

Rapid Equity Assessment

This Rapid Equity Assessment tool is a set of questions to assist Metro staff in identifying and prioritizing equity opportunities when actions must be taken quickly.

When should you use the Rapid Equity Assessment? The tool should be used for actions or decisions that 1) will impact service, safety, or customer experience, 2) does not require another equity analysis, or 3) will result in a material project change. It can also be used to preliminarily discuss decisions. By rooting our decision making in equity, we can ensure that historically marginalized communities and others facing disparities in access to opportunities, are not left behind as we respond or maneuver quickly. We must understand the potential impact of our decisions for those faring the worse to be able to improve conditions for all of our customers, front-line Metro family, and the broader L.A. County community.

How should you use the Assessment? All questions should be answered to the best extent possible before a decision is made. If you answer no to questions one or two, or cannot identify burdens under question three, please contact your Department's Equity Liaison immediately for assistance. ***The Assessment should be completed by a diverse group within the project team, including staff with a variety of experiences, knowledge, backgrounds, and skillsets.*** The completed form should be emailed to the *Office of Equity and Race* at EquityandRace@metro.net, copying your Department's Equity Liaison, for review and potential follow-up. A summary of your assessment should be included in any report, including a board report, board box, or other document explaining the decision or recommendation. Email your Department's Equity Liaison for assistance in using the tool.

What is "Equity"? Equity is both an outcome and a process to address racial, socioeconomic, and gender disparities, to ensure fair and just access – with respect to where you begin and your capacity to improve from that starting point – to opportunities, including jobs, housing, education, mobility options, and healthier communities. It is achieved when one's outcomes in life are not predetermined, in a statistical or experiential sense, on their racial, economic, or social identities. It requires community informed and needs-based provision, implementation, and impact of services, programs, and policies that reduce and ultimately prevent disparities.

Equity means that Metro's service delivery, project delivery, policymaking, and distribution of resources account for the different histories, challenges, and needs of communities across Los Angeles County; it is what we are striving towards.

Team Members (Lead and Support): Click or tap here to enter text.

Proposed Action Title: Click or tap here to enter text.

Proposed Action Summary:

Click or tap here to enter text.



Los Angeles County
Metropolitan Transportation Authority

Metro

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1. Will the decision being made benefit or impact any of the following groups?

Will these impacts be internal or external? Internal External

- | | |
|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> Black, Indigenous, and/or People of Color | <input type="checkbox"/> Other marginalized communities or communities facing disparities (Limited English Proficiency, LGBTQ+, women, Older Adults, etc.) |
| <input type="checkbox"/> Low Income Households (Avg. income < \$35K) | <input type="checkbox"/> Minority or Women Owned Businesses, Disadvantaged Business Enterprises, or Disabled Veterans Business Enterprise |
| <input type="checkbox"/> People with disabilities | |
| <input type="checkbox"/> Equity Focus Communities (See page 3) | |

2. Could this present an equity opportunity? (Yes or No)

An "Equity Opportunity" is a decision that is designed to enhance positive impacts or reduce negative impacts for historically marginalized communities or others facing disparities in access to opportunities.

3. Who will benefit from and/or be burdened by this decision? Are there barriers that will prevent some people from benefiting from this decision? (Ex: physical ability, affordability, etc.)

4. How will the decision prioritize the needs of the populations identified above? What are the consequences of not implementing this action and are they worse for those populations?

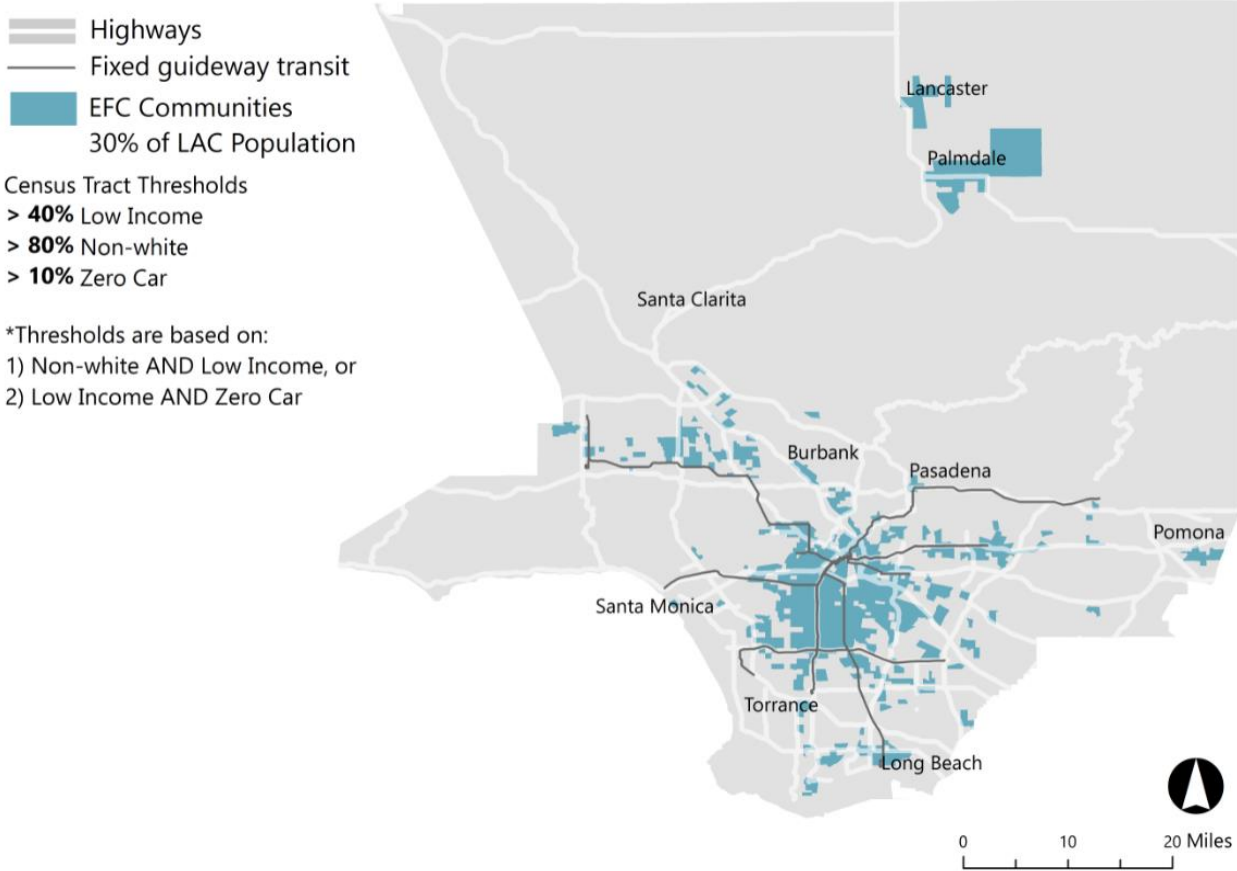
5. What are your strategies to mitigate any potential negative consequences of this decision?

Please include specific examples related to community engagement, messaging, outreach, etc. If unknown now, revisit this tool if unintended negative consequences occur.

6. How will you proceed with the action? How will you monitor impact to the identified populations above? Summarize any adjustments or changes made to the decision due to the utilization of the rapid equity assessment.

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Equity Focus Communities Map



Acknowledgements: This tool was developed with inspiration and borrowing from the “COVID-19 Equity Framework and Rapid Response Tool” from the City of San Antonio Office of Equity and the “EOC Equity Framework” from the City of Denver.