

Equity Analysis of Top Proposals (Due with your Final Draft on October 1)

Review each of your top priority actions, policies, or programs from the goals and takeaway section of your chapter for its impact on equity by considering the questions below, then fill the tables in the Equity Worksheet file.

Part 1: Intersection between public issues

- What are the policy, program, or action intended goals and outcomes?
- What are the potential unintended outcomes on public services and community wellbeing?
 - What safeguards or parallel initiatives would be needed to lessen those impacts?
 - Are the inevitable negative impacts worthwhile for the benefits?
- Is there any existing data available for how your proposal or similar proposals in the past have negatively impacted other key aspects of community well being?

Examples of issues to consider:

- Community cohesion
- Transportation, traffic, and parking
- Educational quality
- Public health and pollution
- Job quality and availability
- Public utility cost and reliability
- Public safety and trust in public institutions
- Food access and affordability
- Small businesses success
- Tax base
- Housing quality and availability
- Public space quality and availability

Part 2: Unequal impacts on specific populations

- Considering groups of people who share an identity with a history of oppression, who have similar challenges, or who need particular types of public support. Does this proposal impact one of those groups differently than the community at large?
 - Does it cause them direct harm, disproportionately burden them, is not accessible to them or is cultural insensitive towards them?
- Regarding key city areas most impacted by your proposal (or the whole city if applicable) what is the available racial, economic or other demographic data that might help you consider the different impacts of your proposal on different groups?

Examples of groups to consider:

- Small children
- Teens and college students
- Racial minorities
- Non-English speakers
- Women
- Low-income families
- Small business owners
- LGBTQ
- Elderly people
- People with disabilities

- Immigrants

Part 3: Historical context and additional data

- Are there any aspects of your proposal that require considerations of historical inequities? How could your proposal attempt to remedy that history?

Part 4: Community engagement and analysis

- Consider your strategy for collecting feedback from populations likely to be impacted
 - Have you searched the feedback reports provided by City staff for responses that relate to your proposal and addressed them?
 - Have you considered any direct outreach?
 - How would you advocate for or justify your proposal to impacted groups?

Part 5: Modifying and improving your proposal

- Consider what you have described and learned thus far.
 - How do you think your proposal would increase or decrease equity between groups?
 - How does your proposal help address historical inequities between groups?
- Consider who would be implementing your proposal.
 - Which city departments, community groups, non-profit organizations or other bodies of governance do you think should be included in the implementation process to ensure equity considerations are followed through?
- Is there data outlining existing inequities between different populations in that area that might warrant a tiered application of your proposal?
 - *Congestion pricing: We could consider exemptions to the fee for individuals whose job location or type makes it prohibitive to use public transit.*

Part 6: Evaluation

- What are your suggestions for how your proposal's impact could be evaluated for equity post implementation by the City?
 - What specific equity outcomes would you expect from this proposal in the long term?
 - What data that relates to your proposal should the City track?
 - Which populations should the City follow-up with to ensure the proposal's impact went as planned or request suggestions for improvements?

Questions about this document? Email planning@somervillema.gov