

MEMORANDUM

FROM: Tim Lohrentz, Equity Programs Administrator, Link21
TO: Equity Advisory Council (EAC)
CC: Link21 EAC Team (Staff and Consultants)
DATE: 10/17/2023

SUBJECT: AGENDA ITEM B: FOLLOW-UP TO PREVIOUS EAC FEEDBACK

This is a standing agenda item and accompanying memo entitled “Follow-Up to Previous EAC Feedback.” This memo documents questions and input from EAC members and demonstrates how that input is being considered in Link21 work. The goals of this memo are to:

- Confirm that EAC questions are responded to.
- Show transparency and accountability for incorporating EAC feedback into Link21 work.
- Demonstrate the value that EAC contributions have on Link21 work.
- Provide ongoing documentation of EAC input that can later be summarized into a report for Stage Gate 2 reviews.

This memo is not intended to be an exhaustive log of all feedback from and communications with EAC members. Rather, it focuses on input that is related to discussion prompts as well as select questions and input about Link21 or EAC logistics that were not previously or sufficiently responded to or were raised on multiple occasions.

General Program Feedback

Feedback	Link21 should consider providing service to and transit-oriented development, potentially with private partners, at Golden Gate Fields.
Where Raised	July 18 Office Hours
Follow-up	The Follow-Up to Previous EAC Feedback Memo from the August 22 nd , EAC meeting stated that Link21’s early Market Analysis work suggested Golden Gate Fields would be best served by enhanced local transit connections from the Berkeley Amtrak station. More recent planning work shows that a potential new infill rail station closer to Golden Gate Fields could be considered. Discussions with local jurisdictions and communities would be necessary to advance that work.

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Feedback	How is Link21 being intentional about creating access to well paid jobs for youth?
Where Raised	August 22 EAC Meeting
Follow-up	One of the equity metrics compares the increase in access to jobs for the priority populations compared to the general population. A second equity metric was added which addresses the ‘well-paid’ part of this question: the increase in access to “opportunity jobs” – jobs that pay a living wage or that have the potential for advancement. While this metric does not look at youth in particular, it should identify which concepts perform best at creating access to well-paid jobs for youth and all persons.

Feedback	Although Regional Rail concepts provided a higher percentage of benefits to priority populations, BART is more affordable than services like Caltrain or Capitol Corridor. Does Link21’s evaluation account for the demographics or average income of riders for each type of rail?
Where Raised	August Meeting Survey
Follow-up	In alignment with the Metropolitan Transportation Commission, Link21 is assuming that the fares of a new Regional Rail metro service would be similar to fares on BART. If Regional Rail offered a fare structure like BART’s and provided metro-style service, the demographics of Regional Rail riders would likely look different than it does today.

Feedback	How can mechanisms like land value capture be used to apply financial benefit from portions of the corridor with lower concentrations of priority populations to transit-oriented development efforts in parts of the corridor with higher concentrations of priority populations?
Where Raised	August 22 EAC Meeting
Follow-up	Value capture is the act of utilizing the increased property value created by transit-related facilities (e.g., new transit stations) to finance transit infrastructure and other improvements and benefits in the community. Link21 is exploring utilizing a value capture strategy to deliver benefits to priority populations and may seek input from the EAC at a future meeting.

Anti-Displacement Feedback

Feedback	Will Link21’s anti-displacement work include public outreach to help make residents aware of their rights and services available to them?
Where Raised	EAC Mail
Follow-up	The implementation of specific anti-displacement strategies will be designed and carried out in collaboration with local jurisdictions and the community. Link21 believes that public outreach to build resident awareness of rights and services will be an important component of the anti-displacement program.

Feedback	When reviewing the concepts, will there be an assessment of feasibility for anti-displacement methods to be put in place (i.e. capacity of local government to subsidize below-market housing if it was deemed a necessary strategy)? Will there be co-creation input on plans for anti-displacement measures once a concept is decided upon and the specific displacement needs are assessed?
Where Raised	EAC Mail
Follow-up	<p>Link21 is exploring various ways to identify the potential displacement risk associated with program concepts, including local government policies and programs. The risk assessment methodology continues to be refined and updated. Initially the displacement risk assessment considered, among other things, the presence of existing local government anti-displacement policies and programs, such as eviction protections, rent control, and inclusionary zoning. The Link21 Team is exploring ways to include the beneficial effect of existing and planned below-market (i.e., “affordable”) housing. The risk assessment methodology will continue to be updated based on input from the EAC, local jurisdictions, and the community.</p> <p>Once a preferred concept is identified, Link21 will collaborate with local jurisdictions and the community to identify the specific anti-displacement strategies to be implemented at each station area. The recommended strategies will be informed by the data and recommendations from the Anti-displacement Toolkit and input from the EAC.</p>

Feedback	The Anti-Displacement Toolkit will be informed by input from EAC and a focus group with local jurisdictional staff, policy experts, and community-based organizations. Will there also be an opportunity for the general public to provide comments?
Where Raised	EAC Mail
Follow-up	Yes, Link21 intends to engage with the general public on anti-displacement strategies, including the Anti-Displacement Toolkit.

Feedback	The Displacement Risk Analysis on slide 14/18 of the August 22 EAC PowerPoint deck identifies a few select strategies - just cause eviction ordinance, rent control, and inclusionary zoning - in addition to the metric for the total number of policies. Why were these individual strategies pulled out as metrics? From the survey feedback of the 12 regions that were interviewed in 2022, community-based approaches were determined to be the most effective - why weren't these highlighted as their own metric?
Where Raised	EAC Mail

Follow-up	The displacement risk assessment methodology continues to be refined and updated. The initial metrics listed in the information presented to the EAC in June related to existing anti-displacement policies -- just cause eviction ordinance, rent control, inclusionary zoning, and the total number of anti-displacement policies – were selected based on the input from local jurisdictions in 2022, the latest research from the field, and available data. We plan to continue to update the risk assessment methodology based on ongoing input from the EAC, local jurisdictions, and the community.
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Concept Development and Business Case Feedback

Feedback	What is the diversity of staff involved with developing the Business Case equity metrics?
Where Raised	April 19, 2023 EAC Meeting
Follow-up	<p>Developing Link21’s approach to equity in the Business Case involved staff from across the team as well as community partners.</p> <p>To better understand the demographic composition of the Link21 Team, a survey was distributed in June 2023 to the approximately 325 people working on the program at that time. About 88% of team members (287) responded. The survey collected demographic data about race/ethnicity, gender, and disability. These traits are commonly reported on when assessing internal diversity, and some EAC members have expressed interest about these three factors in Link21 work.</p> <p>Comparative data for the Megaregion was pulled from 2021 5-year American Community Survey data that can be found here:</p> <ul style="list-style-type: none"> ▫ Race/ethnicity ▫ Gender ▫ Disability <p>Overall, the survey results showed that the composition of the Link21 Team closely reflects the Megaregion for these factors. The few exceptions included lower Latino/Hispanic representation and higher Caucasian/White representation on the Link21 Team. The survey results are presented below and on slides in the meeting PowerPoint deck.</p> <ul style="list-style-type: none"> ▫ <u>Race/Ethnicity Results:</u> <ul style="list-style-type: none"> – African American/Black – 7% – American Indian/Alaska Native – 1% – Asian/Pacific Islander – 20% – Caucasian/White – 52% – Latino/Hispanic -12% – Middle Eastern/North African – 2% – Other – 2% – Prefer not to say – 4%

- Gender Results:
 - Female – 49%
 - Male – 47%
 - Non-binary – 2%
 - Prefer not to say – 2%
- Disability Results:
 - Yes – 5%
 - No – 92%
 - Prefer not to say – 3%

While the team’s demographic composition is important, allyship is also a critical aspect of equity work. Understanding and advocating for the needs of communities that have been marginalized can come from outside of these communities.

Also, the Link21 Team has prioritized making communities that have been marginalized partners in defining key aspects of the work. Notable engagement that shaped the equity metrics included:

- Two rounds of co-creation, in partnership with over 30 community-based organizations (CBOs) and almost 700 community members
- A poll of low-income individuals and people of color
- In co-creation, the Link21 Team prioritized partnering with CBOs that serve a diverse set of communities that have been marginalized. This type of collaboration allowed for the development of equity metrics that represented community priorities in the Business Case. These CBOs included:
 - Alameda County Library (ACL)
 - Alameda Point Collaborative (APC)
 - A. Philip Randolph Institute, San Francisco (APRI)
 - Bayview Hunters Point Mobilization for Adolescent Growth in our Communities (BMAGIC)
 - Building Healthy Communities (Salinas, Monterey County)
 - Conference of Minority Transportation Officials (COMTO)
 - Creating Restorative Opportunities and Programs (CROP)
 - Community Youth Center, San Francisco (CYC)
 - El Centro Mission Neighborhood Centers (El Centro MNC)
 - East Oakland Youth Development Center (EOYDC)
 - Fighting Back Partnership
 - Hmong Youth and Parents United (HYPU)
 - Little Manila Rising
 - Latinos United for a New America (LUNA)
 - Nuestra Casa
 - Oakland Chinatown Chamber of Commerce
 - Pro Youth and Families

	<ul style="list-style-type: none">▫ RCFCConnects▫ Resources for Independent Living (RIL)▫ San Mateo Paratransit Coordinating Council▫ St. Columba Catholic Church▫ Success Centers▫ The Village of Love▫ Trybe▫ United Playaz▫ Unity Council▫ Vallejo Chamber of Commerce▫ Valley Improvement Projects (VIP)▫ Civic Thread (formerly WalkSacramento)▫ West Modesto Collaborative
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