



### **Healthy Sacramento Coalition Meeting**

Wednesday, January 27, 2016

9 a.m. — 11:15 a.m.

Sierra Health Foundation – Bannon Island Room  
1321 Garden Highway, Sacramento, CA 95833

*The Vision of the Healthy Sacramento Coalition is to  
Eliminate Inequities in Sacramento through Advocacy and Convening of Resources*

#### **Meeting Outcomes:**

- To reach consensus on the draft racial impact statement
- Provide members with an update on the structure of the Steering Committee

**Welcome and Introductions** – Connie Chan Robison, Steering Committee Co-Chair

**HSC Approach and Structure to Health Equity** – Richard Dana, Steering Committee Co-Chair

- Making Sacramento an All-in-Region using a racial equity lens

**Reaching Consensus on Draft Racial Impact Statement** – Robert Phillips, Director of Health Programs, Sierra Health Foundation

- Share examples from other cities and how this could be applied locally
- Group discussion and consensus on racial impact statement as a policy analysis tool

**Steering Committee Structure and Composition Update** – Connie

- Criteria and nomination process for new members of the Steering Committee

**Next Steps and Closing** – Connie

Please submit your evaluation form

#### **2016 Meeting Schedule**

Wednesday, May 25, 2016

Wednesday, October 26, 2016

## Getting Us All In: How the All In Agenda might be Used by the Healthy Sacramento Coalition

Over the past months, the Ad Hoc Committee of the Healthy Sacramento Coalition has begun to form an exciting framework to achieve the Coalition’s vision of equity. The Ad Hoc Committee is recommending that the Healthy Sacramento Coalition adopt an “All In Region” equity agenda that will enable it to have a consistent policy framework. The hope is that this framework will enable the Healthy Sacramento Coalition to easily identify campaigns, budget priorities, policy proposals and other projects that fit the Coalition’s mission, and could benefit from the support the Coalition can provide. This concept paper is an attempt to concretize how the framework would actually be used by the Coalition and its members to create a “All In Region”.

### **What is an “All In Region”?**

An “All in Region”, to paraphrase PolicyLink, starts with health equity, which the Healthy Sacramento Coalition defines as just and fair inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential for a healthy life. Health equity seeks to counteract the barriers and systemic exclusions (historic and current) that prevent people from realizing their potential for health and well-being. Attaining equity requires understanding those barriers and working to proactively ensure each individual’s circumstances in their neighborhoods and streets, at school and work, in their local economy provides them with the optimal opportunity to thrive.

An “All-in Region” will manifest health equity within both the city and county of Sacramento to match its specific regional economy. In an all-in region, our life chances and outcomes are not determined by our race, ethnicity, gender, nativity, religion, sexual orientation, disability status, zip code, or family income. Residents of all-in region will access the resources and opportunities they need to fully participate in and contribute to the economic, political, and cultural life of the region. An “All-in region” will foster inclusive growth: implementing win-win policies and strategies critical to a thriving region while ensuring that we all have the ability to play a role in generating good health and share equitably in its benefits.

### **Achieving an “All In Region”--Increasing Equity as a Priority in Public Decision Making:**

To pursue this idea of an “All In Region” the Ad Hoc Committee recommends pursuing the adoption by all public entities in the Sacramento region of an “Racial Equity Impact Analysis” as a policy strategy tool that helps ensure that legislative bodies actively assess whether a policy’s “intent and impact are consistent with the Healthy Sacramento Coalition’s expressed equity principle.

The Coalition members would use this framework to ensure that current policies and/or new policies, budgets and structures in our community would be analyzed to both understand if there are any disparate impacts on disadvantaged communities, and identify any historic patterns of institutional bias and discrimination.. Our hope will be to change the public conversation, inserting equity as the key goal of all budgets, plans and policies passed in our region. This may involve issuing reports or doing public trainings examining how local budgets and plans will impact equity in our community.

Ultimately a “Racial Equity Impact Analysis” would be used to be proactive, to shape new policy proposals that are meant to improve equity in the region and to use the analysis to help frame those policies.

**Endorsing and Empowering Community Initiatives Aimed At Improving Equity In Our Region:**

A core goal will also be to reach out and support community groups who are already working on initiatives that fit with the agenda, or would be interested in getting involved in initiatives that have already been identified. The goal will be both to support their work and to expand the circle of like-minded groups that are supporting this agenda. We expect that our coalition will continue to represent many of the key players advancing equity in our region and thus the endorsement of the coalition will help projects get the attention of elected officials, business leaders and others in the position to make decisions about the projects our community is pursuing.

# Memorandum

**To:** HSC Ad-hoc Committee  
**From:** Bill Kennedy  
**Date:** Tuesday, January 12, 2016  
**Re:** Accountability/Racial Impact Statements

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As we proceed to fashion a regional “All In” equity agenda for Sacramento we must be prepared to make hard decisions on the policies we introduce and insist on measured impacts of our policy agenda. We must be mindful of our recent history in America of looking at equity as something to be studied but not implemented.<sup>1</sup> We must put accountability at the forefront of our policy initiatives. To do so, I will argue that the centerpiece of our effort should be the use of community owned racial impact statements to measure clearly quantified outcomes of local policies and investments to test against a standard of equity.

**1. The All In Agenda:** Before describing the Racial Impact Statement, it is important to review what a robust “All In” agenda might look like. In the executive summary of the book [All in Nation](http://allinnation.org/book/)<sup>2</sup> the authors describe the challenge in the current climate:

America is at a juncture. We are a nation confronting issues that go to the core of our values: What do we do about the growing inequality in the United States today? How do we maintain and grow a sustainable middle class while creating pathways to the middle class for those living in poverty? How do we ensure that we take care of our elders with dignity and respect? And how do we provide a clear and timely pathway to citizenship for immigrants that is both fair and just?

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<sup>1</sup> In her 2010 book “Flak-Catchers: One Hundred Years of Riot Commission Politics in America,” author Lindsey Lupo examines five commissions that were appointed in response to race riots between 1919 and 1992. She argues that historically, these commissions are appointed to calm the public, and give the impression that the government is doing something—that they “give the appearance of action but are little more than a tool to maintain the status quo,” and that, “social and racial issues in the cities are not actually addressed by the commission” (Lupo, 2010). Lupo says that past commissions focused on economic revitalization “to the exclusion of social issues, such as racial tension, segregation, and discrimination. It is as though the commissions are arguing that our society has moved beyond race, thus the problems must be purely economic. But race remains at the root of the violence, as evidenced by its very inception with every riot studied here being the result of white law enforcement harming a black civilian” (Lupo, 2010).

<sup>2</sup> <http://allinnation.org/book/>

The backdrop to these policy concerns is the inexorable demographic shift that is taking place in the United States. Today the majority of our children under the age of 1 are of color, and before we reach the end of this decade, more than half of all youth will be of color. Yet communities of color continue to face longstanding barriers on the economic, educational, and social fronts. Consider this statistic: By 2018, 45 percent of all jobs will require an associate's degree or higher. Yet today, only 27 percent of African Americans, 26 percent of U.S.-born Latinos, and 14 percent of Latino immigrants have that level of education.

The challenge in front of us is clear: How do we maintain our standing as a country of opportunity and upward mobility, ensuring that today's and future generations of Americans have the tools and skills to succeed? What is the role of our region in that broader effort. Current policies will not bring about the change that is needed. We must enact policies consistent with the values of our equity agenda.

Our argument for equity and inclusion is supported by a compelling economic analysis demonstrating that all people benefit economically when the benefits of a regional economy are shared broadly. Building on the groundbreaking studies of the Nobel Prize winning economist Amartya Sen in his book *Development as Freedom*<sup>3</sup> coupled with the contextualized analysis of American economist and social scientist Manuel Pastor and Chris Benner<sup>4</sup>, we have the tools to argue that, as they say at Policy Link, *Equity Is the Superior Growth Mode I*<sup>5</sup> not just for those on the margins but for everyone.

The authors of *All In Nation* suggest to us the broad targets of an "All In" policy agenda should focus on:

1. "Infrastructure: Supporting Communities So All Can Thrive": We must modernize our public infrastructure system so that communities of color are not left lacking the basics that so many Americans take for granted and so that they can take advantage of the jobs and economic opportunities associated with infrastructure maintenance and development. Infrastructure deficiencies in urban and rural communities of color often stem from years of inequitable and discriminatory land-use planning, yet sound investments have been shown to transform neglected and struggling communities into healthy, thriving neighborhoods by linking them more firmly to their regional economies.
2. "Jobs, Income and Assets: Economic Security for All": Here we argue that national economic growth relies on individual economic security—having enough money to cover a family's basic needs and sufficient savings or assets to invest in its future. Yet economic security has become increasingly elusive for far too many

<sup>3</sup> [http://dannyreviews.com/h/Development\\_Freedom.html](http://dannyreviews.com/h/Development_Freedom.html)

<sup>4</sup> See *Just Growth* <http://justgrowth.org/>; and *Equity Growth and Community* <http://growingtogethermetro.org/> Both books provide an equity analysis of the Sacramento region.

<sup>5</sup> [http://www.policylink.org/sites/default/files/SUMMIT\\_FRAMING\\_SUMMARY\\_WEB.PDF](http://www.policylink.org/sites/default/files/SUMMIT_FRAMING_SUMMARY_WEB.PDF)

Americans and for people of color in particular. In order to increase economic security, our regional economic policies must focus on creating good, family-supporting jobs; building a strong workforce and a growing base of entrepreneurs; and strengthening the region's capacity to innovate and produce.

3. "Building Healthy Communities for a Healthy Nation": It is, sadly, true that the tremendous influence a seemingly inconsequential ZIP code will determine whether an individual will be healthy or sick, or even how long he or she will live. Due to historic patterns of racism and disinvestment, the neighborhoods where people of color live tend to have fewer of the resources and opportunities that promote good health—including grocery stores, farmers' markets, quality health care, banks and financial services, and safe streets and parks—although these neighborhoods have more fast food outlets, liquor stores, and pollution sources, which lead to preventable health problems. The region's future depends on putting everyone on a path to good health by ensuring high-quality health care for all and by expanding "healthy communities" strategies that make neighborhoods healthier places to live, work, learn, play, and prevent people from getting sick in the first place.

4. "Education and Job Readiness for a Prosperous America": The United States is losing its competitive edge globally because our education system is failing a sizable group of students, namely those of color. Those trends extend to our region. To have the world-class workforce we will need for future prosperity, we must arm schools with a steady pipeline of effective teachers, sufficient funding and learning time, and college-ready standards. We must also make sure that we expand workforce opportunities available to students while they are in school as well as hard-to-reach adult populations in order to ensure they are well positioned for gainful employment.

5. "Americans in Waiting: An Immigration System that Works": Immigrants play a central role in our economy. For those who are currently undocumented, the social and economic benefits that come with a road map to full citizenship are shown to go a long way toward fixing our nation's deeply flawed immigration system. And for those who are authorized to be here, it is still important to implement policies that lead to full integration and encourage participation—on the job, in schools, and at the voting booth. Immigrant incorporation and integration constantly test and ultimately strengthen our region's commitment to its core values of equality, freedom, and opportunity.

6. "Locked-Up Potential": Our region is not immune from the outcomes associated with the nation's badly broken criminal justice system. Despite the fact that violent crime rates are at historic lows, mass incarceration has spiraled out of control, leading to a system of racial disenfranchisement that perpetuates inequality as well as an unsustainable level of corrections spending that diverts money from important institutions such as hospitals, universities, and key regional priorities. Local government has a role and we can learn from state innovations that have reduced corrections spending and establish a policy framework that encourages our criminal-justice system to promote rehabilitation instead of punishment, productivity instead of decline, and equity instead of the racial- and income-based disparities that now run rampant.

7. "Democratic Participation and Leadership in a Diverse Nation": We must set policies that reinvigorate our democracy by encouraging the formation of institutions

that are more inclusive of our increasingly diverse population's needs and interests. Communities of color continue to face barriers to democratic participation such as voter repression, limited access to leadership positions, and naturalization obstacles for immigrants that have historically prevented them from helping to shape our institutions of governance and civic engagement.

## 2. Accountability through Racial Impact Statements or Assessments.

Racial impact statements use data, mapping and quantifiable measures to systematically analyze how racial and ethnic groups are affected by a proposed action, policy, or practice.<sup>6</sup> The Applied Research Center notes that this tool can help reduce racial discrimination by consciously addressing the “often invisible and unintentional production of inequitable social opportunities.”<sup>7</sup> The racial impact statement is a relatively new strategy that currently has limited use within the United States. Racial impact statements may take many forms which we will discuss herein; there is no one “right” model for a racial impact statement.

The use of impact statements in other areas is widely recognized.<sup>8</sup> We are all familiar with environmental impact statements, which require decision makers to take into account the environmental impacts of decisions they make. More recently, policymakers are considering racial impacts as the first step in the process of tackling racial inequities in our criminal justice system.<sup>9</sup>

The Ad Hoc Committee should consider using racial impact statements as an accountability tool here in the Sacramento region. Racial impact statements place the issue of disparate outcomes resulting from existing or proposed policies squarely before decision makers. This is often done using their own data filtered through an equity lens, something that is not currently done in our region.<sup>10</sup> When policy makers are confronted with the disparate racial outcomes, they must choose to change the policy or they are admitting that they are aware that racially discriminatory outcomes flow from their decisions. This is enough for advocates to argue that the outcomes are intended.

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<sup>6</sup> The racial impact statement is systematic in that it uses a step-by-step process. But, as we have seen, it also identifies systemic issues, such as the interaction of structures.

<sup>7</sup> Terry Keleher, Applied Research Center, Racial Equity Impact Assessments: An Overview 2, (2009), <http://bit.ly/19GnVIC>. [http://www.arc.org/images/racial\\_equity\\_toolkit.pdf](http://www.arc.org/images/racial_equity_toolkit.pdf).

<sup>8</sup> Sharon Hing, *Racial Impact Statements – Synthesis of Research and Recommendations* (2010) Memo attached.

<sup>9</sup> Id, pages 1, 4-5 and 11.

<sup>10</sup> Many still hold a slavish commitment to colorblindness as a method to overcome racial disparate impacts. Colorblindness has never worked and it prevents decision makers from using data to measure those impacts.

In the civil arena various entities have adopted different names and approaches to this general class of tools known as the racial impact statement. Broadly categorized, there are four types of racial impact statements: (A) Policy Development and Decision Making, (B) Post-Implementation Review and Analysis, and (C) General Duty to Eliminate Unlawful Racial Discrimination and (D) Community owned racial impact statements. One-half of the racial impact statements surveyed by the author were part of a local ordinance or statewide legislative mandate to collect data and assess the impact of a project on racial and ethnic communities.

A. Policy Development and Decision Making: The Policy Development and Decision Making racial impact statement has been used both by think tanks and by local governments. The Applied Research Center has developed a “Racial Equity Impact Assessment.” This assessment seeks to identify ways to “maximize equitable opportunities and impacts” and “minimize adverse and unanticipated consequences” of policies on different racial and ethnic groups.<sup>11</sup> At the urging of a community-based alliance, the Minneapolis Board of Education used the “Racial Equity Impact Assessment” in formulating its district-wide school reorganization plan. A case study of that process is attached to this memo.<sup>12</sup>

In contrast, the Opportunity Agenda’s “Opportunity Impact Statement” is an evaluation tool designed specifically for federal agency programs that must ensure that grantees comply with federal anti-discrimination laws. These federal programs themselves may support and sometimes require the collection of impact data based on race, ethnicity, gender, disability, and language status.<sup>13</sup> Under the Opportunity Agenda’s model, federal agencies themselves are charged with the implementation of either a brief “Opportunity Assessment” or a more complete “Opportunity Impact Statement.”

King County, Washington passed an ordinance requiring the county to “consider equity and social justice impacts in all decision-making” in order to “increase fairness and opportunity for all people, particularly for people of color, low-income communities and people with limited English proficiency.”<sup>14</sup> An “Equity Impact Review” is one method of fulfilling the ordinance.

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<sup>11</sup>*Id.* at 1.

<sup>12</sup>See Jermaine Toney & Terry Keleher, *Using a Racial Equity Impact Analysis in the Minneapolis Public Schools*, xx Clearinghouse Review xx (September–October 2013).

<sup>13</sup>The Opportunity Agenda, *The Opportunity Impact Statement: Expanding the American Dream* 3 (no date), <http://bit.ly/14yhLa2>.  
[http://opportunityagenda.org/files/field\\_file/The%20Opportunity%20Impact%20Statement.pdf](http://opportunityagenda.org/files/field_file/The%20Opportunity%20Impact%20Statement.pdf).

<sup>14</sup>King County Equity Impact Review Tool, 2 (rev. Oct. 2010), <http://1.usa.gov/XflyVU>  
<http://www.kingcounty.gov/exec/equity/~media/exec/equity/documents/KingCountyEIRTool2010.ashx>. and King County, Wash. Ordinance 16948, codified at King County Code 2.10.200–.230 (2010),

An Oregon statute allows any lawmaker to request a study analyzing the impact of child welfare and criminal justice laws on racial and ethnic communities.<sup>15</sup> The Oregon Department of Human Services is required to develop a standardized protocol for the preparation of a minority racial and ethnic impact statement.<sup>16</sup> The statement must include an estimate of how the legislation would affect the need for and availability of services to communities of color and identify representatives from the affected community who were consulted during the preparation of the statement.<sup>17</sup>

Finally, the “Equity Impact Statement” developed by the Praxis Project is a policy strategy tool that helps ensure that legislative bodies actively assess whether a policy’s “intent and impact are consistent with a jurisdiction’s expressed values.”<sup>18</sup> A jurisdiction would contract with an “appropriate research entity” to conduct the statement and analyze both disparate impact and historic patterns of institutional bias and discrimination.<sup>19</sup>

B. The Post Implementation Review and Analysis: This type of racial impact statement comes into play after a policy has been adapted. One example is the Legislative Report Card on Racial Equity, developed by the Organizing Apprenticeship Project and released annually since 2006.<sup>20</sup> The report card analyzes the impact of policies enacted by the Minnesota governor and legislature on racial disparities in education, health, economic well-being, the criminal justice system, public investment, and American Indian tribal sovereignty.<sup>21</sup>

C. The General Duty to Eliminate Unlawful Discrimination: The General Duty to Eliminate Unlawful racial discrimination racial impact statement includes creating a general duty for public authorities to explicitly combat racial and ethnic discrimination. This format integrates a conscious effort to address racial inequity throughout government

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<http://1.usa.gov/14EjwCB>.

<http://www.kingcounty.gov/exec/equity/~media/exec/equity/documents/Ordinance16948.ashx>

<sup>15</sup> S.B. 463B, 77 Leg. Assemb., Reg. Sess. (Or. 2013)  
<https://olis.leg.state.or.us/liz/2013R1/Measures/Text/SB463/Enrolled>;  
[http://www.leg.state.or.us/press\\_releases/shieldsc\\_061413.htm](http://www.leg.state.or.us/press_releases/shieldsc_061413.htm)

<sup>16</sup> *Id.*

<sup>17</sup> *Id.*

<sup>18</sup> The Praxis Project , Developing an Equity Impact Statement: A Tool for Policymaking 2, <http://bit.ly/12rYClc>, [http://www.evaluationtoolsforracialequity.org/evaluation/tool/doc/EIR\\_template.pdf](http://www.evaluationtoolsforracialequity.org/evaluation/tool/doc/EIR_template.pdf).

<sup>19</sup> *Id.* at 2.

<sup>20</sup> Organizing Apprenticeship Project, Minnesota Legislative Report Card on Racial Equity 2005–2010 (2010), <http://bit.ly/19E9aJS>, [http://www.oaproject.org/sites/default/files/OAP\\_ReportCard\\_10\\_final.pdf](http://www.oaproject.org/sites/default/files/OAP_ReportCard_10_final.pdf).

<sup>21</sup> *Id.*

services and programs, and often includes mandatory reports and analyses of progress. Seattle's race and social justice initiative is an example of the general duty type of racial impact statement. Overseen by Seattle's Office for Civil Rights, the initiative's mission is to end institutionalized racism in city government and promote multiculturalism and full participation in the community by all residents.<sup>22</sup> Its three goals are: (1) racial equity in city operations, (2) racial equity in city engagement and services, and (3) racial equity in the community. Since 2005, the Seattle's mayor has required city departments to implement racial justice work plans using a racial equity analysis as a filter for policy development and budgeting.

D. The Community Owned Racial Impact Assessment: This racial impact statement is intended to build a record which will result in a change in the policy, procedure, or program, or lay the foundation for a legal challenge based upon intentional discrimination. Many community advocates understand and appreciate the motivation for and potential efficacy of a seeking to enact legislation requiring that governments perform racial impact statements, they are, nevertheless, wary of such a top-down approach which may exclude local communities from the process. Instead, they advocate a collaborative approach that empowers those directly affected by the resulting disparities to seek affirmative change in law and policy. Because of this, community collaboration and engagement drive the advocate's model of racial impact statement as well as the time line for completion.<sup>23</sup>

4. Format of a Racial Impact Statement: All racial impact statements are data driven. Policies, including budgets, are examined for what they accomplish and for whom. In most cases the advocates', community leaders', and stakeholders' time and resources will dictate the form of the racial impact statement. The racial impact statement can be in the form of a letter, a report, a community narrative<sup>24</sup>, or as an academic research paper. The inclusion of maps and graphic presentation of data that clearly demonstrate the disparate outcomes over time and space will greatly enhance the narrative.<sup>25</sup>

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<sup>22</sup>Seattle Office for Civil Rights, *Race and Social Justice Initiative* (December 2008), [bit.ly/14fnVND](http://www.seattle.gov/rsji/docs/090120rsjiSummary.pdf), <http://www.seattle.gov/rsji/docs/090120rsjiSummary.pdf>.

<sup>23</sup> See, ***Putting Race Back on The Table – Racial Impact Statements in Legal Services Advocacy***, by William Kennedy, Gillian Sonnad and Sharon Hing, **Clearinghouse Review**. [http://www.law.berkeley.edu/files/thcsj/PuttingRaceBackOnTheTable\\_.pdf](http://www.law.berkeley.edu/files/thcsj/PuttingRaceBackOnTheTable_.pdf)

<sup>24</sup> The racial impact statement may be a community narrative report based on community participatory research.

<sup>25</sup>See *Maximizing the Power of Geographic Information Systems in Racial Justice* by Ann Moss Joyner, and Jason Reece, who have championed opportunity mapping to graphically frame the disparate outcomes.

Communities with access to academic institutions might consider the value of a racial impact statement that is an academic research paper. Such a document, if it reflects the community's narrative, has the added weight of academic integrity and is perceived as objective. If this is the strategy chosen, academic partners should be engaged at the earliest possible moment since coordination of the advocacy with the publication of the report is essential.

In the Sacramento Region we have the considerable advantage in the presence of the Center for Regional Change, and its' stewardship of the Regional Opportunity Index as a local resource. In a perfect world the community would seek foundation funding for the report which would place it in the hands of community leaders.

5. The Data and Criteria Used in the Racial Impact Statement: What we can measure depends entirely on the reliability of the data available. There are many sources of data available but three sources which are relatively new provide a great deal of equity data in both table and mapping formats.

A. [The Regional Opportunity Index \(ROI\)](#)<sup>26</sup>: The ROI is a user friendly platform that allows the mapping of opportunity throughout the state and region. It allows us to chart patterns of opportunity and identify spatial, racial, age and gender disparities in a mapping or chart format. The tool is nimble, versatile, and it may provide a baseline against which to measure policy proposals. "Opportunity" in the ROI is measured by "place" and "for people" which is an important concept to understand.<sup>27</sup> Often the measurement of high opportunity for a "place" does not result in high opportunity measures for the "people" in that place. This basic truth revealed by the ROI may help us to prevent continued investment in areas where opportunity is not shared.

Regional opportunity in the ROI is measured as the sum of 6 criteria of equity. They are:

- Educational Opportunity;
- Economic Opportunity;
- Housing Opportunity;
- Mobility/Transportation Opportunity;
- Health/Environment Opportunity and
- Civic Life Opportunity.

Each of these measures is the sum of other data sets, each of which can be mapped alone. There are 33 indices/criteria making up the opportunity index. 16 separate demographic

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<sup>27</sup> The measurement of "opportunity" for the ROI was first used in a federal challenge to segregation spurred by federal housing investments in *Thompson v. H.U.D.* 348 F. Supp. 398, 461 (D. Md. 2005)

criteria and many additional criteria that can be found including jobs/housing fit and location of affordable housing. It is a powerful tool for equity advocates.

B. [The Affirmatively Furthering Fair Housing \(AFFH\) data mapping tool](#)<sup>28</sup>: This tool also provides desktop data for 16 important indices of equity down to the census tract level. It also allows us to move from the individual jurisdiction to a regional assessment with a mouse click. The 16 criteria measured in maps and charts are:

- Race/Ethnicity
- Race/Ethnicity Trends
- National Origin
- LEP
- Subsidized/Assisted Housing and Race/Ethnicity
- Housing Choice Vouchers and Race/Ethnicity
- Housing burden and Race/Ethnicity
- Housing Burden and National Origin
- Demographic and School Proficiency
- Demographics and Job Proximity
- Demographics and Labor Market
- Demographics and Transit
- Demographics and Poverty
- Demographics and Environmental Health
- Disability by Type
- Disability by Age Group

Many of these criteria can be disaggregated using this tool. Moreover, it is the data tool that our local jurisdictions will be required to use in their equity analysis.

C. [PolicyLink's Equity Atlas](#)<sup>29</sup>: PolicyLink in partnership with the Program for Environmental and Regional Equity maintain the Equity Atlas, a national source of data regarding issues of regional equity. It is not a mapping platform, per se, but it does include many data sets related to equity in the "Sacramento, Arden Arcade, Roseville CA Metro area", [our economic region](#).<sup>30</sup> The site does not yet provide data to the census tract level but that may be added in the future. For this level of data, they refer to the ROI. The Equity Atlas provides samples of the equity analysis recommended by the partners and will be instructive as we proceed.

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<sup>28</sup> <http://egis.hud.gov/affht/>

<sup>29</sup> <http://nationalequityatlas.org/>

<sup>30</sup> [http://nationalequityatlas.org/indicators/Income\\_inequality%3A\\_Gini](http://nationalequityatlas.org/indicators/Income_inequality%3A_Gini)

6. The Community Narrative: What most of these existing data tools is lacking is a genuine community narrative. The voice of the people affected by policy provides power and clarity and therefore must be incorporated into any racial impact statement or assessment. The people directly affected by poor policies remember well the decisions that lead to the disinvestment in their communities. In 1999, before GIS mapping was widely available and I was still at LSNC we, in conjunction with PolicyLink developed a community narrative in Del Paso Heights and South Sacramento. In a two day process one month apart, community members were able to identify specific policy decisions that lead to the loss of access to banks, supermarkets, jobs and other institutions of opportunity in their neighborhoods. This aspect of a racial impact assessment may be the most important as it elevates the communities voice in any discussion of policy.

7. The Importance of a Baseline Study: Measurement requires a baseline and criteria for measurement. The Ad Hoc committee should move quickly to begin the baseline analysis of the current state of equity in: Infrastructure investment, Jobs and Assets Creation Distribution and Access, Healthy Opportunity Rich Neighborhoods, Safe Decent & Affordable Housing, Quality Education for All, Immigrant Rights, Just Policing and courts. The publication of a preliminary base line could serve to rally support for our local "All In" agenda.

8. A Recommendation: If our group decides to embrace the Racial Impact Statement or Assessment as a tool, we must decide whether our approach is to mandate local government to provide its' own assessment or to keep the assessment in the hands of community groups with allies in academia. The former is a legislative process that will be as good as the staff that controls that process. The latter, that I recommend, allows the community to own the process and time table.

It is my recommendation that we pursue a community owned strategy that will require a significant commitment by a lead organization in drafting the racial/ethnic impact statement, developing the community narrative and working with an academic partner in research and evaluation.

While this is my recommendation, the ad hoc committee may decide to pursue parallel paths seeking legislative RIS's similar to those in Seattle while also pursuing the community owned approach. This "inside/outside approach is also a viable choice depending on the committee's resources.