

Equity Tools Meeting

Thursday Meeting July 25th

Community Feedback
(located on red background slides)

Brightmoor

AREA FRAMEWORK PLAN

Equity Tools for Implementation

Department of Civil Rights, Inclusion, and Opportunity (CRIO)
July 25th, 2025





Welcome *and* **Introductions**

Thank you for showing up and participating today!

Our MC

- **Dave Walker, Planning Dept.**

Our presenters

- **Anthony Zander, CRIO Director**
- **Mandy Mitchell, CRIO Policy Director**



Today's Agenda

(6-8pm)

1. CRIO's work on equity and the equity toolkit (10 min)

- Equity indicators/tools
- Defining equity
- Dimensions of equity + examples

Questions? (5 min)

2. Equity toolkits: A closer look (10 min)

- What they do/don't do
- How to create an equity toolkit

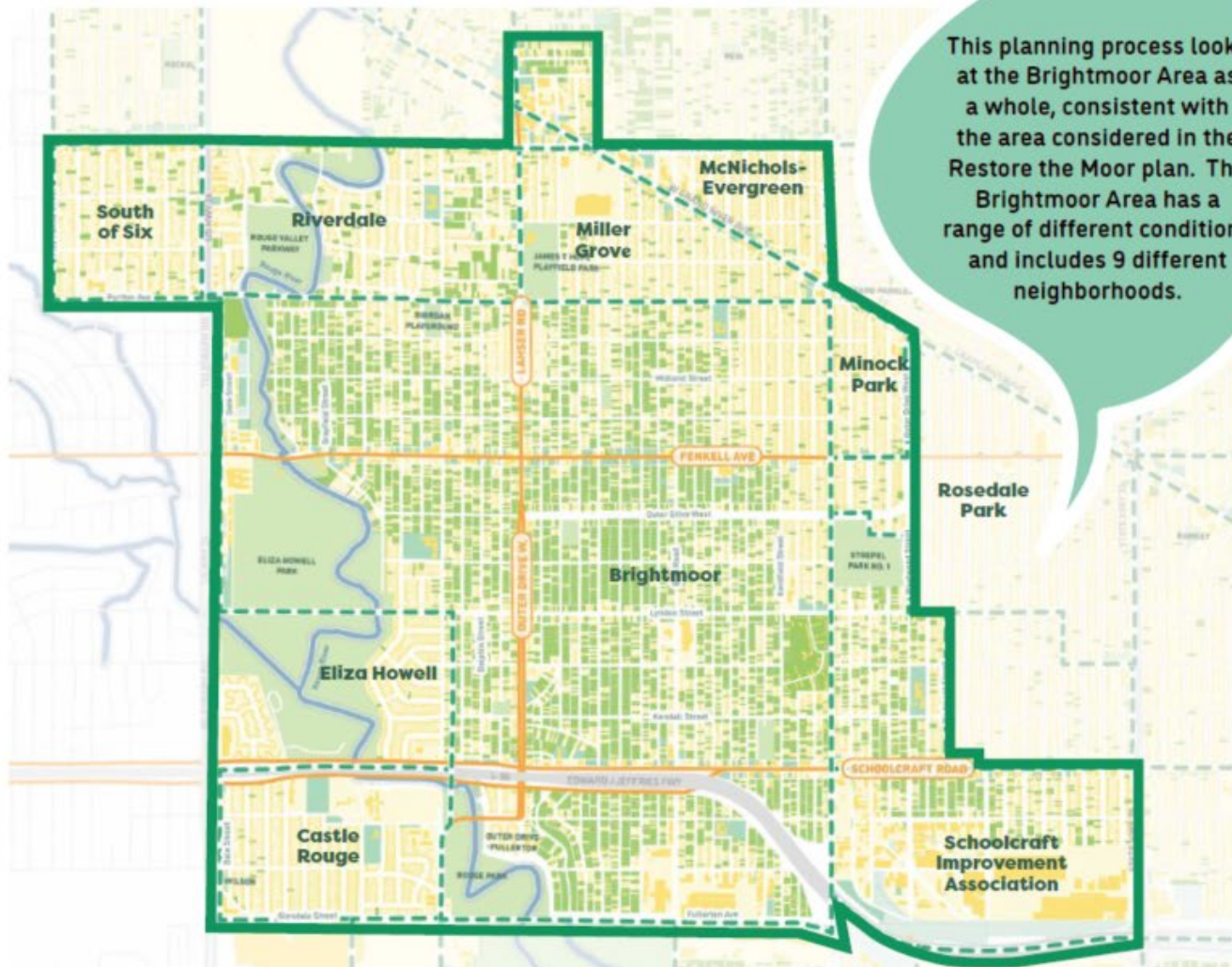
Question: Indicators in Detroit (5 min)

3. Uses of equity toolkits (5 min)

- Oakland
- Seattle
- Detroit

Question: Uses in Detroit (5 min)

PROJECT AREA



This planning process looks at the Brightmoor Area as a whole, consistent with the area considered in the Restore the Moor plan. The Brightmoor Area has a range of different conditions and includes 9 different neighborhoods.

Part 1



CRIO's Equity Toolkit research to date

- Source: City University of New York's (**CUNY**) Institute for State and Local Governance
 - CUNY consulted with Oakland and other cities
- Source: Government Alliance on Race and Equity (**GARE**)
 - Seattle's Equity Toolkit relies on GARE's guides
- Source: City reports

A quick definition: the Equity Toolkit

Equity indicators or **tools** measure equity or equality in areas such as housing, economic development, and public safety.

They measure differences in outcomes between the least and most advantaged groups. The groups may be defined by **race**, **income**, **geography**, or **gender**.

Indicators are identified in a collaborative process. They can be used to guide city policies and resource allocation.

Defining “Equity”

Equity is achieved when all residents enjoy equal access to the City’s resources, regardless of race, gender, age, ability, sexual orientation, or other features of identity.



Dimensions of Equity

Process, Outcomes, Implementation

Equity in Process

All stakeholders participate and contribute equally to processes that lead to some outcome.

Accommodations are made when there are barriers to participation.

Example: Community engagement

The City's [Community Outreach Ordinance](#) requires that *outreach meetings* be held in each Council district prior to the introduction of a citywide proposal.

Advance notice of the meeting must be given to residents, including information for those who need interpretation services, *accommodations* for disability, or other assistance.

The department holding the meeting, together with the Neighborhood Department(s), must prepare a *report informing residents* about the proposal and addressing their concerns.

The details of each meeting, including resident concerns and feedback, are *reported back* to City Council's liaison from the Legislative Policy Division

Equity in Outcomes

The outcomes of a variety of programs, policies, and interactions are measured, giving a “snapshot” of well-being.

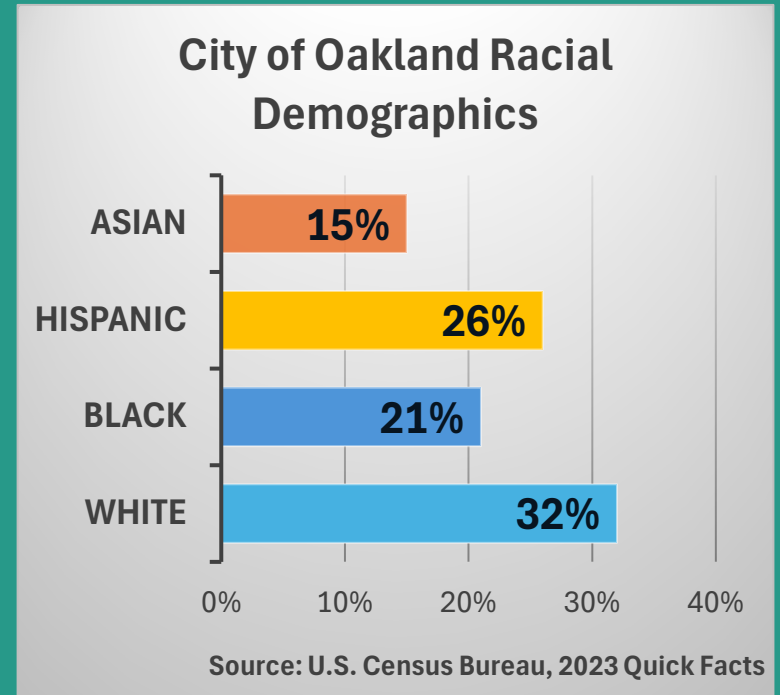
Outcomes are evaluated against some standard.
Programs, policies, and interactions are reformed so that outcomes are more equitable.

Example: City of Oakland

The City of Oakland's 2018 [Equity Indicators Report](#)

Establishes baseline measures of racial equity with 72 indicators, including

- Preschool enrollment
- Police response times
- Pollution burden
- Health insurance
- Curb ramps



Equity In Outcomes

- Can we not use places like Oakland as examples lets stick with Detroit
- Question asked related to any Equity initiatives in the City of Detroit
 - CRIO indicated that GSD's Strategic Plan utilize an equity measure
 - Additonally, they highlighted their research on the topic
- Community expressed concerns about the type of development that will be allowed
- Community indicated that we need to be involved with the process when developers arrive

Equity in Implementation

Information about inequities guides the way that city resources are distributed, policies and programs are revised, trainings are instituted.

Example: City of Detroit's Parks Plan

The [Parks and Recreation Department's 2022 Strategic Plan](#) prioritizes City parks improvements “to serve the most people with the greatest needs”

A few of their neighborhood disparity metrics:

- Income
- Youth population
- Senior population
- BIPOC population
- Air quality
- Mental health




Questions?

Equity In Implementation

- Do we have stats to show the success of Implementation / Outcomes
- Different types of approaches to racial equity (what are some of those approaches?)
- What is Equity for People of Color and using the term “Racial” equity is important to the conversation

Part 2





Equity Toolkits

Details, Creation, Uses

Equity tools/indicators in detail

Measure how the welfare of two groups compares in some dimension, for example:

- “Race and school discipline” (New York)
- “Income and eviction” (Tulsa)
- “Race and business ownership” (Oakland)

Other Indicators

		THEMES	
		Economic Opportunity	Neighborhood Services
CITIES	New York City	Gender & Income	Location & EMS Response Times
	Oakland	Race & Prime Contracts Awarding	Race & Pedestrian Safety
	Tulsa	Education & Income	Location & Public Library Hours
	Dallas	Race & Average Hourly Wage	Race & Transit Availability
	St. Louis	Race & Child Poverty	Race & Internet Access
	Pittsburgh	Race & Job Turnover	Race & Access to Child Care

Equity tools/indicators in detail

The thing measured (like eviction) is measured for worst-off and best-off groups. Groups may be defined by, for example:

- Race
- Income
- Geography
- Immigration status
- Sexual orientation

Equity tools/indicators in detail

The measurement shows a **disparity**, or difference, between two groups—rather than doing equally well, some groups are doing far better than others.

Equity tools/indicators in detail

The **goals** of measuring disparities are to:

1. Establish a “starting point” or “baseline” set of measurements
2. Track disparities over time
3. Use the information to shape city policy and resource allocation so that those with greatest needs are attended to first

Equity tools/indicators in detail

Indicators are identified in a **collaborative** process of community engagement.

In most cases, the city does background research to identify disparities, then the community selects which of these are most relevant to their lives.

Equity tools/indicators in detail

Measuring disparities over time depends on the **availability of reliable, accurate, timely data.**

Some research must be done on the front end to determine what data is available and thus what we can measure.

Equity Toolkits

What they DO

- Address historical inequities
- Identify community concerns
- Identify equity goals
- Support equity policy/programs
- Make data available to the public
- Use data to track areas of concern
- Increase communication, transparency between city and residents
- Track progress and regress

What they DON'T do

- Fix historical inequities
- Fix disparities
- Secure future funding for programs
- Measure a particular policy or program
- Identify the source of change in some indicator
- Offer guidance when all groups are doing equally well or badly (no disparity)
- Measure things that can't be measured with available data

Equity Toolkit How-To

Creation of the tool

1. City conducts research on disparities, identifies potential data sources, historical inequities within the City.
2. City creates a draft framework of the tool, forming general themes such as “public safety” and “education”, and more specific topics within each theme.
3. City solicits feedback on the proposal in community meetings, surveys, interviews.
4. Tool is revised based on feedback.
5. Tool is tested, ensuring that data is available and indicators identified are useful.
6. Tool is further revised and finalized.

Adapted from CUNY and City of Seattle

Equity Toolkit How-To

Application of the tool

1. Utilize identified data sources (federal, state, local) to collect the desired information (according to the indicators)
2. Convert results to indicator scores
3. Add up scores for each level (indicator, topic, theme, overall) as applicable
4. Release report to public
5. Solicit feedback from the public
6. Direct policy and city resources according to theme scores
7. Track progress and report back over time, re-engaging with the community each time



**What indicators do you
think would be
appropriate for the City?**

Part 3



Equity Toolkits

- We should take into the account of different neighborhoods (i.e. Castle Rouge vs Brightmoor) might have different concerns and inequity. How do we make sure we account for different communities in the toolkit
- Media services should be here to track this conversation
- When are we going to meet again to discuss this topic....please define the next steps
 - It was expressed that we would try to gather again in late October 2024 to start creating our equity toolkit
- Members of community expressed that they already have a tool that measures equity and we should simply utilize that or build on their existing tool

Uses of the Equity Toolkit: Oakland

- Inspired the Transportation Department to create the [Oakland Geographic Equity Toolbox](#), which prioritizes service to neighborhoods that have experienced historic and current disparities.
- The Planning Department incorporates racial equity analysis into their work on many city projects, for example, their [assessment of the impacts of building a new ballpark on residents of color](#) for a community benefits agreement.
- The Finance Management Department designed and launched a Budget Equity Tool for developing the 2022/2023 city budget.

Uses of the Equity Toolkit: Seattle

- **2007:** First use of the Racial Equity Toolkit in developing the city budget.
- **2009:** New ordinance requires all city departments to use the Racial Equity Toolkit in creating and reviewing policies and programs, and in making budget decisions.
- **2009-11:** Department of Information and Technology uses the Toolkit to assess impacts of new technology projects on communities of color.
- **2016:** The Office of Immigrant and Refugee Affairs used its toolkit to expand language access services for the city's immigrants and refugees.

Uses of the Equity Toolkit in Detroit

- Detroit's Master Plan update is underway
- Equity at the center
- Sustainable equity tools



**How would you like
to see the City use
an equity toolkit?**

Thank you!



TAKE PART
Opportunity Rising



Sources

City of Oakland Equity Toolkit Report 2018: [Oakland Equity Indicators \(cao-94612.s3.us-west-2.amazonaws.com\)](https://cao-94612.s3.us-west-2.amazonaws.com)
"Oakland Equity Indicators." *City of Oakland*, cao-94612.s3.us-west-2.amazonaws.com/documents/2018-Equity-Indicators-Full-Report.pdf.

City of Oakland Updated Race and Equity Accomplishment Report 2020-2022: https://cao-94612.s3.us-west-2.amazonaws.com/documents/20-22-Accomplishment-Report_FINAL_2.pdf

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Seattle Racial Equity Toolkit: [Racial Equity Toolkit_SOID\(0\).pdf \(seattle.gov\)](https://www.seattle.gov/documents/Departments/CivilRights/RSJI/Racial%20Equity%20Toolkit_SOID%280%29.pdf)

"Seattle Racial Equity Toolkit." *City of Seattle*, [www.seattle.gov/documents/Departments/CivilRights/RSJI/Racial Equity Toolkit_SOID%280%29.pdf](https://www.seattle.gov/documents/Departments/CivilRights/RSJI/Racial%20Equity%20Toolkit_SOID%280%29.pdf).

Government Alliance for Racial Equity Resource Guide: [gare-resource_guide.pdf \(berkeley.edu\)](https://haasinstitute.berkeley.edu/sites/default/files/gare-resource_guide.pdf)

Nelson, Julie, et al. "Advancing Racial Equity and Transforming Government." *Government Alliance on Race and Equity*, haasinstitute.berkeley.edu/sites/default/files/gare-resource_guide.pdf.

Racial Equity Toolkit: [Racial Equity Toolkit | Take the Quiz | QuizMaker \(quiz-maker.com\)](https://quiz-maker.com)