

What do we mean by equity?

Equity is an end state in which all groups have access to the resources and opportunities necessary to improve the quality of their lives. OurCounty uses the following framework:

Procedural Equity: inclusive, accessible, authentic engagement and representation in processes to develop or implement sustainability programs and policies.

- Example: OurCounty is actualizing procedural equity through its work with community-based organizations to engage stakeholders in the development and implementation of OurCounty's goals, strategies, and actions.

Distributional Equity: sustainability programs and policies resulting in fair distribution of benefits and burdens across all segments of a community, prioritizing benefits to those communities with highest need.

- Example: Departments will advance distributional equity by assessing the distribution of resources and opportunities, and prioritizing investments and services in communities where there is poor access to resources and opportunities.

Structural Equity: sustainability decision-makers institutionalize accountability; decisions are made with a recognition of the historical, cultural, and institutional dynamics and structures that have routinely benefited privileged groups and resulted in chronic, cumulative disadvantage for subordinated groups.

- Example: Structural equity is embedded into OurCounty through its commitment to regularly report on implementation efforts and promote transparent, inclusive decision-making.

Transgenerational Equity: sustainability decisions consider generational impacts and don't result in unfair burdens on future generations.

- Example: OurCounty actions will provide near- and long-term social, environmental, and economic benefits.

The above principles will help ensure that OurCounty sustainability efforts have equitable impacts, but we must also deal with the inequities that already exist. In acknowledgment that structural racism has harmed people of color across all categories of social and physical well-being, OurCounty is aimed at achieving an end state in which race can no longer be used to predict life outcomes, such as educational attainment, employment, or health status. Strategies and actions throughout this document have been and continue to be developed with racial equity as a central consideration.