



EQUITY PROGRESS REPORT

August 2021 - Baseline Report

[Abstract](#)

The Equity Survey and Progress Report are part of Drawdown: Marin's (DDM) efforts to more deeply engage communities of color in the initiative and are funded by the Marin Community Foundation. The Survey and Report assess DDM participants' beliefs, perceptions, and biases and measures DDM's progress toward "normalizing, organizing, and internalizing" equity principles.

Introduction

Drawdown: Marin (DDM) is a community-driven campaign that works with Marin County residents, businesses, organizations, agencies, and local governments to reduce greenhouse gas (GHG) emissions, prepare for climate change impacts, and meaningfully address and integrate equity.

DDM believes that climate change and equity are interconnected. Low-income communities, communities of color, indigenous peoples and tribal nations, and immigrant communities suffer first and worst from climate disasters, yet produce the least GHG emissions.

Drawdown: Marin acknowledges these communities have existed and still exist in Marin County and seeks to design and implement solutions with them. This requires internal and external on-going work to normalize, organize, and internalize equity principles and approaches including making the DDM solutions (29 local projects and programs) equitable and accessible.

Drawdown: Marin Equity Task Force

At the conclusion of a 3-part Diversity, Equity, and Inclusion training, DDM acknowledged that it needs to normalize, organize, and internalize equity principles. Therefore, it created an internal Equity Task Force (Task Force). The Task Force is made up of DDM participants (members of the Stakeholder Collaboratives, Community Outreach Partnership, and community-based organizations working with Drawdown: Marin). The Task Force meets monthly and its meetings are open to the public. All meeting materials are also posted online.

In 2021, the Task Force developed a work plan to meaningfully address equity. The plan identifies goals and specific projects at the following levels:

- **Normalize/Awake:** Establish racial equity as a key value by developing a shared understanding of concepts across the entire DDM initiative and create a sense of urgency to make changes.
- **Organize/Woke:** Build DDM participant and initiative capacity, skills, and competencies through training while also building infrastructure to support the work, like internal change teams/task forces and external partnerships with expert institutions and community groups.
- **Operationalize/Work:** Put theories into action by implementing new tools for decision-making, measurement, and accountability, e.g., a Racial Equity Tool and/or a Racial Equity Action Plan.

One specific project, the Equity Survey and Progress Report, is part of the Marin Community Foundation-funded initiative to “more deeply engage communities of color in DDM.” This project assesses DDM participants’ beliefs, perceptions, and biases and measures DDM’s progress toward the above-listed goals.

Measuring DDM’s Progress - Surveys

DDM acknowledges it needs to measure its progress as it works to meet the above-listed goals. To do this, DDM must develop and administer surveys to measure the beliefs, perceptions, and biases of existing DDM participants. Originally, DDM intended to conduct a survey to measure “baseline conditions” prior to implementing any equity initiatives (Spring 2020). However, developing the survey took longer than expected and it was not sent to participants until Spring 2021. Participants were asked to complete the survey considering early 2020 conditions. DDM understands some participants found this difficult. An additional survey will be conducted in Spring/Summer 2022 to measure DDM’s progress again.

The survey was distributed to approximately 150 DDM participants from all focus groups, the Community Outreach Partnership, and the Executive Steering Committee, and received 23 responses. DDM acknowledges the survey results may not be statistically significant and will still evaluate the responses to determine how it can alter its current equity-related efforts. The survey was crafted to directly correlate with the 3 key stages of addressing equity (listed above).

Finally, DDM acknowledges that most DDM participants and survey responders are part of the dominate culture (white and middle to upper-middle class) in Marin County. DDM understands the survey is a type of "self evaluation" and may conduct additional surveys asking outside individuals and/or organizations to evaluate its progress.

Key Findings

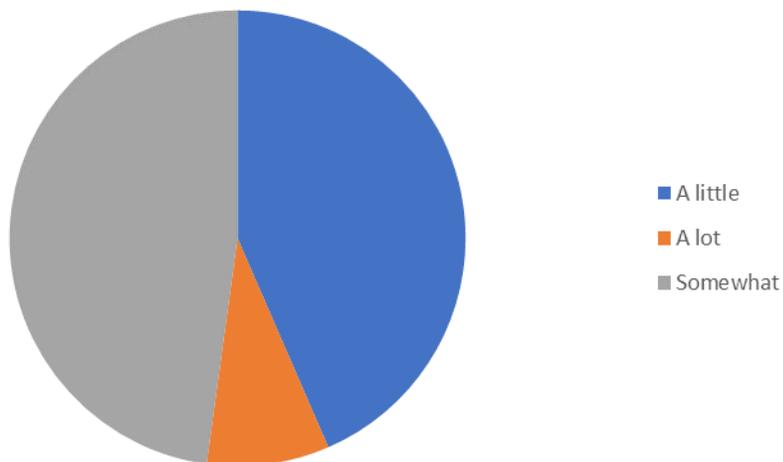
Generally, there is awareness of the importance of equity to the DDM initiative. DDM still has much work to do to create spaces where persons of color, youth, low income, and non-English speaking people want to and feel comfortable participating. It is also clear that decision-making power is not shared with the above-listed groups. Continued conversations need to happen at the working group and initiative level to integrate equity and climate change and continue to develop strategies to diversify opinions, perspectives, and experiences represented and included in DDM.

The items in **bold** below reflect important areas where additional work is needed.

Normalize

Over 50% of respondents indicated diversity (racial, social, and socioeconomic) is important to their working group.

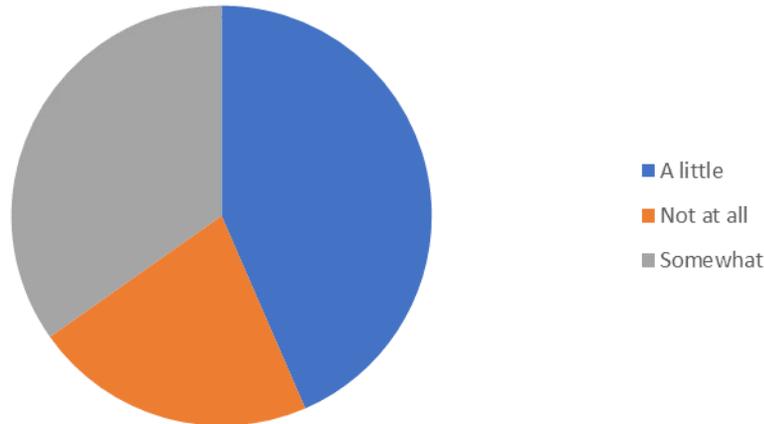
Do you feel your working group made diversity a priority?



75% of respondents think there is some shared understanding of equity vocabulary and different levels of racism.

65% of respondents have little to no understanding and awareness of current and historical race-based disparities or inequitable power dynamics existing within DDM and Marin County communities.

Have your fellow group members discussed historic and current race-based disparities?



82% of respondents believe that DDM should share publicly its demographic data to increase transparency of the initiative.

Organize

About 70% of respondents indicated that people of color, youth, low-income, and non-English speaking people, are not actively involved in their working group's decision-making processes.

About 52% noted that the above-listed populations are traditionally underrepresented in their working groups.

Over 65% of respondents have witnessed or participated in an analysis of barriers to participation, power dynamics, social location, biases, and privileges existing at least once within their group.

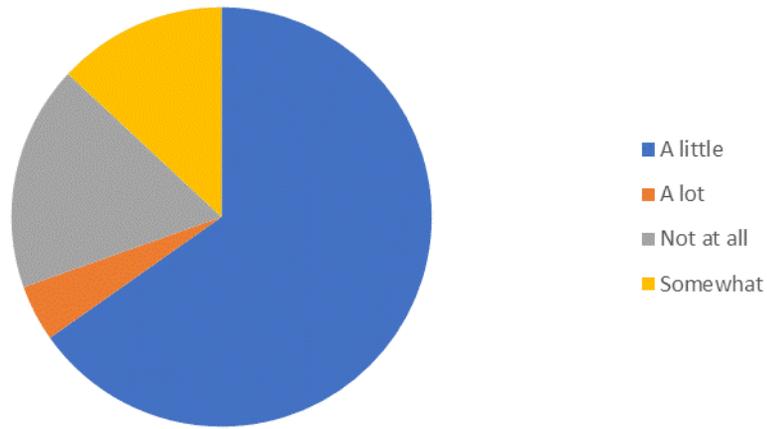
Most of the respondents experienced no social consequences when initiating discussion of equity issues in a meeting. Discussing and working through equity issues has not created a burden on persons of color to explain or defend these issues.

87% of respondents recognize the importance of forming the Equity Task Force and over 60% support the development of a Race Equity Plan specific to DDM.

Operationalize

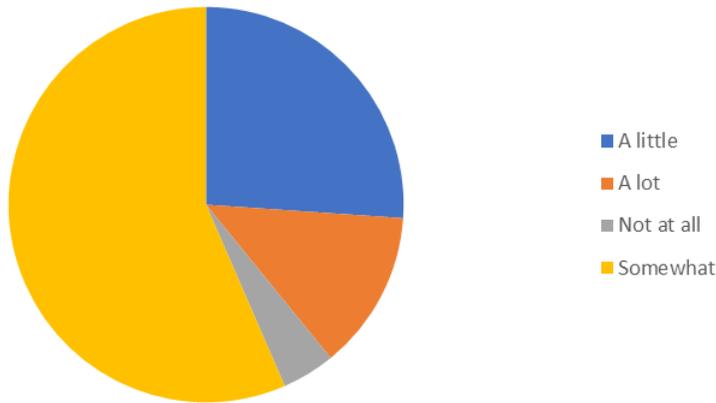
Over 82% of respondents believe underrepresented community members are not actively participating in decision-making processes. The opinions, experiences, and priorities of those members are somewhat included and supported by DDM staff and participants.

Are underrepresented groups actively participating in DDM decision-making?



About 70% of respondents believe that DDM climate solutions moderately addresses underlying systemic issues (racial/socioeconomic/environmental health disparities, segregation, etc.) that impact Marin County communities.

Do you think that the DDM climate solutions address underlying systemic issues that impact Marin communities?



Most respondents believe that DDM solutions are relatively easy to understand and access by all Marin County communities, however, recognize the additional need to improve the descriptions and messaging.

Over 78% confirmed the importance of setting equity goals and measuring DDM's progress. Publishing the progress report is key to increasing commitment to equity goals and accountability to the public.

Next Steps

The survey results will inform additional work for DDM generally and for the internal Equity Task Force. Per the existing Equity Task Force Work Plan, the following strategies could be implemented to address the survey results and make continued progress on DDM's overall equity goals:

- Increase dialogue through meetings, trainings, and webinars about equity and climate change and deepen DDM participants' awareness of how these issues are interconnected.
- Continue reaching out to, engaging, learning from, and listening to communities of color, youth, low income, and non-English speaking populations; create clear paths for their input to be integrated in DDM's work and acted upon.
- Identify training opportunities for DDM participants to build on the initial Diversity, Equity, and Inclusion training and work specifically on issues identified via the survey.
- Attempt to make resources available that are equitable and accessible, e.g., updating the individual actions on the DDM website through an equity lens.
- Support the existing Community Ambassador program that recognizes existing community leaders, provides training (storytelling, advocacy, etc.), compensates individuals, and funds community projects that increase quality of life for underserved communities and address climate change.

A second survey will be conducted in Spring/Summer 2022 to evaluate the impacts of increased efforts to address equity . The survey audience may be expanded from DDM participants to also include select staff at community-based organizations and/or community representatives.

Appendix A- Survey Results

Normalize

Goal: DDM participants believe that diverse representation (DDM generally and within each working group) is critical to DDM.

Do you feel your working group made diversity a priority? (racial, ethnic, linguistic, socio-economic, age, and/or gender diversity in group participants, outside consultants, community partners, etc.)

- 47.8% (11 responses) - Somewhat
- 43.5% (10 responses) - A Little
- 8.7% (2 responses) - A lot
- 0 responses said "Not at all"

Does the diversity of your working group accurately represent all racial, age, gender, and socioeconomic groups in Marin County? See current census data

(<https://www.census.gov/quickfacts/fact/table/marincountycalifornia/RHI725219>).

- 39.1% (9 responses) - Somewhat
- 34.8% (8 responses) - Not at all
- 21.7% (5 responses) - A Little
- 4.3% (1 response) - A Lot

Goal: DDM participants have a shared vocabulary and understanding of the language around issues related to race, racial identity, racism and race equity concepts of individual, interpersonal and societal levels of racism.

Do you think DDM (the entire initiative) has a shared understanding of equity vocabulary and different levels of racism? (Scale of 1-5 with 1 being DDM has no shared understanding and 5 being a complete shared understanding.)

- 4.3% (1 response) - 1 (**Scale 1-5)
- 21.7% (5 responses) - 2
- 52.2% (12 responses) - 3
- 17.4% (4 responses) - 4
- 4.3% (1 response) - 5

Do you think that your fellow group members share an understanding of equity vocabulary? (To the best of your knowledge, based upon interactions you've had with group members.)

- 52.2% (12 responses) - Somewhat
- 30.4% (7 responses) - A little
- 17.4% (4 responses) - A lot
- 0 responses said "Not at all"

Has your group discussed/used this vocabulary regularly in your work together? (For example, when designing solutions or identifying ways to engage the community.)

- 47.8% (11 responses) - A little

- 34.8% (8 responses) - Somewhat
- 8.7% (2 responses) - A lot
- 8.7% (2 responses) - Not at all

Goal: DDM participants have an understanding & awareness of current & historical race-based disparities, inequitable power dynamics existing within DDM and in communities served, as well as how they may be intentionally or unintentionally complicit in perpetuating these.

Have your fellow group members discussed historic and current race-based disparities and how they impact your work?

- 43.5% (10 responses) - A little
- 34.8% (8 responses) - Somewhat
- 21.7% (5 responses) - Not at all
- 0 responses said "A lot"

Do your fellow group members discuss their privileges or biases and how they might impact and perpetuate race-based disparities in DDM (during meetings, events, workshops, email communication, etc.) and the Marin County community?

- 56.5% (13 responses) - A little
- 30.4% (7 responses) - Not at all
- 13% (3 responses) - Somewhat
- 0 responses said "A lot"

Goal: DDM participants understand the importance of allocating time to and are willing to push past personal discomfort to discuss race related issues.

Do your fellow group members seem interested in discussing equity and related topics versus acting defensive or dismissive?

- 43.5% (10 responses) - Somewhat
- 34.8% (8 responses) - Very
- 8.7% (2 responses) - This did not come up
- 8.7% (2 responses) - A little
- 4.3% (1 response) - Not at all

Did your fellow group members reach out to community-based organizations, equity experts, and community members when designing solutions or community engagement approaches?

- 47.8% (11 responses) - A few times
- 21.7% (5 responses) - Several times
- 8.7% (2 responses) - Many times and consistently
- 8.7% (2 responses) - This did not come up
- 8.7% (2 responses) - Not at all
- .3% (1 response) - Somewhat

Did your fellow group members hold each other accountable re: addressing equity? (For example, one or more group members regularly asked how equity was being addressed or integrated into a proposal, group conversation, etc.?)

- 65.2% (15 responses) - Sometimes
- 13% (3 responses) - Many times and consistently
- 13% (3 responses) - This did not come up
- 8.7% (2 responses) - Not at all

DDM participants understand the importance of collecting + analyzing data on racial, ethnic and linguistic demographics of DDM participants and the communities DDM is attempting to serve and include.

Do you think DDM should collect the demographic information of all participants to understand if DDM is diverse and representative of the Marin County community?

- 73.9% (17 responses) - Yes
- 13% (3 responses) - Maybe
- 8.7% (2 responses) - Other
- 4.3% (1 response) - No

Do you think DDM should publicly share its demographic data to increase transparency of the initiative?

- 82.6% (19 responses) - Yes
- 13% (3 responses) - Maybe
- 4.3% (1 response) - Other
- 0 responses said "No"

Organize

Goal: Maintain appropriate, non-exploitative, non-transactional relationships with participants/ partners not part of "dominant culture," enabling people of color to bring their full selves to meetings and use their lived experiences to fulfill their responsibilities.

To the best of your knowledge, to what degree are people of color (primarily), youth, low-income people, and non-English speaking people, involved in the decisions your group made. (Scale of 1-5, 1 being not involved at all and 5 being involved in most decisions.)

- 34.8% (8 responses) - 1 (**Scale 1-5)
- 34.8% (8 responses) - 2
- 26.1% (6 responses) - 3
- 4.3% (1 response) - 4
- 0 responses said "5" or "being involved in most decisions"

Were traditionally underrepresented communities (see list in prior question) invited to participate in your group?

- 52.2% (12 responses) - Yes
- 39.1% (9 responses) - I don't know
- 8.7% (2 responses) - No

If underrepresented communities did not participate, why did this happen?

- 15.8% (3 responses) - We did not develop a welcoming environment

- 21.1% (4 responses) - We met at inconvenient times
- 15.8% (3 responses) - They weren't invited
- 68.4% (13 responses) - Other, including I don't know

Goal: DDM participants build personal/internal cross-cultural awareness, sensitivity, and empathy so people of color feel included and supported in DDM. Participants examine DDM norms/dynamics that ignore systemic inequities and reinforce dominant culture.

Have you witnessed or participated in an analysis of barriers to participation, power dynamics, social location, biases, and/or privileges existing within your group or DDM?

- 34.8% (8 responses) - A few times
- 30.4% (7 responses) - No
- 21.7% (5 responses) - One time
- 8.7% (2 responses) - Many times
- 4.3% (1 response) - Somewhat

Have you witnessed DDM conducting analyses of internal power dynamics, privilege, and group norms that impact how equitable is DDM?

- 34.8% (8 responses) - A few times
- 30.4% (7 responses) - Never
- 17.4% (4 responses) - Once
- 13% (3 responses) - Many times
- 4.3% (1 response) - A lot

Goal: DDM participants learn how to impact structural racism issues (defined in earlier stage) interpersonally, within DDM, between DDM and partner organizations, and in the communities they serve (members of dominant and non-dominant cultures).

Have you (with or without your group) engaged in research or learning opportunities to learn about structural racism issues?

- 60.9% (14 responses) - On a regular basis
- 30.4% (7 responses) - Yes, but only a few times
- 8.7% (2 responses) - Never

Goal: DDM participants self-initiate discussion of racial topics and issues when they occur, without experiencing negative social consequences, e.g., judgment from other participants; and hold space to process their feelings without placing undue responsibility on people of color to explain or defend themselves or their communities.

Have you experienced yourself or another DDM participant initiating discussion of equity issues in a meeting when it arose?

- 45.5% (10 responses) - A few times
- 30.4% (7 responses) - Many times
- 17.4% (4 responses) - This did not come up
- 8.7% (2 responses) - Once
- 0 responses said "Never"

Did this discussion(s) action result in negative social consequences for the person that started the conversation? (ex: comments that it was a waste of time, not relevant, avoidance, social exclusion)

- 73.9% (17 responses) - Not at all
- 21.7% (5 responses) - This did not come up
- 4.3% (1 response) - A little
- 0 responses said "Definitely"
- 0 responses said "Somewhat"

Did participants take on the burden of discussing and working through the equity issue? (For example, participants took responsibility for discussing equity and did not expect a person of color to explain it or defend themselves?)

- 34.8% (8 responses) - A little
- 30.4% (7 responses) - This did not come up
- 17.4% (4 responses) - Definitely
- 13% (3 responses) - Somewhat
- 4.3% (1 response) - Not at all

Goal: DDM develops a standard procedure on how/when to collect initiative data on racial, ethnic and linguistic data of participants + what to do with it (informed by input of non-dominant culture), e.g., develop a standalone report or integrate in future Racial Equity Plan.

Do you understand and support the purpose of forming our Equity Task Force?

- 87% (20 responses) - Yes
- 13% (3 responses) - Maybe
- 0 responses said "No"

Would you support the development of a Race Equity Plan specific to DDM?

- 60.9% (14 responses) - Yes
- 30.4% (7 responses) - Maybe
- 8.7% (2 responses) - No

DDM forms a Racial Equity Taskforce or Working Group to address and integrate equity on an on-going basis.

Do you believe it is important to have an Equity Task Force?

- 82.6% (19 responses) - Yes
- 17.4% (4 responses) - Maybe
- 0 responses said "No"

Operationalize

Goal: Communities of color and low-income communities are part of decision making and their wisdom and priorities are financially and socially amplified and supported.

Are underrepresented groups actively participating in DDM decision-making?

- 65.2% (15 responses) - A little
- 17.4% (4 responses) - Not at all
- 13% (3 responses) - Somewhat
- 4.3% (1 response) - A lot

To what degree have you seen the opinions, experiences, and priorities of underrepresented community members actively included and supported by DDM staff and participants?* (Scale of 1-5, 1 being not included and 5 being always included.)

- 0% - 1
- 30.4% (7 responses) - 2
- 39.1% (9 responses) - 3
- 30.4% (7 responses) - 4
- 0% - 5

Goal: DDM participants go beyond greenhouse (GHG) emissions reductions goals and specific climate change issue area solutions and dedicate time, resources, and power to address underlying systemic issues that impact Marin communities including their ability to mitigate and adapt to climate change.

Do you think that the DDM climate solutions address or will simultaneously addresses underlying systemic issues (racial/socioeconomic/environmental health disparities, segregation, etc.) that impact Marin communities? (See p. 15 of DDM Strategic Plan for solutions identified: <https://www.marincounty.org/-/media/files/departments/cd/planning/sustainability/climate-and-adaptation/drawdown-marin/strategic-plan/drawdownmarinstrategicplan120820.pdf?la=en>)

- 56.5% (13 responses) - Somewhat
- 26.1% (6 responses) - A little
- 13% (3 responses) - A lot
- 4.3% (1 response) - Not at all

Do you think the DDM solutions are easy to understand and accessible by all Marin County communities?

- 60.9% (14 responses) - Somewhat, but needs to be explained better
- 21.7% (5 responses) - No
- 17.4% (4 responses) - Yes
- 0 responses said "Other (please explain)"

Goal: DDM collects/publishes (via this Report Card) participant demographic data and uses it to measure progress on initiative equity goals and to increase accountability between it and the public.

Were you aware of the Equity Progress Report?

- 65.2% (15 responses) - Yes
- 34.8% (8 responses) - No

Do you think it is important for DDM to publish this Equity Progress Report?

- 78.3% (18 responses) - Yes
- 8.7% (2 responses) - I need to learn more
- 8.7% (2 responses) - Not sure

- 4.3% (1 response) - Somewhat
- 0 responses said "No"