



Toolbox Tuesday



S O U T H E R N C A L I F O R N I A A S S O C I A T I O N O F G O V E R N M E N T S

Equity in Action Evaluating Baseline Conditions

Overview of SCAG's Equity Efforts & the Baseline Conditions

In 2021, SCAG's Regional Council adopted the Racial Equity Early Action Plan, which will guide and sustain SCAG's regional leadership in service of equity and social justice over the years to come. Prior to developing the Racial Equity Early Action Plan, SCAG staff developed a preliminary baseline assessment of racial equity in Southern California to inform future planning efforts. The Racial Equity Baseline Conditions Report established the groundwork for the Racial Equity Early Action Plan and will inform future planning work.

Why Evaluate Your Community's Conditions?

- Measure inequities and disparities
- Start to identify barriers that impact different groups
- Track changes in the inequities and disparities for different groups over time
- Better understand the impacts of race on outcomes
- Help guide and inform policies that address these disparities and inequities

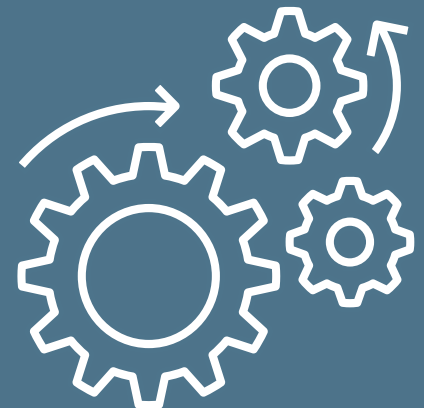
Before Beginning, Ask...

- Why do you want to measure inequities and disparities in your community? How do you hope to use this analysis?
- Who are your existing partners? Who's missing?
- What local data sources exist in your community? How can you access this information?
- What are potential challenges or roadblocks? How can you proactively mitigate these?
- What is your timeline?

The Process for Creating a Baseline Conditions Report

Before you begin and as you proceed, continuously consider how to Center Community. As a starting point, ask yourself...

- Who has been historically left out of important planning conversations and how will you bring them into the conversation?
- How can you partner with and build on existing assets and resources in different communities?
- What existing relationships and partners do you already have? Who's missing?
- How can this process be used to foster even deeper relationships to the communities impacted by inequities?
- How will stakeholders be meaningfully involved in the development of the community's baseline conditions?
 - How have communities been engaged in the past?
 - Are there opportunities to expand engagement?
 - Who does this involve?
 - When are they involved?
 - What does this look like?





STEP 1

Develop Your Vision & Goals

What would it look like if everyone in your community was thriving? Co-create this vision with community partners and residents. The [Government Alliance on Race and Equity](#) is an excellent resource. Examples include:

“Eliminate racial inequities in rental housing for Native Americans, African American, Latinos, Asian/Pacific Islanders, and immigrants and refugees.”

“Neighborhoods and people are safe and racial disproportionalities in the criminal justice system are eliminated.”

– Dane County, Wisconsin

– Seattle, Washington



STEP 2

Define Indicators

An **equity indicator** is a large-scale measure that focuses and holds your efforts accountable to population-level systems changes over time. These indicators are disaggregated by race/ethnicity. You can find SCAG’s equity indicators in the [Racial Equity: Baseline Conditions Report](#).

Questions to consider for robust data requirements:

1. Where can we find this data? Is it a trusted source?
2. How can it be disaggregated by race and ethnicity?
3. With what regularity can this data be produced? Can it produce a trend?



STEP 3

Analyze the Data

There are two primary types of data: 1) Qualitative (surveys, interviews, etc.) and 2) Quantitative (numbers, statistics, etc.). Both are essential to capturing the full picture of disparities and inequities in your community. Work with the community to interpret findings.

Review the June 2021 Toolbox Tuesday training [here](#) for an introductory tutorial to analyzing community indicators by race/ethnicity using IPUMS USA.



STEP 4

Communicate & Disseminate

Methods of communication can include: a report, a map (e.g. [Healthy Places Index](#)), an ArcGIS Story Map, an Equity Dashboard (ex. [Bay Area Equity Atlas](#)), or fact sheets. The [Racial Equity Data Lab](#) recorded tutorials on how to use Tableau to visualize your data and develop your own fact sheets.

You should consider **the update cycle** of your Baseline Conditions—will it be updated annually? Every two or three years?

What’s next? Potential actions you can take include:

- Prioritize communities based on existing inequities and disparities to target resources and funding
- Further build and strengthen relationships and partnerships with community-based organizations and residents. Hold focus groups and distribute surveys to better understand the roots of existing disparities. Continuously ask *Why?*
- Join the [Government Alliance on Race and Equity](#) to learn from peer jurisdictions
- Develop an Equity Action Plan. For guidance, see GARE’s [Racial Equity Action Plans: How-to Manual](#) or SCAG’s [Racial Equity Early Action Plan](#).

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Equity in Action

Evaluating Baseline Conditions

Potential Data Sources

Federal Level

- [American Community Survey](#)
- [Centers for Disease Control and Prevention](#)
- [National Equity Atlas](#)
- [Integrated Public Use Microdata Series \(IPUMS USA\)](#)
- [My Tribal Area](#)
- [Social Explorer](#)
- [U.S. Bureau of Labor Statistics](#)
- [U.S. Census Data \(see tutorials here\)](#)

State Level

- [CalEnviroScreen](#)
- [California Department of Education](#)
- [California Department of Finance](#)
- [California Department of Justice](#)
- [California Department of Public Health](#)
- [Healthy Places Index](#)

Regional/Local Level

- [Local Profiles](#)
- [Imperial County Public Health Department](#)
- [Los Angeles County Department of Public Health](#)
- [Orange County Department of Public Health](#)
- [Riverside County Department of Public Health](#)
- [San Bernardino County Department of Public Health](#)
- [SCAG Local Housing Data](#)
- [University of California Berkeley Urban Displacement Project](#)
- [Ventura County Public Health](#)

Additional Sources

- [Government Alliance on Race and Equity \(GARE\) Advancing Racial Equity and Transforming Government: A Resource Guide](#)
- [GARE Getting to Results](#)
- [GARE Racial Equity Action Plans How-to Manual](#)
- [National Equity Atlas](#)
- [Racial Equity Data Lab](#)
- [SCAG's June 22 Toolbox Tuesday, Equity in Action: Evaluating Community Baseline Conditions](#)

Examples of Baseline Conditions

- [Bay Area Equity Atlas](#)
- [City of Long Beach Equity Profile](#)
- [CUNY Institute for State and Local Governance Equity Indicators](#)
- [King County Determinants of Equity](#)
- [Los Angeles County Equity Profile](#)
- [Oakland Race and Equity Baseline Conditions](#)
- [Orange County Equity Profile](#)
- [SCAG's Racial Equity: Baseline Conditions Report](#)