

Rapid Equity Assessment

Metro believes that access to opportunity should be at the center of decision-making around public investments and services. This Rapid Equity Assessment tool is a set of questions to assist Metro staff in identifying and prioritizing equity opportunities. An “Equity Opportunity” is a decision that is designed to enhance positive impacts or reduce negative impacts for historically marginalized communities or others facing disparities in access to opportunities.

How should you use the Assessment? All questions should be answered to the best extent possible before a decision is made. If you answer “no” to Question one 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. **This form is available on Metro’s SharePoint under “Equity and Race.” Whenever possible, staff should complete and submit the online version of the Rapid Equity Assessment. The answer to Question seven should be included in any report, including a board report, or other document explaining the decision or recommendation.** It is recommended that the REA is completed early to ensure sufficient time for completion as well as review and feedback by the *Office of Equity and Race*. Email your Department’s Equity Liaison for assistance in using the tool.

What is “Equity”? Equity is both an outcome and a process to address racial, socioeconomic, and gender disparities, to ensure fair and just access – with respect to where you begin and your capacity to improve from that starting point – to opportunities, including jobs, housing, education, mobility options, and healthier communities. It is achieved when one’s outcomes in life are not predetermined, in a statistical or experiential sense, on their racial, economic, or social identities. It requires community informed and needs-based provision, implementation, and impact of services, programs, and policies that reduce and ultimately prevent disparities.

Equity means that Metro’s service delivery, project delivery, policymaking, and distribution of resources account for the different histories, challenges, and needs of communities across Los Angeles County; it is what we are striving towards.

Department and Equity Liaison

Don’t know your Equity Liaison? Click [here](#).

Legistar File ID (if applicable):

Team Members (Lead and Support):

Proposed Action Title:

Proposed Action Summary:



Los Angeles County
Metropolitan Transportation Authority

Metro

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1. Will the decision being made impact any of the following groups?

Will these impacts be employee or public-facing? Employee Public

- | | |
|--|--|
| <input type="checkbox"/> Black, Indigenous, and/or People of Color | <input type="checkbox"/> Other marginalized communities or communities facing disparities (Limited English Proficiency, LGBTQ+, women, Older Adults, etc.) |
| <input type="checkbox"/> Low Income Households (Avg. income < \$60K) | <input type="checkbox"/> Minority or Women Owned Businesses, Disadvantaged Business Enterprises, or Disabled Veterans Business Enterprise |
| <input type="checkbox"/> People with disabilities | |
| <input type="checkbox"/> Equity Focus Communities (See page 4) | |

2. Who will benefit from this decision? Are there barriers that will prevent some people from benefiting from this decision? (Ex: physical ability, affordability, etc.) Also explain the benefits of the decision.

3. Who may be harmed or burdened by this decision, even if unintentionally? (Ex: certain users of the service, people living along the project area, etc.)

4. How will this improve equity outcomes? Are there any positive impacts for marginalized or vulnerable groups? Will this reduce negative impacts?

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.

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6. What community engagement and data informed your REA and how will you proceed to ensure equitable outcomes? Discuss how community members, including those more vulnerable to negative impacts, were and will continue to be engaged, and how you will track impacts to impacted people over time.

7. Summarize the impacts of your action, including potential benefits (Q2) and burdens (Q3) to marginalized or vulnerable groups, ability to improve equity outcomes (Q4), mitigation strategies, if needed, (Q5), and data and community engagement considerations (Q6).
Use this summary for any report, including a board report, or other document explaining the decision or recommendation.

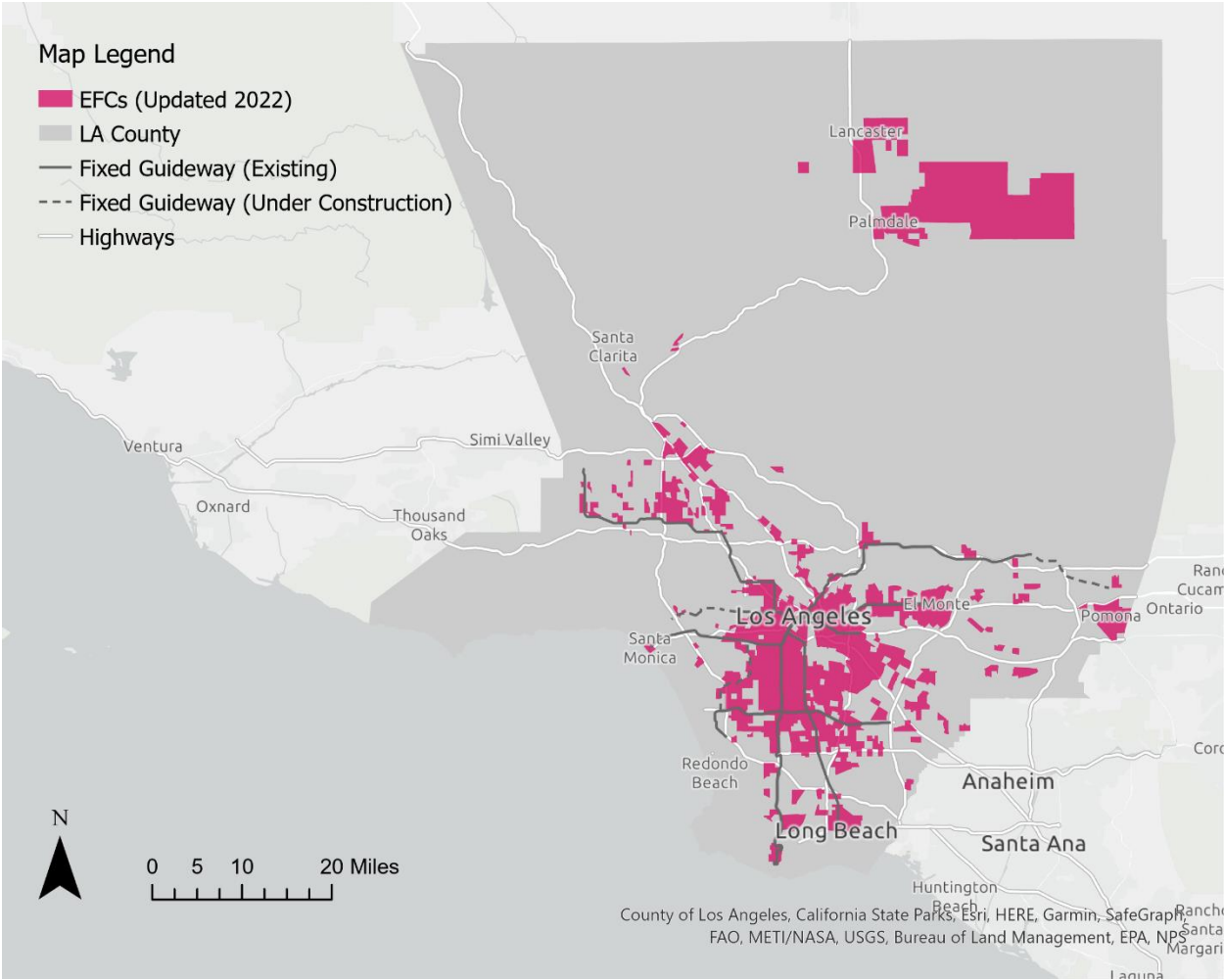


For internal purposes only.

	Status	Comment
<input type="checkbox"/>	Reviewed, no concerns	
<input type="checkbox"/>	Reviewed, need more information.	
<input type="checkbox"/>	Reviewed, pull for further discussion.	

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Equity Focus Communities Map



Online versions of the 2022 Equity Focus Communities maps are available here:

2022 EFC Map: <https://arcg.is/0Kz0Dn>

2022 EFC Index: <https://arcg.is/0Kz0Dn>