



GOAL AREA: Equity & Empowerment

Ensure equity, inclusion, and access to opportunity for all residents

Introduction

The 6 Objectives in STAR’s Equity & Empowerment Goal Area promote equity, inclusion, and access to opportunity and community resources for all community members. While equity and empowerment are also addressed in other Goal Areas and objectives, such as EAC-3, Outcome 3: Equitable Graduation Rate, this Goal Area delves deeper into key aspects of social equity.

EE-1: Civic Engagement measures process equity through voting, participation on local boards and committees, and community sense of empowerment. EE-2: Civil & Human Rights promotes the respect, protection, and fulfillment of civil and human rights by all members of the community.

EE-3: Environmental Justice addresses neighborhoods and populations overburdened by environmental pollution, which leads to disproportionate environmental, economic, and health impacts. EE-4: Equitable Services & Access evaluates the spatial distribution of foundational community assets, such as public schools, public transit, and healthful food, and rewards communities for reducing disparities in access.

Finally, objectives in the Equity & Empowerment Goal Area enable all residents to lead lives of dignity and address issues related to intergenerational inequity. EE-5: Human Services assures that the most vulnerable community members have timely access to necessary services, while EE-6: Poverty Prevention & Alleviation focuses on the ability of people living in poverty to obtain economic stability, and ensures the local government is working to alleviate the immediate effects of poverty.

Objective Number	Objective Title and Purpose	Available Points
EE-1	Civic Engagement: <i>Facilitate inclusive civic engagement through the empowerment of all community members to participate in local decision-making</i>	15
EE-2	Civil & Human Rights: <i>Respect, protect, and fulfill the civil and human rights of all members of the community</i>	10
EE-3	Environmental Justice: <i>Ensure no neighborhoods or populations are overburdened by environmental pollution</i>	15
EE-4	Equitable Services & Access: <i>Establish equitable spatial access to foundational community assets within and between neighborhoods and populations</i>	20
EE-5	Human Services: <i>Ensure that essential human services are readily available for the most vulnerable community members to ensure all residents receive supportive services when needed</i>	20
EE-6	Poverty Prevention & Alleviation: <i>Alleviate the impacts of poverty, prevent people from falling into poverty, and proactively enable those who are living in poverty to obtain greater, lasting economic stability and security</i>	20
Total Points Available:		100



EQUITY & EMPOWERMENT

EE- I: Civic Engagement

15 available points

PURPOSE

Facilitate inclusive civic engagement through the empowerment of all community members to participate in local decision-making

EVALUATION MEASURES

Community Level Outcomes

70% of points available through Outcomes

Outcome 1: Voter Turnout Rate

4.2 Points

Part 1: Demonstrate at least a 65% voter turnout rate in local elections during presidential election years or at least 50% during non-presidential election years

--AND--

Part 2: Option A: Demonstrate at least a 65% voter turnout rate by the community's 3 lowest performing wards or districts in the most recent local election during presidential election years or at least 50% during non-presidential election years

--OR--

Part 2: Option B: Increase the voter turnout rates for the community's 3 lowest performing wards or districts in local elections over time [Partial credit available]

Outcome 2: Sense of Empowerment

3.2 Points

Option A: Demonstrate that 51% or more of residents believe they are able to have a positive impact on their community based on a local survey

--OR--

Option B: Increase over time the percentage of residents who believe they are able to have a positive impact on their community based on local surveys [Partial credit applies]

Outcome 3: Diverse Community Representation

3.2 Points

Option A: Demonstrate that appointments to local advisory boards and commissions reflect the gender, racial, and ethnic diversity of the community

--OR--

Option B: Demonstrate incremental progress in appointing local advisory boards and commission members that reflect the gender, racial, and ethnic diversity of the community [Partial credit applies]



Local Actions

70% of points available through Actions

Action 1:

Inventory, Assessment, or Survey

Collect and maintain public engagement records including public meeting attendance and participation on formal boards and commissions

Action 2:

Policy and Code Adjustment

Adopt a policy to encourage diversity in local government appointments to advisory boards and commissions that includes requirements for tracking and reporting composition by gender, race, and ethnicity

Action 3:

Policy and Code Adjustment

Adopt inclusive public engagement guidelines for local government agencies and departments

Action 4:

Education and Outreach

Conduct adult education campaigns about the electoral process and voter participation targeted at geographic areas or populations with low voter participation

Action 5:

Partnerships and Collaboration

Partner with business, civic, nonprofit, and neighborhood organizations to increase and promote community engagement in local decision-making

Action 6:

Practice Improvements

Provide training on the adopted public engagement guidelines to local government agencies and departments

Action 7:

Practice Improvements

Establish regular, ongoing opportunities for elected officials and/or senior government staff to meet with residents to answer questions and listen to concerns



EQUITY & EMPOWERMENT

EE- I: Civic Engagement

Action 8:

Programs and Services

Provide young people with opportunities to participate in civic activities

Action 9:

Programs and Services

Provide civic education programs that support the development of positive, strong youth leaders, with a particular focus on engaging individuals from low-income and/or minority neighborhoods

Action 10:

Programs and Services

Provide capacity building and leadership programs to cultivate and support community leaders and groups



EQUITY & EMPOWERMENT

EE-2: Civil & Human Rights

10 available points

PURPOSE

Respect, protect, and fulfill the civil and human rights of all members of the community

EVALUATION MEASURES

Community Level Outcomes

70% of points available through Outcomes

Outcome 1: Resolution of Complaints

7 Points

Part 1: Demonstrate that all police-related civil and human rights complaints in the past 3 years have been investigated and violations redressed in a timely manner

--AND--

Part 2: Demonstrate that all non-police-related civil and human rights complaints in the past 3 years have been investigated and violations redressed in a timely manner

[Partial credit available]

Local Actions

70% of points available through Actions

Action 1:

Inventory, Assessment, or Survey

Collect, analyze, and publish data on racial or ethnic disparities in judicial and law enforcement activities to proactively promote the respect of all community members' civil and human rights

Action 2:

Policy and Code Adjustment

Adopt policies or amend the jurisdiction's charter to specifically protect the civil and human rights of all

Action 3:

Practice Improvements

Establish an office within the jurisdiction with the authority and capacity to investigate civil and human rights complaints



EQUITY & EMPOWERMENT

EE-2: Civil & Human Rights

Action 4:

Education and Outreach

Conduct local public education campaigns regarding civil and human rights, such as the process for filing complaints

Action 5:

Partnerships and Collaboration

Establish an independent civil and/or human rights commission to ensure equity and inclusion for all

Action 6:

Practice Improvements

Provide training for police officers focused on implicit bias, cultural responsiveness, and non-discrimination

Action 7:

Practice Improvements

Modify law enforcement operations to increase transparency and accountability in interactions between community members and law enforcement

Action 8:

Programs and Services

Operationalize the local government's civil and human rights policies in programs, services, and operations

Action 9:

Programs and Services

Provide language translation or interpretation services to ensure that residents have access to information about their civil and human rights and local government services



EQUITY & EMPOWERMENT

EE-3: Environmental Justice

15 available points

PURPOSE

Ensure no neighborhoods or populations are overburdened by environmental pollution

EVALUATION MEASURES

Community Level Outcomes

70% of points available through Outcomes

Preliminary Step:

Identify the community's priority environmental justice conditions and priority neighborhoods for evaluation in this objective

The Preliminary Step is required only if the community is applying for credit in the Community Level Outcomes. If the community is applying for credit through Local Actions only, the Preliminary Step need not be completed.

Outcome 1: Reduce Risk and Exposure

10.5 Points

Demonstrate progress in reducing the risks and exposure to priority environmental justice conditions for priority neighborhoods

Local Actions

70% of points available through Actions

Action 1:

Inventory, Assessment, or Survey

Conduct a comprehensive environmental justice assessment

Action 2:

Plan Development

Adopt an environmental justice or social equity plan that includes strategies to reduce negative impacts and burdens to low-income populations and persons of color

Action 3:

Partnerships and Collaboration

Create an Environmental Justice Collaborative Group (EJCG)



EQUITY & EMPOWERMENT

EE-3: Environmental Justice

Action 4:

Education and Outreach

Provide information and education to the public regarding environmental justice conditions and available programs and services to alleviate disproportionate impact

Action 5:

Practice Improvements

Incorporate environmental justice criteria and priorities into zoning, land use planning, permitting policies, and development of new projects

Action 6:

Practice Improvements

Create community benefit agreements (CBAs) for environmental justice site remediation projects and/or proposed development projects with environmental justice concerns

Action 7:

Practice Improvements

Create an office or interdepartmental working committee within the local government to guide and support environmental justice activities

Action 8:

Enforcement and Incentives

Monitor and enforce environmental regulations for existing facilities that impact prioritized environmental justice sites and overburden neighborhoods

Action 9:

Facility and Infrastructure Improvements

Implement projects to reduce exposure to contaminants and risks associated with environmental justice conditions



EQUITY & EMPOWERMENT

EE-4: Equitable Services & Access

20 available points

PURPOSE

Establish equitable spatial access to foundational community assets within and between neighborhoods and populations

EVALUATION MEASURES

Community Level Outcomes

70% of points available through Outcomes

Preliminary Step:

Identify the community's priority foundational community assets and priority neighborhoods for evaluation

The Preliminary Step is required only if the community is applying for credit in the Community Level Outcomes. If the community is applying for credit through Local Actions only, the Preliminary Step need not be completed.

Outcome 1: Equitable Access and Proximity

14 Points

Demonstrate increased access and proximity to community facilities, services, and infrastructure in neighborhoods with the highest percentage of low-income residents and people of color
[Partial credit available]

Local Actions

70% of points available through Actions

Action 1:

Inventory, Assessment, or Survey

Conduct a comprehensive equity assessment for the community

Action 2:

Plan Development

Adopt an equity plan that evaluates current conditions in the community and establishes targets to improve equitable access and proximity



EQUITY & EMPOWERMENT

EE-4: Equitable Services & Access

Action 3:

Policy and Code Adjustment

Adopt an equity or social justice policy that establishes a clear commitment to equity in local government decision-making, activities, and investments

Action 4:

Partnerships and Collaboration

Appoint an advisory board to provide oversight on equity in the distribution of programs and services and in future development and planning initiatives

Action 5:

Partnerships and Collaboration

Establish partnerships that engage key community groups and stakeholders in activities to advance equitable access and proximity to facilities, services, and infrastructure

Action 6:

Education and Outreach

Publicize efforts to improve equitable access and proximity to priority foundational community assets and opportunities to contribute to decision-making and planning

Action 7:

Practice Improvements

Maintain an office or interdepartmental working committee to ensure access, equity, and inclusion in programs and service delivery

Action 8:

Practice Improvements

Provide advanced equity, inclusion, or cultural disparity training for local government staff

Action 9:

Practice Improvements

Incorporate equity impact assessments into the development and evaluation of program and services

Action 10:

Programs and Services

Expand or modify the deployment of local programs and services to reduce disparities



EQUITY & EMPOWERMENT

EE-4: Equitable Services & Access

Action II:

Facility and Infrastructure Improvements

Construct new facilities and infrastructure in locations that reduce existing disparities



EQUITY & EMPOWERMENT

EE-5: Human Services

20 available points

PURPOSE

Ensure that essential human services are readily available for the most vulnerable community members

EVALUATION MEASURES

Community Level Outcomes

70% of points available through Outcomes

Outcome 1: Homelessness Services

7 Points

Demonstrate the homeless population within the community receives timely housing services or resources [Partial credit available]

Outcome 2: Mental Health & Substance Abuse Services

3.5 points

Option A: Demonstrate the timely provision of mental health and substance abuse treatment programs and services

--OR--

Option B: Demonstrate improvements in the timely provision of mental health and substance abuse treatment programs and services [Partial credit applies]

Outcome 3: Child and Adult/Elderly Abuse and Neglect Services

3.5 points

Demonstrate that all child and adult/elderly abuse and neglect complaints in the past 3 years have been investigated and redressed in a timely manner

Local Actions

70% of points available through Actions

Action 1:

Inventory, Assessment, or Survey

Conduct a community needs assessment to identify priority service needs and resources, including the needs of vulnerable populations



Action 2:

Plan Development

Adopt a human services plan designed to guarantee that basic human needs are met in the community

Action 3:

Partnerships and Collaboration

Establish an advisory committee that provides ongoing consultation to local government departments and agencies responsible for providing human services

Action 4:

Education and Outreach

Establish and support programming and events that inform residents of available human services and connect vulnerable community members to available programs or services

Action 5:

Practice Improvements

Implement information technology solutions to improve client support services and management

Action 6:

Practice Improvements

Monitor and evaluate the quality, comprehensiveness, and effectiveness of provided human services

Action 7:

Practice Improvements

Equip human services personnel with the skills and training needed to effectively improve the well-being of vulnerable populations

Action 8:

Programs and Services

Support the provision of high quality human services in coordination with non-governmental service providers

Action 9:

Facility and Infrastructure Improvements

Upgrade existing facilities or build new facilities to better provide needed human services



EQUITY & EMPOWERMENT

EE-6: Poverty Prevention & Alleviation

20 available points

PURPOSE

Alleviate the impacts of poverty, prevent people from falling into poverty, and proactively enable those who are living in poverty to obtain greater, lasting economic stability and security

EVALUATION MEASURES

Community Level Outcomes

100% of points available through Outcomes

Outcome 1: Poverty Reduction

12 Points

Demonstrate progress towards reducing the percentage of residents living below the poverty line by 50% by 2030 [Partial credit available]

Outcome 2: Equitable Poverty Reduction

8 Points

Demonstrate a decrease over time in the percentage of women, men, children, and additional subgroups of residents living below the poverty line [Partial credit available]

Local Actions

70% of points available through Actions

Action 1:

Plan Development

Adopt a communitywide plan to reduce poverty

Action 2:

Partnerships and Collaboration

Create a team of local government staff to work collaboratively and coordinate with non-governmental organizations to provide high-quality services and reduce poverty

Action 3:

Education and Outreach

Develop public education campaigns to inform residents about how to enroll in available service programs to help meet basic needs



EQUITY & EMPOWERMENT

EE-6: Poverty Prevention & Alleviation

Action 4:

Programs and Services

Establish or support programs that reduce the costs of basic needs for low-income households

Action 5:

Programs and Services

Implement supportive workplace programs for people living at or near the poverty line

Action 6:

Programs and Services

Connect low-income community members with workforce development programs to strengthen hard and soft work skills

Action 7:

Programs and Services

Provide child development programs for children living at or near the local poverty line

Action 8:

Programs and Services

Provide financial literacy, money management, and banking programs or services for low-income residents