

Attachment B
Regional Waste Plan Equity Work Group
Equity Definitions and Equity Value Considerations

DRAFT (After team met on 6/12/17):

During our deliberations we identified these concepts for you to consider while reviewing our values statements. Please review these definitions as they may provide a lens for creating best practices. Our proposed Equity Values Statement is offered below these definitions.

Definitions/Practices -

Active Inclusion - means enabling every citizen, notably the most disadvantaged, to fully participate in society, including having a job. In practical terms, that means: adequate income support together with help to get a job.

Workforce Development - an American approach to economic development, attempts to enhance a region's economic stability and prosperity by focusing on people rather than businesses. It essentially develops a human-resources strategy.

Asset Based Thinking - shifting the focus from gaps (deficit-based thinking) and increasing the focus on strengths (Asset-Based Thinking) builds enthusiasm and energy, strengthens relationships, and moves people and productivity to the next level.

Targeted Universalism - in its simplest definition, targeted universalism alters the usual approach of universal strategies (policies that make no distinctions among citizens' status, such as universal health care) to achieve universal goals (improved health), and instead suggests we use targeted strategies to reach universal goals.

Equity Values Statement -

Racial equity acknowledges and addresses racism as a root cause of inequity and as a complex system of institutional (policy), structural (status quo), and interpersonal (behavioral) oppression.

Through this lens, we see three areas to focus this work, in order of implementation:

- Take action on restorative justice through a commitment to:
 - a. Acknowledge for past intergenerational trauma
 - b. Active inclusion after generations of exclusion
 - c. Value indigenous / cultural knowledge and experience as community strengths
 - d. Commit to ongoing equity competence among agency employees
- Develop authentic partnerships and community trust that:
 - a. Prioritize historically underserved communities
 - b. Expand voice and decision-making opportunities for communities of color
 - c. Create active pathways that support social capital (relationship building) investment and community resilience through leadership development initiatives
- Emphasize resource allocation to communities of color:
 - a. Make these decisions with community
 - b. Reinvest resources and apply procurement practices equitably with a focus on historically underserved communities (HUnC's)
 - c. Eliminate barriers to access services and employment