Interstate Bridge Replacement (IBR) Program Draft Equity Lens Guiding Questions

These draft questions are informed by the Program's Equity and Community Engagement Objectives, EAG input, and other similar tools in the Pacific Northwest. The following are the Program's stated Equity Objectives.

Mobility & Accessibility	Physical Design	Community Benefits	Economic opportunity	Decision-making processes	Avoiding further harm
Improve mobility, accessibility, and connectivity in the program area, with a particular focus on the needs of lower income travelers, people with disabilities, and communities who experience transportation barriers related to the location of affordable housing options.	Integrate equity into the physical design elements of the program.	Find opportunities for and implement local community improvements, in addition to required mitigations.	Ensure that economic opportunities generated by the program, including contracting and workforce development, substantially benefit minority and women owned firms, workers of color, workers with disabilities, and young people.	Prioritize access, influence, and decision-making power for marginalized and underserved communities throughout the program in establishing objectives, design, implementation, and evaluation of success	Avoid disproportionate impacts on communities of concern while implementing substantial mitigations for any unavoidable, but proportional, impacts.

Equity Objective	DRAFT Equity Lens Question
Mobility & Accessibility: Improve mobility, accessibility, and connectivity in the program area, with a particular focus on the needs of lower income travelers, people with	What are the demographics and travel patterns of those living, working, or otherwise accessing the project area? Are all potentially impacted and vulnerable populations within the project area boundaries?

disabilities, and communities who experience transportation barriers related to the location of affordable housing.	Are key community destinations and critical services that are regularly used by Priority Communities being considered, and are any missing? Are these destinations and services informed by community input?
Avoiding Further Harm: Avoid disproportionate impacts on communities of concern while implementing substantial mitigations for any unavoidable, but proportional, impacts.	Are the standard regulatory requirements (e.g., Title VI, Environmental Justice) enough to answer essential questions related to the equity implications of the project/action/decision? If not, what other tools/strategies can we use?
	Can all key equity issues/questions be analyzed? What are the limitations of available data? How might we fill information gaps?
	Are there any potential negative impacts or unintended consequences resulting from the action/decision? Have we asked the community what the potential impacts and side-effects might be and how such impacts might be avoided or reduced?
	Are there any equity issues or concerns raised for which the project/action/decision is unable to provide resolution? If so, how will such issues be communicated?
Decision Making Processes: Prioritize access, participation, influence, and decision-making power for marginalized and underserved communities throughout the course of the program in establishing objectives, design, implementation, and evaluation of success.	Who needs to be in the conversation? Who is missing? How are affected/impacted community members being actively engaged in the project/action/decision?
	Do we have everything we need to help advance equity through this phase/activity? For example, do we need capacity building?

How are Priority Communities being meaningfully involved and centered in the process? How will we ensure input is representative of Priority Communities in the project area? What can we do to avoid traditional actions/tactics that result in unequal input/voice?
Is information being distributed to inform the public and Priority Communities of how to influence decision-making at each step in the process?
Who are the right messengers to communicate/reach the Priority Communities in the project area? Are those conducting outreach culturally competent and connected to the Priority Communities?
Are the comments and priorities of Priority Communities being actively catalogued? Are there plans to respond to and address this input in a clear and transparent way?
Is the way in which decisions are being made creating greater transparency and trust with Priority Communities? What approaches might create a greater sense of ownership by Priority Communities?
How is the current issue, policy, or program shifting power dynamics to better integrate the voices of Priority Communities?
How will we continue to partner and deepen relationships with Priority Communities over the long-term?

	What did Priority Communities tell us about their concerns, needs, and priorities? Does the project/action/decision directly meet their needs and expectations?
	Evaluating success: How did we do What could we do differently moving forward/next time?
Physical Design: Integrate equity into the physical design elements of the program	How do the existing conditions and historical context inform program design?
	Do we have everything we need to help advance equity through the design process? If not, how can we bridge those gaps?
	What can be achieved within the scope of the project/action/decision vs what will require partnerships and other strategies?
	To what extent are design elements "human-centered" (i.e. responding to the needs of individual users)?
Community Benefits: Find opportunities for and implement local community improvements, in addition to required mitigations	Do we have everything we need to help advance equity through this phase/activity? If not, how can we bridge those gaps?
	What can be achieved within the scope of the project/action/decision vs what will require partnerships and other strategies?
	What will be done, by who, and by when? Who is responsible for oversight and determining if the project meets its goals and commitments to Priority

	Communities and on which timeline?
	Are equity commitments and implementing actions reported publicly and transparently?
	How will the results of the project/action/decision be evaluated and communicated back to Priority Communities and other stakeholders? What were we able to accomplish for Priority Communities? Are communities that are affected by the project/action/decision better off?
Economic Opportunity: Ensure that economic opportunities generated by the program, including contracting and workforce development, substantially benefit minority and women owned firms, workers of color, workers with disabilities, and young people.	What are the existing/historical disparities in the project area? Why do such disparities exist? What actions have the responsible agencies taken in the past that disproportionately harmed Priority Communities in the project area?
	Does the analysis show that the equity objectives for the project will be achieved? How will project benefits and impacts be distributed geographically and demographically? How will the project/action/decision improve conditions for Priority Communities, not just avoid/reduce harm?