

Equity Checklist for the PCA Selection Process

- **WORKING DRAFT** -

June 2015

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.