EQUITY FRAMEWORK

GOAL: The Plan's overarching equity goal is to reduce racial disparities by shaping a downtown that provides fair and equitable access to all opportunities at the heart of Oakland: jobs, training, housing, services, government, cultural expression, and a vibrant civic life. This includes countering forces that have led to the displacement of people, businesses, cultures and communities of color from downtown and citywide.

EQUITY IMPACTS

All policies in the Draft Plan — whether related to transportation, economics, housing, urban design or arts and culture — have been assessed for possible equity impacts and aim to reduce disparities, or, at least, not widen them. These assessments ensure the Plan addresses racial and economic disparity throughout its recommendations to enhance the economic, cultural and environmental quality of Downtown Oakland and its contribution to the residents of the entire city. **However, there are some policies that have been identified as having greater impact in reducing inequities. The policies expected to help most directly close identified disparity gaps are identified with the equity icon.**

KEY DISPARITY INDICATORS

Key disparity indicators that the Downtown Oakland Specific Plan identified are:

- **EQT-1 Housing Cost Burden**
- **EQT-2 Homelessness**
- **EQT-3 Displacement**
- **EQT-4 Disconnected Youth**
- **EQT-5 Unemployment Rate**
- **EQT-6 Median Income**
- **EQT-7 Other** (i.e. accessibility, traffic accidents, asthma/air quality, etc.)

These indicators, plus additional "measures of success" specific to each plan topic (such as community health and transportation), will set the baseline conditions against which progress towards achieving equitable outcomes will be measured. As the Plan is implemented, the efficacy of each strategy and policy to reduce the disparities will be evaluated.

Involve All Voices	Identify Racial Disparities	Identify Strategies to Close Gaps	Implement With Affected Communities	Measure Success & Adjust Policies
Take proactive steps to integrate people from populations whose voices have not often been included or have more barriers to participations.	Using data and the community's expertise, identify inequities, their causes, and barriers to opportunity	Research options and collaborate with affected communities to develop strategies to reduce identified disparities.	Implement the strategies, with ongoing involvement, collaboration, and oversight that involves the most burdened communities.	Regularly measure disparities to determine whether policies are having the intended effect; if not, revise them accordingly.