



# **Economic Development Division**

Equity – Economic – Sustainability  
consideration overlay opportunity

**ED Subcommittee | October 2021**





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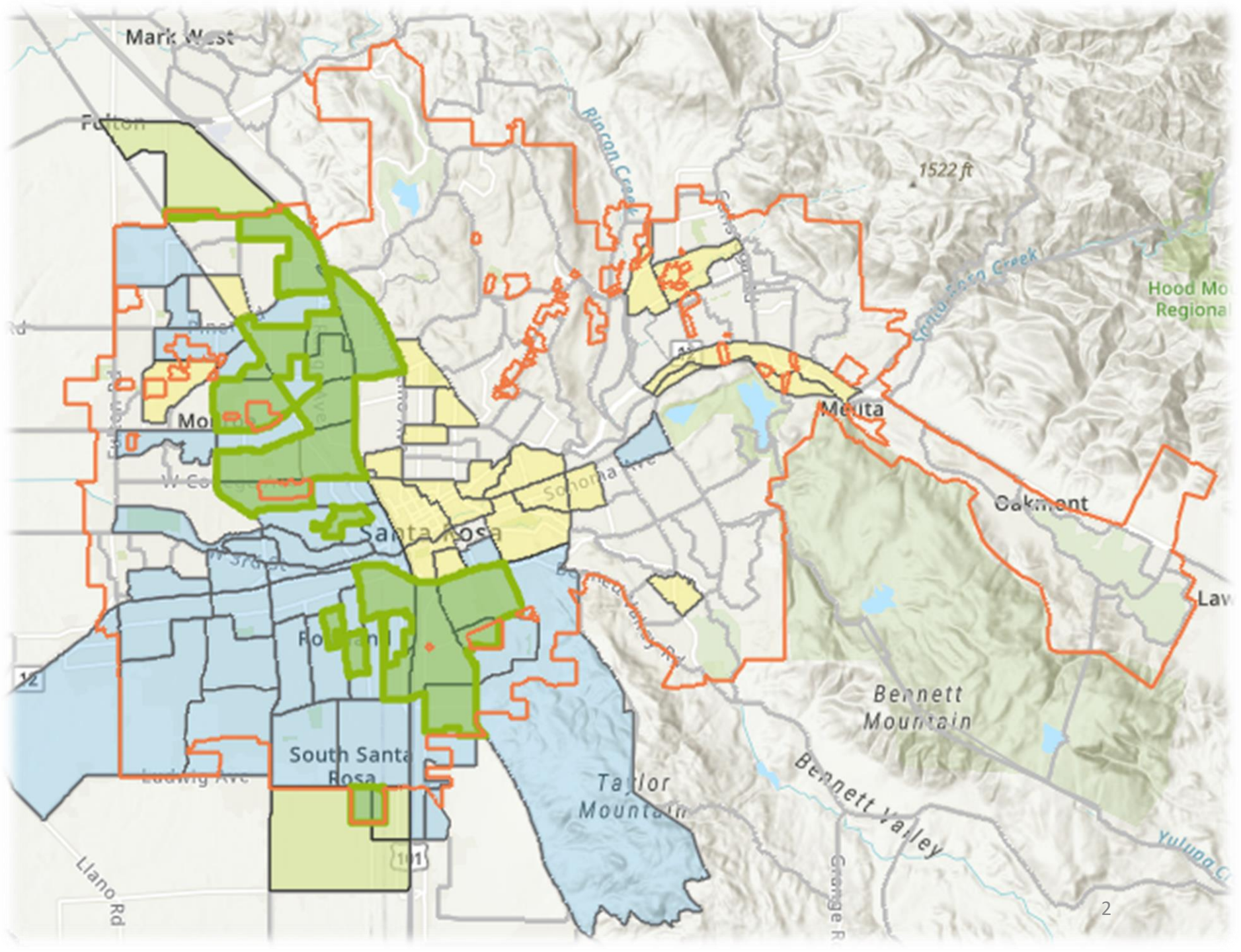
Socorro Shiels, Diversity, Inclusion and EEO Officer

# EQUITY PRIORITY COMMUNITIES

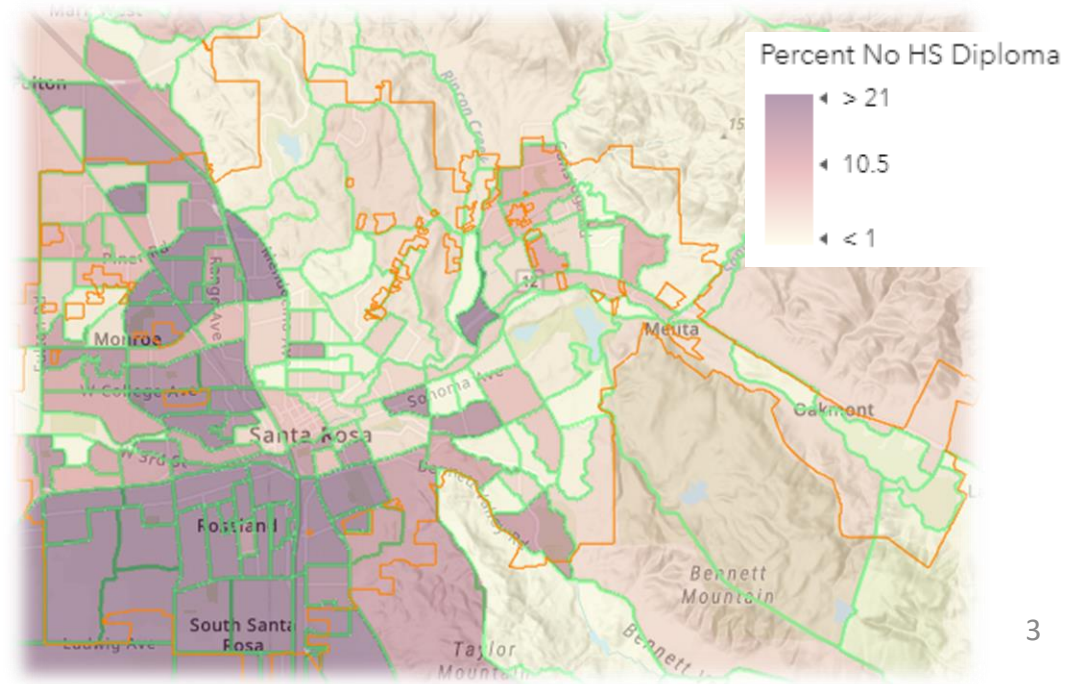
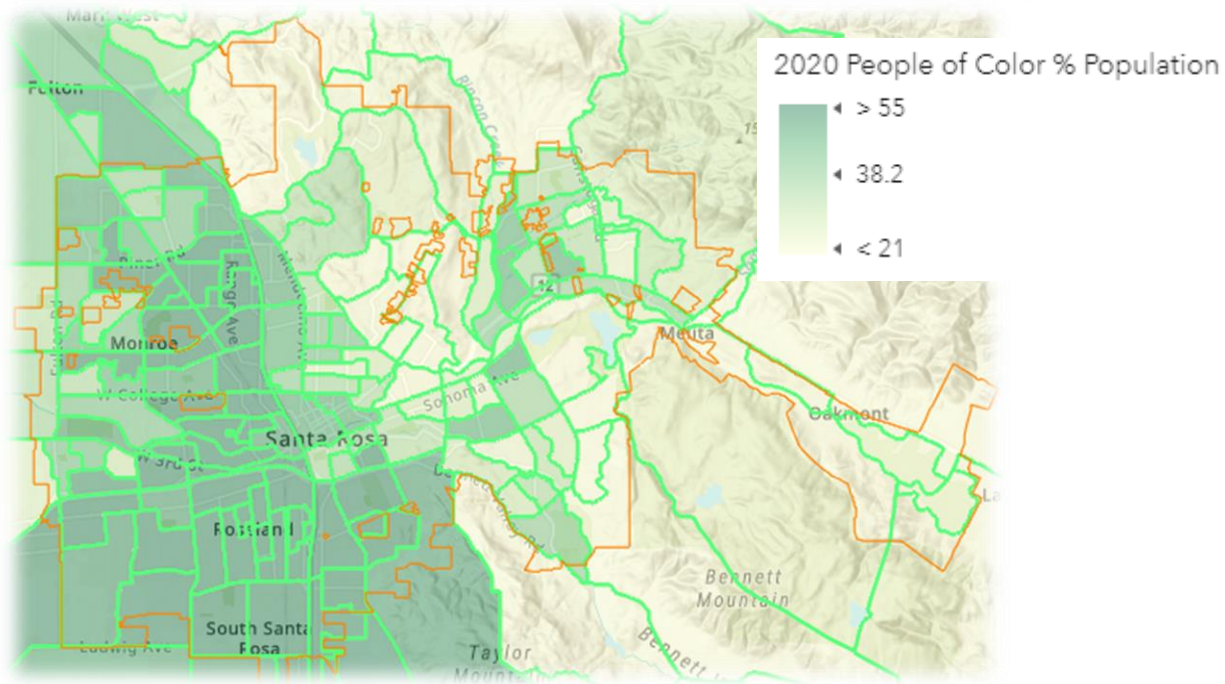
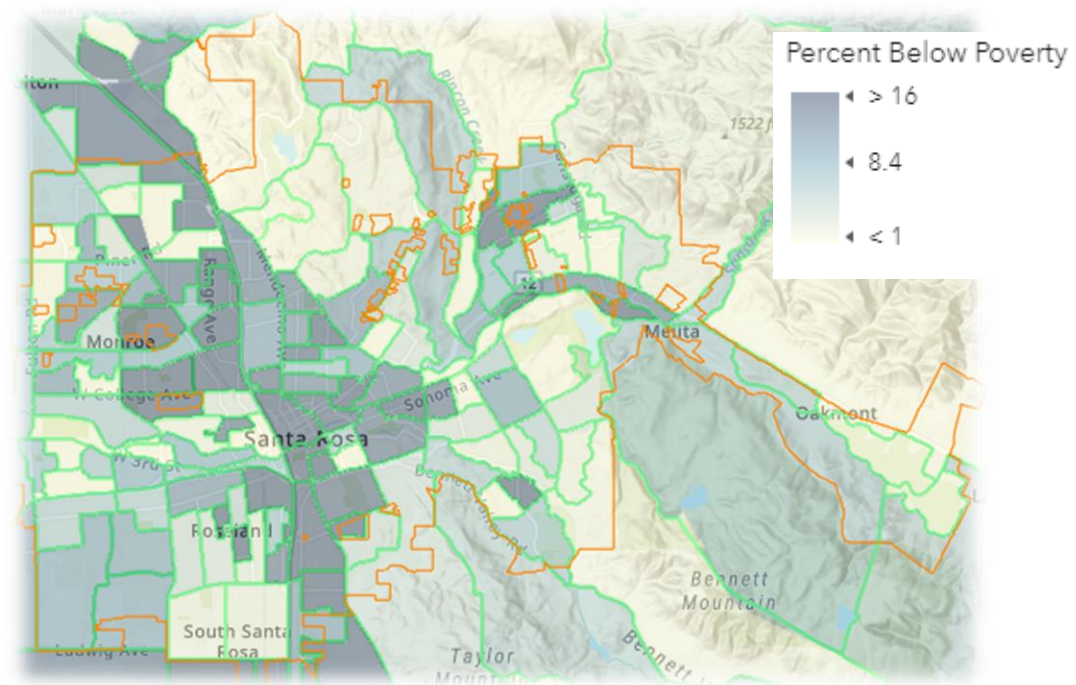
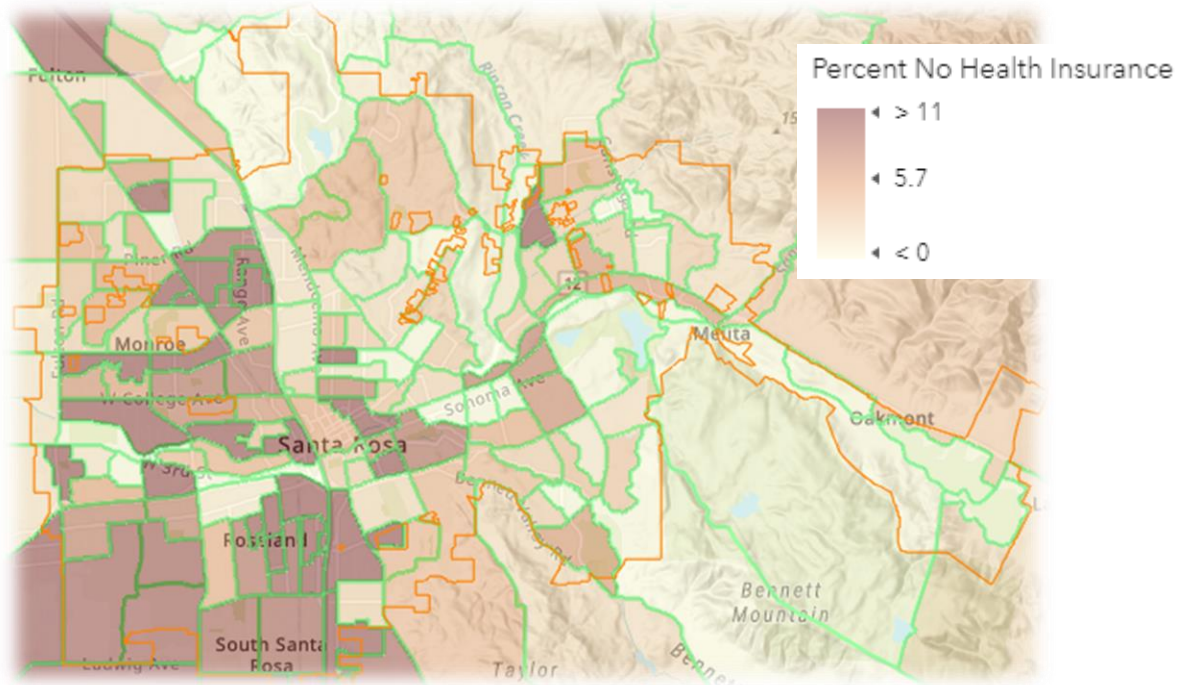
Areas of vulnerable, underrepresented, & historically marginalized populations, & areas with a significant concentration of low-income households & people of color.

-  City Limits
-  Equity Priority Areas
-  Top 25% Below Poverty
-  Top 25% People of Color

**Source:** US Census Bureau,  
2015-2019 ACS 5-Yr Est.







# ARPA EQUITY OVERLAY DEFINITIONS

Environmental Equity	Addresses the tendency to overburden poor areas with environmentally harmful uses (e.g. does a citywide program identify funding to direct investment specifically in vulnerable communities?)
Environmental Health	Projects/programs that aid or add to health benefits, or access to health benefits. (e.g. physical infrastructure e.g. healthy food sources, alternative transportation like walkability and bike paths, parks, etc., or programs - especially in a way that addresses a vulnerable part of our community)
Socio-Economic / Up-stream Investment	Addresses inequities in access to resources / addresses macro factors that comprise social-structural influences on health, gov. policies, and the social, physical, economic and environmental factors that determine health.
Econ determinants of health	Projects/programs that will affect/influence the socioeconomic position, neighborhood conditions, and/or societal and cultural factors that influence health and wellbeing
Advances Diversity <i>(of problem solving)</i>	Identifies and mitigates potential harm for vulnerable and underrepresented populations and/or areas of the city. Are the people affected part of the solution?
Advances Equity/Access	Uses place-based or quality of life disparity data to locate priority areas and efforts. Will it address a known disparity?
Advances Inclusion	Resources specified for community engagement focused on underserved and underrepresented communities. Are community members part of the solution and is outreach/engagement part of the plan?



# EQUITY

EXTERNAL: COMMUNITY FACING			INTERNAL: ORG. FACING
Climate Justice	Economic Justice	Social Justice	Procedural Justice
<b>Environmental Equity</b> <ul style="list-style-type: none"><li>Does a citywide program identify funding to direct investment specifically in vulnerable communities?</li><li>Are historical burdens recognized in the prioritization of investments and policies?</li></ul>	<b>Socio-Economic Upstream Investment</b> <ul style="list-style-type: none"><li>Addresses inequities in access to resources.</li><li>Addresses factors that comprise social-structural influences on health, gov. policies, and the social, physical, economic and environmental factors that determine health.</li><li>Promotes generational wealth, opportunity access, capital access and ownership (home and business)</li></ul>	<b>Centered at the margins</b> <ul style="list-style-type: none"><li>Does the work center the most marginalized and historically harmed communities' processes from creation through implementation to evaluation?</li><li>What is the evidence and accountability for community inclusion and voice in problem definition, solution generation, success indication and improvements in implementation?</li></ul>	<b>Power and privilege</b> <ul style="list-style-type: none"><li>Is there access to the city decision making structure?</li><li>Are appropriate steps embedded in the investments or initiatives to change the appropriate policies to move the organization forward?</li></ul>
<b>Environmental Health</b> <ul style="list-style-type: none"><li>Do the proposals and plans forward climate and environmental XX for entire communities?</li></ul>	<b>Social Determinants of Health</b> <ul style="list-style-type: none"><li>Projects/programs that will affect/influence the socioeconomic position, neighborhood conditions, and/or societal and cultural factors that influence health and wellbeing</li></ul>	<b>Targeted universalism</b> <ul style="list-style-type: none"><li>Do the goals set forth encompass the entire community?</li><li>Are the strategies differentiated to address those furthest from opportunity and success?</li></ul>	<b>Organizational transformation</b> <ul style="list-style-type: none"><li>Is there a proactive process to increase the internal knowledge of the organization?</li><li>How does the entire City benefit from the learning and implementation process?</li></ul>

All recognize priority investment for federally determined Qualified Census Tracts- QCT or equity priority areas– place-based equity strategies.