

## IBR Equity Framework

### DRAFT Process & Outcome Equity section

**Process Equity** means that the program prioritizes access, influence, and decision-making power for marginalized and underserved communities throughout the program in establishing objectives, design, implementation, and evaluation of success.

The IBR program commits to the following process equity-oriented approaches:

- **Acknowledge historic context.** Communities which have been historically affected by the transportation system will be explicitly acknowledged and involved in a direct and meaningful way in project development and follow-up. Analysis of project impacts, decisions around community benefits, the approach to community engagement, and other processes, actions, and decisions, will be placed within this historic context.
- **Center the voices of communities of concern.** The IBR program is committed to identifying communities that have historically been excluded in transportation planning and who have been underserved or negatively impacted by prior transportation investments and plans, as well as those at highest risk of being negatively affected by the program. The IBR program commits to prioritizing the voices of impacted, excluded, and underserved communities and ensuring that their concerns, goals, and experiences shape the design of the program. Public engagement will be conducted with awareness of culture, identities, privileges, and equity in a holistic sense and go beyond compliance to maintain a focus on translating community input into intentional, strategic, consistent, and reliable action.
- **Seek feedback from a diverse range of stakeholders to meaningfully shape program work.** Public engagement will take place to inform key decisions over the arch of the program. Engagement will be accessible for community members of varying abilities, languages and cultures by creating spaces where the most vulnerable have a voice at the table and can engage in a meaningful way. The

program will build trust through transparency and demonstrate how input collected informs program decisions.

- **Be explicit about race and systemic racism.** By doing so, the program will ensure that race will not be ignored or diminished and that plans will be focused around those with the greatest needs, including other historically excluded and underserved communities.
- **Identify disparities.** Assessments and studies for the program will have a disparity lens, daylighting program benefits and burdens to communities of concern in relation to the general population.
- **Attend to power dynamics among stakeholders.** The program aims to elevate the needs and priorities of communities of concern through this process. To do this requires that the program recognize, understand, and shift existing power dynamics within the lead agencies & program teams, partner agencies, groups, and the community.
- **Maintain a learning orientation.** A focus on advancing equity, rather than just mitigating harm, is new for State Departments of Transportation. The IBR program commits to letting equity drive program activities and decisions, including National Environmental Policy Act (NEPA) studies and community participation. The program commits to striving for continuous improvement and to creating space conducive for growth and collective learning.

**Outcome Equity** is the result of successful Process Equity and is demonstrated by tangible transportation and economic benefits for impacted and underserved communities.

The IBR program commits to the following equitable outcome approaches:

- **Focus benefits disproportionately on communities of concern,** rather than just avoiding disproportionate impacts. Program benefits should consider past inequities, rather than maintaining the status quo.

- **Improve mobility and accessibility.** 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.
- **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.
- **Community benefits.** Find opportunities for and implement local community improvements, in addition to required mitigations.
- **Avoid harm.** Strive to avoid harm to communities already at a disadvantage, particularly those historically impacted by previous transportation infrastructure and planning projects. If impacts cannot be avoided, the program will mitigate to the greatest extent possible.
- **When legally permissible, use existing laws and regulations as the floor, rather than the ceiling.** Go above and beyond the legal minimum and the traditional confines of the typical transportation infrastructure project (i.e. NEPA, Title VI, and ADA) to deliver on community needs and priorities and to make measurable strides in reducing inequities in the program area and broader region.
- **Establish clear actions and accountability.** Develop a “Community Enhancement Agreement” with a strong emphasis on equity. The Agreement will specify the actions that will be taken by the program, including clarity in regards to implementation and responsible parties for each action/measure. The document may include commitments related to land use, environmental justice, parks/open space, active transportation, safety, cultural resources, procurement, workforce development, and other categories.