

# Racial Equity Impact Assessment **GUIDE**

*Below are sample questions to use to anticipate, assess and prevent potential adverse consequences of proposed actions on different racial groups.*

## **1. IDENTIFYING STAKEHOLDERS**

Which racial/ethnic groups may be most affected by and concerned with the issues related to this proposal?

## **2. ENGAGING STAKEHOLDERS**

Have stakeholders from different racial/ethnic groups—especially those most adversely affected—been informed, meaningfully involved and authentically represented in the development of this proposal? Who’s missing and how can they be engaged?

## **3. IDENTIFYING AND DOCUMENTING RACIAL INEQUITIES**

Which racial/ethnic groups are currently most advantaged and most disadvantaged by the issues this proposal seeks to address? How are they affected differently? What quantitative and qualitative evidence of inequality exists? What evidence is missing or needed?

## **4. EXAMINING THE CAUSES**

What factors may be producing and perpetuating racial inequities associated with this issue? How did the inequities arise? Are they expanding or narrowing? Does the proposal address root causes? If not, how could it?

## **5. CLARIFYING THE PURPOSE**

What does the proposal seek to accomplish? Will it reduce disparities or discrimination?

## **6. CONSIDERING ADVERSE IMPACTS**

What adverse impacts or unintended consequences could result from this policy? Which racial/ethnic groups could be negatively affected? How could adverse impacts be prevented or minimized?

## **7. ADVANCING EQUITABLE IMPACTS**

What positive impacts on equality and inclusion, if any, could result from this proposal? Which racial/ethnic groups could benefit? Are there further ways to maximize equitable opportunities and impacts?

## **8. EXAMINING ALTERNATIVES OR IMPROVEMENTS**

Are there better ways to reduce racial disparities and advance racial equity? What provisions could be changed or added to ensure positive impacts on racial equity and inclusion?

## **9. ENSURING VIABILITY AND SUSTAINABILITY**

Is the proposal realistic, adequately funded, with mechanisms to ensure successful implementation and enforcement. Are there provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?

## **10. IDENTIFYING SUCCESS INDICATORS**

What are the success indicators and progress benchmarks? How will impacts be documented and evaluated? How will the level, diversity and quality of ongoing stakeholder engagement be assessed?



# Racial Equity Impact Assessment

## What are Racial Equity Impact Assessments?

A Racial Equity Impact Assessment (REIA) is a systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision. REIAs are used to minimize unanticipated adverse consequences in a variety of contexts, including the analysis of proposed policies, institutional practices, programs, plans and budgetary decisions. The REIA can be a vital tool for preventing institutional racism and for identifying new options to remedy long-standing inequities.

## Why are they needed?

REIAs are used to reduce, eliminate and prevent racial discrimination and inequities. The persistence of deep racial disparities and divisions across society is evidence of institutional racism--the routine, often invisible and unintentional, production of inequitable social opportunities and outcomes. When racial equity is not consciously addressed, racial inequality is often unconsciously replicated.

## When should it be conducted?

REIAs are best conducted during the decision-making process, prior to enacting new proposals. They are used to inform decisions, much like environmental impact statements, fiscal impact reports and workplace risk assessments.

## Where are they in use?

The use of REIAs in the U.S. is relatively new and still somewhat limited, but new interest and initiatives are on the rise. The United Kingdom has been using them with success for nearly a decade.

## EXAMPLES OF RACIAL JUSTICE EQUITY IMPACTS

### Equity and Social Justice Initiative

#### King County, WA

The county government is using an Equity Impact Review Tool to intentionally consider the promotion of equity in the development and implementation of key policies, programs and funding decisions.

### Race and Social Justice Initiative

#### Seattle, WA

City Departments are using a set of Racial Equity Analysis questions as filters for policy development and budget making.

### Minority Impact Statements

#### Iowa and Connecticut

Both states have passed legislation which requires the examination of the racial and ethnic impacts of all new sentencing laws prior to passage. Commissions have been created in Illinois and Wisconsin to consider adopting a similar review process. Related measures are being proposed in other states, based on a model developed by the Sentencing Project.

### Proposed Racial Equity Impact Policy

#### St. Paul, MN

If approved by the city council, a Racial Equity Impact Policy would require city staff and developers to compile a "Racial Equity Impact Report" for all development projects that receive a public subsidy of \$100,000 or more.

### Race Equality Impact Assessments

#### United Kingdom

Since 2000, all public authorities required to develop and publish race equality plans must assess proposed policies using a Race Equality Impact Assessment, a systematic process for analysis.

# BUILD UP FOR SAN MATEO COUNTY'S CHILDREN

*A new initiative design to grow and improve the supply of child care and preschool in San Mateo County*



## WHAT IS BUILD UP FOR SAN MATEO COUNTY'S CHILDREN?

- **A new initiative designed to grow and improve the supply of child care and preschool facilities in San Mateo County.**
- **A response to SVCF's Child Care and Preschool Task Force recommendations.**
- **A coordinated, cross-agency initiative of paid staff, volunteer community advocates, and a high-level, cross-sector Advisory Body working with cities, developers, employers, school districts, and faith-based organizations to increase child care.**

[www.buildupsmc.com](http://www.buildupsmc.com)



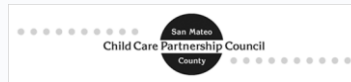
## BUILD UP IS SUPPORTED BY:



Jacques M Littlefield Foundation



SAN BRUNO Community Foundation



[www.buildupsmc.com](http://www.buildupsmc.com)

## WHAT IT TAKES TO OPEN A NEW SITE



Qualified, educated, well-compensated workforce



Facility construction and related costs



Families need to be able to afford tuition or subsidy funding needs to be enough to cover costs



Materials and Furnishings



Children and families with a need for child care and preschool




## BUILD UP'S GOALS 2017-2020



*Build Up* has **the following goals**, mapped to the SVCF Child Care and Preschool Facilities Task Force recommendations:

1. Work across sectors to **reuse/re-designate existing space** to increase the number of early learning spaces.
2. Work with **cities and the county** on policies and incentives to **prioritize child care in future developments**.
3. **Engage large employers** to create new child care facilities for their employees.
4. **Generate revenue** for facility development, and assist providers in drawing down existing funds.

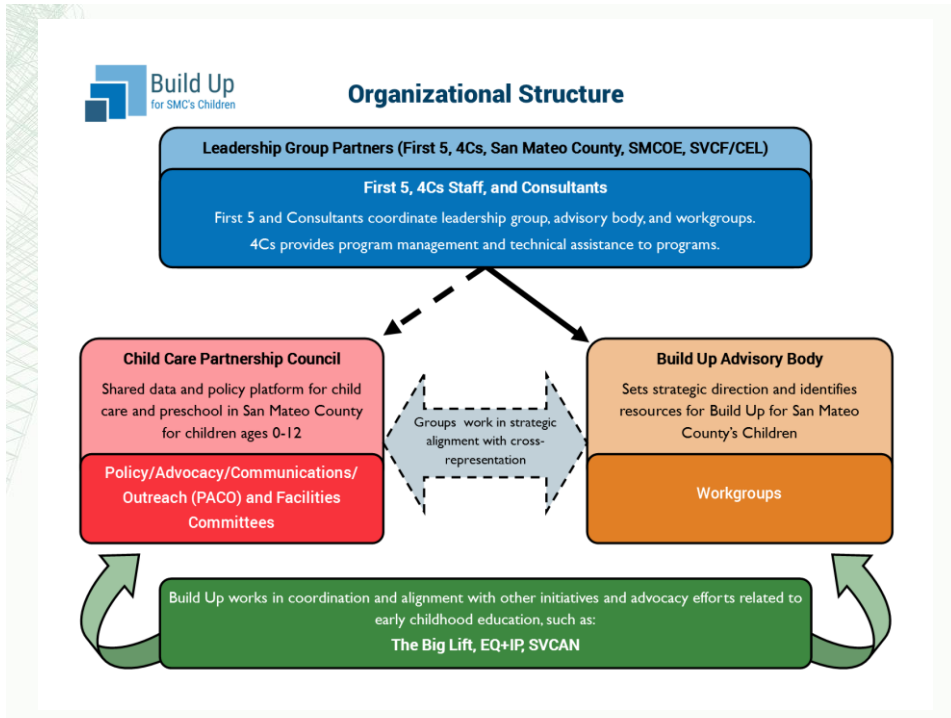
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## MULTI-SECTOR SOLUTIONS

<b>School Districts</b>	}	<ul style="list-style-type: none"> <li>Using vacant space for child care and preschool</li> <li>Providing on-campus child care for employees</li> <li>Including preschool in bond initiatives</li> </ul>
<b>City &amp; County Government</b>	}	<ul style="list-style-type: none"> <li>Including child care in general plans and priorities</li> <li>Using city-owned property for child care and preschool</li> <li>Prioritizing new developments that include child care</li> </ul>
<b>Faith-based Community</b>	}	<ul style="list-style-type: none"> <li>Extending mission through child care and preschool programming</li> <li>Leasing unused space to child care operators</li> </ul>
<b>Employers</b>	}	<ul style="list-style-type: none"> <li>Adopting family friendly policies, child care benefits, &amp; on-site child care</li> <li>Investing corporate social responsibility dollars in early learning and child care initiatives</li> </ul>
<b>Philanthropy</b>	}	<ul style="list-style-type: none"> <li>Donating capital and planning funds</li> <li>Hosting cross-sector convenings</li> <li>Funding Build Up staff</li> </ul>

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## WELCOME TO BUILD UP'S NEW DIRECTOR




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# BUILD UP ACTIVITIES



## BUILD UP'S TECHNICAL ASSISTANCE



**Build Up**  
for SMC's Children

**Expanding Early Education & Care Facilities**

A brief for School Districts prepared by Build Up for San Mateo County's Children, a new initiative growing and improving the supply of early education and care

San Mateo County has a shortfall of 19,000 child care, preschool, and after school spaces, directly impacting children's early education and families economic opportunities. By 2025, this shortage is expected to rise by 27%.


School Districts are critical partners for growing and improving early childhood education, child care, and after school, early education and care so school campuses complement District's missions and goals.

**How does the availability of high quality child care, preschool, and after school care impact School Districts?**

Children who participate in high quality child care and preschool programs enter kindergarten more prepared, making the need for additional K-12 resources and...

**Potential School District Actions and Local Examples**

- Child care for teachers and staff offered on-campus supports ongoing professional and skill development. Recently the Cupertino Union High School District opened a pilot teacher-staff program for teachers and staff at Cupertino High School, partnering with a local, private child care provider to run the on-campus program. The Redwood School and the San Mateo-Foster City School District make their on-campus preschool and after school programs available to staff.
- Using vacant space for on-site teacher care provides access to quality early learning for the youngest children. The Pacific School District hosts a private operator to run both on-site teacher care and preschool on available space at Linda The Elementary School. With formal child care available for just 60% of its sites and toddlers in the County who are need a space, many of the youngest children are missing out on high quality early learning that will prepare them for school.



**Build Up**  
for SMC's Children

**Supporting Early Learning Facilities**

A brief for Faith-Based Organizations prepared by Build Up for San Mateo County's Children, a new initiative growing and improving the supply of early education and care

San Mateo County has a shortfall of 19,000 child care, preschool, and after school spaces, directly impacting children's early education and families economic opportunities. By 2025, this shortage is expected to rise by 27%.

Faith-based organizations can play a critical role in closing the opportunity gap for San Mateo County's children. By having early education programs in their facilities, faith-based communities can help local children and families thrive while strengthening their congregation's ability to flourish.

**Early Learning and Care Helps Children Reach their Potential**

Children who have access to a high-quality preschool education are more likely to excel in school, attend college, and exhibit lifelong initiative and persistence, and are less likely to become teen parents, suffer from chronic disease and participate in criminal behavior. By expanding access to early learning and care, faith-based organizations can take part in filling outcomes for our community's youngest members, especially those in need.

**San Mateo County Needs the Help of Faith-Based Organizations to Solve the Crisis**

Among the primary drivers of the shortage of high-quality early learning and care spaces is the lack of facility space. The good news is that many faith-based organizations have a resource they can share: facility space with ample parking and weekday availability.



**Build Up**  
for SMC's Children

**Building Child Care Facilities**

A brief for Building prepared by Build Up for San Mateo County's Children, a new initiative growing and improving the supply of child care and preschool

San Mateo County has a shortfall of 11,000 child care and preschool spaces, directly impacting the county's business, education, transportation and housing sectors. By 2025, this shortage rises to 14,000.

Child Care facilities provide an incredible benefit to the community. All developers should consider the benefits of including a Child Care facility in their projects. Let's work together to find a way to provide our community with the benefits of new Child Care facilities.

The following are general considerations for the inclusion of Child Care Facilities in your project:

- Including a child care facility in a project requires provision of a warm shell, and a subleased lease for the space. Child Care build-outs are similar to residential construction.
- Location and Design Options for a Child Care Facility:
  - Can be located in residential, office or other types of sites
  - A "public" entry, in addition to access from the residential or office space, would be needed if the center will be open to community families. Ground-floor space with adjacent playgrounds is best.
  - The ideal site location provides maximum natural light in classrooms.



**Build Up**  
for SMC's Children

**Expanding Child Care & Preschool Facilities**

A brief for Cities prepared by Build Up for San Mateo County's Children, a new initiative growing and improving the supply of child care and preschool

San Mateo County has a shortfall of 11,000 child care and preschool spaces, directly impacting the county's business, education, transportation and housing sectors. By 2025, this shortage is expected to rise to 14,000.

The good news is that cities, like the Peninsula Pathfinders highlighted below, are powerful agents of change and can make a significant contribution to increasing the supply of child care.

**Why should cities take action to increase the availability of child care?**

The child care industry is an economic driver at the local level and a contributor to quality of life. Families rely on child care to participate in the workforce and the industry itself generates employment and revenue.

**Eight Potential City Actions and the Peninsula Pathfinders**

- Municipal General Plans and City Priorities**  
Including child care as a priority in city general plans, in the areas of Public Facilities and Services, Land Use, Housing, Circulation, Open Space or Economic Development, provides a basis for city council members and staff to focus their efforts and resources accordingly. Addressing community child care needs in long-range planning documents and development reviews results in more family-friendly neighborhoods.  
Peninsula Pathfinders' Redwood City (this language in general plan), San Mateo (child care is a recognized city priority), San Carlos (prioritizing and researching city options)
- Reducing Barriers Through Zoning, Permitting and Parking**

## BUILD UP CITY & COUNTY OUTREACH PLAN

### Build Up works with cities and the County on policies and incentives to prioritize child care in future

- **Objective:** Make municipalities aware of child care and preschool shortages, while encouraging and assisting them to make positive changes in partnership with Build Up.
- **Added Benefit:** Build community awareness and support by highlighting the complexities and connections child care has to the County's overall wellbeing and function.
- **Process:** Outreach to individual cities and towns on a case-by-case basis, acknowledging that each municipality may be in a different place on child care issues. Outreach to include: one-on-one meetings with city leadership, acting as a resource to city staff, formal presentations to City Councils and/or Commissions, and offering public comment on specific issues/developments.

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## SAN MATEO COUNTY CITIES BY PRIORITY

- **Priority 1:** Daly City, East Palo Alto, Foster City, Menlo Park, Millbrae, Pacifica, Redwood City, San Bruno, South San Francisco, San Mateo, and San Mateo County including North Fair Oaks and Pescadero
- **Priority 2:** Brisbane, Half Moon Bay, San Carlos
- **Priority 3:** Belmont, Burlingame and Colma
- **Priority 4:** Atherton, Hillsborough, Portola Valley and Woodside



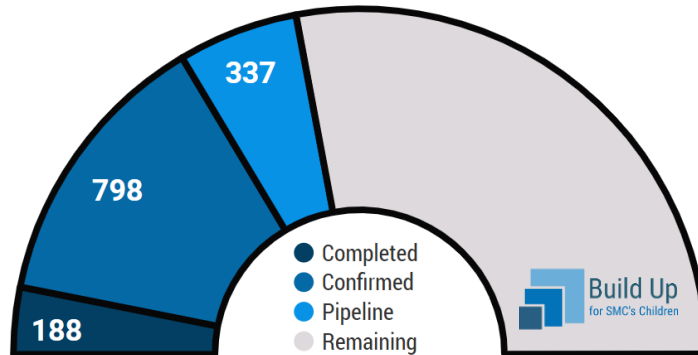
## EXAMPLES OF BUILD UP COMMUNICATIONS AND ADVOCACY ACTIVITIES



## EMPLOYER ENGAGEMENT WORK PLAN

*(Eileen Monahan consultant)*





**2020 target = 3,000 new spaces**

**536 existing spaces preserved in the community**

*Count of spaces from April 2017 to December 2018*

## EXAMPLES OF PROJECTS THAT NEED FUNDING

At least **13 active projects that need funding to proceed.**

**Total need = > \$12 million.    ~500 new spaces**

**Projects in:** Daly City, East Palo Alto, Half Moon Bay, Menlo Park, Redwood City, San Bruno and San Mateo.

### **Funding Needs:**

1. New facility (~\$3-4 million/project)
2. New portables (~\$1 million/project)
3. Renovation of existing facility (\$100k-\$400k/project)
4. Add used portable (~\$100k)
5. Playground renovation (~\$50k)

## THANK YOU TO SEED FUNDERS FOR CAPITAL GRANTS

- Grant from Gilead Sciences, Inc., \$50k
- Anonymous Donor, Silicon Valley Community Foundation, \$250k



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