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 equity 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 designed 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
BUILD UP IS SUPPORTED BY:

Jacques M Littlefield Foundation
SAN BRUNO Community Foundation
GILEAD
Silicon Valley Community Foundation

WHAT IT TAKES TO OPEN A NEW SITE

- Qualified, educated, well-compensated workforce
- Facility construction and related costs
- Materials and Furnishings
- Families need to be able to afford tuition or subsidy funding needs to be enough to cover costs
- 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**

| School Districts       | Using vacant space for child care and preschool  
|                        | Providing on-campus child care for employees  
|                        | Including preschool in bond initiatives  
| City & County Government | Including child care in general plans and priorities  
|                        | Using city-owned property for child care and preschool  
|                        | Prioritizing new developments that include child care  
| Faith-based Community   | Extending mission through child care and preschool programming  
|                        | Leasing unused space to child care operators  
| Employers              | Adopting family friendly policies, child care benefits, & on-site child care  
|                        | Investing corporate social responsibility dollars in early learning and child care initiatives  
| Philanthropy           | Donating capital and planning funds  
|                        | Hosting cross-sector convenings  
|                        | Funding Build Up staff  

www.buildups.mc.com
WELCOME TO BUILD UP’S NEW DIRECTOR

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4Cs of San Mateo County
Sobrato Center for Nonprofits – Redwood Shores
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BUILD UP ACTIVITIES

BUILD UP’S TECHNICAL ASSISTANCE

Expand Early Education & Care Facilities

Supporting Early Learning Facilities

Building Child Care Facilities

Expanding Child Care & Preschool Facilities

Eight Federal City Actions and Far Perennials Photographs
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.

www.buildupsmc.com

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

- County Superintendents Presentation
- Community Presentations (SAMCEDA, Chambers, Housing Leadership Day)
- Input on new County Ordinance
- Meetings with new City Councilmembers & City Managers
- CA Assembly Blue Ribbon Commission Input
- Visit from US Chamber Foundation
- Bipartisan Policy Center Roundtables

EMPLOYER ENGAGEMENT WORK PLAN

OUTLINE A PLAN
GATHER INPUT FROM INFLUENCERS
IDENTIFY AMBASSADORS
AMBASSADORS ENGAGE EMPLOYERS
INVOLVE THE CHAMBERS
CREATE 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


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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