

# Government Alliance on Race & Equity (GARE) Framework

How GARE's "*Racial Equity Toolkit: An Opportunity to Operationalize Equity*" can inform EJ Task Force Recommendation Implementation

EJ Task Force Meeting | August 7, 2020

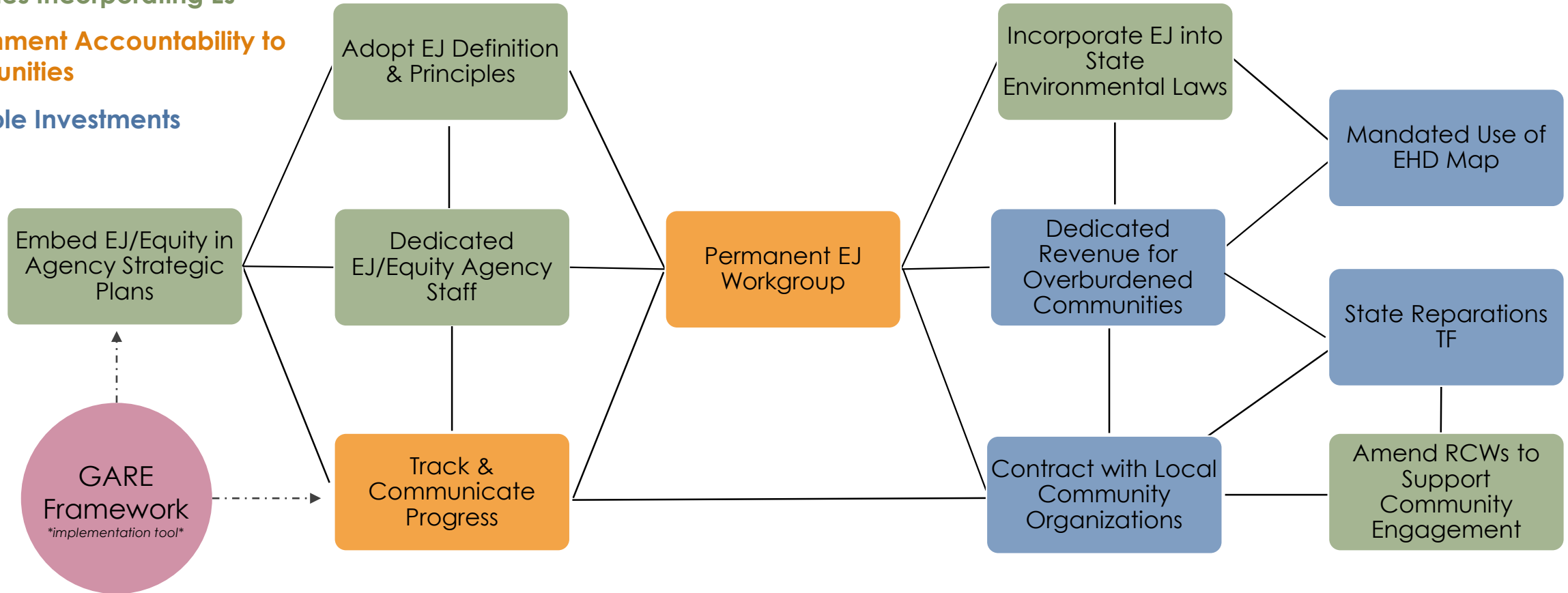
# EJ Task Force Draft Measureable Goals & Model Policy Recommendations

Organizational Chart Illustrating Relationships among Draft Recommendations

Government Structures, Systems & Policies Incorporating EJ

Government Accountability to Communities

Equitable Investments



Integrate community engagement best practices & EHD Map guidance across recommendation implementation.

# GARE works with government across the country



Source: [GARE – Where We Work](#)

Embed EJ/Equity in Agency Strategic Plans

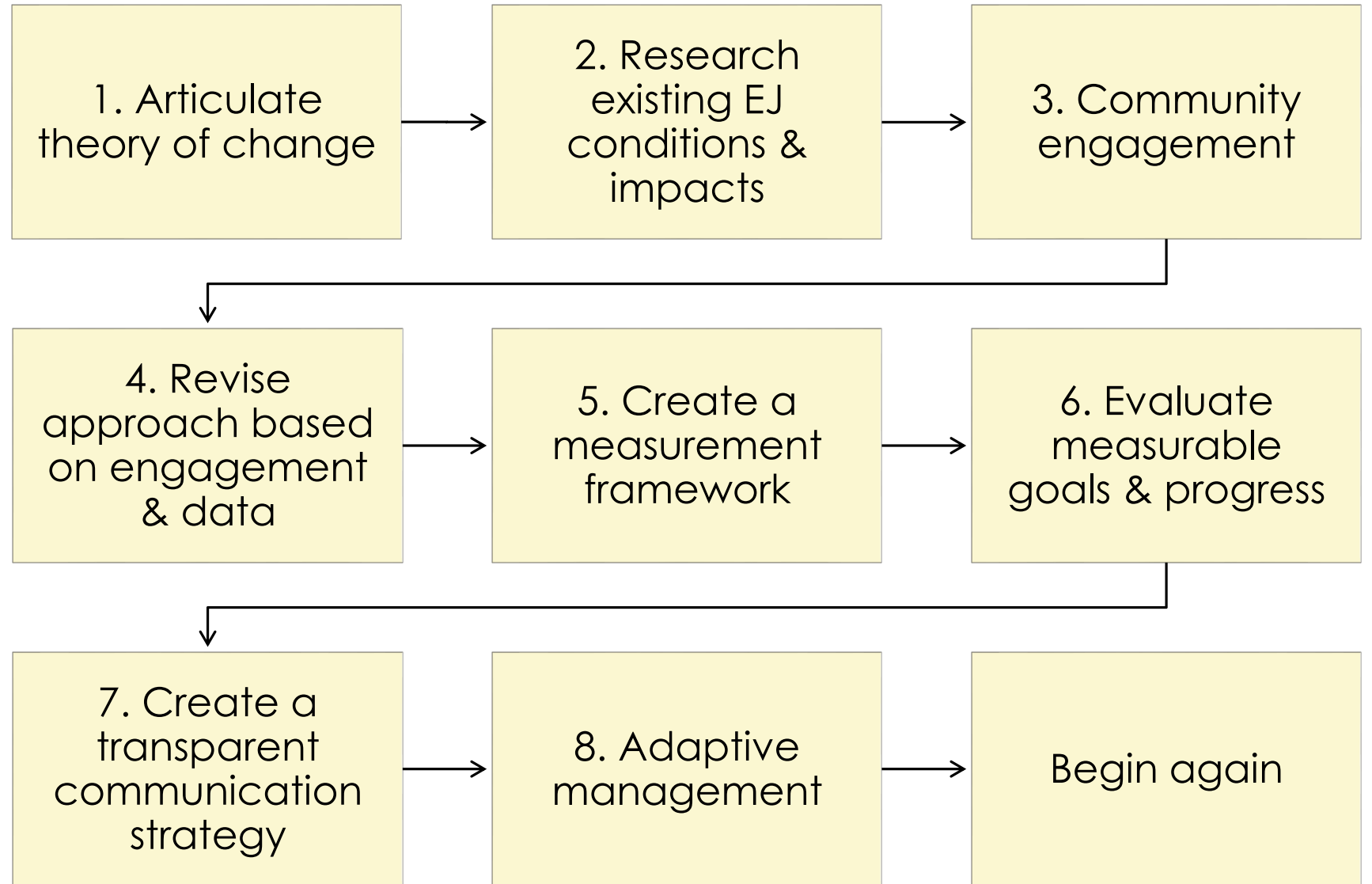
GARE Framework  
\*implementation tool\*

Track & Communicate Progress

GARE focuses on building a shared framing & building capacity across an organization to work toward racial equity.

GARE's framework can be applied at the programmatic level & can be scaled up to meet agency-wide priorities.

# GARE's 8 Step Process



# STEP 1

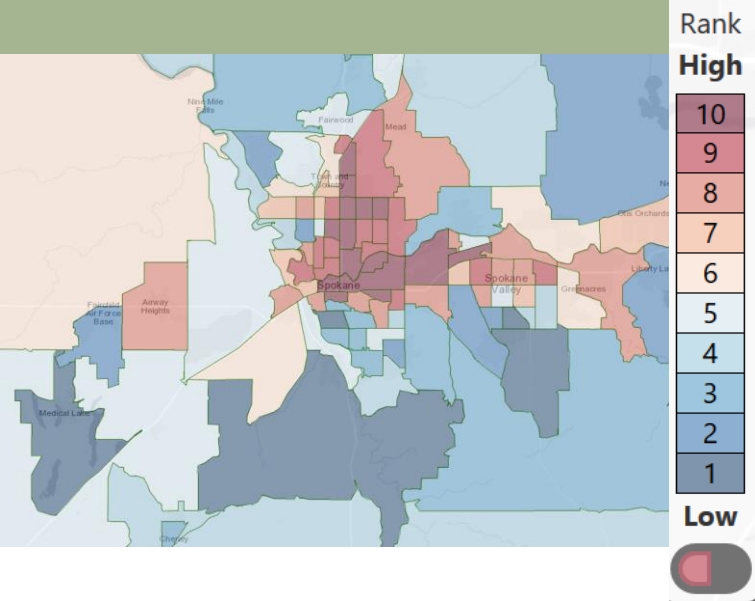
Articulate program/agency goals & processes needed to achieve these goals by creating a Theory of Change.

1. Describe the policy/program/practice under consideration.
2. What are the intended results (in the community) and outcomes (within your organization)?
3. What/who does the program have an ability to impact? (e.g. children and youth, criminal justice, environment, housing, transportation, etc.)

*Report will include guidance for creating a Theory of Change.*

## STEP 2

Look at available data & consider how your program, as designed, might contribute to eliminating or exacerbating inequity.



## Opportunity for EHD Map Applications

### Area Assessment

- Identify potential impacts in geographic areas & communities
- Learn about the racial, ethnic, economic demographics
- What are the existing racial, ethnic, and economic inequities in your program/agency's service area?

### Equity Impact Analysis

Use performance level data to learn about:

- Where program activities have primarily occurred
- Who program activities have primarily served to date & how that compares with area characteristics

## STEP 3

Look at information collected through community engagement efforts to consider how your program, as designed, might contribute to eliminating or exacerbating inequity.

### Opportunity for Community Engagement Best Practices

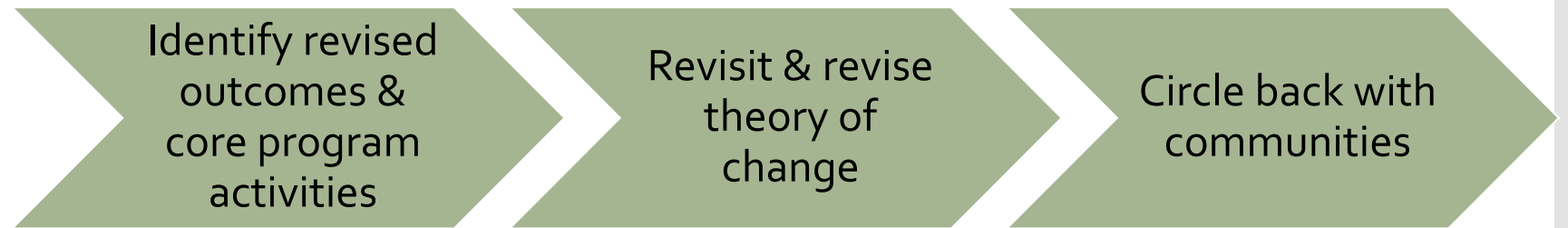
Draft Recommendation #4

*“When agency decisions have potential to significantly impact a specific community, **agencies work with representatives of that community to identify outreach and communication methods. Significant impact includes potential changes to critical determinants of health such as legal rights, finances, housing, and safety.** It is particularly valuable to include community members in oversight, advisory, program planning, and other processes. Washington’s Department of Health community health worker program serves as one model.”*

## Step 4

Revise your approach based on community engagement & data.

*Based on your identified programmatic adjustments from Step 3 (community engagement):*



### **Opportunity for EHD Map Application: Project Prioritization**

Direct activities & investments toward the most burdened communities, likely ranked 9 & 10 on EHD map.



Monitor progress, create accountability & measure performance

## STEP 5

Create a measurement framework to monitor progress and create accountability, including performance measures and community equity indicators, to measure progress on achieving new pro-equity activities/strategies.

### Indicators



Examples of EHD Map Indicators

\*Icons shown do not represent all 19 indicators on the map.

### Tacoma Equity Index Map Indicators

#### Accessibility:

- Average Road Quality
- Internet Access
- Parks & Open Spaces
- Transit Options & Access
- Voter Participation

#### Economy

- Households at 200% of the Poverty Line or Less
- Median Household Income
- Tacoma Jobs
- Unemployment Rate

#### Education:

- 4 Year High School Graduation Rate
- 25 Age+ with Bachelors' Degree or More
- Average Test Proficiency
- Average Student Retention Rate

#### Livability

- Cost Burden
- Tacoma Crime Index
- Tacoma Nuisance Index
- Urban Tree Canopy

# Evaluation Questions

How much did we do? How well did we do it?

Is anyone better off?

## Step 6

Evaluate measurable goals using robust quantitative and qualitative analysis to evaluate progress towards stated outcomes.

Domain	Indicator	Change Values Between Reporting Years		
		Black Residents	White Residents	Equality Score
Health, Food, and Safety	Asthma hospitalizations	+	+	+
	Domestic violence	+	+	-
	Homicides	+	+	+
	Property crime	+	+	-
Education, Workforce Development, and Entrepreneurship	Access to quality childcare	+	+	+
	Median household income	-	+	-
	Poverty	-	+	-
Housing, Transportation, Infrastructure, and Environment	Homelessness	+	+	+
	Lack of access to a HFTN	+	+	-
	Blood lead levels	+	+	+
Civic Engagement and Communication	Opportunities for volunteering	+	+	+
	Applications to CLA	+	+	+
	Participation in BOB	+	+	-

NOTE: Colors refer to the percentage change in outcomes for each subgroup and indicator change for equality scores, according to the cut-offs shown below.

Below -100   -66 to -100   -33 to -66   <0 to -33   0   >0 to 33   33 to 66   66 to 100   Above 100

Source: [City of Oakland's Equity Indicators](#)

## STEP 7

Create a transparent communication strategy including formal identification of roles in the work and other accountability tools.

### Opportunities for Community Engagement Plan & EJ Principles Applications

#### **Accountability is key to EJ** (and it's a [principle](#)!)

- Executive orders, charter, external evaluation
- Have clearly identified roles and accountability – who is the point person? (See “[Identifying a Responsible Coordinator](#)” Section)
- Use a communications tool to develop messages and a communications strategy. (See “[Addressing Information](#)” Section)

#### Talking About Race Toolkit



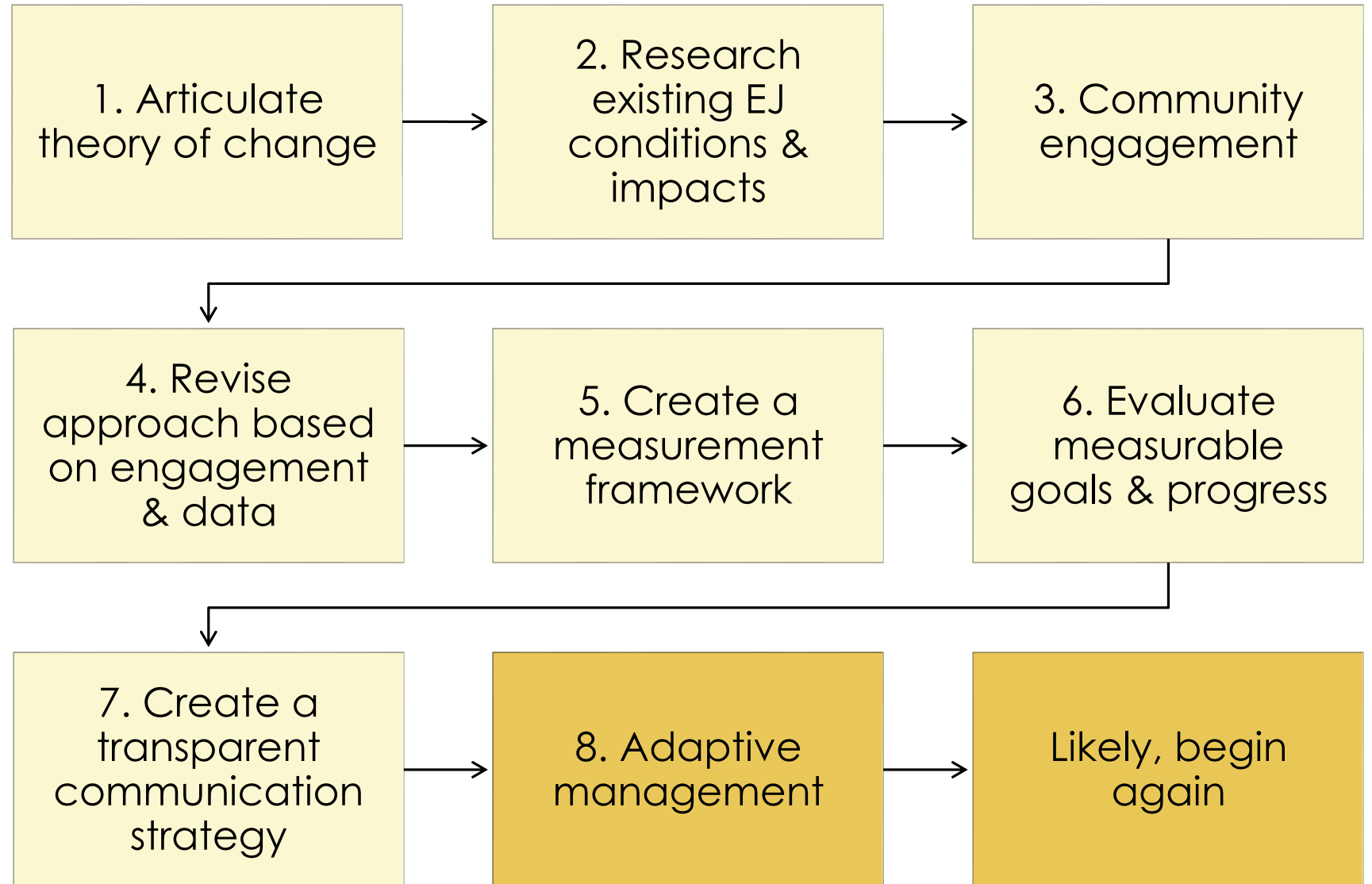
Source: [Center for Social Inclusion's Talking About Race Toolkit](#)

- Make space & share power with communities – clearly articulate communities' role (See “[Be Transparent](#)” EJ Principle).

**Continue to use racial equity tools!**

## Step 8:

Adaptively manage new framework by monitoring the data and revising theory of change/underlying assumptions.



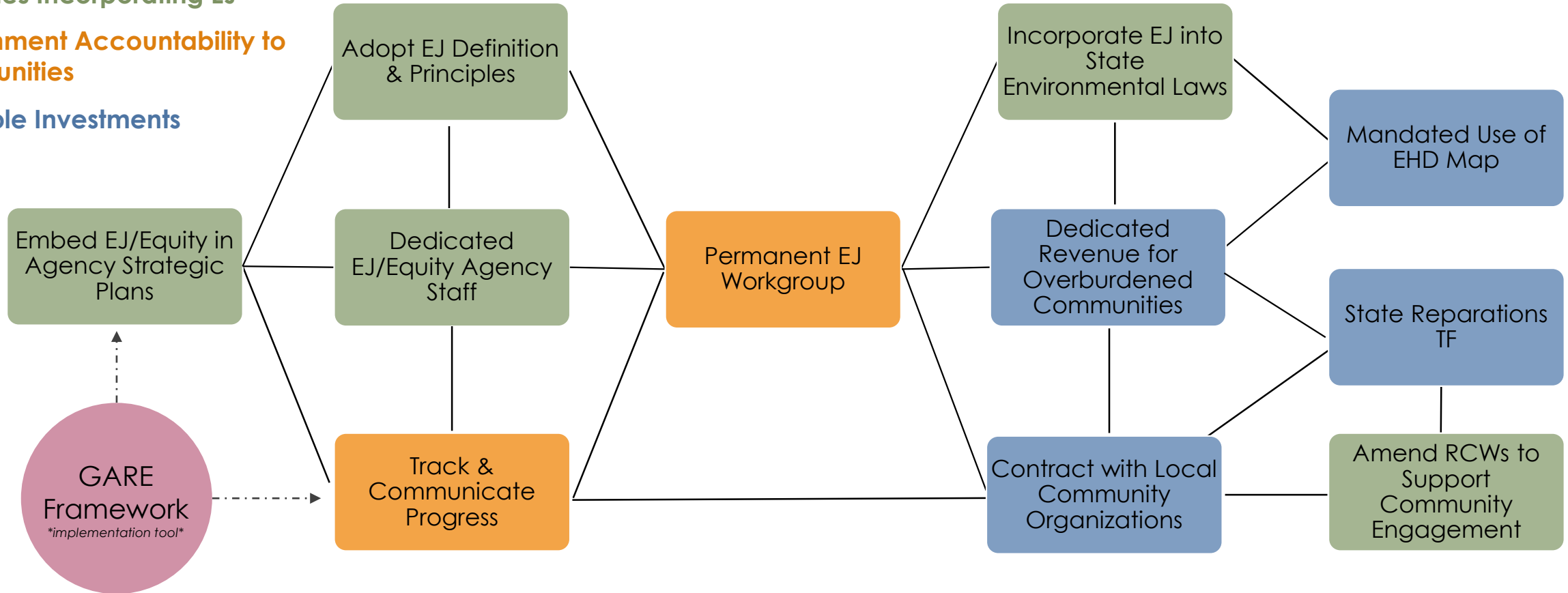
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