



City of Gainesville Racial Equity Toolkit Assessment Worksheet

The Racial Equity Toolkit lays out a process and a set of eight questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity. The analysis should be completed by people with different racial perspectives.

Department: GCRA

Contact: Dan Gil

Phone: 352.393.8209

Email: gild1@cityofgainesville.org

Check One:

Policy Initiative Program Budget Issue

Title: Heartwood

Description: Is GRUCOM an equitable option for the Heartwood Project?

**I. Which racial equity opportunity area(s) will the issue primarily impact?
(Check all that apply)**

- A. Community Development
- B. Criminal Justice
- C. Economic Development
- D. Education
- E. Jobs
- F. Health
- G. Housing
- H. Other [Click here to enter text.](#)

II. Are there impacts on:

- | | | |
|-----------------------|---|--|
| A. Contracting Equity | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| B. Workforce Equity | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| C. Inclusive Outreach | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| D. Public Engagement | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

III. What geographic areas are impacted?

- A. District One
- B. District Two
- C. District Three
- D. District Four
- E. All
- F. Other (Identify areas/neighborhoods) [Click here to enter text.](#)

Provide detailed responses to the following questions:

Set Outcomes: The specific results you are seeking to achieve that advances racial equity.

- Identify the key community outcomes for racial equity that would demonstrate effectiveness
- What does your department define as the most important racially equitable community outcomes related to the issue?

Question 1. – What conditions of well-being are you trying to get your neighbors to experience? What is the outcome you’re trying to achieve?

GCRA – Condition of Well Being: Residents on the East Side of Gainesville have access to attainable new construction housing. Strategy: To provide market rate and affordable housing within East Gainesville, and serve communities that need reinvestment the most. To reintegrate underutilized city property into the fabric of the adjacent well established neighborhoods. Outcomes: Create 11 affordable homes with down payment assistance and 23 market rate homes within a newly constructed economically integrated neighborhood.

Analyze Data: What does data and your conversations with stakeholders tell you about the existing racial inequities?

Question 2. – What existing data do we have to rely on? East Gainesville: has not seen growth in their tax base. East Gainesville has had a lack of investment in decades. East Gainesville is predominantly Black.

Stakeholder Involvement:

- How have you involved the community members and stakeholders?
- Gather information from the community and staff on how the issue benefits or burdens the community in terms of racial equity

Question 3. – In what ways have we engaged the community on this issue? Commission/CRA Board made GRUCOM decision. The community was not consulted. GCRA Advisory Board made a motion to rethink ways to provide internet service at a lower rate and reduce the monthly HOA fees.

Determine Benefit and/or Burden:

- Analyze issue for impacts and alignment with racial equity outcomes

Question 4. – Who will experience benefits? Who will experience burdens? How will you mitigate unintended consequences?

Benefits: Residents looking for the best internet who can afford the fixed monthly assessment. GRUCOM will benefit by increasing their profit base, and test how they might provide retail services in their business model (check with GRU if this is accurate). Higher HOA costs will increase the likelihood that homebuyers are middle and upper middle class, which demographically is more likely to be White people in Gainesville. Burdens: Prospective homeowners who can't afford high monthly assessments.

Accessibility: All persons have equal access to all benefits of policy/programs/service regardless of race, color, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

Question 5. – Is this accessible regardless of ability or status? Everyone will have equal access to GRUCOM, it is built into the HOA fee.

Marginalized Community Support – Addresses the needs and concerns of those most impacted by the issues you are working on, particularly to communities of color and those historically underrepresented in the civic process.

Question 6. – Will this support or relief specifically address the most marginalized communities affected by COVID-19? Having access to high speed internet will help homeowners conduct work and school from home during COVID-19. This policy is not a relief of support related to COVID-19.

Implementation Plan:

- Develop strategies to create greater racial equity or minimize unintended consequences
- Breaks each strategy into identifiable steps, assigns each step to one or more people and suggests when each step will be completed

Question 7. – What is your plan for implementation? Having gone through the Tool Kit Analysis, the team recommends preserving home owner choice by allowing the HOA to vote whether to approve the GRUCom contract once the HOA is active and able to make their own decision.

Evaluate/Raise Racial Awareness/Be Accountable:

- Track impacts on communities of color overtime
- Continue to communicate with and involve stakeholders
- Document unresolved issues

Question 8. – How will you ensure accountability? How will you communicate and evaluate results? Present results to GCRA Advisory Board for discussion and recommendation to then take to the City Commission for review.

Assistance Contact:

**Office of Equity & Inclusion
222 E. University Avenue
Gainesville, FL 32601
(352) 334-5051**

EQ Form 1
4/30/20