



## HOW TO

# DESIGN RACIALLY EQUITABLE LEGISLATION FOR RESIDENTS OF THE DISTRICT OF COLUMBIA A RESOURCE FOR COUNCILMEMBERS AND STAFF

**When we achieve racial equity, race will no longer predict opportunities, outcomes, or the distribution of resources for residents of the District, particularly for communities of color.**

### **What is this tool for and when should I use it?**

This tool helps Council Offices answer: *how will this measure affect Black communities and communities of color in the short and long term?*

The Council Office of Racial Equity (CORE) will conduct formal Racial Equity Impact Assessments (REIAs) on *proposed* measures. This tool, however, should be used as early as possible in the *drafting* process to prevent or reduce negative impacts on marginalized populations.<sup>1</sup> Using this tool is not a requirement. When you request a REIA, however, you will be asked whether it was used during your drafting process.

### **Who should use this tool?**

Councilmembers, staff, and community stakeholders should use this tool to answer a measure's "who, what, where, why, and how" through a racial equity lens before introducing their bill.

If you are already drafting alongside community stakeholders, work through this tool with them. If you haven't engaged community stakeholders yet, use this tool to identify who should be involved. Once they are involved, work through this tool with them.

### **What is the Council Office of Racial Equity?**

The Council Office of Racial Equity's (CORE) mission is to eliminate racial disparities and achieve racial equity in the District of Columbia. We believe the government plays a critical role in acknowledging the root causes of existing disparities and in putting in place innovative and courageous policies to confront them. CORE creates training, tools, and processes for local officials, staff, and the community to intentionally identify and disrupt implicit biases and systemic inequities in policymaking. To learn more about CORE, visit [dcraciaequity.org](https://dcraciaequity.org).

---

<sup>1</sup> This toolkit was adapted from best practices and toolkits provided by the City of Madison, Wisconsin's [Racial Equity and Social Justice Fast Track Tool](#) (2018), the Montgomery County Council Office of Legislative Oversight's [RESJ Legislative Review Tool](#), Seattle's [Racial Equity Toolkit to Assess Policies, Initiatives, Programs, and Budget Issues](#), and the Government Alliance on Race and Equity's [Racial Equity Toolkit: An Opportunity to Operationalize Equity](#).

## WHAT, WHY, AND HOW

**What is the name and goal of the measure?**

**How will the measure achieve its goal?**

What is being created, removed, incentivized, mandated, allowed, or assigned by this measure?

**Which policy areas are relevant to this measure? How do racial and social inequities impact these areas?**

Consider topics and subtopics related to business and economic development, labor and workforce, the judiciary, public safety, housing, education, health, transportation, environment, human services, youth and recreation, and COVID-19.

TOPIC/ISSUE	BASELINE DATA AND RACIAL DISPARITIES	HISTORICAL ROOT CAUSES OF DISPARITIES
For example, rather than write “education” below, list “attendance, school discipline, and commutes.”	What does available data or research say about this issue? What disparities already exist within this issue? For additional data sources, see the Appendix (pages 8-12).	What caused the numbers to look like they do today? Were the causes in the distant past and/or more recent? Were they purposeful or unintentional?

**WHO AND WHERE** Given the measure’s goal, which populations and communities could be impacted?

**Which area(s) of the District could be impacted by this measure?**

Consider differences across wards, residential and commercial density, population demographics, access to resources, transit, geography, and proximity to state borders. Examples of “areas” could be Ward 5, areas with little to no commercial economy, or the NW quadrant.

AREA	HOW AREA WOULD BENEFIT	HOW AREA WOULD BE BURDENED

**Who (individuals or groups) could be impacted by this measure?**

Consider groups based on race, earnings, education, geography, occupation, age, gender identity, sexual identity, religion, immigration status, etc. You could also consider institutions like museums, nonprofits, and small businesses. Don’t be afraid to consider atypical groupings.

	BENEFITTING INDIVIDUALS OR GROUPS	BURDENED INDIVIDUALS OR GROUPS
IF THE MEASURE IS INTRODUCED		
IF THE MEASURE IS NOT INTRODUCED		

If you mentioned communities of color in the table above, *how* might this measure impact them?

If you mentioned people with low incomes in the table above, *how* might this measure impact them?

List the individuals and groups who will potentially benefit the most or be burdened the most by this measure. Note: 1) If you have already involved them in the drafting process; 2) If they are not involved, how can you get them involved; or 3) Why you are not involving them.

INDIVIDUAL OR GROUP	ALREADY INVOLVED, FIRST STEP TO INVOLVE, OR REASON FOR NO INVOLVEMENT

Who else from the community should be involved in designing, governing, or executing the solution/proposal? Note if they are: 1) Already involved in the drafting process; or 2) What your first step will be to involve them; or 3) Why you are not involving them.

INDIVIDUAL OR GROUP	ALREADY INVOLVED, FIRST STEP TO INVOLVE, OR REASON FOR NO INVOLVEMENT

**ADDITIONAL NOTES**

**RECOMMENDATIONS** If you have limited time to work with a community stakeholder, use it to collaborate on this section.

IS THE PROPOSED MEASURE...	CHECK ONE.		IF NOT, WHY NOT?	IF NOT, HOW WILL RESIDENTS BE IMPACTED?
	YES	NO		
ADEQUATELY FUNDED?				
EASY TO IMPLEMENT?				
ADEQUATELY RESOURCED?				

**What success indicators or progress benchmarks are incorporated in the proposed legislation? What is missing? What will happen if these metrics are met and what will happen if they are not met?**

**In what ways does this measure deeply consider the experience of the residents it will impact?**

**Consider the section above when filling out the table below on unintended consequences.**

What are additional potential unintended consequences of this measure? Investigate if another jurisdiction introduced a similar measure. If yes, what is known about the measure’s effects, especially for different racial groups?

TYPE	POTENTIAL UNINTENDED CONSEQUENCES	STRATEGIES TO PREVENT CONSEQUENCES AND ADVANCE RACIAL EQUITY
<p><b>SOCIAL</b> Consider native Washingtonians and longtime DC residents, transit, trust in government, education, etc.</p>		
<p><b>ECONOMIC</b> Consider wages, competition, tourism, unemployment, small businesses, etc.</p>		
<p><b>HEALTH</b> Consider impacts on pollution, health access, existing health disparities, etc.</p>		
<p><b>ENVIRONMENT</b> Consider impacts on pollution, natural resources, transit, etc.</p>		
<p><b>OTHER</b> Consider how a resident might interact with this measure “start to finish.” Think through the best- and worst-case scenarios.</p>		

## APPENDIX

### **DATA RESOURCES FOR APPLYING A RACIAL EQUITY LENS**

Use [these resources](#) as a starting point for a data-driven approach to policy and decision-making. CORE will update this list as we uncover additional datasets.

#### **COVID-19 Pandemic Recovery**

*Dashboards and reports on racial inequities compounded by the public health pandemic*

- DC Policy Center's [COVID-19: At-Risk Populations in the District, by Race and Ethnicity](#)
- John's Hopkins Coronavirus Resource Center [Map of Racial Data Transparency](#)
- US Census Bureau's [COVID-19 Small Business Pulse Survey](#)
- Additional COVID-19 Dashboards
  - DC Executive Office of the Mayor's [COVID-19 Dashboard](#)
  - John's Hopkins [Coronavirus Dashboard Center](#), via the Environmental Systems Research Institute
  - MITRE's [COVID-19 Decision Support Dashboard](#)

#### **Committee of the Whole**

*Economic indicators and housing outcomes by race, along with heatmaps of District zones*

- National Equity Atlas' [Economic Indicators of Racial and Social Equity in DC](#)
- The DC Department of Housing and Community Development and DC Office of Planning's [Housing Equity Report, 2019](#)
- The DC Office of Zoning's [Interactive and Summary Map Resources](#)
  - [Summary Zoning Maps by Ward](#)
  - [Summary District-Wide Zoning Map](#)
  - [1958 to 2016 Zoning Regulations Change Map](#)



## **Business and Economic Development**

*Raw data, reports, and assessments highlighting the needs of minority and women-owned businesses*

- The Small Business Administration Office of Advocacy's [DC Small Business Profile](#)
- DC Department of Small and Local Business Development's [Minority and Women-Owned Business Assessment, 2016](#)
- DC Department of Small and Local Business Development's [Disparity Report, Framework and Recommendations, 2019](#)
- Open Data DC's [Dataset on Median Household Income by Race](#), via the Environmental Systems Research Institute
- DC Health Matters' [2020 Demographic Data Dashboard by Race and Age](#)

## **Labor and Workforce Development**

*Data on unemployment and employment rates, hourly wages, and income growth by race and ethnicity*

- DC Department of Employment Services' [Monthly Labor Market Indications by Race and Ward](#)
- National Equity Atlas' [Economic Indicators of Racial and Social Equity in DC](#)
- DC Health Matters' [2020 Demographic Data Dashboard by Race and Age](#)

## **Judiciary and Public Safety**

*Maps highlighting geographical outcomes, raw data sets with race as a variable, and statistics on the experiences of Black returning citizens in The District*

- DC Department of Fire and Emergency Medical Services' [Response Time Map by Ward](#)
- Open Data DC's [Dataset on Felony Sentences by Race](#)
- Open Data DC's [Dataset on Adult Arrests by Race](#)
- DC Fiscal Policy Institute's [Report on Ways to Aide Returning Citizens](#)

## Housing and Executive Administration

*Reports focusing on indicators by race and raw datasets highlighting affordable and public housing*

- National Equity Atlas' [Economic Indicators of Racial and Social Equity in DC](#)
- The Department of Housing and Community Development, Office of Planning, and the Executive Office of the Mayor's [Housing Equity Report, 2019](#)
- Open Data DC's [Dataset on Affordable Housing](#)
- Open Data DC's [Dataset on Public Housing Areas](#)
- DC Health Matters' [2020 Demographic Data Dashboard by Race and Age](#)
- The DC Office of Human Rights [Annual Report on Cases Filed, 2018](#)
- The DC Center for the LGBTQA Community's [Trans Coalition Research and Reports](#)<sup>2</sup>

## Government Operations and Facilities

*Present day and historical zoning maps showing production and other zones, equity information related to the commissions in the District, as well as contracting statistics for minority and women-owned businesses and insight on the experiences of Black returning citizens in the District*

- The DC Office of Zoning's [Interactive and Summary Map Resources](#)
  - [Summary Zoning Maps by Ward](#)
  - [Summary District-Wide Zoning Map](#)
  - [1958 to 2016 Zoning Regulations Change Map](#)
- DC Department Small and Local Business Development's [Minority and Women-Owned Business Assessment, 2016](#)
- DC Fiscal Policy Institute's [Report on Ways to Aide Returning Citizens](#)

---

<sup>2</sup> These reports include information by race, specifically alluding to the needs and experiences of Black Trans individuals in the District.

## Health

*Resources highlighting racial disparities in healthcare, general health, and life expectancy*

- Kaiser Family Foundation’s [Health Disparity Summary Statistics](#)
- DC Health Matters’ [Health Disparities Dashboard by Race and Age](#)
- DC Health Matters’ [2020 Demographic Data Dashboard by Race and Age](#)
- Environmental Systems Research Institute’s [Life Expectancy Outcomes by Race](#), via County Health Rankings
- Also see COVID-19 resources above

## Transportation and the Environment

*Maps and reports on the relationship between race, transportation, health, and the environment*

- DC Health Matters’ [2020 Demographic Data Dashboard by Race and Age](#)
- The Metropolitan Council of Governments’ [Uneven Opportunities Resource Page](#)
  - [Healthy Places Static Index Maps](#), including transportation time to work<sup>3</sup>
- US Census Bureau’s [Report on the Demographic Profiles of Rail-Accessible Neighborhoods in the Washington, DC Area, 2015](#)<sup>4</sup>
- DC Policy Center’s [Report on Transportation Modes by Race, 2015](#)

## Education

*School district and school-level data on school disciplinary actions by race, reports on DC school performance and environment*

- DC Policy Center’s [State of DC Schools Report by Race and Ward, 2018 – 2019](#)
- DC Health Matters’ [2020 Demographic Data Dashboard by Race and Age](#)
- The Office of Civil Rights’ [Student Disciplinary Action Analysis, by Race](#)
- Office of Civil Rights’ [Student Disciplinary Action Reports, by Race](#)

---

<sup>3</sup> Slide 39 shows transportation time to work by ward.

<sup>4</sup> This comprehensive report focuses on rail-accessibility by race and ethnicity starting at page 15.

## Human Services

*Heatmaps and statistics on food insecurity, foster care, and other child welfare programs*

- Capital Area Food Bank's [Food Insecurity Heatmap by Race and Ward](#), via the Environmental Systems Research Institute
- DC Child and Family Services' [Number of Children Served In-home, by Race](#)
- DC Child and Family Services' [Number of Children in Foster Care, by Race](#)
  - DC Child and Family Services' [Annual Quality Service Review, 2018](#)

## Recreation, Libraries, and Youth Affairs

*Locations of District recreation centers and racial disparities among youth interaction with rehabilitation services*

- Department of Youth Rehabilitation Services [Percentage of Youth Committed to the Department of Youth Rehabilitation Services by Race, up to 2018](#)
- Open Data DC's [Dataset on Recreational Facilities by Ward](#)

## Additional Data Resources

*Raw datasets, summary statistics, and reports on topics relevant to the District, separated based on their focus and origin*

### Washington, DC

- [Open Data DC](#)
- DC Health's [Data Resource List](#)
- The Urban Institute's [Data Visualization Tools](#)
- Urban Institute's [State Economic Monitor](#)
- [The Washington Center for Equitable Growth's Report on The Assessment Gap: Racial Inequities in Property Taxation](#)

### Federal (can be filtered to focus on DC)

- US Census Bureau's [Data Tools](#)
- US Census Bureau's [Poverty Status Summary Tables](#)
- US Census Bureau's [Quick Facts](#)
- US Census Bureau's [Current Population Survey](#)
- US Census Bureau's [American Community Survey](#)
- Center for Disease Control and Prevention's [Behavioral Risk Factor Surveillance Survey Data](#)