



# SOMERVISION2040

Sustainability • Diversity • Opportunity • Connectivity • Community

## SomerVision Values & Equity

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# Values for SomerVision 2040

- The **SomerVision 2030** committee worked hard on the value statements
- After analyzing feedback from our Kickoff event, we concluded they still reflect our community values
- We heard that “celebrating diversity” did not feel like the right words in today’s context, so we adjusted that value statement
- Other changes were minor just to make the statements easier to read



*Protect and foster the **diversity** of our people, culture, housing and economy.*





*Celebrate* the unique character of our neighborhoods  
and the strength of our **community** as expressed in our  
history, cultures and vibrant civic engagement.

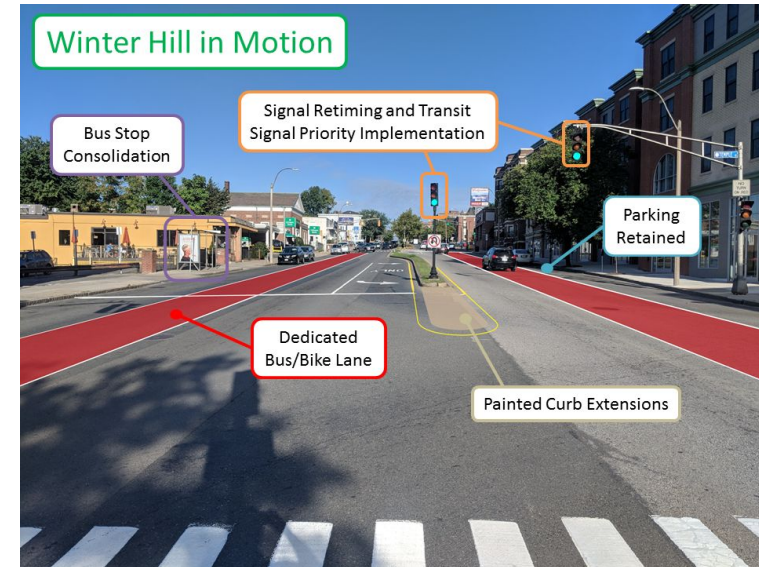




*Invest in the **growth** of a resilient economic base that is centered around transit, generates a wide variety of job opportunities, creates an active daytime population, supports independent local businesses, and secures fiscal self-sufficiency.*



*Promote* a dynamic urban streetscape that embraces public transportation, reduces car dependence, and is **accessible**, inviting and safe for all pedestrians, bicyclists and transit riders.





*Build a **sustainable** future through climate leadership, balanced transportation, engaging civic spaces, exceptional educational opportunities, improved health, varied and affordable housing options, and the responsible use of our natural resources.*



*Affirm* our responsibility to current and future generations through continued **innovation** in business, technology, education, arts and government.





# Importance of Defining Values

- They force us to consider what is most important: resources are always limited so what do we prioritize?
- They help us ask important questions for each proposed action or policy: does it contribute to our long term vision?
- They make us think about the **big picture**: what kind of community do we want to live in? How do different issues intersect?



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# A belief in equity is the connecting thread between all our values.

*We want all current and future members of our community to have the opportunity to thrive and enjoy a high quality of life.*

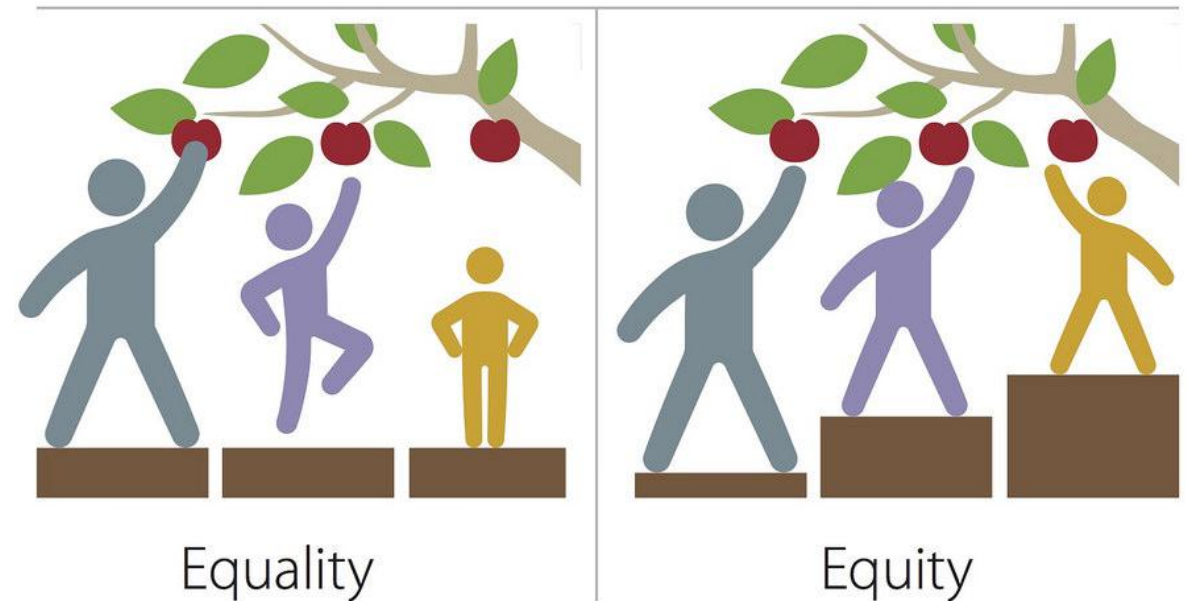
This goal requires lifting up people who have higher barriers to opportunity due to historic disadvantages, recognizing the varied accessibility needs of different populations, and listening to the lived experiences of marginalized groups.





## Our questions:

- Does this policy or action consider the needs of different groups or how they will be impacted?
- Does this policy or action consider unintended consequences that may harm certain groups?



# Stereotypes and Bias

*We have a lot of information to sort through everyday so we make unconscious choices about what to focus on and how to sort information quickly, which can lead to:*

- **Implicit bias:** We unconsciously pay attention to information that reinforces our existing beliefs and goals while ignoring or dismissing information that contradicts it
- **Stereotypes:** We unconsciously group people in ways that are too broad and assume that if they share one trait they must share other traits by association







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# Exercise: Step 1

*Individually, think of a policy or action that relates to the issue on your table and that would **personally benefit you**, write it down on your notepad (2 min).*





## Exercise: Step 2

Consider a group or groups you **do not belong to** and **your proposed action or policy**:

What group would benefit less or not benefit from your proposal? What group could be harmed directly or indirectly by it? What group might need to give up a policy that's important to them to fund yours? *Write it down on your notepad (7 min).*

- **Group examples:** Children, teens, minimum wage workers, English language learners, home caretakers, people with mobility issues, undocumented immigrants, women in regards to personal safety, people of color, etc.



## Step 3: Measurement Brainstorm!

- We are striving for equity but how do we measure success?
- *Think about the issue on your table, and on the large piece of paper write down ideas about **what data** you would use to measure whether we are addressing it in an equitable way and **how you would collect that data?** (7 min)*





# Measurement Example: Education

At a high level, we could look at school performance indicators available from the State:

- Students meeting proficiency on standardized tests
- Graduation rates
- Exclusionary discipline (e.g. suspension)
- Percent of students economically disadvantaged

**But to investigate equity, we should look at how these measurements differ between student subpopulations**



# Committee Expectations

- **Always consider equity** as you work on SomerVision and check yourself for your biases and blind spots, *we all have them*.
- Go beyond just considering the point of views of other groups based on what you know, seek them out and ask questions!
- Remember you are representing **the interests of your whole community**, not just your own, and considerations about the needs of others should be based on factual data sources, and real world interactions, *not stereotypes*.

