

Equity Baseline Report

A Framework for Regional Equity

Equity Baseline Workgroup

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From Regional to Metro Specific



- **Equity Baseline Report → Equity Baseline Report Part 1: A Framework for Regional Equity**
- Implementing Equity requires:
 1. Conducting an assessment, “wellness exam”, to
 2. Understand and identify the root causes of disparity so that
 3. Impactful upstream policy interventions can be identified and implemented to
 4. Increase human thriving and social cohesion, and
 5. Meet Metro’s desired outcomes.
- Through our iterative process, we took an indicator project which prioritized assessing external community equity issues and flipped it to create an equity tool and framework to assist Metro in using our indicators for internal assessment.
- We selected Indicators with a dual function: both descriptive and proscriptive, which can also be used to assess both internal and external equity issues.



Equity + 5

- Metro's six desired outcomes acted as the original framework for the baseline project, even so, the workgroup was instructed not to limit its consideration of regional equity to the five other desired outcomes.
- Therefore, to select indicator categories, we first had to expand the definitions for each of the 5 desired outcomes, using an intersectional analysis, to better understand their alignment, linkages and differences. We chose an approach that mirrored the one Metro's Equity Strategy Advisory Committee employed to define Equity, itself.
- From this reframing, we learned that Equity is a constituent part of *each* Metro outcome, and is fully integrated into the other five.
- Therefore, for Metro to meaningfully improve the other five outcomes at the regional level, it must improve equity. Likewise, in order to meaningfully improve equity, Metro must improve the other five outcomes.





Equity + 5

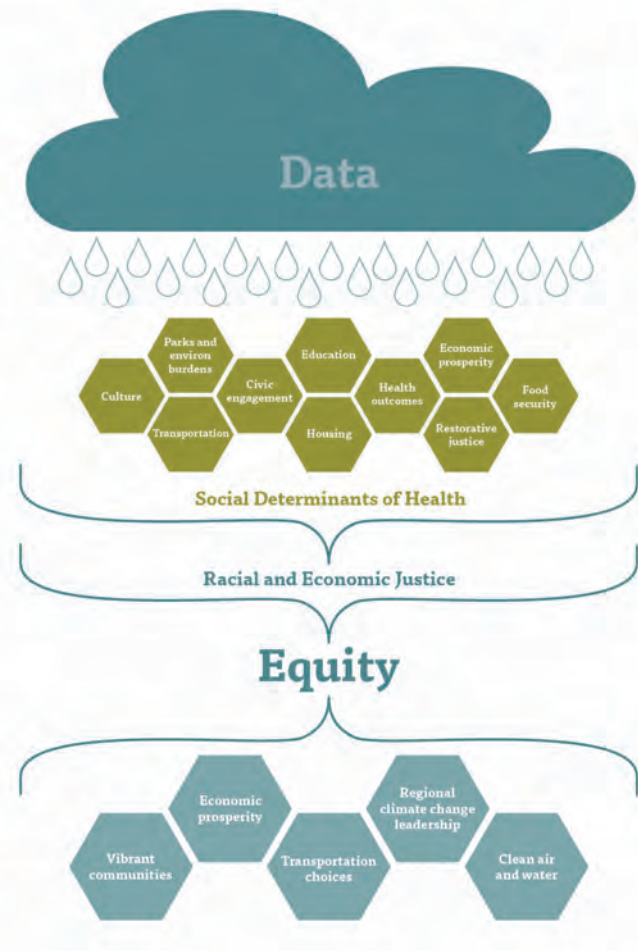
Complexities of Equity



- Metro's own efforts to define equity highlight this integrated relationship. In addition to referencing all of the other desired outcomes in the definition of equity adopted by its Equity Strategy Advisory Committee, Metro points out that:
 - “institutional and structural inequities lead to disparate outcomes for individuals and communities, even if they are unintended and cannot be linked to an individual's acts or intent. Understanding these distinctions is critical for identifying the parameters of Metro's role as an institution in advancing equity.”
- In other words, equity is the complex product of individual, institutional and structural factors that have to be understood together if equity is to be achieved.
- Our new and exclusive focus on understanding the complexity and intersectionality of Equity, our “Equity+5” reframing of the desired outcomes, allowed us to focus exclusively on sharpening Metro's understanding of equity (and ultimately how to measure it).

+ Frames for Indicator Development

- Public Health Frame to understand the *source, pattern, and impact* of Inequity
- Social Determinants of Health to understand *how* social, economic, political and environmental exclusion/disparity become poor health/well being
- Root Causes: Individual/ Behavioral → Institutional/ Structural
 - Eg. Race/ism, Poverty, Discrimination
- Racial & Economic justice is the dual lens through to view disparity because in addition to identifying root causes (many of which stem from multigenerational racial and economic exclusion), this lens also helps create upstream solutions with the most significant ROI and impact to better the health/wealth of society.
- Restorative Justice Approach as a means to heal/restore/include impacted citizens, to promote individual thriving, community cohesion and achieve Metro's desired outcomes.





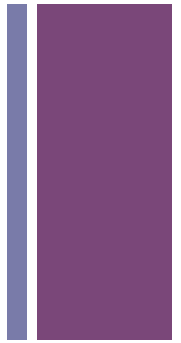
Layout of Equity Baseline Report



- Forward & Executive Summary
- Baseline Workgroup Membership and Purpose
- How Metro Should Think About and Measure Equity
- Historical Context and Racial/Economic Justice
- Ten Indicators
- Data Appendix



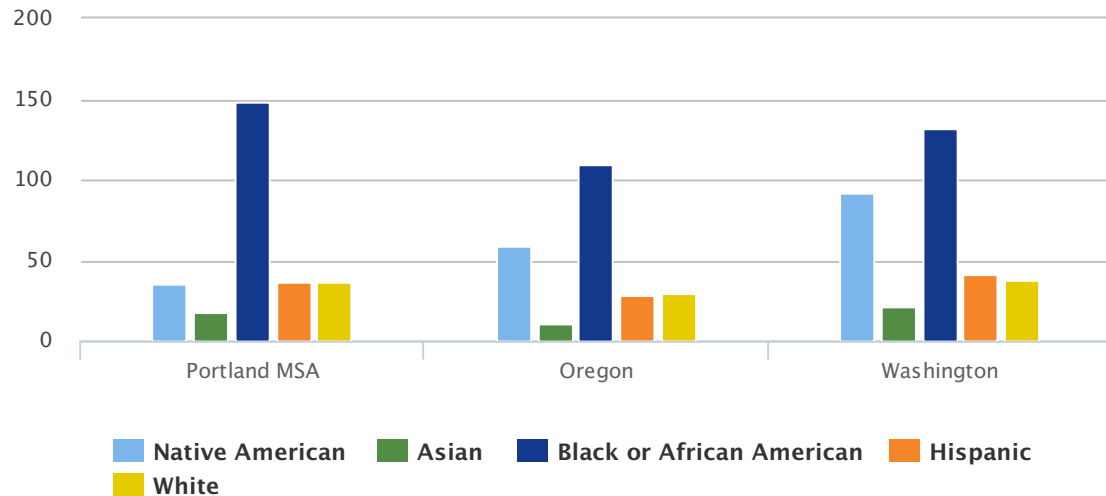
+ Layout of Indicator Section



- Definition
- Brief Introduction (National & Local Context)
- Metro's Desired Outcomes
- Metro's Authority & Influence

Rate of juvenile criminal referrals per 1,000 juveniles age 10–17, by race (alone) and Hispanic origin, Portland MSA, 2012

Source: Oregon Youth Authority; Washington Office of Financial Management; US Department of Justice





Recommended Use of Indicators



- Intent
 - Guide equity assessment

- Community-led assessment

- Requires a thoughtful and intentional examination
 - “You rush a miracle man, you get rotten miracles.” Miracle Max, The Princess Bride.

 - Short-term vs. long-term strategies

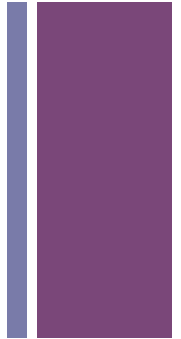


+ What this report is not.

- What this report **isn't**:
 - An equity strategy
 - A comprehensive portfolio of Metro's regional impact
 - A technical analysis of Metro's equity roles and responsibilities
 - A communications strategy



+ What this report is.



- This report is a framework that will ...
 - Create the common language to guide a structured and efficient internal equity assessment.
 - Direct Metro toward a complete understanding of its equity roles and responsibilities.
 - Assist Metro in understanding the urgency of making internal institutional changes that reduce disparities.
 - Create the building blocks to develop
 - an equity strategy,
 - a comprehensive portfolio of Metro's regional impact,
 - best practices so departments can learn from each other,
 - a technical analysis of Metro's equity roles and responsibilities,
 - a communications strategy on Metro's achievements and outcomes.



Value Added – Framework Report



- The report creates a foundation in which Metro can thoroughly develop the following items:
 - Equity strategy,
 - Comprehensive Portfolio of Regional Impact,
 - Best practices - Department to Department Education,
 - Communications strategy around Metro's accomplishments and outcomes,
 - Technical analysis of Metro's roles and responsibilities.

- Recognition of the extent that Metro is currently addressing disparities related to all 10 indicators
 - Examples: Ban the Box and Expo Center training practices

- Recognition that Metro's overall regional impact on equity is underestimated
 - Example: Less known programs that have major impacts in communities.

- Community dedication to the success of this report

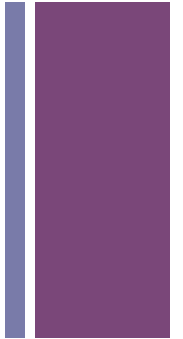
- Groundbreaking creation of a strategic community-based approach to how equity should be effectively incorporated into an agency



Benefits – Internal Equity Assessment



- Identification of internal equity blind spots
- Centralizes equity efforts – creates common language
- Compilation of all internal programs, policies, and projects
 - Best practices – department by department education
- Metro accomplishments and impacts
 - Communications strategy
- Establishes an equity strategy that can be measured over time
 - Communications strategy
- Strengthens community partnerships – power sharing
- Upstream intervention



+ Future Equity Wins

Short-term Wins	<ol style="list-style-type: none">1. Adopt “Ban the Box” agency-wide2. Expand public involvement practices to meaningfully engage communities3. Require contractors to pay employees living wage4. Strengthen community partnerships and build capacity to engage
Mid-term Wins	<ol style="list-style-type: none">1. Improved data collection by acting as data convener2. Expansion of effective and innovative equity programs to all departments3. Development of programs and policies that are meaningfully informed by all communities
Long-term Wins	<ol style="list-style-type: none">1. Demonstration of measurable gains in regional equity indicators2. Comprehensive understanding of Metro’s regional impact and achievements