

# Equity Indicators: Program Overview

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Presentation to the Council Committee on Quality of Life

December 16, 2021



Mayor's Office of  
Resilience and  
Sustainability



Houston  
Complete  
Communities



PLANNING &  
DEVELOPMENT  
DEPARTMENT



RICE | KINDER  
INSTITUTE FOR URBAN RESEARCH

# Agenda

Background to Equity Indicators

Methodology

Project Deliverables & Timeline

Questions & Answers





# Efforts to improve equity

- Plan Houston
- Rising Together: A Road Map to Confront Inequity
- Complete Communities
- Resilient Houston
- Climate Action Plan
- Vision Zero
- Mayor's Health Equity Response (HER) Task Force
- Resilient Infrastructure Diversity and Equity (RIDE)

# RESILIENT HOUSTON



## What is Urban Resilience?

The capacity of individuals, communities, institutions, businesses, and systems within an urban area to survive, adapt, and thrive no matter what kind of chronic stresses and acute shocks they experience.

# RESILIENT HOUSTON

## Vision and Framework for a Resilient City

Goal 12 We Will Advance Equity and Inclusion For All

Action 39 Promote Equity through Citywide Policies and Programs

39.2 Develop and adopt an equity atlas and framework

39.3 Establish an equity indicators program and tracking system

39.4 Create an equitable policy analysis approach.



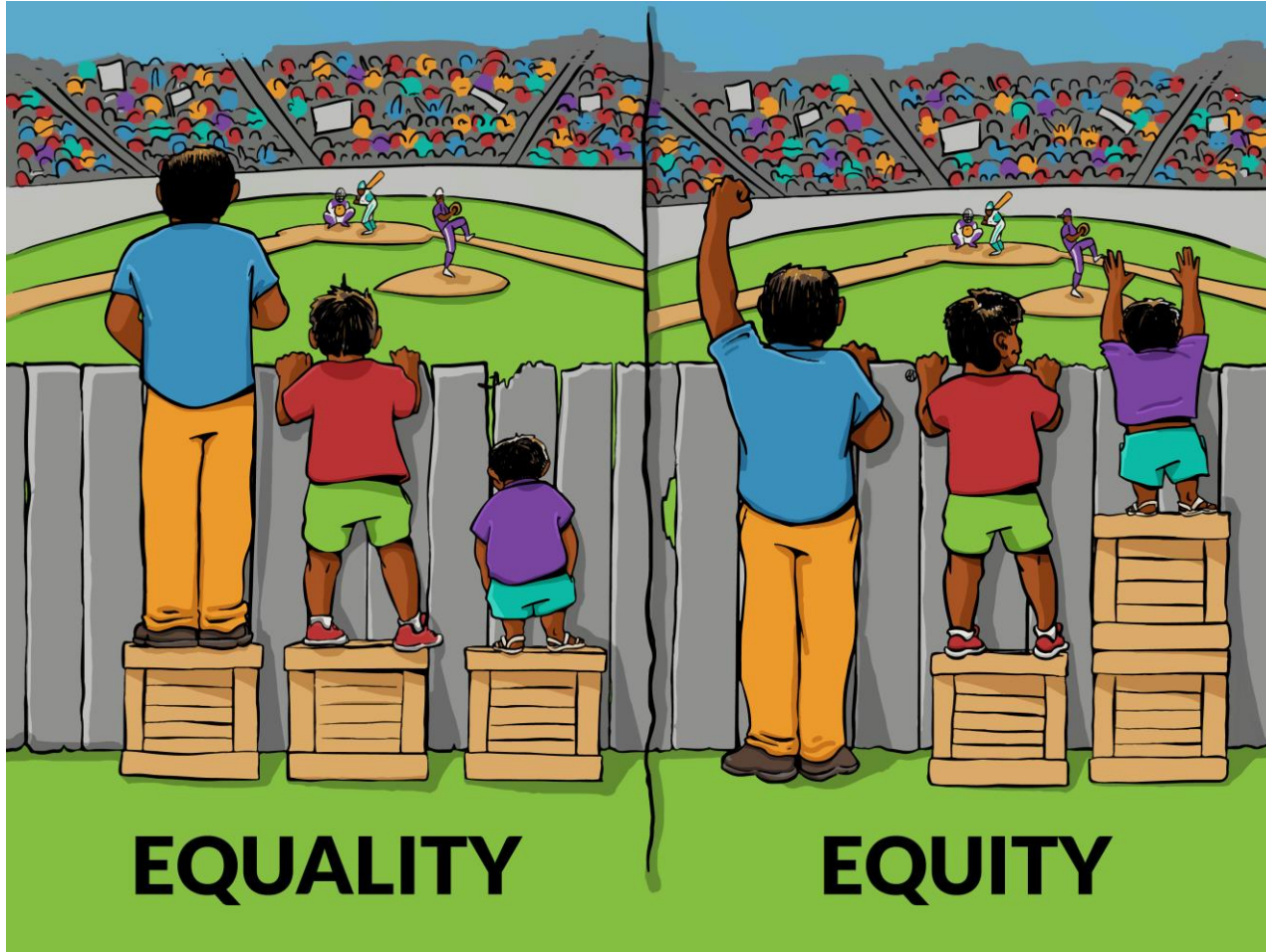
# What is Equity?

Webster's Dictionary: "Fairness or justice in the way people are treated."

Equity is not the same as equality

Dallas: "fairness and justice in outcomes for and treatment of groups of people." "Equity, unlike equality, takes into account histories and the unique needs of people based on their identities or social circumstances."

St Louis: "Racial Equity is a state in which race no longer predicts outcomes."



By Interaction Institute for Social Change | Artist: Angus Maguire.

# Cities of Opportunity Theory of Change



# RESILIENT HOUSTON



## Houston's Equity Charge

An individual's ZIP code, race, ethnicity, gender identity, sexual orientation, age, social class, physical abilities or attributes, religious or ethical values system, national origin, linguistic ability, or immigrant status should not limit their choices, opportunity, and freedom in our city. But there are disparities in health, wealth, access, and privilege that impact Houstonians and challenge our collective resilience. While every Houstonian is needed to build a more resilient Houston, the actions we take to make Houston safer and stronger will need to prioritize identifying and addressing barriers to equity and inclusion for all.



# Houston's Equity Definition

Equity is achieved when a Houstonian's race, ethnicity, disability or sexual orientation does not predict their outcome, limit their choice or access to opportunity.

# Houston's Commitment

An aerial photograph of the Houston skyline, featuring several prominent skyscrapers and modern buildings. In the foreground, there is a lush green park area with many trees and a paved road with a few cars. The sky is blue with some light clouds.

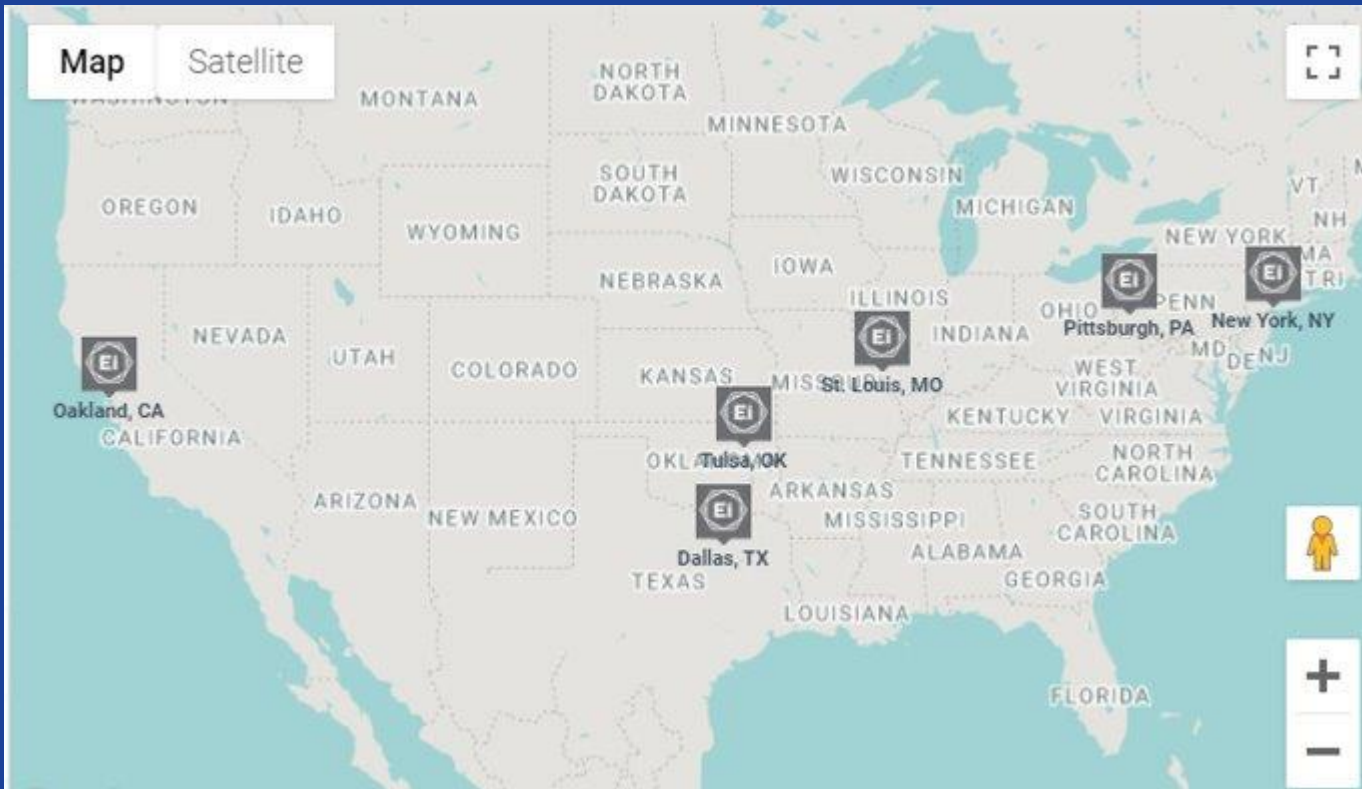
The City of Houston is committed to mobilizing all departments, divisions, and programs to review, revise, and implement systems providing for equity, as defined above. In order to ensure limitless choices, opportunities, and freedoms, we will invest and support historically underserved and marginalized communities such as people of color, people with disabilities, people with low incomes, immigrants and refugees, youth, and those with limited-English proficiency. This commitment includes the provision of the amount of goods, services, supports and resources specifically required to accomplish the equity goals in the City of Houston. In doing so, we will meet our vision as a city to offer opportunity for all and fully celebrate our diversity of people, economy, culture, and places.

# What are equity indicators?

- A tool to measure the disparities faced by disadvantaged groups, tracking change over time
- Every indicator receives a score
- Scores will guide policy decisions and programming



# Methodology



- Developed by CUNY-Institute for State & Local Governance in partnership with the Rockefeller Foundation
- Six cities have used this method to create equity indicator reports
- Houston's equity indicators funded by the Shell Foundation

# Framework

## Themes

- 6 Priority areas

## Topics

- 4 specific areas within each theme

## Indicators

- 3 measures within each topic

## Ratios & Scores

- The ratio is converted to an Equity Score using an algorithm developed by CUNY

## Scores & Scales

- Scores are on a scale from 1 to 100. 1 represents the highest possible level of inequity and 100 the highest possible level of equity.

# Framework Example

Theme

- Built Environment

Topic

- Housing quality

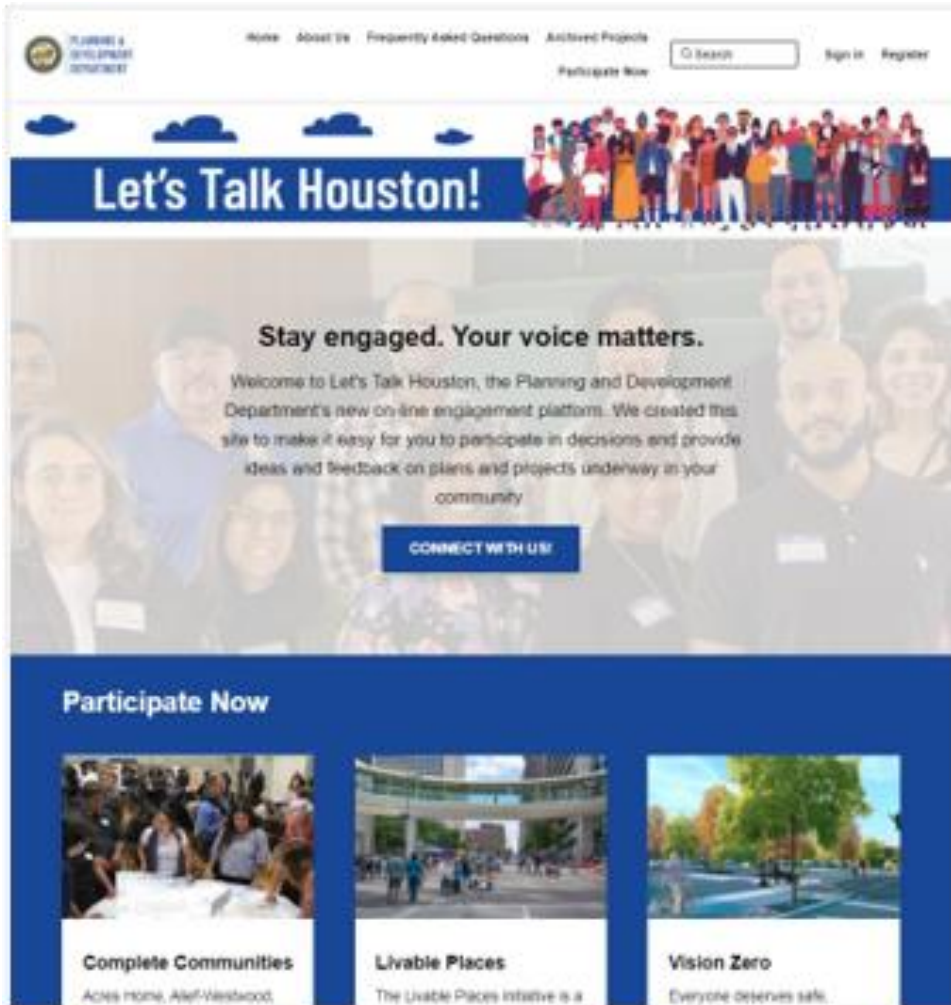
Indicator

- Age of housing

Ratios

- The ratio between percentages of high and low groups living in old housing stock

# Public Engagement



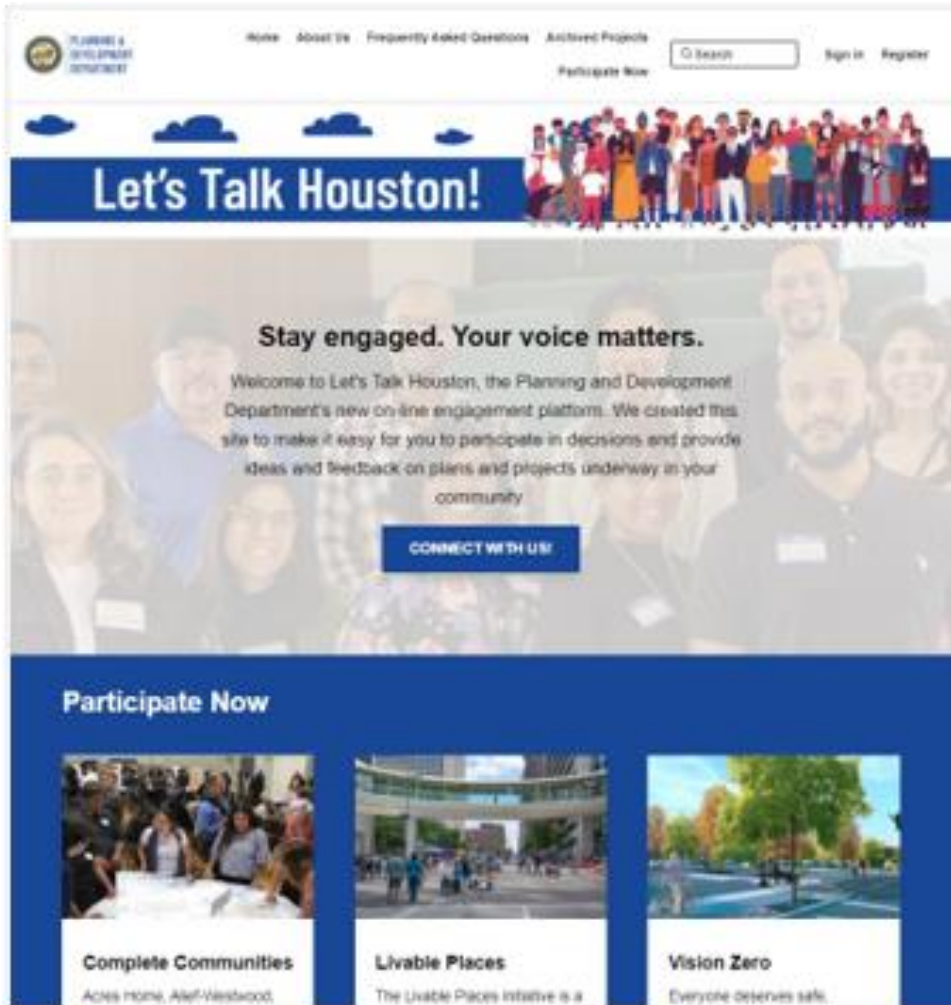
## Stakeholder Organizations

- Provide feedback and input
- Ambassadors

## Public

- Provide feedback and input

# Public Engagement Plans



## Survey Distribution

- Online and Paper Form
- Community Meetings/Events

## Video Interviews

- Interview recommended individuals



# Deliverables

Equity Definition

Measurable Indicators

Atlas, Website, Dashboard

Historical Timeline & Video Interviews

# Timeline



# Thank You



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