

City of Santa Rosa  
Charter Review Committee  
Equity Principles Working Draft 12.3.21

*"Equity is **fairness** and **justice** achieved through systematically assessing disparities in opportunities, outcomes, and representation and redressing [those] disparities through targeted actions."*

Source *Centering equity in collective impact* by Sheri Brady, Junious Williams, Mark Kramer, Paul Schmitz, John Kania <https://philanthropynewsdigest.org/columns/ssir-pnd/centering-equity-in-collective-impact>. (source: SEED)

### Values

Compassion, empathy, respect, dignity, integrity, transparency, coming from a place of love, inclusivity and/or belonging

### Principles

1. Knowledge and access for all. Information, knowledge, and access are power. Ensure that community members understand and have access to the redistricting process regardless of their socio-economic status, race/ethnicity, the language they speak, etc.
2. Commitment to equity. All the committee members will put special attention to historically disenfranchised communities, and **equity priority communities**.
3. Identify and strive to align communities of interest so that they have the greatest opportunity for equity-based representation.
4. Race blindness is harmful to communities of color; we will start with the recognition of historical harm to Black, Indigenous, and People of Color (BIPOC) and other underrepresented communities.
5. Equitable design accommodates differences in historical contexts for BIPOC and other underrepresented communities. Ensure that we are not treating all communities the same.
6. Enacting equity requires a continual process of learning and disaggregating data.
7. Apply equity principles across all parts of the **charter review process**

### Norms

1. Welcome all comments and questions. Provide a diverse array of channels through which the public can provide input.
2. Transparency. Have clear and open communication, clear expectations and provide a realistic picture of the constraint this project has (complexity, it is new, timeline)
3. Humble approach. This process **that centers equity** is new to the charter committee, nobody is an expert, we are all learning this together as we go.
4. Kindness and respect. Treat others with the same respect that we want to be treated.

Equity in Process	Equity in Engagement	Equity in Charter Recommendations
<ul style="list-style-type: none"><li>• Committee membership</li><li>• Community engagement</li><li>• Laws and guidelines</li><li>• Timeline</li></ul>	<ul style="list-style-type: none"><li>• Focus on communities facing barriers to access</li><li>• Focus on communities historically disenfranchised</li></ul>	<ul style="list-style-type: none"><li>• Ensuring that <b>communities of interest</b> are identified</li><li>• Ensuring that <b>communities of interest</b></li></ul>