

Equity Criteria | Resource Allocation

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Learning Outcomes

- Board Members will be able to recognize the importance and positive impacts of equity based resource allocation.
- By the end of the session, board members will have the tools to be able to apply an equity lens when making resource allocation decisions utilizing prescribed equity criteria.



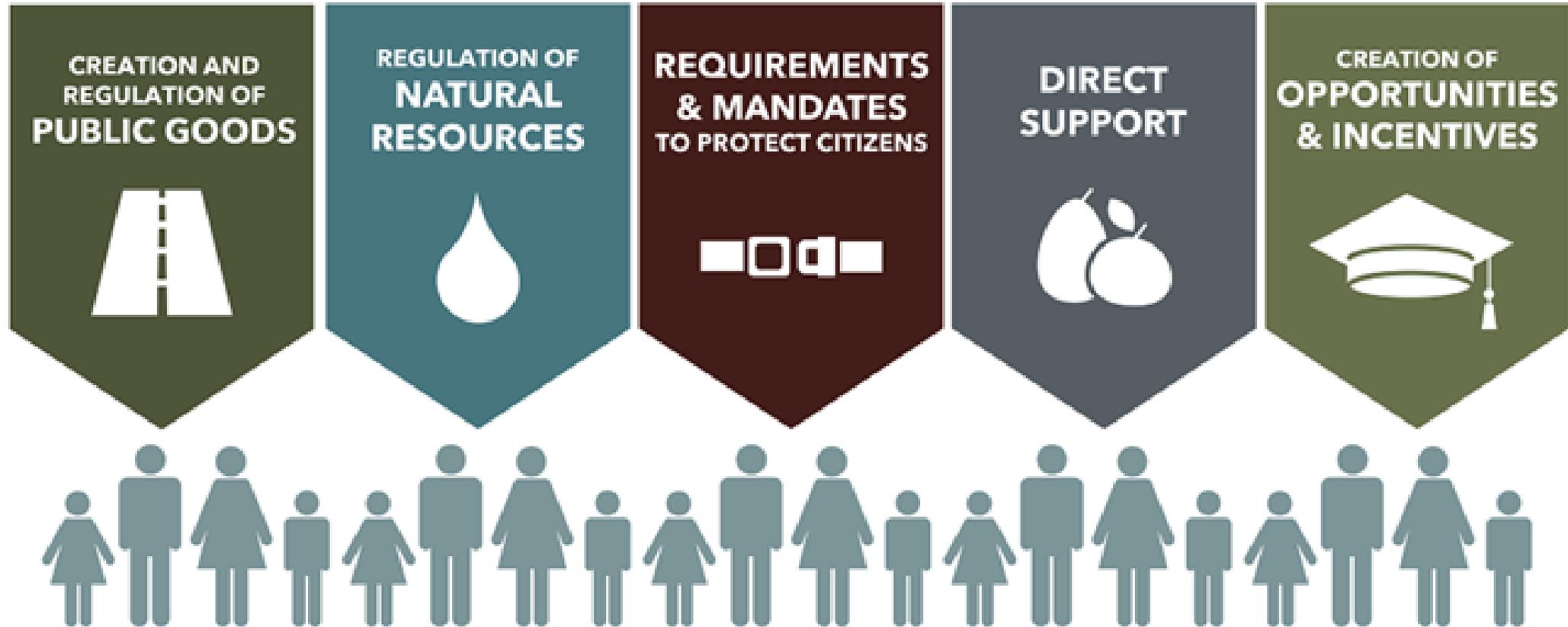
Context



Theoretical Foundations

We Hold Power

5 WAYS PUBLIC POLICY IMPACTS HEALTH



SycamoreInstituteTN.org



City of Seattle

Equality



Equity



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Shared Vocabulary

Equality vs Equity



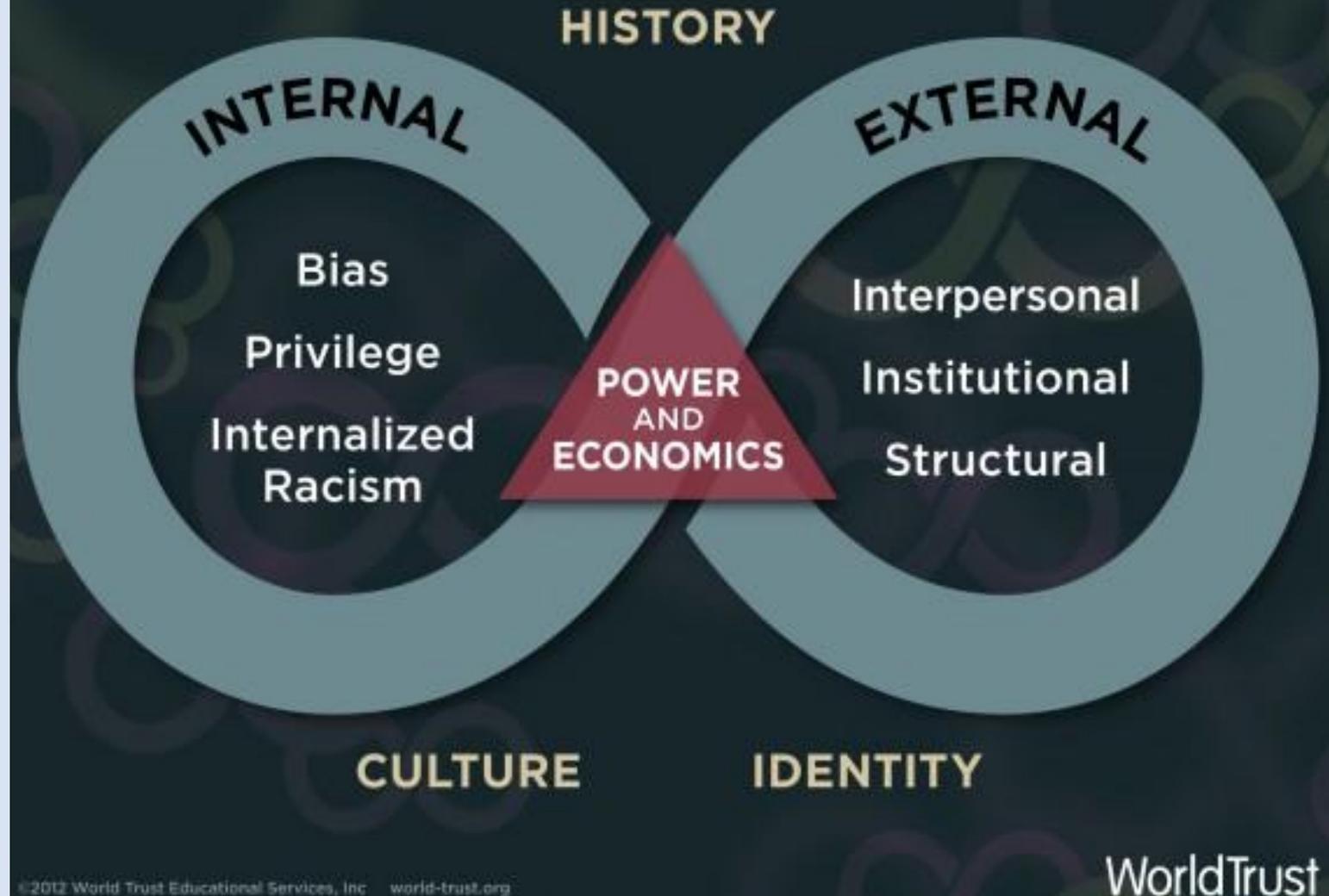
City of Seattle

Shared Vocabulary

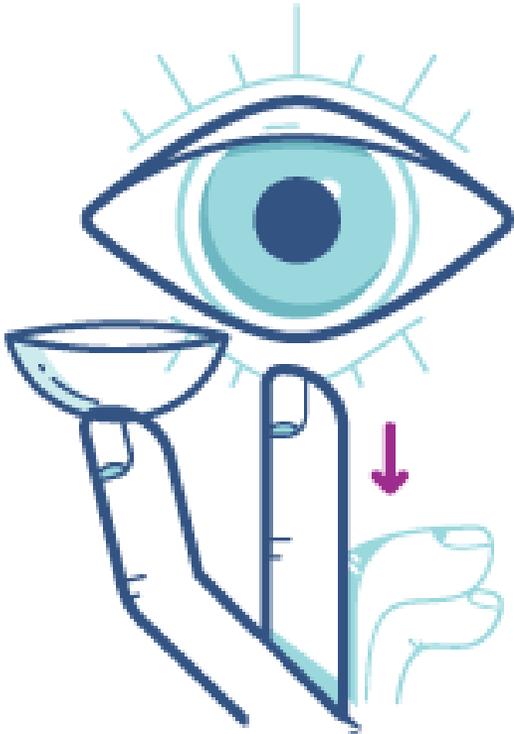
Personal: Values, Beliefs, Feelings

Interpersonal: Actions, Behaviors, Language

Institutional: Rules, Policies, Procedures



Putting on an Equity Lens



1

Attitudes (the state of mind regarding your values and beliefs)

2

Skills (the actual actions and steps to take)

3

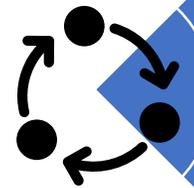
Knowledge (the wisdom gained, as a result of retaining the aforementioned attitude and skills)



Levers of Change



Promote Equity
Reduce Disparity
Eliminating barriers to Access and Opportunity



Building Capacity
Building Relationships and Advocacy
Creating Accessible Tools and Resources



Outreach Activities
Public Engagement



Equity Criteria

Budgeting & Resource Allocation

Equity Based Budgeting

- **Equitable Funding \neq Equal Funding**

- Recognizes
 - Historical inequities in resource allocation
 - Diverse needs and experiences
 - Evidence-based decisions (Diversity Index)
 - Responsiveness to changing needs
- Budgeting and Resource Allocation
- Decision Making



Equity Based Budgeting Resource Allocation

Toronto

Organization	Equity Impact	Equity Statement
Program ('000s)		
Centennial West Pool Programming Reinstatement	Positive	This proposal will have a positive impact on the following equity-seeking groups: women, people with low-income, youth and persons who are homeless or under-housed. The impacts include increased access to City services and increased access to City spaces, especially for those living in poverty. Reinstating programming at this location will also increase access to training and employment for youth certified as lifeguards.
Address Unmet Demand for Recreation Programs (Phase 1)	Positive	This proposal, which adds 10,000 spaces in camps and introductory recreation programs across the city will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, people with disabilities and youth. The impacts include: increased access to City services and City spaces. Impacts also include: increased opportunities for civic engagement and community participation, and increased training and employment opportunities, especially for youth.
Address Unmet Demand for Recreation Programs (Phase 2)	Positive	This proposal, which adds 25,000 spaces in camps and introductory recreation programs across the city will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, people with disabilities and youth. The impacts include: increased access to City services and City spaces. Impacts also include: increased opportunities for civic engagement and community participation, and increased training and employment opportunities, especially for youth.
Address Unmet Demand for Recreation Programs (Phase 3)	Positive	This proposal, which adds 25,000 spaces in camps and introductory recreation programs across the city will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, people with disabilities and youth. The impacts include: increased access to City services and City spaces. Impacts also include: increased opportunities for civic engagement and community participation, and increased training and employment opportunities, especially for youth.
Swim to Survive (Phase 3)	Positive	This proposal will have a positive impact on youth from the following equity-seeking groups: people with low-income, Aboriginal people, immigrants and refugees. The proposal will increase access to City services and City spaces. It will also increase safety and community participation and contribute to a positive sense of belonging.



Equity Based Budgeting Resource Allocation

Minneapolis

1. Diversity Index (1 Possible Point)

About the measure: The Diversity Index is meant to show how diverse the population is within a specific area, such as a neighborhood or zip code relative to the citywide average. This measure anticipates the likelihood that two individuals in an area selected at random will be of different races or ethnicities. For example, if there is a 50% chance that two individuals are of different races or ethnicities, the community receives a 50. The recreation center's rate is created by aggregating the rates of local census tracts.

Data source: U.S. Census American Community Survey (ACS) (2010-2014), PolicyMap.

Why this is important: Recreation centers in more diverse communities require additional resources to provide services in multiple languages, to accommodate requests for a wider variety of program offerings to match the community's desires, or to develop programs designed to serve very specific needs cultural needs. More diverse communities must be supported with the resources necessary for creating programming that is reflective of the community. Recreation centers that primarily serve a single group of people (race, culture, language), regardless of the makeup of that group, have fewer programming complexities than recreation centers that serve a more diverse set of community groups.

Is the Community more Diverse than Minneapolis?	Additional Funding
More Diverse than Minneapolis as a whole (Above 47.73)	Yes (1)
Less Diverse than Minneapolis as a whole (Below 47.73)	No

- Will funding this idea address meeting community needs, wants, desires without causing unintended consequences?
- Will funding this idea increase opportunities and access for individuals who have historically been excluded?
- Will funding this idea affect systemic change by eliminating disparities rooted in policies, procedures, practices?
- Will funding this idea promote racially inclusive collaboration and civic engagement through opportunities for outreach inclusive of people of diverse races, cultures, gender identities, sexual orientation, and socio economic status?
- Will funding this idea educate the organization and the community on race by normalizing discussion about equity?

Equity Criteria for Decision Making



1-2-4-All: From Theory to Practice

On Your Own:

- Review the *Equity Criteria for Allocating Resources* tool

With a Partner:

- Consider your personal agency as a board member
- Discuss potential applications for the tool

In Groups of Four:

- Review ideas for tool application
- Discuss additional information needed and potential additions to the tool

All:

- Be prepared to present your findings to the group



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