

Advisory Redistricting Commission
Equity Principles
10/18/21

Equity is an **outcome** whereby you can't tell the difference in critical markers of health, well-being, and wealth by race or ethnicity, and a **process** whereby we explicitly value the voices of people of color, low income, and other underrepresented and underserved communities who identify solutions to achieve that outcome. (source: Sonoma County Office of Equity)

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 commissioners will put special attention to communities of interest, especially disadvantaged communities of interest.
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 redistricting 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 is new to the commissioners, 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 Redistricting
<ul style="list-style-type: none">• Commission membership• Community engagement• Laws and guidelines• Timeline	<ul style="list-style-type: none">• Focus on communities facing barriers to access• Focus on communities historically disenfranchised	<ul style="list-style-type: none">• Ensuring that communities of interest are identified• Ensuring that communities of interest are reflected in mapping process