

Rapid Equity Assessment

The Challenge Ahead: The COVID-19 Pandemic has highlighted racial and socioeconomic disparities in our health care, economic, and transportation systems. While anyone can contract the virus, it has disproportionately impacted and threatened the lives of black, Latinx, and low-income communities. Due to systemic inequities, these communities are more likely to have underlying health conditions, have poorer access to health care, be essential workers who cannot work from home, have limited access to digital tools for continuing education and telecommuting, and rely on public transit for essential trips. **Metro’s response to the COVID-19 crisis presents an opportunity to help prevent the same disparate results and further widening of the gaps shaped by existing racial and economic disparities.**

Equity in a Time of Crisis: By rooting our decision making in equity, we can ensure that historically marginalized communities, and other groups that have been disproportionately impacted by COVID-19, are not left behind as we respond to this public health crisis and as we recover. We must understand the potential impact of our decisions for those faring the worse in order to truly improve conditions for all of our customers, front-line Metro family, and the broader Los Angeles County community.

Using the Assessment: This Rapid Equity Assessment tool was developed to assist Metro staff in identifying and prioritizing equity opportunities. All questions should be answered to the best extent possible before a decision is made. If you answer no to questions one or two, or cannot identify burdens under question three, please contact your Department’s Equity Liaison immediately for assistance. The Assessment should be completed by a diverse group within the project team, including staff with a variety of experiences, knowledge, backgrounds, and skillsets. The completed form should be emailed to the *Office of Equity and Race*, copying your Department’s Equity Liaison, for review and potential follow-up. A summary of your assessment should be included in any report, including a board report, board box, or other document explaining the decision or recommendation. Email your Department’s Equity Liaison for assistance in using the tool.

Proposed Action: Click or tap here to enter text.

Team Members: Click or tap here to enter text.

1. Will the decision being made impact any of the following groups? (If no, skip to number 2.)

- | | |
|--|---|
| <input type="checkbox"/> Historically marginalized communities (Communities of Color, Limited English Proficiency, Avg. incomes < \$35K) | <input type="checkbox"/> Older adults (Over 62 years old) |
| <input type="checkbox"/> Equity Focused Communities (See the map on page 2) | <input type="checkbox"/> People with disabilities |
| | <input type="checkbox"/> Individuals with chronic medical conditions |
| | <input type="checkbox"/> Disadvantaged Business Enterprise or Disabled Veterans Business Enterprise |

2. Could this present an equity opportunity? (Yes or No)




An “Equity Opportunity” is a decision that is designed to enhance positive impacts or reduce negative impacts for historically marginalized communities or others most likely to be impacted by COVID-19.

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- 3. Who will benefit from and/or be burdened by this decision? Will the benefits be accessible regardless of ability?**
- 4. How will the decision prioritize the needs of historically marginalized communities and others most likely impacted by the COVID-19 crisis?**
- 5. What are your strategies to mitigate any potential negative consequences of this decision? Please include specific examples related to community engagement, messaging, outreach, etc. If unknown now, revisit this tool if unintended negative consequences occur.**
- 6. Summarize any adjustments or changes made to the decision due to the utilization of the rapid equity assessment.**

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Equity Focused Communities Map

-  Highways
-  Fixed guideway transit
-  EFC Communities
- 30% of LAC Population

Census Tract Thresholds

- > **40%** Low Income
- > **80%** Non-white
- > **10%** Zero Car

*Thresholds are based on:
1) Non-white AND Low Income, or
2) Low Income AND Zero Car

