What is Equity?

• Equity is just and fair inclusion into a society in which all can participate, prosper, and reach their full potential.

• Achieving equity requires dismantling structural racism and systemic barriers and proactively working to ensure that each individual’s circumstances provides them with the optimal opportunity to thrive.
What Is the Bay Area Equity Atlas?

A comprehensive data support system to track the state of equity across the region and equip community leaders with data to inform solutions for inclusive prosperity.

- 21 Equity Metrics for 272 Geographies
- Policy Solutions
- Research/Analysis
- Training
- Data Support for Campaigns
HOW IS CONTRA COSTA DOING?
OVERVIEW

How is Contra Costa Doing?

• Rapidly diversifying population

• Overall improvements over past decade, but an increase in vulnerable populations & risks

• Economic insecurity & significant racial inequities

• The pandemic is exacerbating underlying vulnerabilities & racial inequities
HEALTH INEQUITIES

Latinx Residents Disproportionately Infected

Percent of Cases by Ethnicity

- Hispanic or Latino
- Not Hispanic or Latino
- Unknown

Percent of confirmed cases of COVID-19 in Contra Costa by ethnicity versus county population by ethnicity. Includes recovered.

Source: Contra Costa Health Services
45% of Black and 57% of Latinx Households Financially Precarious Before the Pandemic

Households that Fall Below the Standard, by Race:

- **African American**: 45%
- **Latinx**: 57%
- **Asian/Pacific Islander**: 26%
- **Native American**: 29%
- **White**: 20%

Basic Needs Budget

- 1 adult: $44,112
- 1 adult, 1 preschooler: $85,602
- 2 adults, 1 school-aged child, 1 preschooler: $102,877

Source: Insight Center
## UNEQUAL HEALTH RISKS

Contra Costa’s Latinx, Black, and Immigrant Residents Disproportionately Work in Frontline Industries

<table>
<thead>
<tr>
<th>Industry</th>
<th>White</th>
<th>Black</th>
<th>Latinx</th>
<th>Asian or Pacific Islander</th>
<th>People of Color</th>
<th>Immigrants</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Workers</td>
<td>46%</td>
<td>8%</td>
<td>24%</td>
<td>18%</td>
<td>54%</td>
<td>32%</td>
</tr>
<tr>
<td>All Frontline Industries</td>
<td>37%</td>
<td>10%</td>
<td>31%</td>
<td>18%</td>
<td>63%</td>
<td>39%</td>
</tr>
<tr>
<td>Grocery, Convenience, and Drug Stores</td>
<td>39%</td>
<td>7%</td>
<td>30%</td>
<td>20%</td>
<td>61%</td>
<td>33%</td>
</tr>
<tr>
<td>Public Transit</td>
<td>28%</td>
<td>38%</td>
<td>17%</td>
<td>14%</td>
<td>72%</td>
<td>21%</td>
</tr>
<tr>
<td>Trucking, Warehouse, and Postal Service</td>
<td>25%</td>
<td>4%</td>
<td>28%</td>
<td>26%</td>
<td>75%</td>
<td>43%</td>
</tr>
<tr>
<td>Building Cleaning Services and Waste Management</td>
<td>23%</td>
<td>4%</td>
<td>64%</td>
<td>3%</td>
<td>77%</td>
<td>61%</td>
</tr>
<tr>
<td>Health Care</td>
<td>37%</td>
<td>14%</td>
<td>18%</td>
<td>28%</td>
<td>63%</td>
<td>34%</td>
</tr>
<tr>
<td>Child Care and Social Services</td>
<td>39%</td>
<td>14%</td>
<td>25%</td>
<td>16%</td>
<td>61%</td>
<td>33%</td>
</tr>
<tr>
<td>Agriculture, Forestry, and Fishing</td>
<td>32%</td>
<td>5%</td>
<td>64%</td>
<td>2%</td>
<td>68%</td>
<td>44%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>45%</td>
<td>5%</td>
<td>23%</td>
<td>23%</td>
<td>55%</td>
<td>38%</td>
</tr>
<tr>
<td>Utilities</td>
<td>61%</td>
<td>6%</td>
<td>14%</td>
<td>16%</td>
<td>39%</td>
<td>23%</td>
</tr>
<tr>
<td>Domestic Workers</td>
<td>25%</td>
<td>59%</td>
<td>10%</td>
<td>75%</td>
<td>70%</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>38%</td>
<td>52%</td>
<td>4%</td>
<td>62%</td>
<td>46%</td>
<td></td>
</tr>
</tbody>
</table>

Source: Bay Area Equity Atlas Profile of Frontline Workers in the Bay Area
UNEQUAL ECONOMIC IMPACTS

Bay Area Workers of Color Hit Harder by Coronavirus Shock

**14.5%** Unemployment rate, Contra Costa County April 2020 (vs. 3.1% Feb 2020)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>28%</td>
</tr>
<tr>
<td>Asian</td>
<td>27%</td>
</tr>
<tr>
<td>Latinx</td>
<td>24%</td>
</tr>
<tr>
<td>White</td>
<td>22%</td>
</tr>
</tbody>
</table>

Sources: CA Employment Development Department; California Policy Lab; National Equity Atlas Race, Risk, and the Coronavirus Economy

Job postings in the Bay Area declined most dramatically for the non-essential jobs disproportionately held by workers of color.
ECONOMIC BENEFITS OF EQUITY

Equity Is A Moral and Economic Imperative

Estimated benefits of equity in Contra Costa County:

$15b
Potential increase in total economic output per year with racial equity in income

$8,800
Increase in disposable income for lower-income Black renters per year if rent was affordable

$18b
Contribution of immigrants to the local economy per year

Source: Bay Area Equity Atlas Economic gains: Racial equity in income; Economic gains: Eliminate rent burden; New Americans in Contra Costa County
ADVANCING EQUITY

A Growing Movement for Equity in Local Government

• Since Seattle established the first citywide equity initiative in 2015 hundreds of city and county governments have launched dedicated equity initiatives

• They are adopting racial equity impact assessments, establishing Offices of Equity, hiring Chief Equity Officers, and shifting policies and resources to advance racial equity

Members of the Government Alliance on Race and Equity
Budgets Are Crucial Equity Tools

“This moment calls for extraordinary investments in health, housing, education, jobs, and social services, not austerity measures or investments that diminish our communities rather than strengthen them. Decision makers can create more opportunity and safety for Black people and all people by prioritizing these investments and targeting them to the most vulnerable communities. Budget justice is essential for racial justice, and for finally creating a society in which Black Lives Matter.”

-Marc Philpart and Chione L. Flegal, PolicyLink
Explore more data about our region on the Bay Area Equity Atlas at:
http://bayareaequityatlas.org

Questions? Contact us at: sarah@policylink.org