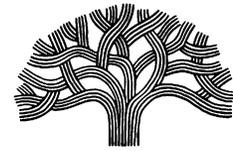


CITY OF OAKLAND



Affordable Housing & Infrastructure Bond (I-Bond) Public Oversight Committee
1 Frank H. Ogawa Plaza, Hearing Room 3
Oakland, California 94612

All persons wishing to address the Committee must complete a speaker's card, stating their name and the agenda item (including "Open Forum") they wish to address. The Committee may take action on items not on the agenda only if findings pursuant to the Sunshine Ordinance and Brown Act are made that the matter is urgent or an emergency. Presentations are limited to three minutes.

The Affordable Housing & Infrastructure (I-Bond) Public Oversight Committee meetings are held in wheelchair accessible facilities. Contact Treasury Bureau, 150 Frank Ogawa Plaza, Suite 5330, or call (510) 238-6508 for additional information.

AGENDA

REGULAR MEETING **of the** **AFFORDABLE HOUSING & INFRASTRUCTURE (I-BOND)** **PUBLIC OVERSIGHT COMMITTEE**

MEMBERSHIP

Ellen Wu, Chairperson
Daniel Swafford, Vice Chairperson
Lauren Westreich, Member
Gary Jimenez, Member
Carroll Fife, Member
Ken Lupoff, Member
Gloria Bailey-Ray, Member
Michael Pyatok, Member
Fernando Campos, Member

DATE: Monday, June 4, 2018
TIME: 5:00 pm – 7:00pm
PLACE: 1 Frank Ogawa Plaza, Hearing Room 3
Oakland, California 94612

ORDER OF BUSINESS

- I. Roll Call and Determination of Quorum
- II. Approval of Draft Minutes from the Committee meeting of May 16, 2018

Affordable Housing & Infrastructure Bond (I-Bond)
1 Frank H. Ogawa Plaza, Hearing Room 3
Oakland, California 94612

- III. Project Status Presentation
 - a. Housing Community Development Department
 - b. Questions & Answers
- IV. Presentation from Race & Equity Department
- V. Adoption of By-Laws
- VI. Discussion and Set Priorities and Goals for the Committee
- VII. Discussion of Next Steps
 - a. Identify Future Agenda Items
 - b. Confirm next meeting: September 2018
- VIII. Open Forum/Public Comment
- IX. Adjournment

A COMMITTEE MEETING of the Affordable Housing & Infrastructure Bond (I-Bond) Public Oversight Committee (the “I-Bond Committee”) was held on May 16, 2018, in Hearing Room 4, One Frank Ogawa Plaza, Oakland, California.

- Committee Members
Present:
- Ellen Wu, Chairperson
 - Daniel Swafford, Vice Chairperson
 - Lauren Westreich, Member
 - Ken Lupoff, Member
 - Michael Pyatok, Member
 - Gary Jimenez, Member
 - Gloria Bailey-Ray, Member

- Committee Members
Absent:
- Carroll Fife, Member
 - Fernando Campos, Member

- Additional Attendees:
- Katano Kasaine, Director of Finance/Treasurer
 - Celso Ortiz, Deputy City Attorney
 - David Jones, Treasury Administrator
 - Dawn Hort, Principal Financial Analyst

The meeting was called to order at 5:06 pm.

I. Approval Of The Draft Minutes From The I-Bond Committee Meeting Of May 16, 2018

Chairperson Wu moved to accept the minutes, Member Swafford seconded the motion and it passed by consensus.

II. Staff Overview Of Informational Report To City Council On Status Of Projects And The Affordable Housing & Infrastructure Bond (I-Bond) Public Oversight Committee (April 24, 2018)

Katano Kasaine, Director of Finance/Treasurer gave an overview of the informational agenda report that was requested by Councilmember Larry Reid. The main purpose of the report was to provide information regarding the status of the I-Bond Oversight Committee and the spending of the money for the I-Bond. The report was accepted and filed.

III. Project Status Presentation

IIIa. Department of Transportation (DOT)

Wlad Wlassowsky, Assistant Director of OakDOT gave a short introductory and background since the passage of the bond measure (November 2016). Early 2017, DOT and PWA started putting together strategies for how to spend the money using the guidance of bond documents and the categories permitted by the I-Bond Measure. It is important to understand that projects take a long time to develop (from concept to planning to design to bidding and finally construction). OakDOT and OPW jointly decided to look at all projects on the books that are underfunded, that has previously competed for grants and were not successful or conversely where grants were gotten and try to leverage those grants and bring in Measure KK funds to advance those projects. DOT looks to finish up their existing 5-year paving program which has been approved by City Council a couple years earlier and provide opportunity to fully fund it and accelerate it. Same thing with sidewalks and curb ramps, has ongoing programs to do repair Citywide. Likewise, had been successful in getting grants but not as successful in coming up with matching fund required, so committing bond funds to complete those projects. These are the overview strategies for the last year and half.

IIIb. Public Works Department (OPW)

Matt Lee, Project Division Manager of OPW presented the overview of Capital Improvement Program (CIP) Prioritization Process Improvement. The City has a new prioritization process. This is an OPW and OakDOT led effort, they establish the CIP working group which included internal stakeholders (CIP Advisory Committee (CIPAC)). The CIPAC realized there is a need for community inputs so further included an outreach component to the process in developing the prioritization. As for timeline, the main milestone is to meet the September 2018 Council meeting to adopt new CIP Prioritization Process. current status and moving forward. the Infrastructure report – using bond funds to finish the project. There are many steps in developing the Prioritization Process, currently are in the outreach component. They will be reaching out to the community in mid to late June to solicit feedbacks on prioritizing projects and take those inputs and make sure it feeds into the process. The Prioritization Process is based on Oakland's values in order to develop a process on the project selections for CIP. They used those shared values to come up with the Citywide Capital Prioritization Factors (9 components). Now they are ready to reach out to the public to solicit feedbacks in term of how they value and where the money should be spent for capital improvements. Once that is done, they will add assets specific sub-factors and performance metrics to further define how to go through in the prioritization process. They have reached out to other cities around to county to see how they are doing their process (City of San Diego, City of Minneapolis, City of Berkeley). Equity component is a large focus of the City. Instead of using the "community of concerns", they use data

from the census data track and remap to do analysis base on different categories of how to look at equity. It is not finalized yet, but is on the Oakland webpage.

Bruce Williams presented the progress report on the projects for OakDOT, beginning of May 2018. The table show funds that has been spent to date and fund that are committed, encumbered in contracts, about \$9 million in paving cost. 7th Street Streetscape Phase 2 construction contract approved by Council last night so \$775,086 will go into the committed fund and construction will start soon. Several other projects are getting started including all the Highway Safety Improvement Program/Projects (HSIP 8). OakDOT have committed a total \$9 million and spent so far \$1.8 million.

Matt Lee provided the progress report on the projects for OPW, has about approximately 18 projects, committed approximately \$773,117 and spent \$228,777 as March 31, 2018. To end the presentation, Matt indicated the City will host four public information meeting in June, East Oakland, West Oakland, Central/Downtown and Central/East Oakland area as part of the community outreach for the prioritization process.

IV. Establishing By-Laws

Chairperson Wu presented the revised bylaws. Vice Chairperson Swafford brought up the revision of bylaws by simple majority, what is the process for future revision of the by-laws? Member Lupoff does not think there needs to be explicit language or clause in the bylaws. The language agreed upon "These bylaws shall become effective immediately on final adoption if it receives affirmative votes by a majority of members present".

Member Westreich brought up "remove for cause after hearing" and is everyone okay with having it be a majority. Chairperson Wu got language from handbook. Member Westreich brought up the question "What happens in this Committee in case of a tie?". Chairperson Wu doesn't think the bylaws has to say it, unless there is an exception to that rule. Member Jimenez suggested a poll be sent out to members within 24 hours. Vice Chairperson Swafford indicated that the City does not allow members to vote by proxy, but can put back on the agenda for next meeting. Member Bailey-Ray suggest let's keep it "simple". By consensus, the no language is needed.

Katano Kasaine indicated that these bylaws are for this Committee and does not need to be in City Council format, can take all references off.

Chairperson Wu asked for comments on section 4 (b). Chairperson Swafford suggested committee members determine what the threshold within this committee when that recommendation would occur, so the committee could vote by majority or supermajority to recommend to the Mayor removal of a member. Member Westreich agrees and also

suggested including language for when a member wants to voluntary resign. By consensus, no language is needed for voluntary resigning and the following the following change to section 4 (b): Committee member(s) may be recommended to the Mayor for removal upon receiving affirmative vote by the majority of the full Committee.

Katano Kasaine commented on section 2 (a) on “regularly” and “fiscal health of the City”. Member Lupoff suggested striking the work “regularly” and Member Westreich clarify that it’s for the oversight responsibilities of the committee (infrastructure bonds).

Member Westreich clarified that these bylaws will be revised and voted on next time.

V. Discussion Of Next Steps

Chairperson Wu was confirming the next meeting for those of you weren’t here, attempted to set regular meeting, 2nd Monday quarterly except for June. Next special meeting is Monday, June 4th at 5:00-7:00 PM.

VI. Identify Future Agenda Items

Chairperson Wu would like to invite the community organizations that is for affordable housing to the June meeting since the Housing Department will be presenting. Member Westreich agreed with Katano Kasaine on having separate session. Member Kupoff suggested to have the Housing Department in June and the community organizations in all areas in September. Member Jimenez will let people know of the meeting and they can come to listen to the Housing Department’s presentation. Then follow up with them to see if they would want to come and present at a later date. Member Westreich suggested having Race & Equity to present since equity is a big deal.

Staff will schedule Race & Equity and the Housing Department to the June meeting, invite OPW and OakDOT back in September after they take their report to Council and hear from community organizations in early October.

Member Westreich would like to schedule a discussion for setting Priorities and Goals for this Committee on the agenda for the June 4, 2018 meeting.

VII. ADJOURNMENT

The meeting adjourned at 7:10 pm.

DAVID JONES, COMMITTEE SECRETARY

DATE

DRAFT

A COMMITTEE MEETING of the Affordable Housing & Infrastructure Bond (I-Bond) Public Oversight Committee (the “I-Bond Committee”) was held on April 19, 2018 in Hearing Room 3, One Frank Ogawa Plaza, Oakland, California.

Committee Members

Present:

- Ellen Wu, Chairperson
- Daniel Swafford, Vice Chairperson
- Lauren Westreich, Member
- Ken Lupoff, Member
- Fernando Campos, Member

Committee Members

Absent:

- Gary Jimenez, Member
- Carroll Fife, Member
- Gloria Bailey-Ray, Member
- Michael Pyatok, Member

Additional Attendees:

- Katano Kasaine, Director of Finance/Treasurer
- Celso Ortiz, Deputy City Attorney
- David Jones, Treasury Administrator
- Dawn Hort, Principal Financial Analyst
- Matt Nichols, Policy Director, Infrastructure & Transportation

The meeting was called to order at 6:00 pm.

I. INTRODUCTIONS – Each I-Bond Committee member present was introduced including city staff.

II. PUBLIC ETHICS COMMISSION PRESENTATION – Milad Dalju from Public Ethics Commission presented materials on The Board and Commission Member Handbook; the Governmental Ethics Introductory Video. Also, discussion of the members filing the Form 700. The links are listed below:

1. The Board and Commission Member Handbook:

<https://www.oaklandca.gov/documents/board-and-commission-member-handbook>

2. Government Ethics Introductory Video:

<https://www.oaklandca.gov/services/boards-and-commissions-index/ethics/information-for-city-staff-and-officials/government-ethics-introductory-video>

3. Form 700, if you have not filed the Form 700, please do so
<https://www.oaklandca.gov/services/office-of-the-city-clerk-index/elections/file-a-statement-of-economic-interest-form-700>

III. ELECTION OF INTERIM OFFICER – Katano Kasaine, Director of Finance/Treasurer introduced the item to select a new Chairperson and Vice Chairperson. The I-Bond Committee members who were present discussed and consented it would be by nomination.

IIIa. Chairperson: Member Swafford nominated Ellen Wu as the Chairperson, second by Member Westreich. Motion passed unanimously.

[WU – Y / SWAFFORD – Y / WESTREICH – Y / LUPOFF – Y / CAMPOS – Y / JIMENEZ – Absent/ FIFE – Absent/ BAILEY-RAY – Absent/ PYATOK - Absent]
(AYES: 5 / NOES: 0 / ABSTAIN: 0)

IIIb. Vice Chairperson. Member Lupoff nominated Daniel Swafford as the Vice Chairperson, second by Member Wu. Motion passed unanimously.

[WU – Y / SWAFFORD – Y / WESTREICH – Y / LUPOFF – Y / CAMPOS – Y / JIMENEZ – Absent/ FIFE – Absent/ BAILEY-RAY – Absent/ PYATOK - Absent]
(AYES: 5 / NOES: 0 / ABSTAIN: 0)

IV. DISCUSSION OF NEXT STEPS

IVa. Establishing by-laws: The I-Bond Committee members who were present reviewed and discussed the sample draft by-laws that was included in the initial package. Chairperson Wu will modify the sample by-laws and present a draft at the next scheduled meeting for further discussion.

IVb. Schedule next meeting: Meeting date and time has been scheduled as follows:

- May 16, 2018 at 5:00pm to 7:00pm
- June 4, 2018 at 5:00pm to 7:00pm
- Regular meeting will be quarterly, 2nd Monday starting in September 2018 at 5:00pm to 7:00pm

V. IDENTIFY FUTURE AGENDA ITEMS

Project Status – All I-Bond Committee members who were present expressed interests in having staff from the Department of Transportation (DOT), Public Works Department (PWA)

and the Housing Department come to the next scheduled meeting to present the status of the projects being funded by the I-Bonds Measure. Katano Kasaine, Director of Finance/Treasurer suggested to have two sessions, where DOT and PWA would present at the next scheduled meeting and the Housing Department will present at the following scheduled meeting to allow sufficient time for questions and answers, as well as, other agenized items. It was concluded to schedule DOT and PWA to present at the May 16, 2018 meeting and the Housing Department on a different scheduled meeting date.

VI. OPEN FORUM – No Report.

The meeting adjourned at 8:00 pm.



DAVID JONES, COMMITTEE SECRETARY

5/16/18

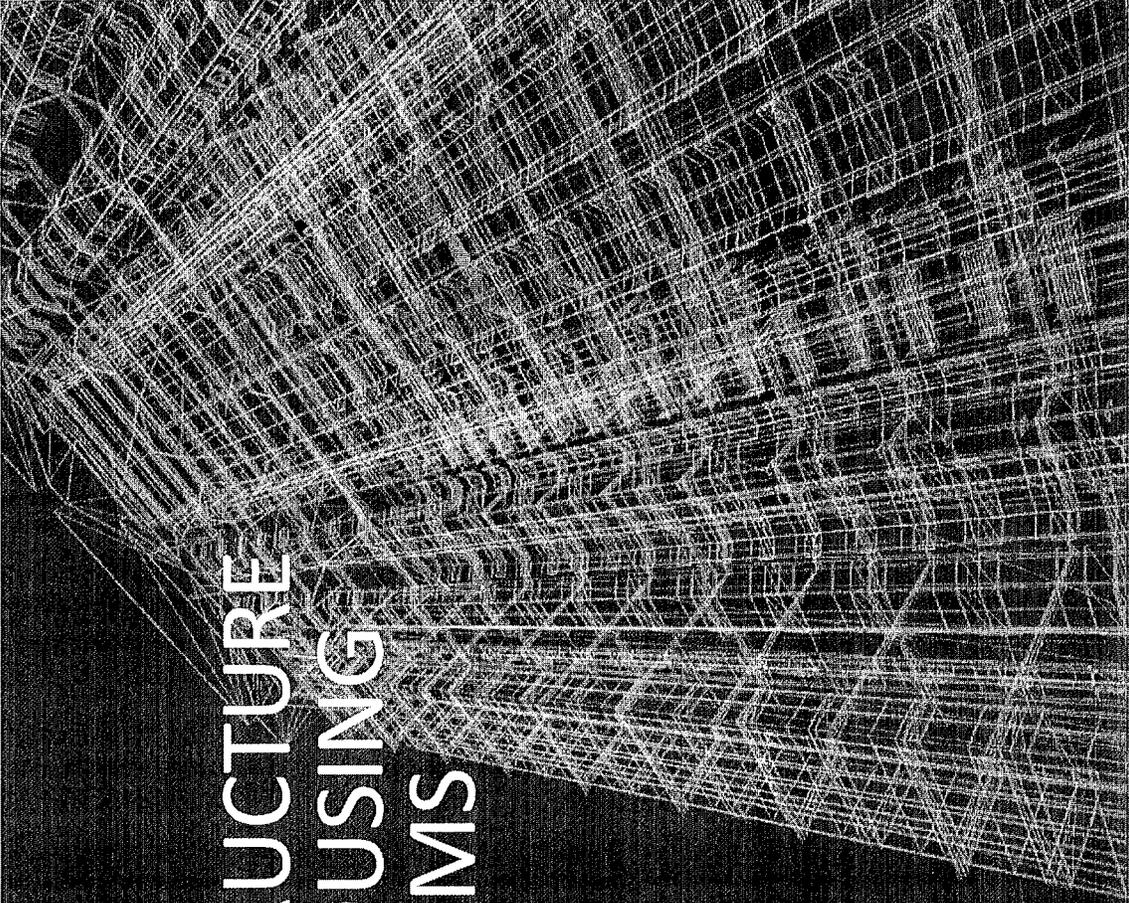
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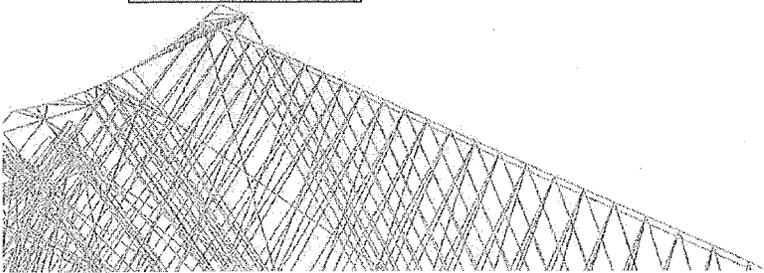
MEASURE KK- INFRASTRUCTURE BOND: AFFORDABLE HOUSING PROJECTS AND PROGRAMS

Housing & Community Development
Department - Michelle Bova, Director

Public Oversight Committee

June 4, 2018





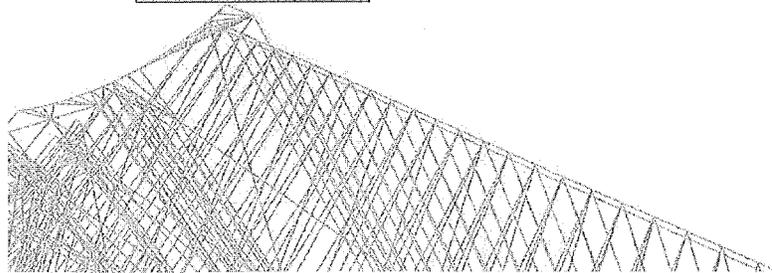
ELIGIBLE ACTIVITIES
AFFORDABLE HOUSING AND INFRASTRUCTURE BOND LAW

Protecting existing homes (rental)

- Acquire and/or rehabilitate rental properties to secure long-term affordability restrictions.
- Acquire and/or rehabilitate rental properties to preserve long-term affordability restrictions.

Protect existing homes (home ownership)

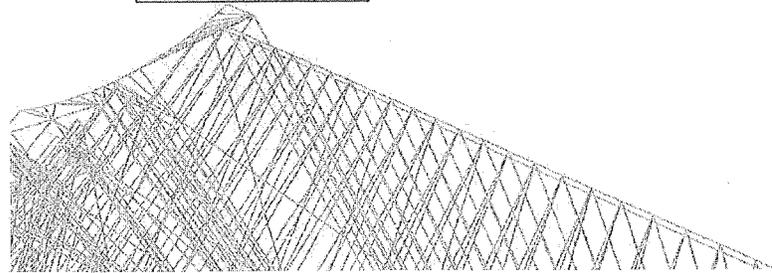
- Acquire and/or rehabilitate for-sale housing and convert to affordable ownership housing.



ELIGIBLE ACTIVITIES
AFFORDABLE HOUSING AND INFRASTRUCTURE BOND LAW

Protect existing homes (rental or ownership)

- Acquire and/or rehabilitate vacant or blighted properties to return properties to the City's housing stock as affordable housing.
- Support the purchase of tax-defaulted properties from Alameda County for use as affordable housing.



ELIGIBLE ACTIVITIES
AFFORDABLE HOUSING AND INFRASTRUCTURE BOND LAW

Homeowner assistance

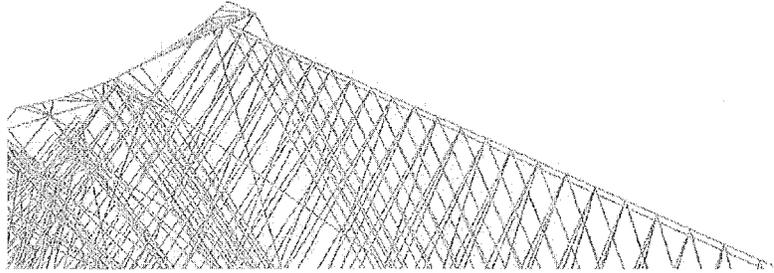
- Assist lower income, senior, and/or disabled homeowners address habitability concerns.

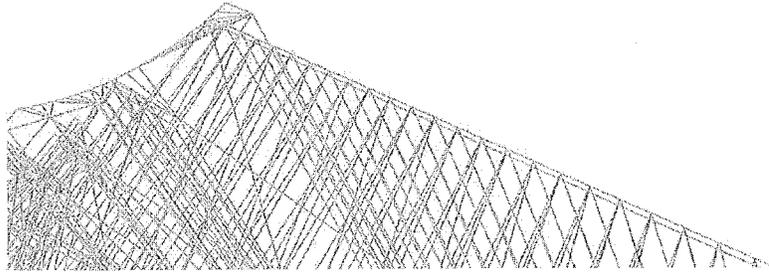
New construction – matching funds only (rental or ownership)

- Finance the site acquisition, predevelopment, development and construction of new affordable rental or homeownership housing.

BOND MEASURE KK – AFFORDABLE HOUSING FUNDING

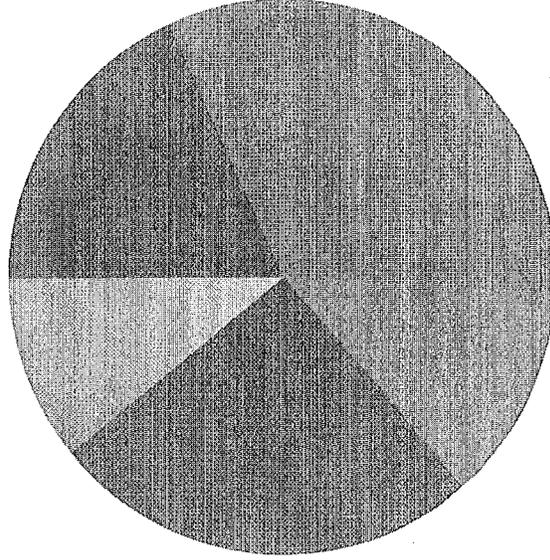
- \$100 million total bond funds for affordable housing activities
- \$55 million available in first tranche of bond funds (issued August 2017)
- Eligible Costs: Affordable housing site acquisition, rehabilitation, and new construction. (5% available for project admin costs)
- Primary focus is on acquisition and preservation/rehabilitation of existing market rate properties (with added affordability restrictions)
- Limited funds available for new construction (providing the required local match for Alameda County A1 affordable housing bond funds)
- Goal: Respond to affordable housing crisis by acquiring/preserving/constructing housing for a variety of income levels for residents





FIRST TRANCHE BOND SPENDING (AFFORDABLE HOUSING) – IN MILLIONS

MC1



■ Rehab (Competitive): \$10 M

■ Site Acquisition (OTC): \$18M

■ New Construction (A1 Match, Competitive): \$7M

■ SRO Purchase/Transitional Housing: \$14M

■ Residential Lending (1-4 Units, OTC): \$6M

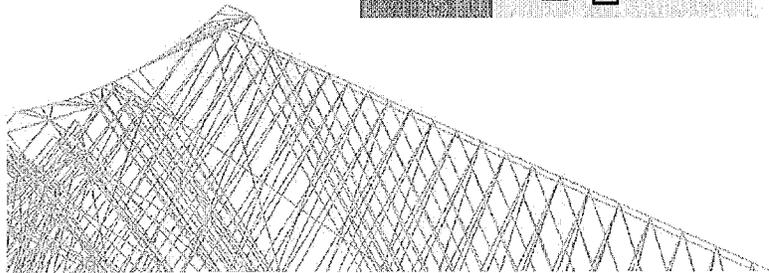
Slide 6

MC1

add res lending
Mulvey, Christia, 5/31/2018

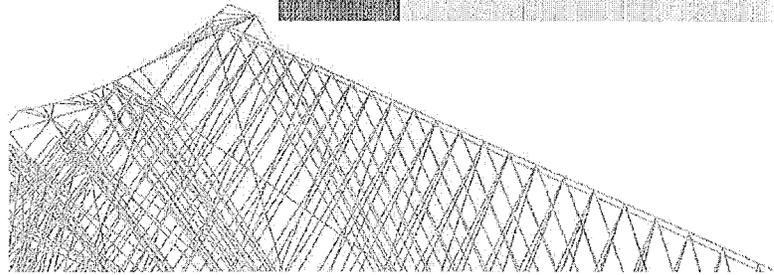
REHABILITATION NOFA (COMPETITIVE, 5+ UNITS): \$10 MILLION

Project	Units	Location	Population Served	Target Income	Funding
Harp Plaza (CHCD & Dignity House West)	22	430 23th Street	Family Rental	30-60% AMI	\$3,000,000
Empyrean Tower (RCD)	66	344 13th Street	Single Room Occupancy	30-60% AMI	\$4,688,000
Fruitvale Studio (Affirmed)	24	2600 International Blvd	Homeless/ Special Needs	30-60% AMI	\$1,812,000



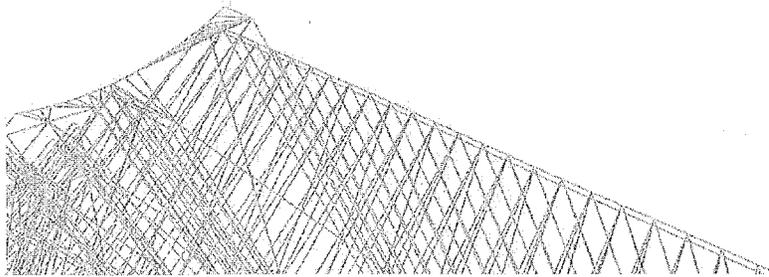
SITE ACQUISITION PROGRAM (OVER THE COUNTER, 5+ UNITS): \$18 MILLION

Project	Units	Location	Population Served	Target Income	Funding
Highland Palms (EBALDC)	23	1810 E. 25th Street	Family Rental	At or Below 80% AMI	\$3,000,000
10th Ave Eastlake (EBALDC)	35	2515 10th Avenue	Family Rental	At or Below 80% AMI	\$5,000,000
2530 9th Avenue (OCLT & RCD)	15	2530 9th Avenue	Family Rental	30-60% AMI	\$1,342,375
812 East 24th Street (OCLT)	7	812 East 24th Street	Family Rental	At or Below 80% AMI	\$974,150
The Wolery and San Antonio Terrace (SAHA)	90	2227-2257 International Boulevard	Family Rental	TBD	\$3,500,000
Northwest MacArthur/MLK TOD (RCD)	68	3801 & 3807 Martin Luther	Family Rental	30-50% AMI	\$3,175,000



NEW CONSTRUCTION (A1 MATCH, COMPETITIVE NOFA, 5+ UNITS): \$7 MILLION

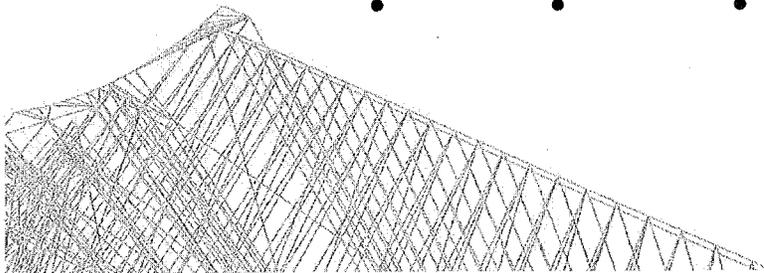
Project	Units	Location	Population Served	Target Income	Funding
Camino 23 (SAHA)	37	1333-1253 23rd Avenue	Seniors		\$100,000
Coliseum Place (RCD)	58	905 72nd Avenue	Family/Special Needs/ Homeless		\$1,600,000
MacArthur Apartments (Affirmed)	43	657 W. MacArthur Blvd.	Family Rental		\$800,000
3268 San Pablo	50	3268 San Pablo	Seniors	20 – 60% AMI	\$300,000
Fruitvale Transit Village Ph II B (Unity Council & Bridge)	181	E 12th Street & 35th Ave	Family Rental		\$1,700,000
7th & Campbell (Oakland & the World Enterprises Inc. & MBS)	79	7th and Campbell Streets	Family Rental, mixed use		\$801,900
W. Grand and Brush (EBALDC)	59	760 22nd Street & 2201 Brush Street	Family Rental		\$1,318,000



RESIDENTIAL LENDING PROGRAMS (OVER THE COUNTER, 1-4 UNITS):

Housing Rehabilitation Programs	\$ 3,000,000
<ul style="list-style-type: none">• Owner-Occupied Rehabilitation• Rental Rehabilitation• ADU Legalization Pilot Program• Community Buying Program - Vacant Lot Acquisition	
1-4 Unit Acquisition-Rehabilitation Program	\$ 3,000,000
TOTAL	\$ 6,000,000 ✦

✦ Programs to be released in late 2018



SRO/TRANSITIONAL HOUSING PURCHASE: \$14 MILLION

- In May 2018, \$7.02 million was set-aside for the purchase of 641 W. Grand Avenue as transitional housing for homeless residents
- 70 rooms, to be owned by the City and operated by Department of Human Services (operating cost source TBD)
- Rehab is currently underway; to be delivered in turnkey condition
- Funds remaining in this category: \$6.08 million (minus admin costs)

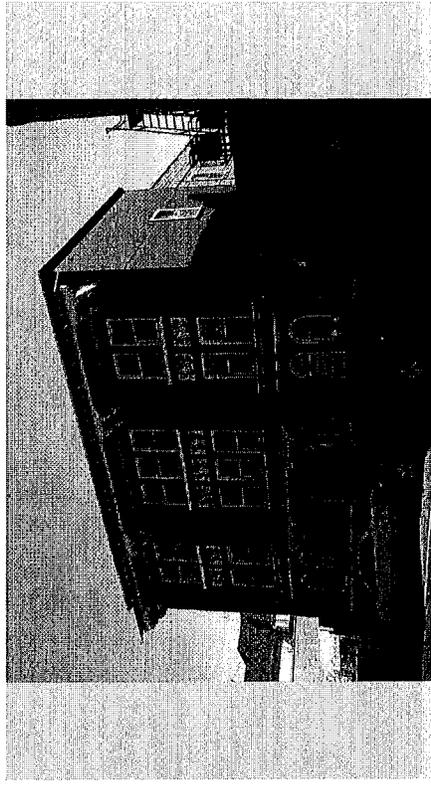
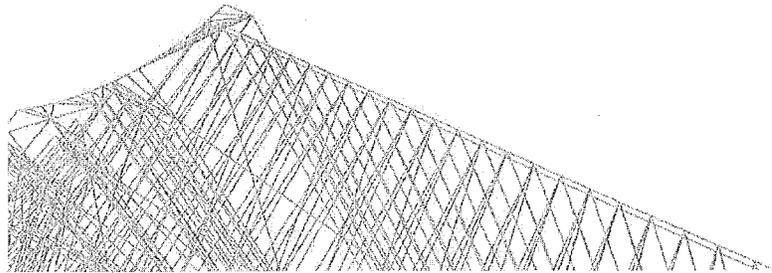


Photo: Scott Morris/Hoodline

FUNDING COMMITTED TO DATE

Program	Funding	Funding Committed	Staff Costs	Remaining Funds
Rehabilitation NOFA (5+ units)	\$10,000,000	\$9,500,000	\$500,000	\$0
Site Acquisition OTC (5+ units)	\$18,000,000	\$16,991,525	\$900,000	\$108,475
New Construction NOFA A1 Match (5+ Units)	\$7,000,000	\$6,619,000	\$350,000	\$31,000
SRO/Transitional Housing Purchase	\$14,000,000	\$7,020,000	\$700,000	\$6,280,000
Housing Rehabilitation Programs (1-4 units)	\$ 3,000,000	\$0	\$150,000	\$2,850,000
1-4 Unit Acquisition-Rehabilitation Program	\$ 3,000,000	\$0	\$150,000	\$2,850,000
TOTAL	\$55,000,000	\$40,130,525	\$2,750,000	\$12,119,475



EQUITY CONSIDERATIONS

5+ Unit Properties: Over the Counter

- Protect residents in market-rate properties from real estate pressures, restrict unit affordability levels for current/future residents
- Provide funds to move quickly to acquire properties/stabilize rents
- Units affordable for 55 years
- Targets households at or below 60-80% AMI

5+ Units Properties: Competitive NOFA Projects

Project ranking criteria includes:

- Geographic equity
- Educational quality
- Neighborhood revitalization
- Proximity to transit and grocery stores
- Target populations being served
- Financial feasibility
- Sustainability
- Developer experience

Units affordable for 55 years. Priority for Oakland workers and residents (inc neighborhood residents) and displaced former residents

Targets households between 0-60% AMI

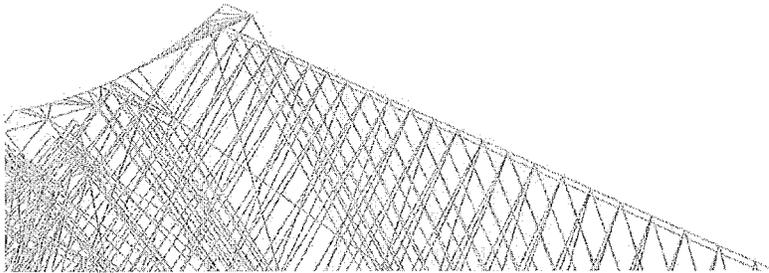
EQUITY CONSIDERATIONS

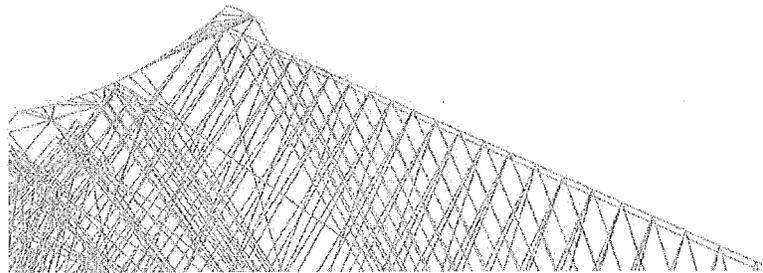
1-4 Unit Properties: Owner-Occupied Residential Rehabilitation

- Low-interest loans to lower income, senior and/or disabled homeowners for home repair and rehab
- Prioritize emergency and health and safety repairs including: sewer laterals, roofs, electrical hazards, and structural deficiencies
- Addresses current housing rehab backlog of approximately \$3 million in pipeline projects and projected \$10 million in homeowner inquiries
- Short-term affordability restrictions on 2-4 units

1-4 Unit Properties: Rental Rehabilitation Program

- Low-interest loans to rental property owners
- Targets properties occupied by lower income renter households
- Short-term affordability restrictions TBD after additional market research
- Prioritizes fire safety, emergency repairs, abatement of code violations, unhealthy housing conditions such as moisture intrusion, safe-at-home repairs for seniors, and other health/safety issues

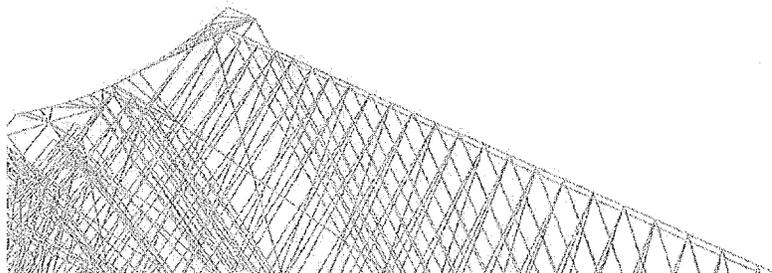




EQUITY CONSIDERATIONS

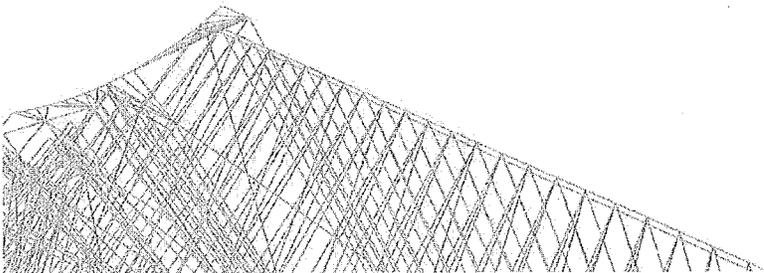
SRO/Transitional Housing Purchase

- Protects SRO units from conversion to market rate
- Serves extremely low income residents
- Respond to City's homeless crisis, providing housing and services to transition residents from homelessness to permanent housing



PUBLIC INPUT OPPORTUNITIES

- Programmatic: Opportunities for public input on HCDD programs and projects is provided with Housing Element and Consolidated Plan meetings. Staff also participates in focused workgroups for implementing new programs (e.g. Site Acquisition workgroup) and meets regularly with community groups involved with affordable housing issues (e.g. EBHO, San Pablo Avenue Revitalization Collaborative)
- Planning Specific Plan processes: HCDD staff has participated in Area Planning Processes and incorporated public feedback into program guidelines
- Project-Specific: Developers are required to have meetings with community stakeholders and (if new construction) Councilmembers



NEXT STEPS

- 5+ Unit programs are massively oversubscribed
- Projects now moving towards loan closings, construction
- Additional staff to be hired to do project coordination
- Research additional SRO property for purchase
- Roll out 1-4 unit programs this fall
- Explore when to issue next Bond tranche
- Explore gaps in service, and look at modifying programs as needed for next Bond tranche

Advancing Racial Equity





City of Oakland



Race and Equity Vision:
To maintain Oakland's diversity, and create a city where racial disparities have been eliminated and racial equity has been achieved.

Goals:

- Identify and eliminate systemic causes of racial disparities in City Government.
- Promote inclusion and full participation for all residents of the City.
- Reduce race-based disparities in our communities.

Development in Cultural Response to Race

DIVERSITY → INCLUSION → EQUITY



Quantity
Different Identities & cultures

Quality
Participation across Identities & cultures

Justice
Policies, practices, & procedures to ensure equitable outcomes.

Working Assumptions

- Race matters. Almost every indicator of well-being shows troubling disparities by race
- Disparities are often created and maintained inadvertently through policies and practices that contain barriers to opportunity
- It's possible-- and only possible-- to close equity gaps by using strategies determined through an intentional focus on race
- If opportunities in all key areas of well-being are equitable, then equitable results will follow
- Given the right message, analysis, and tools, people will work toward racial equity

Credit to the RACE MATTERS Toolkit, researched and funded by Annie E. Casey Foundation

Centering Race & Gender Disparities

Issues facing White Women

- Heavy gender role conformity expectations
- Treated as less smart
- Educational tracking away from "men's" fields
- Gender discrimination in hiring and pay
- Low workplace and societal support for family demands

Issues facing Women of Color

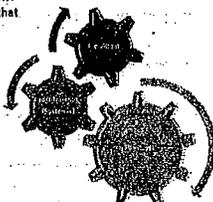
- Heavy gender role conformity expectations
- Treated as less smart
- Educational tracking away from "men's" fields
- Gender discrimination in hiring and pay
- Low workplace and societal support for family demands
- Few connections/network (friends and family) insiders
- Racial discrimination in hiring and pay
- "Getting ahead" = functioning in racial isolation

Levels of Racism

Individual racism:
Pre-judgment, bias, or discrimination by an individual based on race.

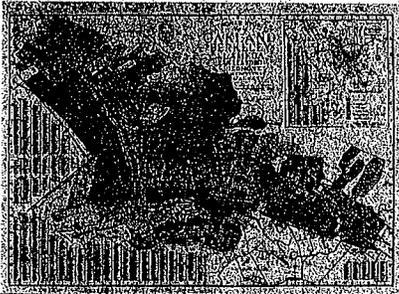
Institutional (Systemic) racism:
Policies, practices and procedures that work to the benefit of white people and to the detriment of people of color, often unintentionally or inadvertently.

Structural racism:
A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.



Systemic Racism

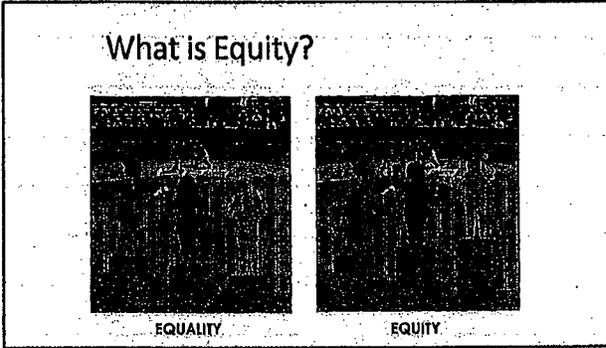
Inequity Inscribed In Geography



Redlining in the Bay Area







Eq-**u**-**i**-**t**-y (*ek-wi-tee*), noun

- Just and fair inclusion.
- An equitable society is one in which all can participate and prosper.
- The goals of equity must be to create conditions that allow all to reach their full potential.
- In short, equity creates a path from hope to change.

To make things work for all address the most marginalized.
Implement targeted strategies that remove barriers to opportunity.
Change structures for the most transformative impact.



EQUALITY



EQUITY

**Race and Equity –
A Different Approach = CHANGE**

- Define the problem as structural
- Center race and the groups impacted
- Use disaggregated data to identify disparities
- Listen to impacted community to understand of the causes of disparities
- Identify how policies and practices contribute to inequity
- Develop strategies to support impacted groups
- Change policies, practices and procedures to remove barriers to opportunity

Changing the Narrative