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# Defining Equity

- Equity is transforming the behaviors, institutions, and systems that disproportionately harm people of color. Equity means increasing access to power, redistributing and providing additional resources, and eliminating barriers to opportunity, in order to empower low-income communities of color to thrive and reach full potential.
- An approach that proposes to deliver outcomes with equity as a focus by ensuring decisions are made or influenced by communities with less political power or voice



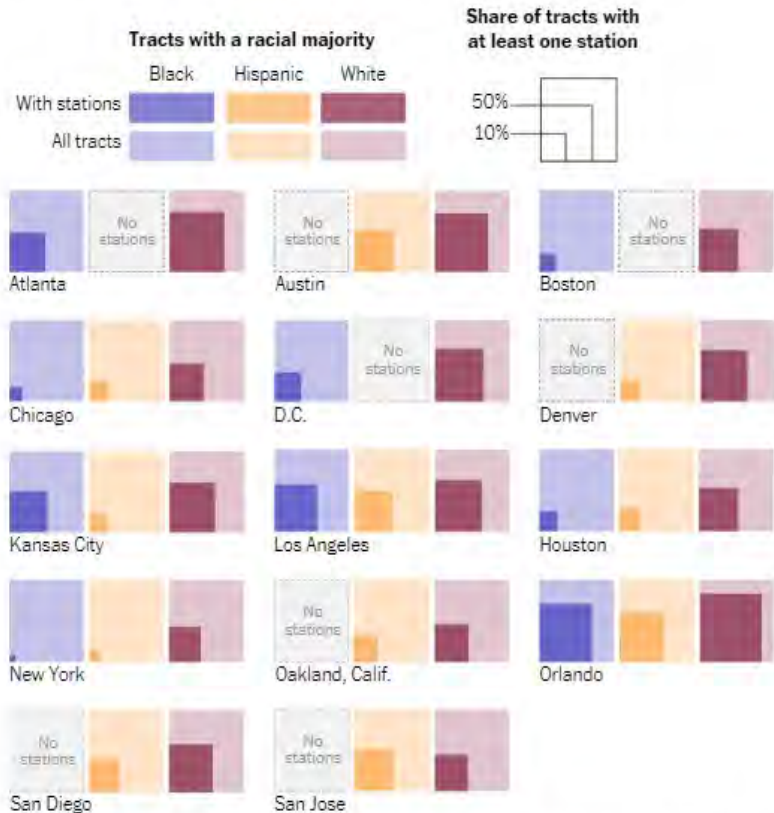


# Why are equity metrics important and why does defining benefits matter for clean transportation?



## In cities where more EV charging stations are available, many are in majority-White areas

Cities with the most active and publicly available EV charging stations



Note: Cities that didn't have any majority-Black or majority-Hispanic tracts were excluded. Kansas City includes city areas in Kansas and Missouri.

Sources: Census Bureau; Energy Department

Business

## Without access to charging stations, Black and Hispanic communities may be left behind in the era of electric vehicles

[Listen to article](#) 13 min



Source: The Washington Post, 202

**How can the CEC ensure procedural equity throughout this process to result in the best possible and most equitable definition of benefits as an outcome in Q3 of 2023?**



# Making Equity Real Framework

## 1. GOALS, VALUES, MISSION

How is equity described in the context of the overall goal of the approach? Is equity a core component? Is it missing?

## 2. PROCESS

How does the approach propose to deliver outcomes with equity as a focus? How are decisions made or influenced by communities with less political power or voice?

## 3. IMPLEMENTATION

How does implementation lead to equity outcomes? What are the explicit equity outcomes described in the approach?

## 4. MEASUREMENT & ANALYSIS

How is equity progress measured? How do we know that equity goals were achieved?





# PROCEDURAL EQUITY: BENEFITS TO PEOPLE, NOT PLACE

How does the policy, program or funding approach propose to deliver outcomes with equity as a focus? How are decisions made or influenced by communities with less political power or voice?

1. Literature review and landscape analysis of existing definitions or codified terms of "Benefit"
2. 10 Workshops and discussions with key equity stakeholders including community representatives from DACs to collect feedback on equity definitions
3. Ensure that there is consistent communication with communities early and often to gather community feedback BEFORE and DURING the ideation process not after.
4. Coordinate with CARB, CPUC, CalTrans and other state agencies



# PROCEDURAL EQUITY: BENEFITS TO PEOPLE, NOT PLACE

How does the policy, program or funding approach propose to deliver outcomes with equity as a focus? How are decisions made or influenced by communities with less political power or voice?

5. Establish infrastructure for an iterative process and assess relevance of benefits every other investment cycle.

6. Consider both sides of a “benefit”. What are the intended and unintended benefits as well as potential detriments of clean transportation investments?

7. Conduct listening sessions with stakeholders who might not be able to attend workshops, are hard to reach or have not been included.

8. \*Avoid Equity Washing and prioritize transparency throughout the process so communities know how their feedback is or is not being considered.



