



Racial Equity Assessment

This tool is offered by the Office of Equity and Inclusion at the City of Albuquerque. For technical assistance or help with assessment of data or community engagement, please contact Michelle Melendez (michellemelendez@cabq.gov) or Vicente Quevedo (vquevedo@cabq.gov)

Complete this assessment worksheet to analyze and plan for major policy, program, budget or practice changes to be in alignment with the department's racial equity goals and desired outcomes. This analysis should be completed by people with different racial perspectives.

Ground rules

Let people speak for themselves: If someone is on the board from a community let them speak

Be Present: Leave distractions outside the room. Step outside for calls, etc.

Move up, Move Up: If you talk a lot, move up your listening; if you tend just to listen, move up your sharing, so that we have equal communication.

Assume Best Intentions: Be Aware of Impact: If you know you've unintentionally hurt someone, apologize for the impact.

Be and Stay Curious: Because if you are genuinely curious, you cannot be judgmental, and you will be motivated to learn from one another.

Practice Calling In, rather than Calling Out: Let's do our best not to shame one another. We are all bringing different experiences to the class. This doesn't mean that we don't challenge each other's ideas; it's about how we do it.



Project/initiative Name: Water Protection Advisory Board

Description:

Department:

Contact:

This is a:

€ Policy
€ Initiative

€ Program
€ Budget Issue



For your department, what are the most important racial equity community outcomes related to the issue?

- That all sectors of the WA are aware of the issues that this board deals with and have an opportunity to learn from what we're learning, so that if there's an issue people know what resources are available
- Inspired by something Roberto brought up about RoundUp. How do we make sure to cover everything going on in the community. How do we let people know to let us know about issue.
- **IDEA** - Advertising these meetings to the public better since they provide so much information. This might inspire people to bring their issues forward.
- In Water Quality we try to cover the entire city for sampling. Delivering that same water quality for the whole city. We try to hit the areas that are less developed, to the west where there's less development. Initiation where we install mixers etc. in remote reservoirs (tanks). The City has a number of tanks to serve to remote areas. They have long travel times, they're typically in the west, since there's less demand, so the water ages. The Authority has invested, money, studies, materials, to improve.
- Source Water Protection - Racial Equity is directly tied to Racial Equity. We work hard to make sure all source waters are protected. Need to make sure the waters that are hard to get to are harder. Neighborhoods may not even know that there is an issue or impacts. Need all communities to have a voice. We can help add the megaphone.
- We hear a lot about Kirtland, but how do we help to elevate the other issues.
 - **QUESTION** - How can the Board build our megaphone.
- **IDEA** - We have our source water protection program, we talk about it programmatically. But we could do an annual update - for example we could provide and update that inventory of sources of contamination. Make that more the library more dynamic and accessible. (QUESTION - How would we access it? We could output a table and map. This would allow the board to see where they are and then the status of that clean up. - It's a combination of lack of money, there's not a lot of attention to it, What happens with site where there is not responsible party. This is an important place where this board can help. Requesting or recommending a VRP program.)
 - Our water - surface water goes to the treatment plant
 - Ground water doesn't necessarily with ground water wells
 - GIS will show the overlay contamination that go with water wells
 - If they do crosssect we ramp it up to the situation fixed
 - Some of the sites could hae a future well
 - Could be vapor concerns
 - The drinking water we provide is clean
 - But there are communities that have a concern.
 - The state just became able to regulate vapors. (Where there is an irreigation well)
 - Review together What data do we have, what are we missing

- **QUESTION** - How do we increase the representation on our board of people from diverse backgrounds. Have better representation of communities.
- Source water assessment plan - when it comes to equity, how do we get our information out. Many of the contaminant issues are in EJ communities. How do we get this to community groups and associations. You have an impact in your area. Is it impacting you. Is there a vapor intrusion. Is there a risk to a well. We get a lot of information, but how do we equitably communicate that. Do we the board help the PICs do that? How do we get convert information to action. It can be frustrating if communities don't see action. How do we get the funding.
 - **IDEA** - Can we crosscut the contamination sites with legislative districts to encourage legislators to use capital outlay for clean up purposes?
 - The state by rule is required to find contaminate responsible parties.
 - **IDEA:** You could create an orphaned site fund. This could be a long term strategic plan for this board.
 - **IDEA:** Also need a laundrymat fund.
 - Can we help develop a water quality fund
 - those sites that have a responsible party, that's where locally entities can help bring pressure.
 - **IDEA** - Advertising our meetings and agendas to the public. Develop a list of organizations of communities, communities of color, environmental justice communities and organization. Have a targeted lists of contacts.
 - Statewide they're talking about the cannabis industry and the potential water impacts. People of color were impacted when it was illegal and now we'll be impacted now that it's legal in terms of water quantity
 - There is also some water quality issues because of the pesticides issues, there is run off issues.
 - In the news, some communities that have medical cannabis have tapped into public water systems,
 - Is the water authority dealing with this.
 - If they are using water authority water, they have to get an account with th authority. Show how much they'll use, paying for infrastructure and paying for impacts to our system.
 - When we did the 100 year plan we accounted for population growth and we look at those curves relating low, middle and high popoulation growth. Our planning is based on medium but we've seen low growth. We haven't seen any permits, we will look at the impact on the curve.
 - Used climate change data in our modeling. We'll be updating that. The model assumed back to back drought years, the reality was in the model. High - full allotment from San Juan Chama; Middle: less chama more groundwater.

What is your proposal and how does your proposal relate to these outcomes?

Step 1. Analyze the data

What are the data? What do the data tell us? *What are our blind spots? Data gaps?*

Data gaps

- From the board perspective, we're missing communities' perspective. I don't think we've checked in with underrepresented and impacted communities.
- **URGENT** - Laundri PRESENTING in October, who are the communities, we are inherently exclusive because we are identifying the community. (Who have you identified - The neighborhood association. Ok place to start. neighborhood flyering.
 - Neighborhoods - Saw mill, Duranes, Wells Park (Look at GIS)
 - Camilla can help with flyering
 - City councilor to see if they can put it in their newsletter -
 - FB add - geo targeting
 - Any churches in the neighborhood
 - NAMES - Camilla, bart,
- *PiC agencies where the racial equity aren't s clear we need to dig deeper into the data gap*

1a. Who are the most affected community members who are concerned with or have experience relating to this proposal? *Who in the community are we not reaching? What are the barriers for reaching those communities? What data do we have on the communities which are most effected, or are negatively effected in relation to water, water quality, and water delivery?*

- *Both the city and county have offices of neighborhood collaboration with a database of official associations - Good source of info*
- *Do these offices have other tools or resources,*
- *Homeowners versus renters - great water utility programs but are renters getting that information. May not have access to authoroity, programs and boar dpresentaitons*
- *With multifamily communities that don't have individual meters.*
- *Neighborhood associations can be active or non active, and even those who are active gdon't reach the whole nieghborhood.*
- *Other sources - schools, churches, community centers, FB - geotrageted advertising, flyering, NextDoor, gyms, gas stations, billing inserts*
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1b. Will the proposal have impacts in specific geographic areas (neighborhood areas or regions)? What are the racial demographics of residents in the area or who are impacted by the issue?

- Eg. Cassia, Diane were helpful analysis
- IDEA - Asking presenters to include information on racial demographics, what is the equity concern in their issue. Helps our presenters think about these issues.
 - As this very question of presenter in advance.

1c. What does population level data tell you about existing racial inequalities? What does it tell you about root causes or factors influencing racial inequities?

- Map and list from Diane in source contamination
- QUESTION: Is there data about whether communities of color are on water authority water or just wells. But we need to look at the full city and county.
- IDEA: Can this also be part of questions for presenters.

1d. What performance level data do you have available for your proposal? This should include data associated with existing programs or policies? *Should this be our first question? What data do we have already? Not just performance level data, but all data available for our program/board. What data could we use that is performance or measurement based? Amounts of water delivered to consumers, expanding WUA facilities at a certain rate/year to reach those not served??*

Do PIC agencies utilize performance measures in their work, and if so are they using an equity lens or equity specific performance measures?

- *IDEA - This is a question we should ask at the beginning of the equity perspectives or deliberations. What do we know regarding the potential impacts. If there is a contamination site or a restoration activity. There are a certain set of questions we ask.*
- *An equity impact statement, similar to an environmental impact statement.*
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1e. Are there data gaps? What additional data would be helpful in analyzing the proposal? If so, how can you obtain better data? *(Part of first question to ask) What are the reasons for data gaps? What prevents WPAB from knowing where racial inequities lie? How can data be made readily available?*

- *Need some more data versus the analysis*
 - *Lacking data on who is the community*
 - *Then we could be more complete in our analysis*

Step 2. Set outcomes.

What is your proposal and the desired results and outcomes?

2a. Describe the policy, program, practice, or budget decision.

2b. What are the intended results in the community and outcomes within your own organizations

2c. Which racial equity opportunity area(s) will this primarily impact?

€ Community & Economic Development

€ Health

€ Public Works

€ Environment/Sustainability

€ Public Safety

€ Jobs

€ Housing

€ Transportation

€ Planning and development

€ Contracting Equity

€ Workforce Equity

€ Fire

€ Safety and Inspections

€ Education/children and youth

€ Parks and Recreation

€ Community Engagement

€ Food access and affordability

Other: _____

Step 3. Engage community and stakeholders

How have communities been engaged?

How do we better engage with residents/users, etc. Think more broadly than people who have access (homeless access to safe water)

3a. Find out who are the stakeholders most affected by, concerned with, or have experience relating to the policy, program or initiative? *Identify the stakeholders. Who is invested in WUA work, water use/conservation, etc. (besides water users, residents, those who are not connected to WUA system)*

3b. Which stakeholders have you engaged? Be specific. How have you involved these community members in the development of this proposal? *1) Structural questions of Board composition and duties, and 2) programmatic questions of how WPAB approaches and addresses its work.*

Board composed of people with expertise. Do our authorizing ordinances create inequities in the requirements of who can serve on the board?

Does the work of the WPAB utilize a lens to engage stakeholders, address inequities?

3b. What has your engagement process told you about the burdens or benefits for different groups? *How can we start the engagement process to identify racial inequities?*

3c. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this proposal?

Step 4. Address benefits and burdens.

What are your strategies for advancing racial equity?

This section may too be early for WPAB's work at this time – readdress this step later.

4a. Given what you have learned from the data and stakeholder involvement, how will the proposal increase or decrease racial equity? Who will benefit from or be burdened by your proposal?

4b. What are potential unintended consequences? What are the ways in which your proposal can be modified to enhance positive impacts or reduce negative impacts?

4c. Are there complementary strategies that you can implement? What are ways in which existing partnerships could be strengthened to maximize impact in the community? How will you partner with stakeholders for long-term positive change?

4d. Are you accomplishing what you set out to do in Step 1 of your analysis?

Step 5. Communicate and evaluate

How will you ensure accountability, communicate and evaluate results?

WPAB should utilize this Step throughout. These are questions which require overarching consideration.

5a. How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having impact in the community?

5b. What are your messages and communications strategies that will help advance racial equity?

5c. How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long haul?

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