity Impact Awareness Tool](#) which examines three primary factors, race, economic status, and age, to identify communities especially vulnerable to an economic crisis during COVID-19 response.
- **Michigan's Department of Human Rights** published a [Racial Equity Toolkit](#), a roadmap that serves as a step-by-step guide to help municipal governments start their racial equity work.

- The **City of Portland, Oregon** developed several tools including the [Budget Equity Assessment Tool](#), which provides a holistic assessment of how budget allocations benefit and burden communities, the [Racial Equity Tool](#) for government staff, elected officials, and community advisory bodies to use in the earliest stages of planning and decision-making projects addressing topics including Evaluation, Policy Development, and Strategy. The Bureau of Planning of Sustainability developed the [Decision Support Tool](#), a series of tools specific to their work focusing on budgeting, community engagement, stakeholder power analysis, and an ongoing decision support tool.
- The **City of Seattle, Washington** Race and Justice published the [Racial Equity Toolkit](#) to guide the development, implementation, and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity. They also developed a [shortened version of the toolkit](#) in response to COVID-19 impacts.

## DATA & INFORMATION RESOURCES

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This section provides a list of resources on existing databases, programs, and other equity initiatives and plans to help practitioners as they incorporate equity analysis and tools into their planning processes. It is organized by local, regional, state, and national contexts.

### LOCAL RESOURCES

County public health departments have valuable health information:

- [Imperial County Public Health Department](#)
- [Los Angeles County Department of Public Health](#)
  - The [Los Angeles Equity Index](#) maps existing disparities and barriers to opportunity in the City of Los Angeles.
- [Orange County Department of Public Health](#)
  - The [Orange County Equity Map and Social Progress Index](#) displays 55 equity indicators, as well as Center for Disease Control (CDC) population health and U.S. Census demographic data, for all 580 neighborhood census tracts in Orange County.
- [Riverside County Department of Public Health](#)
  - [Riverside University Health System – Public Health](#) (RUHS-PH) established the [Healthy Riverside County](#) initiative to advance the County’s efforts of working with local cities to adopt [Healthy City resolutions](#) and Healthy Eating and Active Living (HEAL) resolutions, and to encourage the incorporation of health elements in general plans. The Healthy Cities Network has also established community profiles and fact sheets providing city-level data summaries. Since the inception of the initiative, over 27 jurisdictions in the county have adopted a health element, established HEAL resolutions or have a health element in progress.
- [San Bernardino County Department of Public Health](#)
  - [San Bernardino County Community Vital Signs](#) is an initiative to support the Wellness Element in the Countywide Vision Plan, guided by the San Bernardino County Community Transformation Plan, which is a countywide plan that includes an analysis of the social determinants of health. The Vital Signs initiative established a community health improvement framework to align resources and improve health outcomes.
- [Ventura County Public Health](#)

[Neighborhood Data for Social Change](#) (NDSC) is a map, chart, and data analysis platform hosted by the Price Center for Social Innovation in Southern California. It helps Los Angeles County stakeholder communities track measurable change, improve local policies and programs, and ultimately advocate for a better quality of life in their communities. Local governments, media, nonprofits, advocacy groups, and the general public can access NDSC’s platform to strengthen the local data-informed policy.

### REGIONAL RESOURCES

The [Connect SoCal Environmental Justice Technical Report](#), included as an appendix to [Connect SoCal](#), SCAG’s 2020 Regional Transportation Plan/Sustainable Communities Strategy, which is designed to create region-wide benefits that are distributed equitably, while ensuring that any one group does not carry the burdens of development disproportionately. Connect SoCal considers the consequences of transportation projects on low-income and minority communities, and avoids, minimizes, or mitigates disproportionately high and adverse human health and environmental impacts on low-income and minority populations.

The [Connect SoCal Public Health Technical Report](#), also included as an appendix to [Connect SoCal](#), provides an overview of health outcomes in the SCAG region as they relate to the built environment and the impacts of the RTP/SCS. The multimodal transportation and land use strategies of Connect SoCal include many co-benefits for improving health outcomes and present opportunities to ensure investments result in equitable health outcomes and benefit all populations in the region.

SCAG’s [Geographic Information Systems \(GIS\) Open Data Portal](#) allows users to search, view, query, and download data residing in SCAG’s Enterprise Geodatabases through an intuitive and user-friendly interface.

SCAG’s [Local Profiles](#) and [Local Housing Data](#) provide jurisdictions with updated data and analysis to support community planning and outreach efforts.

The [Regional Data Platform](#) provides access to data, tools, and information and a workspace for collaboration.

The [Regional Housing Needs Assessment](#) (RHNA), as mandated by State Housing Law as part of the periodic process of updating local housing elements of the General Plan, RHNA quantifies the need for housing within each jurisdiction during specified planning periods. For example, RHNA uses a rent-to-income ratio to assess cost burdens at the household level, regardless of the median income of the area. Communities can use the RHNA in land use planning, prioritizing local resource allocation, and in deciding how to address identified existing and future housing needs resulting from population, employment, and household growth.

The [Racial Equity Baseline Conditions Report](#) highlights past transportation and housing policies and practices that yielded the inequitable conditions that exist today and provides a preliminary baseline assessment of racial equity in Southern California to inform future planning.

- View the [June 2021 Toolbox Tuesday presentation](#) and [fact sheet](#) for “Equity In Action: Evaluating Community Baseline Conditions” for more information on how to develop baseline conditions.
- The [Potential Equity Indicators](#) handout provides a list of potential equity indicators.



## CALIFORNIA RESOURCES

The [Bay Area Equity Atlas](#), published by the University of Southern California Equity Research Institute and PolicyLink, is a comprehensive data support system that tracks equity across the Bay Area and provides community leaders with data to inform inclusive prosperity solutions.

The [California Air Resources Board Pollution Mapping Tool](#) allows users to locate, view, and analyze emissions of greenhouse gases, criteria pollutants, and toxic air contaminants from large facilities in California. Data are presented on a district, census tract, zip code, city, and county level.

[California Building Resilience Against Climate Effects](#) (CalBRACE) hosts a collection of resources that includes tools, reports, and guides to help local health departments assess, plan, and monitor climate vulnerabilities to reduce and prevent health risks associated with climate change. Climate change indicators are compiled from the data available from the California Department of Public Health.

[CalEnviroScreen](#), released on behalf of the California Environmental Protection Agency, is a science-based mapping tool that helps identify California communities that are most affected by many sources of pollution, and that are often especially vulnerable to pollution's effects. This tool uses environmental, health, and socioeconomic information to produce a numerical score for each census tract in the state and provides a ranking to compare communities across the state.

The [California Health Interview Survey](#) (CHIS) is the nation's largest state health survey it provides data from Californians and about the state's racial and ethnic groups. The survey provides yearly insights on population health. Two data query systems are part of CHIS: AskCHIS and [AskCHIS Neighborhood Edition](#). AskCHIS allows users to search for health statistics at the county, region, and state level. AskCHIS Neighborhood Edition is a data visualization and dissemination platform that allows searching at smaller geographies such as, zip code, city, county, legislative districts to produce tables, thematic maps, and bar charts.

The [California Healthy Places Index](#) (HPI) is a data visualization tool developed by the Public Health Alliance of Southern California to assist communities in exploring local factors that measure life expectancy and compares health outcomes across the state. The HPI provides indexed scores and more detailed data on specific policy action areas that shape health, including housing, transportation, and education.

The [California Heat Assessment Tool](#) helps local and state health practitioners to better understand dimensions of heat vulnerability driven by climate changes and where action can be taken to mitigate the public health impacts of extreme heat in the future.

The [California Household Travel Survey](#) (CHTS), conducted by the California Department of Transportation (Caltrans) every ten years, obtains detailed information about the socioeconomic characteristics and travel behavior of households statewide.

The [California Office of Health Equity](#) (OHE) provides a key leadership role to reduce health and mental health disparities experienced by vulnerable communities in California.

The [Healthy Communities Data and Indicators Project](#) (HCI) provides standardized sets of statistical measures, data, and tools on the social determinants of health in California. The project's goal is to provide datasets and tools that inform agencies across a variety of sectors in order for them to plan for healthy communities and evaluate the impact of plans, projects, policy, and environmental changes on community health.

[Race Counts](#) maintains a comprehensive tracking tool of racial disparities across the state of California in seven key issue areas: democracy, economic opportunity, crime and justice, access to health care, healthy built environment, education, and housing. In addition, Race Counts released [COVID-19 Rapid Response](#), which aims to bring awareness to the racial inequities unearthed by the COVID-19 pandemic and offer concrete recommendations to the officials that represent Californians, including a Vulnerability and Recovery Index, Statewide Reopening Report and county fact sheets.

The [South Coast Air Quality Management District \(AQMD\) California State Assembly Bill \(AB 617\) Community Programs](#) requires extensive community-based efforts that focus on improving air quality and public health in EJ communities. [California Assembly Bill 617 \(AB 617\)](#) requires the state board to select highest priority communities for the deployment of community air monitoring systems. In the SCAG region, there are currently seven EJ communities engaged in the development of Community Emission Reduction Plan, including South Los Angeles-South Central Los Angeles-Hyde Park, East Los Angeles-Boyle Heights-West Commerce, Wilmington-Carson-West Long Beach, South East Los Angeles, San Bernardino-Muscoy, Eastern Coachella Valley, and El Centro-Herber-Calexico.

The [Transportation Injury Mapping System](#) (TIMS) is a tool that provides access to California crash data, the Statewide Integrated Traffic Records System (SWITRS) that has been geocoded to map out crashes. Data at the party level can include race.

## NATIONAL RESOURCES

The [U.S. Census Bureau's American Community Survey](#) is a nationwide annual survey that collects sociodemographic and health information for public officials, policymakers, city/state planners, and entrepreneurs to help build their community plans for hospitals and schools, support school lunch programs, improve emergency services, build infrastructure, inform businesses to provide more economic opportunity and expand to new markets, and more. It includes data by state, region, county, census tract and block group.

The [Centers for Disease Control and Prevention](#) (CDC) conducts critical science and provides health information that protects our nation against expensive and dangerous health threats and responds when these arise.

The [Child Opportunity Index](#) evaluates and maps the quality of resources and conditions that impact children's development in their neighborhoods.

The [Comprehensive Housing Affordability Strategy](#) (CHAS) provides a data set, CHAS data, that demonstrate the extent of housing problems and housing needs, particularly for low income households using custom tabulations of American Community Survey data from the U.S. Census Bureau.

[Equity Indicators](#) is a comprehensive tool developed by the City University of New York Institute for State and Local Governance (ISLG) that helps cities understand and measure equality or equity in their city. It works across multiple areas (e.g., education, housing, justice) and measures the disparities faced by disadvantaged groups (those most vulnerable to inequity, such as racial and ethnic minorities, immigrants, or individuals living in poverty) across those domains on a regular basis, tracking change over time.

The Equity in the Center published "[Awake to Woke to Work: Building a Race Equity Culture](#)," which describes how to build a race equity culture by exploring the levers that drive change and the stages that mark transformation using the Race Equity Cycle. In collaboration with over 120 experts in the fields of DEI and race equity, the report provides insights, tactics, and best practices to shift organizational culture and operationalize equity.

Eviction Lab published [Eviction Rankings](#), which offers users a look at eviction rankings across the U.S. in 2016.

The [Government Alliance on Race and Equity](#) (GARE) is a national network of government working to achieve racial equity and advance opportunities for all. GARE provides best practices, tools and resources to help build and sustain current efforts and build a national movement for racial equity, including [Advancing Racial Equity and Transforming Government: A Resource Guide](#), [Getting to Results](#), and [Racial Equity Action Plans: A How-To Manual](#).

[IPUMS USA](#) collects, preserves, and harmonizes U.S. census microdata and provides easy access to this data with enhanced documentation. Data includes decennial censuses from 1790 to 2010 and American Community Surveys (ACS) from 2000 to the present.

[Justice Map](#) provides a map to easily visualize race and income data for a neighborhood, city, state, or the U.S.

[My Tribal Area](#) publishes American Community Survey data, collecting data for the American Indian and Alaska Native (AIAN) population and publishes specific counts, estimates, and statistics.

The [National Park Service](#) (NPS) released the [Healthy Parks Healthy People 2.0 Strategy Plan](#) in June 2018, serving as a framework for connecting parks to health and well-being. Established in 2011, Healthy Parks Healthy People promotes all parks and public lands as physical, mental, and social health resources for communities.

The [National Equity Atlas](#) contains data on demographic change, racial and economic inclusion, and the potential economic gains from racial equity for the largest 100 cities, largest 150 regions, all 50 states, and the United States as a whole.

The [Native Land](#) app maps Indigenous territories, treaties, and languages worldwide.

The [Othering and Belonging Institute](#) works to advance groundbreaking research, policy, and ideas that examine and remediate the processes of exclusion, marginalization, and structural inequality—what we call othering—in order to build a world based on inclusion, fairness, justice, and care for the earth—what we call belonging. The Institute publishes a suite of resources including the [United States Segregation Map](#), which examines how racial residential segregation has changed across the country on this map.

[Race Forward](#) catalyzes movement building for racial justice. In partnership with communities, organizations, and sectors, we build strategies to advance racial justice in our policies, institutions, and culture. Race Forward is home to the Government Alliance on Race and Equity.

The Tableau Foundation hosts the [Racial Equity Data Hub](#) to share insights from leading experts on data and equity issues and inspire everyone to effectively and ethically use data to advocate for change.

Esri offers the [Social Equity Analysis](#) tool, which can be used to identify and analyze demographics, assets, conditions, and outcomes to optimize plans for community investment.

[Social Explorer](#) is a helpful tool that enables one to visualize and interact with data, create maps, charts, reports and downloads, and explore hundreds of thousands of built-in data indicators related to demography, economy, health, politics, environment, crime and more.

The [U.S. Bureau of Labor Statistics](#) (BLS) produces statistics on several characteristics including industry, business costs, occupations, geography, and demographic data.

The [U.S. Environmental Protection Agency](#) (EPA) aims to protect human health and the environment. The EPA's [Office of Environmental Justice](#) manages [EJSCREEN](#), a screening and mapping tool, and other resources specific to EJ actions.

[U.S. Census Data](#), collected by the U.S. Census Bureau, is the leading source of quality data about the nation's people and economy.





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