

Equity Guide for Green Stormwater Infrastructure Practitioners

Because green infrastructure can be a powerful lever for advancing

<https://bit.ly/GSIEquityGuide>

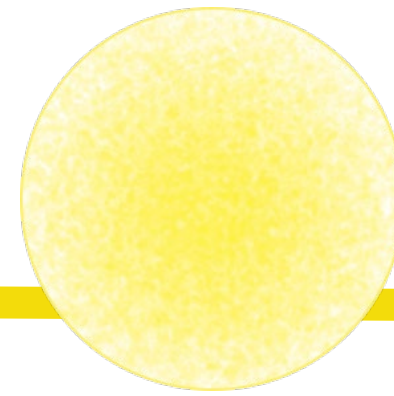


WHAT YOU'LL GET FROM THIS SESSION

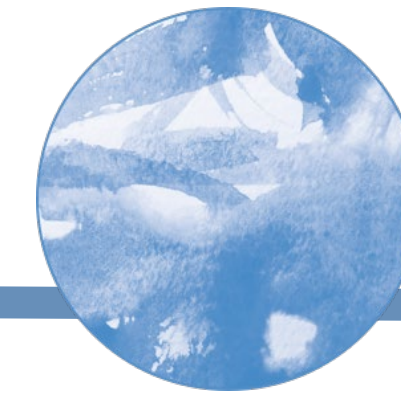
Objectives



Understand how GSI can advance equity in communities



Identify what levers GSI practitioners can use to advance equity in your day-to-day practice



See equity principles in action through a case study of GSI projects

<https://bit.ly/GSIEquityGuide>

AGENDA

INTRODUCING THE EQUITY GUIDE FOR GSI PRACTITIONERS

HOW GSI CAN BE A LEVER FOR EQUITY

USING THE GUIDE FOR YOUR WORK

ST. LOUIS CASE STUDY

<https://bit.ly/GSIEquityGuide>

OPENING REMARKS

Introductions



Barbara Hopkins

Director

Green Infrastructure
Leadership Exchange



APRIL MENDEZ

CEO

Greenprint Partners

OPENING REMARKS

Introductions



<https://bit.ly/GSIEquityGuide>

- Green Infrastructure Leadership Exchange
- Mission: Activate local governments and water agencies to equitably implement green stormwater infrastructure
- 65 organizations, >250 practitioners
- Three pillars:
 - Leadership development
 - Member-driven solutions
 - Case-making & evidence-building

State of Equity in GI Survey Findings

State of Equity Practice in Public Sector Green Stormwater Infrastructure

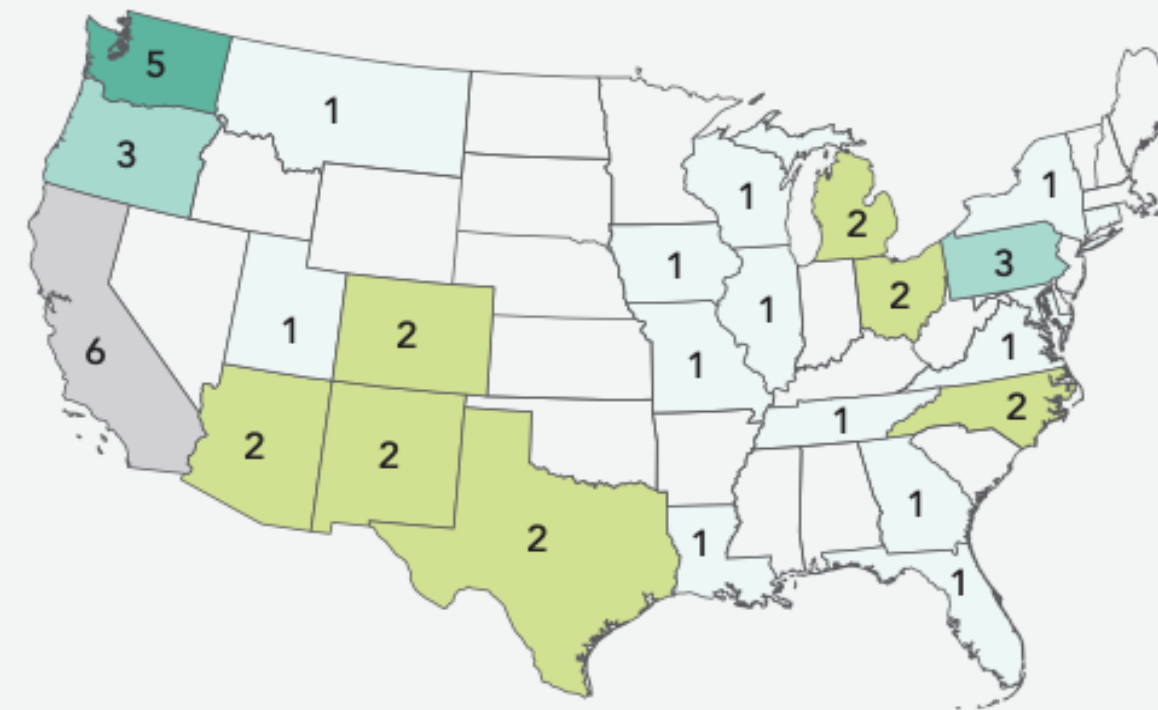


2021 BASELINE REPORT

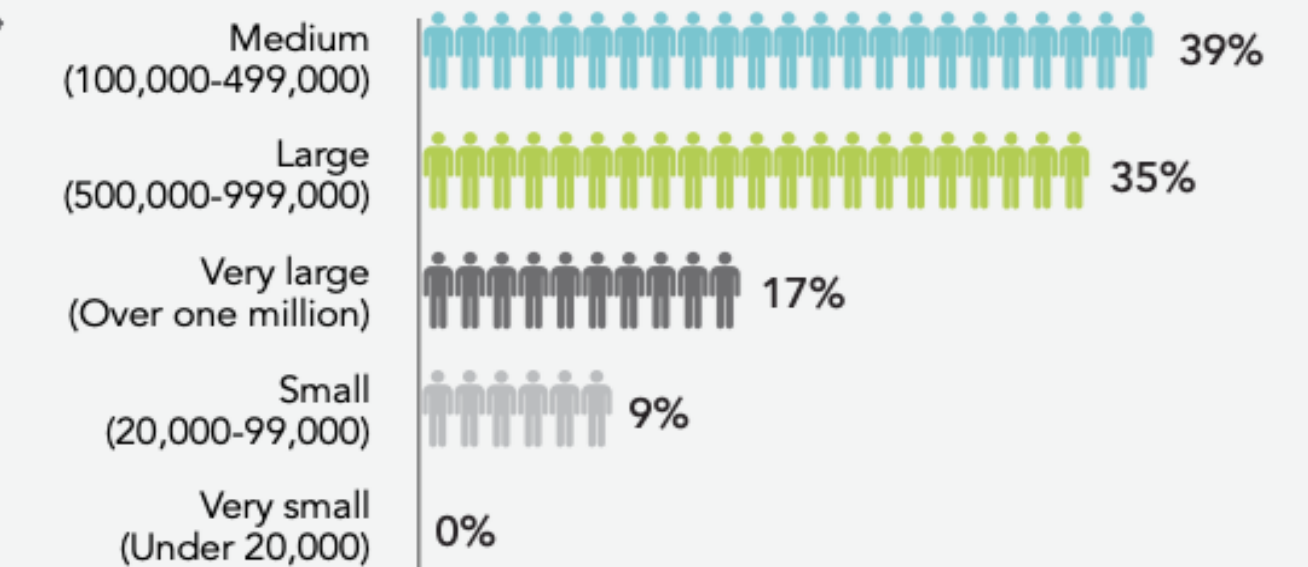
 the **green** infrastructure leadership exchange

These 47 entities serve approximately 40 million people across all regions of the United States.

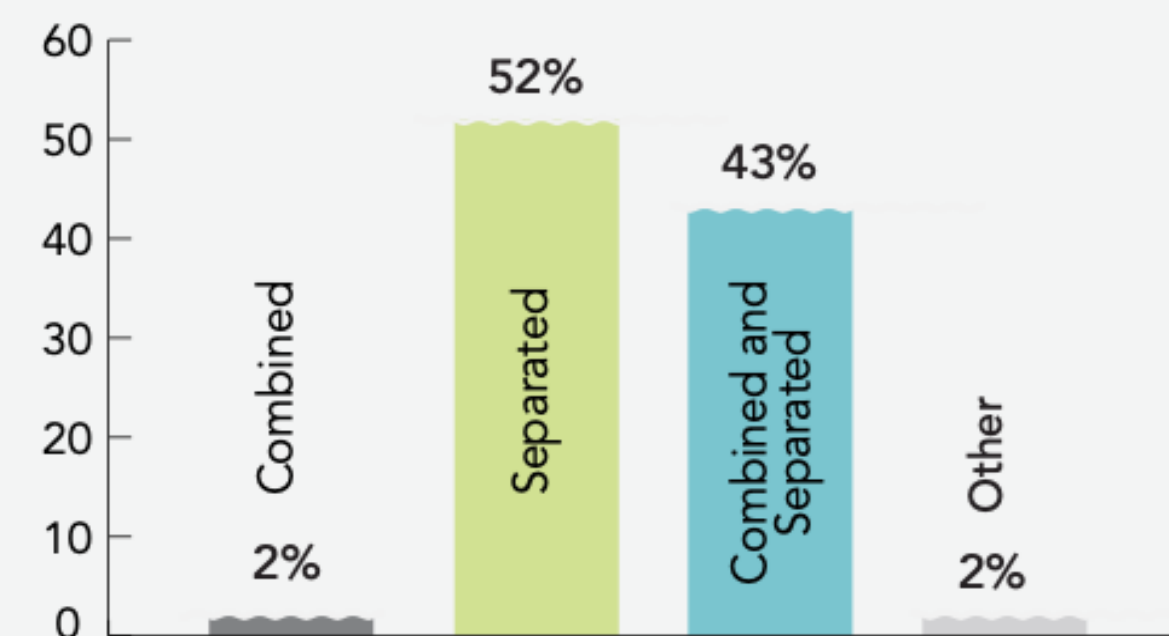
They operate in 26 different states or territories.



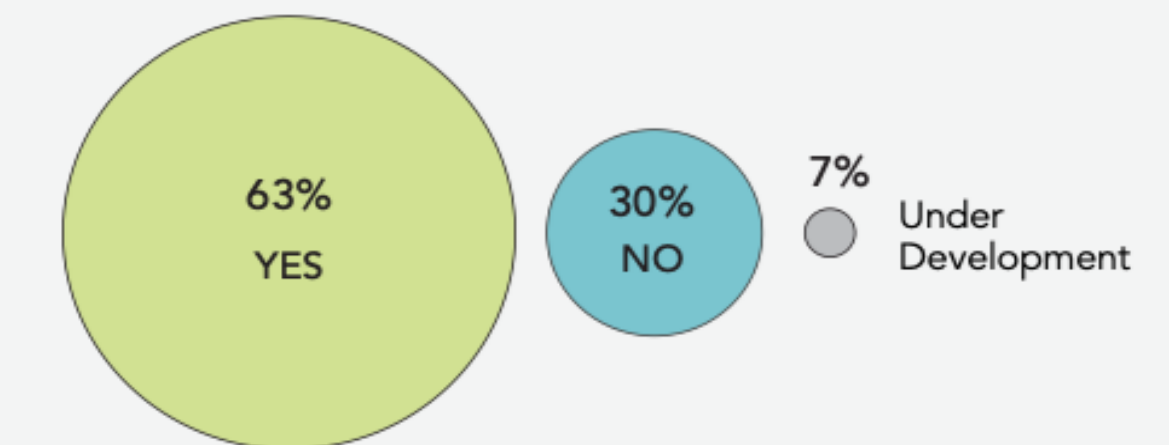
They serve a mix of population sizes.



They operate different types of stormwater systems.



The majority, 70%, have a stormwater fee or are in the process of developing one⁵.



State of Equity in GI Survey Findings

- 1. Many public sector water entities are investing in building internal equity focused capacity.**
- 1. There is still much work to be done and multiple barriers exist to achieving the full equity potential of GSI. Unless these barriers are overcome, the public sector is likely to miss this opportunity.**

State of Equity in GI Survey Findings

“My neighbors are frustrated. I’m frustrated. They have regular flooding in their basements from combined sewer overflows, and there’s nowhere to turn to report issues or share what is happening. These issues are confusing and complex. My neighbors are rarely engaged by the local government or the utility. Many are renters and unsure how to navigate and advocate, compared to the white people in middle- and upper-class neighborhoods, and as a result their concerns seem to be deprioritized. I see the City responding to other neighborhoods with higher quality amenities and more engaged representatives.” – Robin

“We can work in partnership with residents to create holistic solutions to the many intersecting challenges that communities like ours face. When residents are involved in identifying the problems and the solutions, we can develop strategies that can address many of the concerns we have, in addition to flooding.” – Vaughn

Source: Community Voices on GSI and Equity, Green Infrastructure Leadership Exchange, Sept. 2022

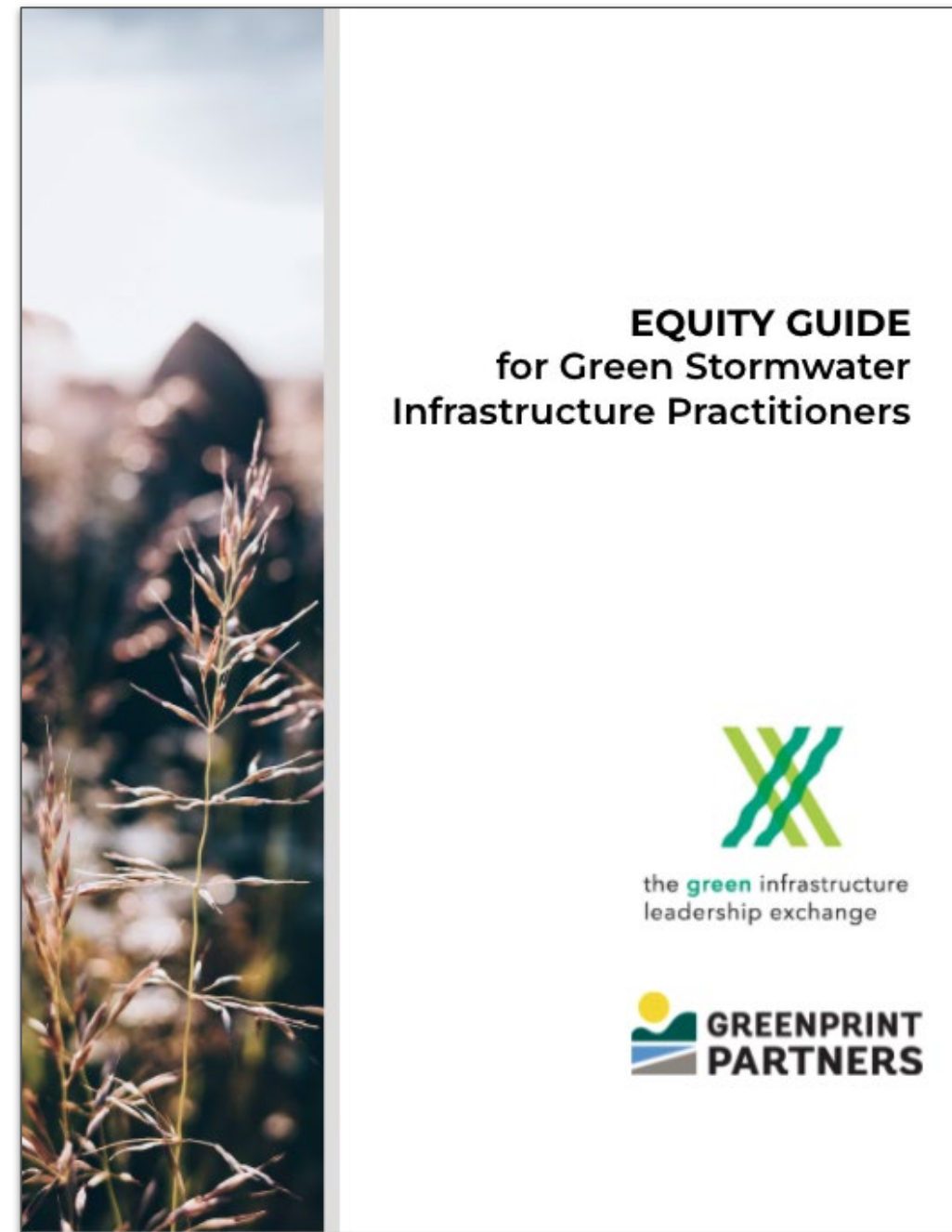
State of Equity in GI

Survey Findings

3. There is a clear path forward to ensure that the full equity benefits of GSI are achieved, which involves:

- Investing in equity-focused GSI staff capacity building
- Expanding innovative project partnerships to access external sources of funding
- Developing more equitable processes for project siting, design and implementation
- Supporting networking activities as a means of building a critical mass of equity-centered GSI practitioners
- Continuing to invest in research and dissemination to identify and address knowledge gaps

EQUITY GUIDE AT A GLANCE



The ***Equity Guide for Green Stormwater Infrastructure Practitioners*** is an action and evaluation roadmap that defines the GSI industry's shared long-term equity goals with:

- Sample metrics that help track progress toward those goals over time,
- Best practices that will ultimately move the needle, and
- Tools to support individual practitioners in customizing community-informed equity work plans, equity impact metrics, and evaluation plans to local contexts.

Ground ourselves in
research

Lean into a shared
language

Cohere concrete
goals + metrics

Turn insight into
action

Measure impact
consistently

GUIDE TOOLS

Lean into a shared language



Definitions to Foster a Shared Language

Throughout the Guide and in the appendix are definitions for terms for the industry to align around. Examples of defined terms include:

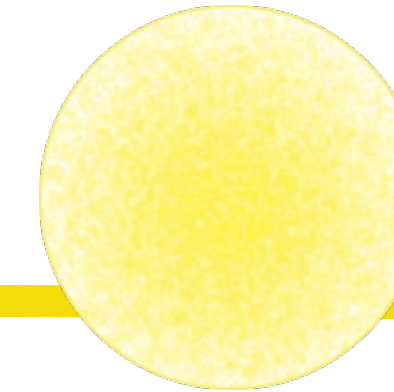
- Green stormwater infrastructure
- Equity (several definitions provided)
- Spatial Equity
- Identity Equity
- Process Equity
- Power Equity



How Green Infrastructure can Advance Equity

The Guide kicks off with critical context about our shared opportunity to drive equity by:

- Expanding nature in communities
- Increasing climate resilience
- Improving properties
- Investing in economic stability
- Creating spaces that facilitate community cohesion
- Increasing community participation and power
- Building trust and acknowledging past harms



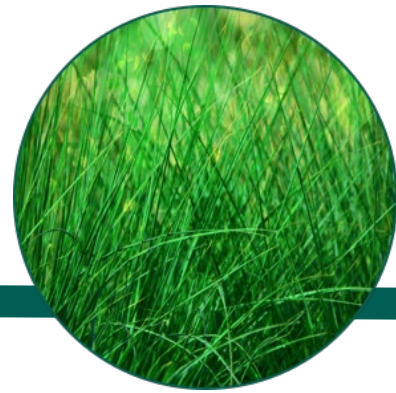
The Roles We Play in Advancing Equity

The following section illuminates the roles of important collaborators in this work, highlighting motivators, levers they can pull, and suggestions for engagement. These collaborators are grouped as follows:

- Internal Advocates: Build consistent levels of internal commitment to equity among leaders and workers within the public sector stormwater management organization.
- Implementation Teams: Foster deep alignment among green infrastructure implementation teams.
- External Stakeholders: Engage a broader set of stakeholders to maximize community benefits.

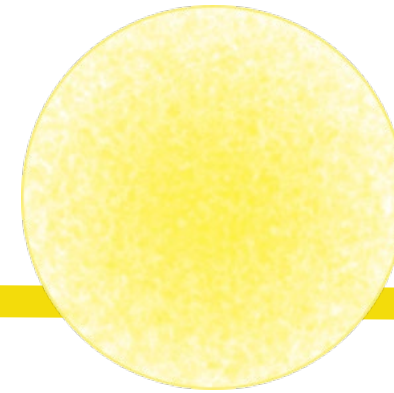
OPENING REMARKS

Defining Equity



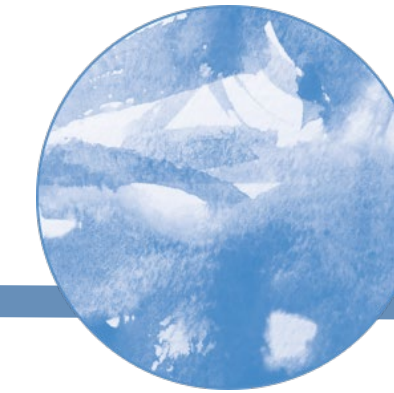
“The state in which one’s race, economic status, zip code, and other forms of **personal and community identities do not define one’s privilege or oppression.**”

Equity Statement of Purpose



“**Fairness in process and outcomes**, including the allocation of resources based upon need. The factors and processes that determine Equity are dynamic and may change over space and time, as new circumstances (i.e. climate change) and understandings arise.”

giequity.org



The state in which, regardless of identity, **all are free from oppression and have equal access** to—and are sufficiently supported to fully participate in—rights, resources, and opportunities.

OPENING REMARKS

Defining Equity

Spatial equity

Describes **where communities are/have been underinvested or disinvested.**

- Where are communities experiencing multiple forms of systemic vulnerability and environmental injustice (e.g., housing, poverty, access to transportation, food, pollution, and/or environmental burdens)?

Identity equity

Describes the multitude of **ways individuals hold racial, gender, ability, age, economic status, and other identities.**

- What are the trends around access to green infrastructure and related investment?
- Are historically marginalized communities centered and included in projects directly affecting their communities?

Process equity

Describes the degree of **access various communities have to public decision-making.**

- Who has access to government leaders?
- Who is consistently engaged or not?
- What different kinds of barriers limit engagement (e.g., access to information, engagement platforms, language accessibility, time, and child care?)

Power equity

Describes who has **influence and control over resources** and considers whether the profiles of these influencers align with who is most marginalized from the benefits.

- Is power over resources, problem-definition, and solution-making shared?
- Who is being considered the “expert”? Can this group can be expanded to be more inclusive?

HOW GI CAN ADVANCE EQUITY

Community Impact View

Reduce communities' exposure to harm

- polluted water
- localized flooding
- severe heat
- poor air quality
- blight that invites crime and communicates worthlessness

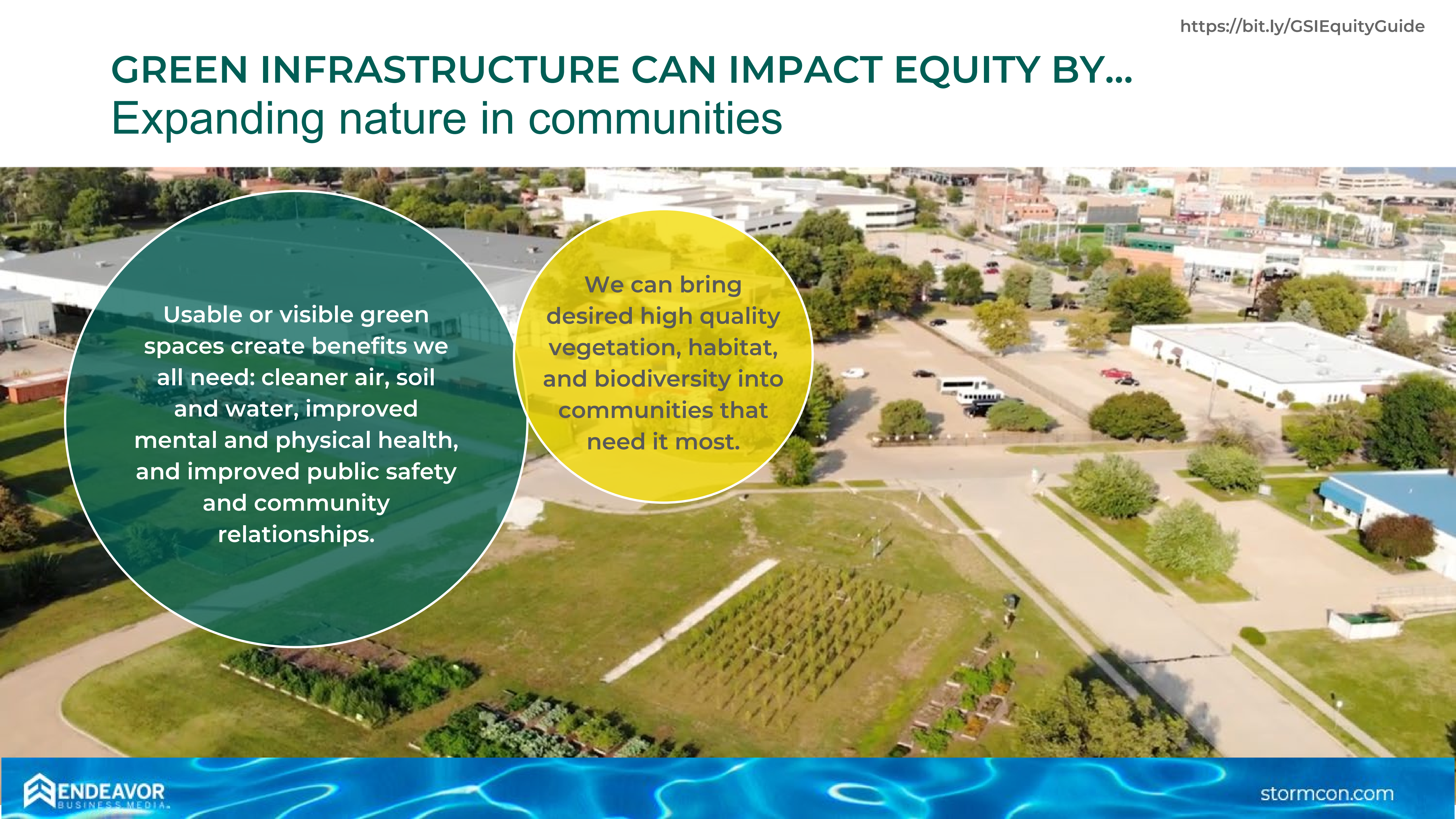
Increase opportunities to thrive:

- visible investments that communicate worth
- increased access to naturalized spaces that support health
- process of centering community in the planning, design, and stewardship of green infrastructure increases **process equity** and **power equity**



GREEN INFRASTRUCTURE CAN IMPACT EQUITY BY...

Expanding nature in communities

An aerial photograph of a city neighborhood showing a mix of urban development and green spaces. In the foreground, there's a large green field with some trees and a paved path. To the right, there's a parking lot with several cars and a white bus. Further back, there are various buildings, including a large white industrial-style building and smaller commercial structures. The background shows more dense urban development with many buildings and trees.

Usable or visible green spaces create benefits we all need: cleaner air, soil and water, improved mental and physical health, and improved public safety and community relationships.

We can bring desired high quality vegetation, habitat, and biodiversity into communities that need it most.

Increasing resilience to climate hazards



Low-income communities and communities of color are disproportionately impacted by increased flooding, drought, water pollution, extreme heat, and poor air quality, all of which are accelerating.

Well-designed green infrastructure that reflects strong community involvement can help mitigate these conditions


Improving properties



Public and private property within neighborhoods that experience deep inequities are more likely to be underinvested and in need of repair.

We can add landscaping and catalyze repair of streetscapes, parking areas, and abandoned playgrounds.

Sparking strategic investments in economic stability



Infrastructure development and maintenance create jobs that can be directed to local workers and owners.

We can site and design projects to support struggling economic corridors and stabilize property values in shrinking communities.


Facilitating community cohesion



Neighborhood assets that reflect the cultural and social networks of the neighborhood can serve as powerful sources of pride, identity, and belonging

We can use our investments to create meaningful public and cultural spaces that help anchor and strengthen the community.


Increasing community participation and power



Many community stakeholders lack access to—and influence over—decision-making, and have not had the opportunity to hone their skills in asserting their needs and aspirations.

We can deploy inclusive public outreach and engagement to building community ownership

Creating opportunities to build trust and acknowledge past harms

A photograph of three young people, two Black and one Hispanic, working together at a table in a workshop. They are looking down at a large sheet of paper, possibly a map or a project plan. The person on the left is wearing a red hoodie with 'life' visible. The person in the middle is wearing a black hoodie. The person on the right is wearing a red hoodie. In the background, there is a green hoodie with 'Kiln' visible. A projection screen is visible in the background showing a map of the United States.

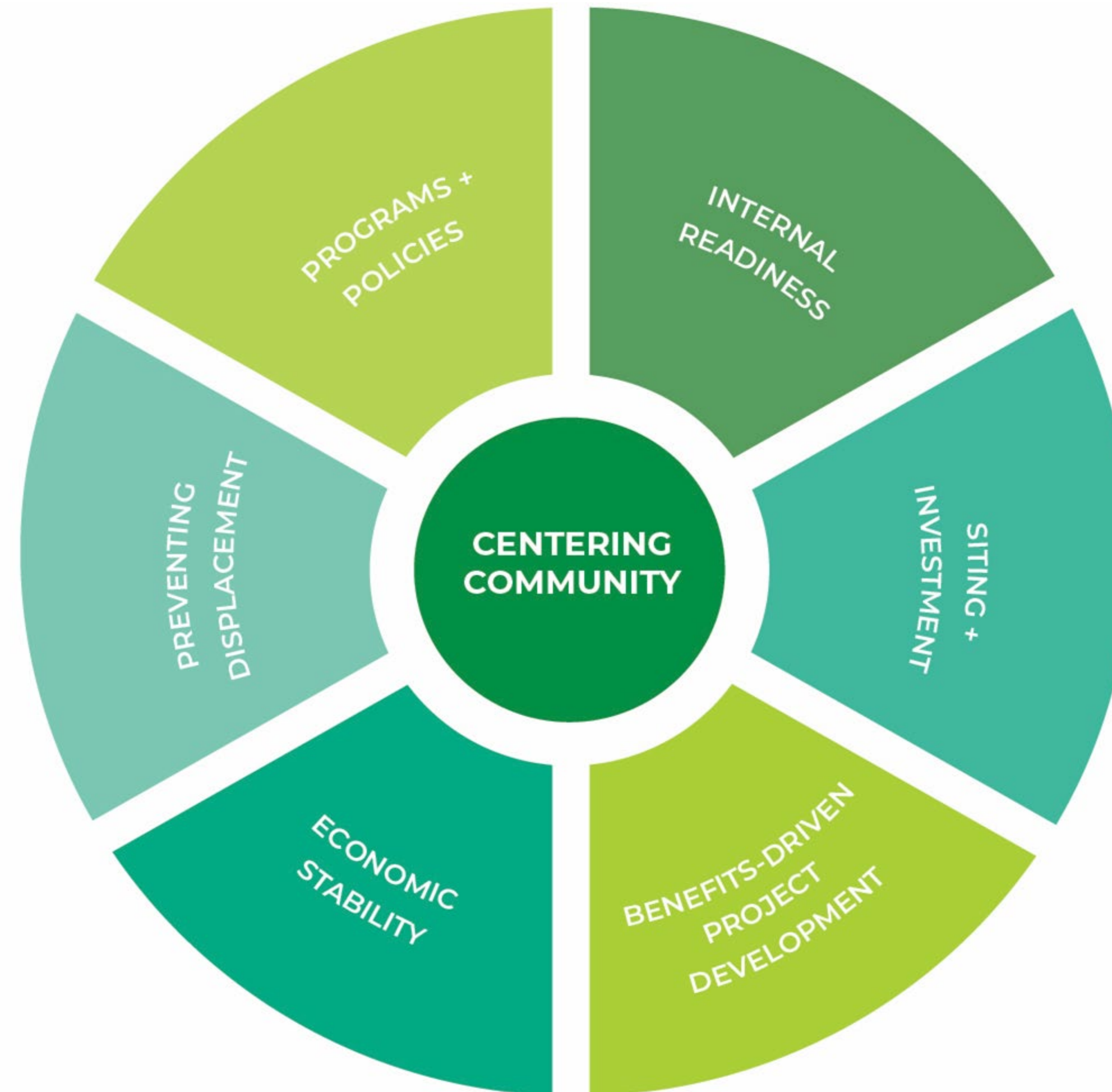
It's fundamentally hard, but important for decision-makers to hear and acknowledge both the mistakes and intentional harms that have led to our current state of inequity.

We can build trust by inviting representative community members into the process of co-creating the green infrastructure projects that will shape their neighborhoods.

GUIDE AT A GLANCE

The seven equity goals

<https://bit.ly/GSIEquityGuide>



INTERNAL READINESS

Our team understands equity and we are committed
and equipped to advance it through our work.



CENTERING COMMUNITY

Community members are essential partners and participants
in all green infrastructure planning and development.

Robert Louis Stevenson Stormwater Schoolyard
San Francisco Public Utilities Commission

SITING + INVESTMENT

Our project selection approach and investment levels
proactively consider potential to advance equity.



BENEFITS-DRIVEN PROJECT DEVELOPMENT

Our green infrastructure projects are designed, constructed, and maintained to provide lasting community benefit.

ECONOMIC STABILITY

Our green infrastructure procurement, employment, and workforce development practices build economic stability and wealth for underinvested communities.



Rain Gardens at Work

What is a Rain Garden?

Today, the formerly vacant land around you is home to four large rain gardens. A rain garden is a planted depression that allows rainwater runoff from impervious urban areas to be absorbed. Their shape, porous soil, and hardy native plants allow these engineered gardens to collect, slow, filter, and absorb rain.

Why Rain Gardens?

In nature, rain slowly soaks into the ground, but as people developed the area, roofs and driveways blocked the natural absorption of water. With nowhere to go, stormwater seeped runoff, picking up pollutants like oil and pet waste. Doing larger rainfalls, stormwater can flood our city and pollute our waterways. Rain gardens are a natural, safe way to mimic nature's original water management system.

Benefits of Rain Gardens

- Reduces flooding potential
- Filters pollutants out of water
- Improves groundwater recharge
- Provides a natural habitat

PREVENTING DISPLACEMENT

Displacement risk is proactively addressed in all of our green infrastructure programs, policies, and projects.

PROGRAMS + POLICIES

Our green infrastructure policies and program design, management, and reporting structures proactively elevate and drive transparency around equity.

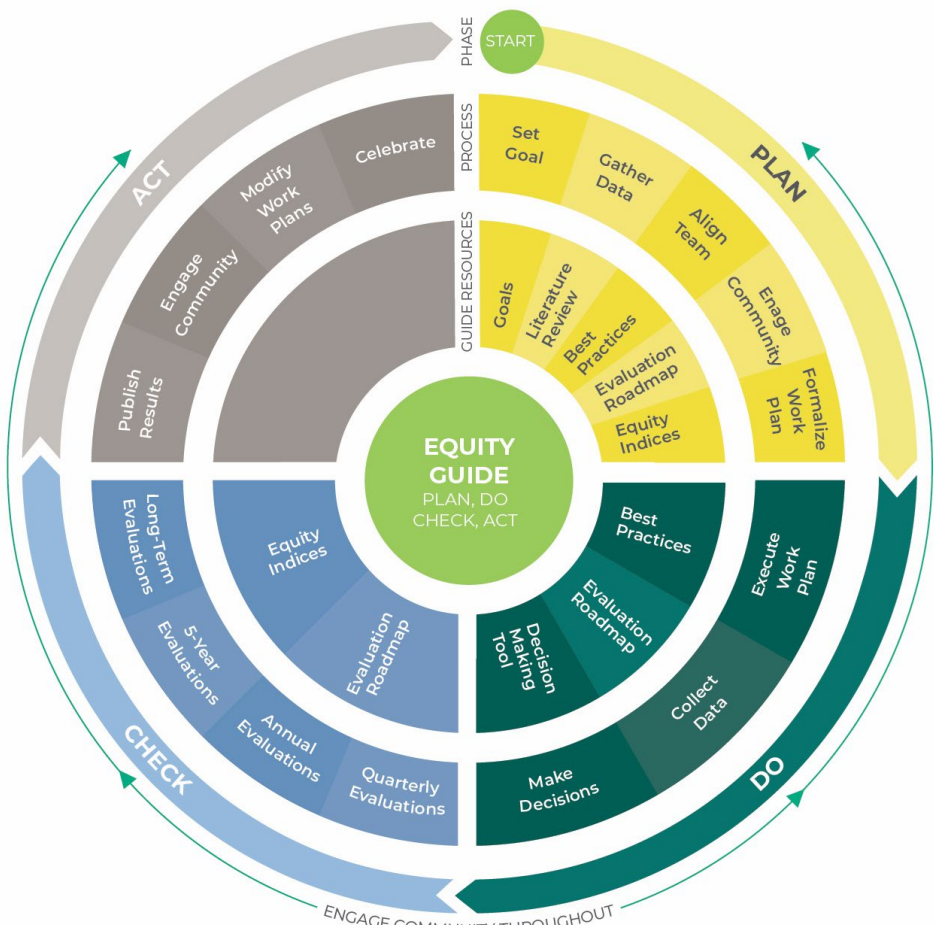
GUIDE TOOLS FOR ALL 7 GOALS

Turn insight into action

| Equity Guide Goals Self-Assessment | | | | | | | |
|---|--------------------------------|-------------------------------------|-------------------------------------|------------|-----|-----|-----|
| | Lead | Priority Level | Need | Completion | | | |
| Goal: Our team understands equity and we are committed and equipped to advance it through our work. | Dept or Staff Responsible | Low, Medium, High (or Not Feasible) | Low, Medium, High (or Not Feasible) | 0% | 25% | 50% | 75% |
| Best Practice #1 - Articulate commitment: Encourage leadership to articulate and model a clear commitment to supporting the team's internal work to understand and develop capabilities and | Leadership team (LT) | High | High | | | | |
| Action 1: Create an internal readiness | LT | High | High | | | | |
| Action 2: Conduct an internal readiness | HR | High | High | | | | |
| Action 3: Invest in training needs identified | | Not Feasible | Not Feasible | | | | |
| Best Practice #2 - Create safe spaces for honest dialogue: Create safe spaces for our team members to learn about equity and dialogue honestly about it conceptually, professionally, and personally, and encourage | GI Team, LT for broad adoption | Medium | Medium | | | | |
| Action 1: Research, create, and adopt a "safe | GI Team | High | High | | | | |
| Action 2: Research, create, and adopt an | | Not Feasible | Not Feasible | | | | |
| Best Practice #3 - Create an action plan: Facilitate a collective internal process to assess past performance related to equity for our program and create and adopt a shared | GI Program Manager (PM) | Low | Low | | | | |
| Action 1: Reflect on organizational barriers | GI PM | Low | Low | | | | |
| Action 2: Develop and execute solutions to | GI PM | Low | Low | | | | |
| Action 3: Using the survey and a facilitated process, create and execute an action plan | GI PM | Low | Low | | | | |
| Action 4: Create staff KPIs that correspond | GI PM | Low | Low | | | | |
| Action 5: Prepare a communications plan for | | Not Feasible | Not Feasible | | | | |
| Action 6: Provide quarterly survey-based and | | Not Feasible | Not Feasible | | | | |
| Best Practice #4 - Support the creation | | Not Feasible | Not Feasible | | | | |
| Action 1: Catalog and identify trends in | | Not Feasible | Not Feasible | | | | |
| Action 2: Create and implement a DEI plan | | Not Feasible | Not Feasible | | | | |

CHOOSING GOALS SELF-ASSESSMENT

(Downloadable .xls)



CHARTING A COURSE

| APPENDIX C <i>Decision-Making Checklist for Organizational Leaders</i> | |
|--|--|
| Internal Readiness <ul style="list-style-type: none">❑ What training, resource, or time/budgetary allowance have I provided to my team to help them achieve their equity goals? | |
| Centering Community <ul style="list-style-type: none">❑ Has my team established a community engagement plan that reflects input from community stakeholders? Are we holding ourselves accountable to execute the plan?❑ Does my team have a sufficient community engagement budget and time allocation?❑ Has my team engaged community stakeholders as essential partners in the upfront planning for the program or project?❑ Have I provided the resources and support needed to engage community throughout the full lifecycle? | |
| Siting and Investment <ul style="list-style-type: none">❑ Are we measuring and holding ourselves accountable to engage the community in siting decisions/prioritization?❑ Does my team have a clear and consistent method to evaluate the potential equity gains and have those been used to evaluate the site and resource the project/program? | |
| Benefits-Driven Project Development <ul style="list-style-type: none">❑ Does my team have a clear and consistent method for ensuring community co-designed the green infrastructure?❑ Is my team held accountable to apply technical/design standards that advance equity? Are these standards kept up to date based on our advancing understanding of how to enhance equity?❑ Does my team report that the construction plan and budget are going to be able to deliver on the community priorities? Does my team feel safe to ask for more resources when needed to complete a project equitably?❑ Does my team have a clear and consistent method for ensuring maintenance is appropriately resourced to ensure the BMP remains an equitable asset? | |

DECISION-MAKING CHECKLISTS

GUIDE TOOLS

Charting a course

CENTERING COMMUNITY WORKBOOK

PLAN PHASE / Introduction

Launch the “Plan” phase leading up to the next annual green infrastructure program strategic planning and budgeting cycle. Begin by affirming readiness to take on the Centering Community goal, gathering data, aligning the team, and engaging community.

Gather Guide Resources

GOALS + CHOOSING GOALS TOOL

LITERATURE REVIEW

BEST PRACTICES

EVALUATION ROADMAP

EQUITY INDICES

Review the Process

ENGAGE COMMUNITY

1

2

3

4

5

SET GOAL

GATHER DATA

ALIGN TEAM

ENGAGE COMMUNITY

FORMALIZE WORK PLAN

Copyright 2022, Green Infrastructure Leadership Exchange and Greenprint Partners

104

CENTERING COMMUNITY WORKBOOK

PLAN / Process

1

SET GOAL

RECOMMENDED PROCESS

1.

Review the ‘Centering Communities’ tab of the [Excel-based ‘Choosing Goals Self-Assessment’](#) to begin to assess our department’s readiness and capabilities to advance Centering Community goal.

2.

Engage community stakeholders in the process of assessing the importance of prioritizing measurable progress toward the Centering Community goal.

a.

Stakeholders we will engage, and specific community groups and/or community leaders we could partner with to engage the community:

b.

Process for engaging stakeholders:

3.

Engage other agencies, departments, and review long term plans to seek areas of alignment around the Centering Community goal.

a.

Other agencies and departments we will engage:

b.

Process for engaging other agencies and departments:

c.

Long-term plans we will review:

d.

Process for reviewing and assessing alignment from long-range plans:

OUTCOME

Using the community input, broader jurisdictional plans, and an internal assessment of capabilities, affirm the choice to prioritize the Centering Community goal and facilitate an internal alignment process.

Copyright 2022, Green Infrastructure Leadership Exchange and Greenprint Partners

105

CENTERING COMMUNITY WORKBOOK

PLAN / Process

2

GATHER DATA

LITERATURE REVIEW

CENTERING COMMUNITY

EQUITY INDICES

RECOMMENDED PROCESS

1.

First, complete a detailed review of the Centering Community content in the Literature Review and Equity Guide.

2.

Once our core team has a full understanding of the scope and details of the Centering Community content, ask ourselves what’s already being done, what resources are needed, what’s feasible, and what will have biggest impact. Consider using the Centering Community tab of the [‘Choosing Goals Self Assessment’ Excel-based spreadsheet](#) to complete this detailed assessment.

3.

Also take some time now to complete a high-level assessment of how our team will approach data collection to track performance against these suggested metrics.

a.

First, review the Centering Community Near Term Outputs in the Guide. Highlight any our team could realistically begin collecting data for in the coming year.

b.

Next, review the Centering Community Suggested Metrics and Data Collection Guidance in the Guide. Highlight any our team could realistically begin collecting data for in the coming year. Jot down some initial notes about how our team could begin collecting the data.

4.

Ensure our team has a strong working knowledge of the diversity of communities within our jurisdiction, as well as the current and/or past inequities they face. Consult: national (The National Equity Atlas) or local equity indices for baseline data about our jurisdiction.

OUTCOMES

We have a strong working knowledge of the Centering Community best practices, evaluation recommendations and have taken stock of how our current department’s practices, resources, and capabilities relate.

We have looked at data related to ‘Centering Community’ for our community using The National Equity Atlas or other local sources.

Copyright 2022, Green Infrastructure Leadership Exchange and Greenprint Partners

106

GUIDE TOOLS

Decision-making checklists

APPENDIX F
Decision-Making Checklist for Program Managers



Internal Readiness

☐

Is there any specific training, or resource, or time/budgetary allowance that will help me achieve my equity goals? If so, discuss this with management.

Centering Community

☐

Am I following a community engagement plan that reflects input from community stakeholders?

☐

Is my community engagement budget and time allocation sufficient?

☐

Have I engaged community stakeholders as essential partners in the upfront planning for the program or project?

☐

Do I have the resources and support to engage community throughout the full lifecycle?

Siting and Investment

☐

Was the community engaged in siting decisions/prioritization?

☐

Do I understand the potential equity gains and have those been used to evaluate the site and resource the project/program?

Benefits-Driven Project Development

☐

Has community co-designed the green infrastructure?

☐

Have I followed technical/design standards that advance equity?

☐

Is the construction plan and budget going to be able to deliver on the community priorities?

☐

Is the maintenance appropriately resourced to ensure the BMP remains an equitable asset?

Economic Stability

☐

Have I maximized opportunities for local/SWMBE firms who can realistically build wealth in the community served to provide any contracted services?

☐

What workforce development activities could be integrated into the program/project?

Preventing Displacement

☐

Is there real or perceived displacement risk for the project/program?

☐

Have I engaged a displacement expert to help me understand the risks and potential mitigation strategies? Have I asked them to participate in a community dialogue?

☐

Have I engaged the community in a dialogue about displacement risk mitigation strategies?

☐

Have I developed a displacement prevention plan for the project/program?

Programs and Policy

☐


Can the community easily access information about the equity efforts and outcomes of our policies and programs?

Copyright 2022, Green Infrastructure Leadership Exchange and Greenprint Partners

116

For Program Managers

APPENDIX G
Decision-Making Checklist for Organizational Leaders



Internal Readiness

☐

What training, resource, or time/budgetary allowance have I provided to my team to help them achieve their equity goals?

Centering Community

☐

Has my team established a community engagement plan that reflects input from community stakeholders? Are we holding ourselves accountable to execute the plan?

☐

Does my team have a sufficient community engagement budget and time allocation?

☐

Has my team engaged community stakeholders as essential partners in the upfront planning for the program or project?

☐

Have I provided the resources and support needed to engage community throughout the full lifecycle?

Siting and Investment

☐

Are we measuring and holding ourselves accountable to engage the community in siting decisions/prioritization?

☐

Does my team have a clear and consistent method to evaluate the potential equity gains and have those been used to evaluate the site and resource the project/program?

Benefits-Driven Project Development

☐

Does my team have a clear and consistent method for ensuring community co-designed the green infrastructure?

☐

Is my team held accountable to apply technical/design standards that advance equity? Are these standards kept up to date based on our advancing understanding of how to enhance equity?

☐

Does my team report that the construction plan and budget are going to be able to deliver on the community priorities? Does my team feel safe to ask for more resources when needed to complete a project equitably?

☐

Does my team have a clear and consistent method for ensuring maintenance is appropriately resourced to ensure the BMP remains an equitable asset?

Economic Stability

☐

Does my team have a clear and consistent method for prioritizing opportunities for local/SWMBE firms (who can realistically build wealth in the community served) to provide any contracted services?

☐

What workforce development activities could be integrated into the program/project?

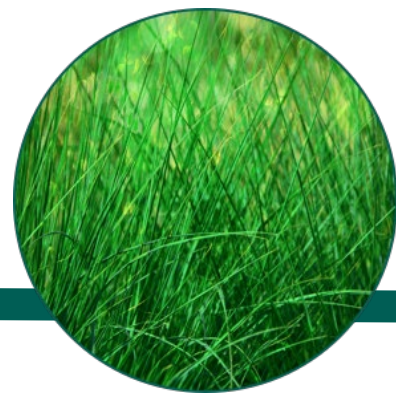
Copyright 2022, Green Infrastructure Leadership Exchange and Greenprint Partners

117

For Organizational Leaders

GUIDE TOOLS

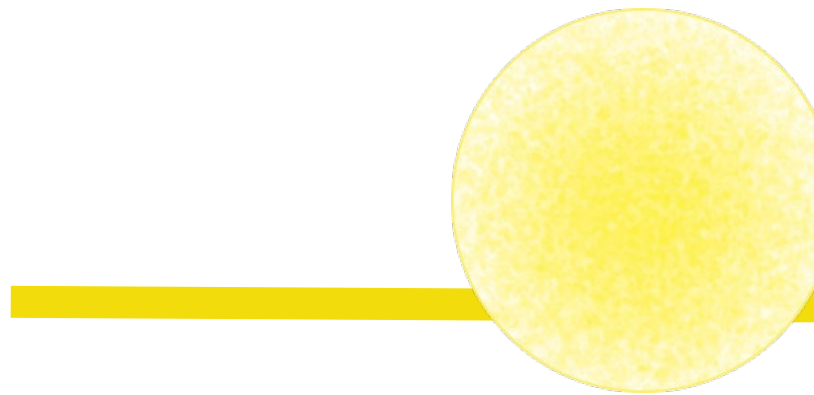
Measuring impact



How to Approach Evaluation

This section prepares program managers to get the most out of their evaluation efforts. Example guidance includes:

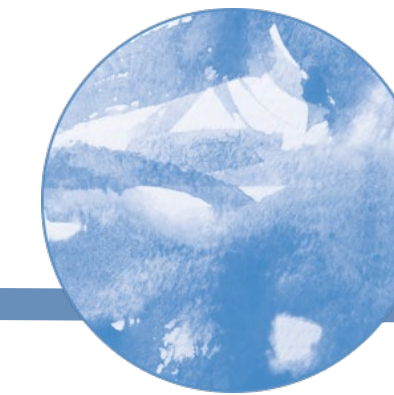
- Use the suggested metrics to catalyze conversations that clarify goals.
- Bring communities along to help prioritize and refine the goals, strategies, and metrics that matter most.
- It's better to have a little data that you will use than a lot of data that you won't.
- Gathering data is hard. Develop a feasible plan upfront.



Metrics Spreadsheet

All proposed metrics presented throughout the Evaluation Roadmaps are collected into an Excel-based spreadsheet laid out as a logic model.

| Goals | Best Practices | Near-Term Outputs |
|---|---|---|
| Equity Impact Metrics (Updated Draft) Developed for: Green Infrastructure Leadership Exchange Developed by: Greenlight Partners Draft Date: November 8, 2021 | | |
| Goals Each of the following goals reflects an aspect of a utility's practice that can impact equity. Choose the goal(s) that make the most sense given where you're at, then build on incremental successes over time. | Best Practices The best practices are drawn from the input of the Literature Review, Practitioner Interviews, and Community Interviews. | Near-Term Outputs The qualitative and quantitative near-term outputs measure our success at adopting the best practices that are likely to move the needle on equitable green infrastructure. These outputs are examples and should be vetted with internal staff and community stakeholders to ensure data accessibility and relevance to shared goals before we formally adopt and invest in data collection and reporting tools. We can consider assessing progress of regular intervals, such as annual performance evaluations. The frequency will depend on our organizational priorities and operational needs. |
| Our team understands equity and we are committed to advancing it through our work. We have a clear understanding of the importance of equity in our work and are committed to supporting the team to do internal work to understand and develop capabilities and commitments for advancing equity. Assess need for and invest in training that supports our team in participating in, challenging equity practices, holding space for communities to acknowledge current and past harms. | Best Practices Create safe spaces for team members at all levels, including top leadership, to learn about equity and dialogue honestly about it. Consider using and practicing. Consider also supporting equity groups, which can be an essential resource for those with marginalized identities as organizations are going through equity processes, providing safe space for those who need to reflect and strategize on how to communicate about equity to others in the organization. | Near-Term Outputs An assessment of past performance and subsequent ambitious, but feasible, action plan for improving internal readiness to center equity in our team's work has been written with staff input and buy-in and its principles have been communicated externally. |
| Community members are essential partners and participants in all green infrastructure planning and development. We are present in communities without asking for anything and listen. Make space for owning past harms. Develop and maintain a community collaboration strategy that combines historical input with relevant input and review. Solicit input from community voices who are compensated and credited for their time and expertise, and are demographically representative of the service area. Accommodate the engagement needs of marginalized groups. Strive to create accessible, relevant, and engaging meeting content and agency deliverables. | Best Practices Develop, resource, and implement a Diversity, Equity, and Inclusion plan to hire and retain an internal workforce that reflects the diversity of the communities we serve, at all levels of positional seniority and compensation. | Near-Term Outputs A Diversity, Equity, and Inclusion plan was adopted to help our internal workforce reflect the diversity of communities that we serve, at all levels of positional seniority and compensation. |
| Engage community stakeholders as essential partners in the upfront planning, budgeting, and design of as many green infrastructure program plans, policies, and projects as possible, including the original establishment of the green infrastructure program. | Best Practices Engage community stakeholders as essential partners in the upfront planning, budgeting, and design of as many green infrastructure program plans, policies, and projects as possible, including the original establishment of the green infrastructure program. | Near-Term Outputs A community collaboration strategy covering program, policy, and project development has been written, vetted with input from our staff and community members, and is regularly updated with relevant input from representative community voices for each focus/geography. The community collaboration strategy is being implemented according to schedule and regularly refreshed. The percent of program budget allocated to community engagement is sufficient to support the community collaboration strategy and to resource community members for their partnership roles. The percent of staff or resourced community leadership time that is dedicated to community engagement is sufficient to support the community collaboration strategy. We are seeing an increase in the percent and total number of community stakeholders engaged who represent impacted and underrepresented groups, disaggregated by race and other prioritized equity factors, year over year. We are seeing an increase in the percent of stakeholders, disaggregated by race and other prioritized equity factors, who report that they were meaningfully engaged in the creation of the plans, policies, and projects and that their priorities were reflected in the final product for their understanding (they weren't). We are seeing an increase in the percent of program and policy planning processes for which the majority of stakeholders, across all race and other prioritized equity factors, report that they were meaningfully engaged as essential partners and participants. Community used need assessment, infrastructure plans, and policies are consistent, updated, and equity- |



Retrospective Project Assessment

This resource helps teams learn from past projects with the following resources:

- A sample community stakeholder pre-survey to collect community input uses recommended metrics from throughout the Guide
- Discussion pre-work recommendations to prepare the team
- Equity assessment discussion guidance to prepare for a productive session
- Discussion facilitation guide workbooks to fill out
- Post-discussion guided reflection to elevate key takeaways to inform growth

St. Louis Case Study: Equity in a GSI Financial Incentives Market

- ❑ Centering Community
- ❑ Siting and Investment
- ❑ Benefits-Driven Project Development



RAINSCAPING LARGE SCALE GRANTS PROGRAM

Metropolitan St. Louis Sewer District (MSD)

MSD's Rainscaping Large Scale Grants Program pays for green stormwater infrastructure projects on private properties within the Grant Program Area.



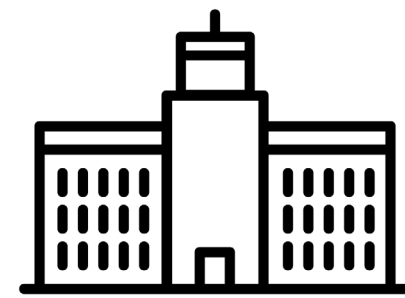
Combined Sewer
Overflow



Natural Drainage Solutions

Each grant helps MSD meet their commitment to invest \$120 million in rainscaping projects, with an overall goal of reducing combined sewer overflows to the Mississippi River and River de Peres.

But capacity and financing gaps limit program impact,
especially for LMI communities.

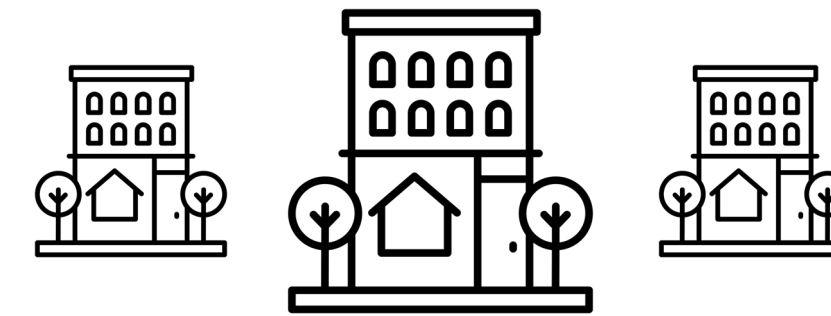


WATER UTILITY

Limited staff availability.
Limited landowner outreach capacity
and experience.
Lack of economies of scale from many
individual projects.



THE
KRESGE
FOUNDATION



LANDOWNERS IN LOW- INCOME COMMUNITIES

Lack of awareness.
Limited staff capacity and technical
expertise for design/build management.
Inability to float project costs.



WOMEN
OWNED

PARTNERING WITH ST. LOUIS LANDOWNERS

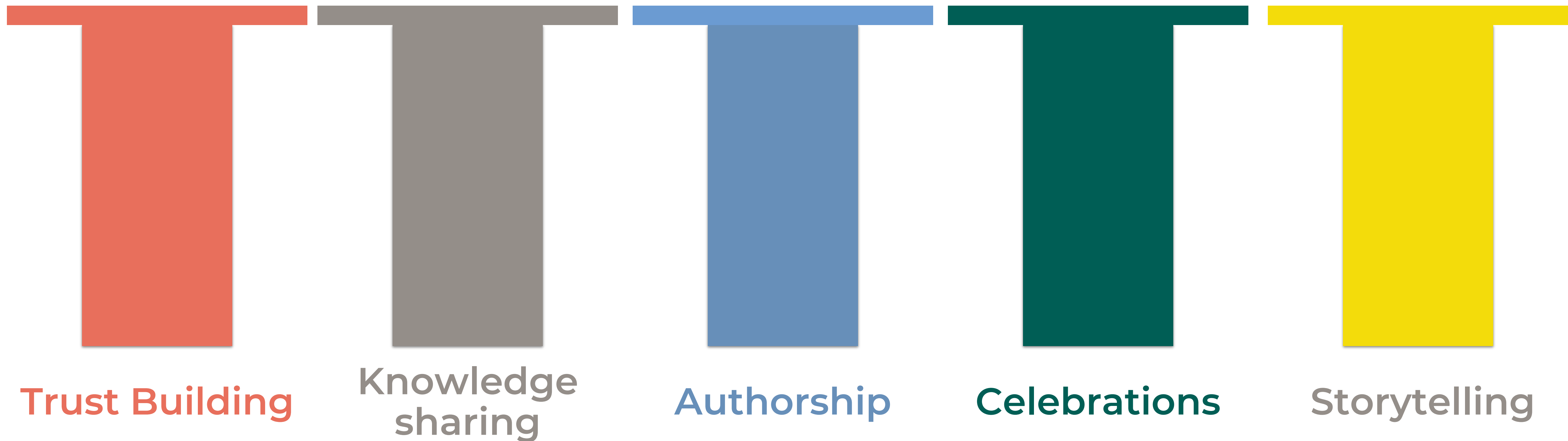
We specialize in helping nonprofits and public authorities build community-focused green stormwater infrastructure at little or no cost.



| Project Name | Market Segment | Greened Acres | Vegetative | Gallons / Year | Low Income | People of Color | Co-Benefits | Status |
|--------------------|----------------|---------------|------------|----------------|--|-----------------|---|---------------|
| Project | Healthcare | 2.6 | 97% | 887,960 | 56% | 77% | Beautification, Social cohesion, Stress reduction | Design |
| Project | Non-profit | 5.5 | 97% | 667,823 | 69% | 96% | Beautification, Safety, Economic development | Design |
| Project | Aff. Housing | 2.4 | 100% | 833,435 | 55% | 69% | Beautification Social cohesion, Health | Design |
| Project | School | 2.1 | 98% | 915,675 | 64% | 93% | Student performance, Beatification, Mental health | Design |
| Project | Non-profit | 0.8 | 64% | 243,925 | 49% | 69% | Safety, Investment, Pride | Design |
| Project | Non-profit | 0.4 | 55% | 263,247 | 67% | 74% | Safety, Calming traffic, Economic development | Design |
| Project | Non-profit | 0.9 | 76% | 425,148 | 46% | 54% | Safety, Mental health, Health | Design |
| Intersect Arts | Faith-based | 1.5 | 100% | 421,797 | 62% | 68% | Stress reduction, Social cohesion, Health | Construction |
| Hopewell | Faith-based | 4.8 | 100% | 1,500,000 | 44% | 66% | Beautification, Pride, Social cohesion | Construction |
| Central Baptist | Faith-based | 2.3 | 100% | 1,026,000 | 57% | 72% | Resiliency, Sustainability, Education | Construction |
| Catholic Charities | Non-profit | 4.1 | 97% | 560,000 | 42% | 55% | Beautification, Mental health, Safety | Establishment |
| Wells-Goodfellow | Non-profit | 6.91 | 100% | 2400000 | 63% | 98% | Resiliency, Sustainability, Education | Maintenance |
| TOTALS AVERAGES | | 34+ | 90% | 10M+ | 100% of projects are in income qualified census tracts and communities of color. | | | |

The 5 pillars of

COMMUNITY ACTIVATION



THANK YOU
Let's keep talking!



the **green** infrastructure
leadership exchange

Barbara Hopkins | Director
barbara@giexchange.org



APRIL MENDEZ | CEO
april@greenprintpartners.com

<https://bit.ly/GSIEquityGuide>