

## 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. [Visit our "Equity Resources page" for more information.](#)*

### What to Do

If you collaborate with other municipalities or other stakeholders to implement this Action, please describe the partnership in the "partners" box of your submission. Please also consult this [guidance document](#) to help your municipality earn points for actions pursued in partnership. Regional collaboration and other forms of partnership are highly encouraged.

You may complete the [Sustainable CT Equity Toolkit](#) for up to five Sustainable CT actions **(10 points per application)**.

1. Complete the Sustainable CT Equity Toolkit in its entirety for any new Sustainable CT action of your choice. We suggest that you allow at least three to six months to complete action 9.1, along with the action to which you will apply it.

**Submit:** Apply the [Sustainable CT Equity Toolkit](#) to one or more actions in your submission and submit a narrative that includes the submission requirements outlined on page 13. Please note, you must also submit for the new action(s) to which the Toolkit was applied in the corresponding submission page(s).

*For **2019 Bronze Certification**, you must complete the Sustainable CT Equity Toolkit for one Sustainable CT action that you are submitting for certification.*

*For **2019 Silver Certification**, you must complete the Sustainable CT Equity Toolkit for at least three Sustainable CT actions that you are submitting for certification.*

### Credit for Past Action

For spring certification, count back from February 1st of the current year. For fall certification, count back from August 1st of the current year. For further clarification on determining if your prior work is eligible to earn points, [click here](#).

- The action must have been completed within the past year.

### 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.

- [Connecticut Health Foundation "Your Ideas" Grant](#)
- [Urban Act Grant Program](#)
- [Municipal Grant Program \(MGP\)](#)
- [2020 Sustainable CT Community Match Fund](#)
- [Section 5310 Grant Program](#)
- 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.

## **CT Success Stories**

- [2018 Glastonbury - Applied Equity Toolkit](#)
- [2018 Hartford - Applied Equity Toolkit](#)