

9.1 Optimize for Equity

10 Points

20 Points

30 Points

40 Points

50 Points

Objective

Build and strengthen municipal processes to be more inclusive, cohesive, and representative of all community members, now and in the future. These system-wide, structural changes are an important step in creating open and equitable communities.

Resources and assistance are available for this action until August 17, 2018. [Visit "Resources for Certification" for more information.](#)

What to Do

You may complete the [Sustainable CT Equity Toolkit](#) for up to five Sustainable CT actions (10 points per application). The Equity Toolkit was developed by the Sustainable CT Equity Working Group drawing heavily from the Seattle Race & Social Justice Initiative's "Racial Equity Toolkit," the City of Portland's "Racial Equity Toolkit," and the Government Alliance on Race & Equity's "Racial Equity Toolkit."

1. Complete the Sustainable CT Equity Toolkit in its entirety for any new Sustainable CT action of your choice.

Submit: A completed, signed, [Sustainable CT Equity Toolkit](#). Please note, you must also submit for the new action(s) to which the Toolkit was applied in the corresponding submission page(s).

*For **2018 Bronze Certification**, you must complete the Sustainable CT Equity Toolkit for one Sustainable CT action that you are submitting for certification.*

*For **2018 Silver Certification**, you must complete the Sustainable CT Equity Toolkit for at least three Sustainable CT actions that you are submitting for certification.*

Potential Municipal and Community Collaborators

Municipal staff from all departments as well as representatives from existing local commissions, committees, or community organizations; civic leaders, representatives from neighborhood organizations, seniors and youth; and community members who rely on or are impacted by public services and amenities, including transportation, built infrastructure, local municipal operations, planning, natural resources, land conservation, economic development and retention, housing, arts and culture, food systems, public health, community engagement, equity, etc. may be helpful in implementing this action.

Funding

Below are potential funding sources specific to this Action. For a complete listing of potential funding opportunities to assist with implementing Sustainable CT Actions, please visit the [Sustainable CT Grants Portal](#), which is searchable by Action. Please also visit the [Sustainable CT Resources for Certification](#) page for opportunities for technical assistance and other supports.

- If applied to Sustainable CT action: Conduct Health Impact Assessments: [Connecticut Health Foundation](#)

Resources

Messaging Resources

- Interaction Institute for Social Change, "[Illustrating Equality VS Equity](#)"
- The Praxis Project, "[Developing an Equity Impact Statement, A Tool for Policy Making](#)"
- Center for Social Inclusion, "[Talking About Race Toolkit](#)"
- Frameworks Institute, "[Mixing It Up: Reframing Neighborhood Socioeconomic Diversity](#)"
- The Annie E. Casey Foundation, "[It's Time To Talk: How to Start Conversations About Racial Inequities](#)"
- The Aspen Institute, "[Ten Lessons for Taking Leadership on Racial Equity](#)"

Engagement Resources

- Lidiya Girma, "[Community Engagement Planning](#)"

Data Resources

- [Connecticut Data Collaborative](#)
- [American FactFinder](#) (US Census Bureau)
- [US Census Quick Facts](#)
- [CDC WONDER](#) (Centers for Disease Control and Prevention)
- [National Equity Atlas](#)

General Resources

- Seattle Race and Social Justice Initiative, "[Racial Equity Toolkit](#)"
- City of Portland, "[Racial Equity Toolkit](#)"
- Government Alliance on Race & Equity, "[Racial Equity Toolkit](#)"
- Government Alliance on Race & Equity, "[Advancing Racial Equity and Transforming Government](#)"
- [Commission on Equity and Opportunity](#)
- [PolicyLink](#)
- Multnomah County, Office of Diversity and Equity, "[Social Determinants Framework](#)"
- PolicyLink, [All-in Cities Policy Toolkit](#)
- PolicyLink, "[Equity: The Soul of Collective Impact](#)"
- University of Southern California, Program for Environmental and Regional Equity, "[Diversity and Inclusion for the 21st Century Economy: An Imperative for Chambers of Commerce](#)"
- W.K. Kellogg Foundation, "[Truth, Racial Healing, and Transformation Implementation Guidebook](#)"

Why This Matters

Building inclusive and equitable communities is a process that recognizes the intrinsic value of each member of a community and the need to connect; and is achieved when social, economic, and political opportunities are not predicted based upon a person's race, gender, age, or sexual identity. To build communities that embrace equity, Sustainable CT cities and towns will create a table where diverse relationships are welcomed and valued, where decisions are made collectively, and where success will be measured by having a variety of perspectives and experiences represented. Sustainable CT encourages cities and towns to include marginalized voices in their decision making processes, and to specifically identify barriers to access for marginalized residents in order to identify and respond to community priorities.

Credit for Past Action

- The action must be completed within 12 months prior to application submission.