Equity Checklist for the PCA Selection Process

- WORKING DRAFT -

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1) Economic Equity:

Projects that achieve Economic Equity have the following characteristics:

- **Workforce development**: public funding is directed to strategies that alleviate poverty through developing and supporting livelihood opportunities.
  - **Training**: projects that include job/skills training, particularly for parolees and youth ages 16-24.
  - **Employment**: projects that hire locally (See the Construction Jobs Policy of the Oakland Army Base). Local hiring is a preference for workers, planners, designers, developers, contracting, consultants, etc. who are immediate neighbors, or residents within Oakland city limits.

- **Benefit to residents of low income housing**: projects that serve existing affordable housing communities. Affordable housing is defined as serving extremely low (10-20% average median income), very low (20-40% of average median income), and low (40-60% average median income) income individuals.

- **Support to Community Land Trusts (CLTs)**: projects that further the mission of CLTs, or serve the low income residents and beneficiaries of CLT properties.

- **Anti-displacement protections**: projects that employ anti-displacement measures to address both indirect and direct displacement by requiring tenants’ rights education and outreach in the project area(s).

- **Benefit to impacted EJ communities**: projects that improve the health, livelihood, and welfare of CalEnviroScreen priority areas (with priority to most burdened, top 71-100%).

2) Social Inclusion:

Projects that achieve Social Inclusion have the following characteristics:

- **Includes leadership by members of frontline communities and other most impacted communities and incorporates the wisdom of people from these communities**: These communities include, but are not limited to
  - **People of color**
- People with disabilities
- Youth and elders
- Transgender people

- **Accommodation of Disabilities**: All types of disabilities are accommodated.

- **Improved Mobility**: The project promotes walkable and accessible communities. Improves mobility for pedestrians, bicyclists, and families. Examples include bicycle infrastructure, access to transit, and walkability. People with disabilities are fully included.

- **Provide Education**: Provide popular education to community members

- **Resident Engagement and Decision Making**: Resident engagement is at the heart of stopping displacement, and more broadly, self-determination. As such, long-term residents should have a strong say in the decisions made about the project

### 3) Good Health for All

*Projects that achieve Good Health for All have the following characteristics:*

- **Mitigate development impacts and improve quality of life in PDA/PCA overlays**: Infrastructure investments improve the livability of neighborhoods through streetscaping, tree canopy, vegetative blockades, bioswales, and access to planted or natural areas to offset development impacts in PCA/PDA overlays. Measurable reduction in noise pollution and stationary/mobile emissions pollution.

- **Create buffers from harmful infrastructure and activity**: for example, freeways, and incinerators. Priority should be given to buffers that provide ecosystem services and aesthetic improvement.

- **Placemaking**: drawing on the local community’s assets, character, and potential, with the intention of creating public spaces that promote people’s health, happiness, and well-being.

- **Create a healthy and pleasant local environment**: with clean air, soil, energy, and available water.