



Technical Assistance Program *Resource*

Incorporating Equity into Projects

MAPC believes that achieving equity is essential to the sustainable future of the Metro Boston region and the well-being of its residents. In our regional plan, MetroCommon2050, we have strived to place equity at the center of this plan. We developed the plan's recommendations by working closely with partners who are leading voices for creating a more equitable and resilient region. An equitable region is one where all residents have access to opportunities that enable them to attain their full potential. Every person has a shot at growing up healthy, receiving a quality education, getting a good job that ensures a good quality of life, having an affordable place to live, and enjoying life into old age.

An equitable Metro Boston is free from discrimination that marginalizes people based on race, sex, religion, disability, national origin, immigration status, sexual orientation, gender identity, family or marital status, income, military status, criminal history, or age. It holds up leaders from marginalized groups and centers the experiences of the disenfranchised.

To achieve equity requires acknowledging inequities that persist because of bias, discrimination, and racism, both structural and interpersonal. It requires confronting the historical and present-day factors that have contributed to creating existing disparities, and it requires working actively to eliminate disparities that harm marginalized groups in ways that are unfair, preventable, systematic, and grounded in social, political, and historical factors. Local and regional governments must proactively work to advance equity, focusing on eliminating inequities and increasing success for all.

The TAP program provides communities with an opportunity to partner internally, across municipal lines, and with MAPC to advance equity. Some resources that MAPC frequently references when incorporating equity into projects are:

- The State of Equity Policy Agenda 2018 is a document that recommends specific policy actions to address inequalities and inequities that exist in our region. The policy agenda is not confined to the work of MAPC but is intended to serve as a tool for our coalition partners, legislators, state and municipal officials, policy experts, and other interested parties. You can find the goals of the State of Equity Policy Agenda at equityagenda.mapc.org.
- The Government Alliance on Race and Equity, a national network of government agencies working to achieve racial equity and advance opportunities for all, developed a resource guide for advancing racial equity within governments https://www.racialequityalliance.org/wp-content/uploads/2017/09/GARE_GettingtoEquity_July2017_PUBLISH.pdf

- PolicyLink is a national research and action institute advancing racial and economic equity within our communities. You can find more information on their Racial Equity Governing Agenda here: <https://www.policylink.org/federal-policy/racial-equity-governing-agenda>

Provided below are just a few examples of projects municipalities have spearheaded, often in partnership with MAPC, to advance equity.

- **[The Racial Equity Municipal Action Plan \(REMAP\) Program](#)**: MAPC and the REMAP teams of Bedford, Framingham, Natick, Revere, Stoughton, and Lynn created municipal racial equity action plans identifying goals, actions, and policies to advance racial equity within their communities, include board/committee diversification, housing affordability, and closing the racial wealth gap.
- **[Boston Latin Quarter Cultural Planning](#)**: Cultural planning in Boston's Latin District built off recognition of Boston's Latin Quarter as a cultural district, expanded investment in arts and cultural facilities and programming in Boston, and increased support for Boston's growing Latino population. This project funded new creative placemaking activities, outreach to community leaders and consensus building, development of a marketing strategy, and cultural district planning, with an emphasis on supporting and stabilizing local businesses and bringing the story of the Latin Quarter as an historic and contemporary center of Latino culture in Boston to life.
- **[The MetroWest Climate Equity program](#)**: Three MetroWest municipalities have partnered on a project focused on the intersection of climate change and equity to build lasting relationships with [Environmental Justice](#) communities and to create long-term engagement on climate change resilience. Communities also built capacity and gained knowledge on how they experience climate change and designed their climate priorities.
- **[Voices of the Community project in South Framingham](#)**: MAPC supported the elevation of South Framingham residents' vision for a healthy community and actions to move that vision forward. The initiative focused on two census tracts in South Framingham whose residents experience significantly poorer health outcomes than the rest of the city. The project worked directly with residents to define what a healthy community means to them and to create a blueprint on how to achieve their vision.
- **[The Randolph Community Wellness Plan](#)**: In January 2020, the Town of Randolph and MAPC published a Community Wellness Plan—an action plan for improving public health and health equity in Randolph, based on data and community feedback. Since the Plan's completion, MAPC has helped Randolph put that plan into action. Some of the project's major accomplishments to-date include supporting Randolph's hiring of a Community Wellness Planner, catalyzing the establishment of a health clinic in the town's high school, and securing several millions of dollars in support of CWP implementation. The project and MAPC's partnership on it have been made possible by funding through the TAP, a multi-year Community Health and Healthy Aging Grant, and Town of Randolph contributions.
- **[Housing Lynn: A Plan for Inclusive Growth](#)**: The City of Lynn, through the Lynn Housing Authority & Neighborhood Development and the Mayor's Office, worked with MAPC to facilitate a community-driven process to develop an Affordable Housing strategy grounded in meeting the needs of Lynn's most vulnerable residents. The plan was guided by a Steering Committee of Lynn residents

working on issues pertaining to social justice, service provision, education, housing, economic development, and job security. Outreach and engagement focused on groups historically excluded from urban planning processes and those with unmet housing needs and included a broad range of engagement opportunities, from small group discussions to Citywide workshops. Since plan adoption in October 2021, MAPC has been working with the City to advance one of the plan's key recommendations: redevelopment of a city-owned lot for the creation of Affordable Housing.

You can find more on Equity at MAPC can be found on the agency's equity website or by contacting its Equity Team at EquityTeam@mapc.org.

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