

Equity By Design Process

1. Identify **underserved communities** (Analyze)
2. Listen to the voices of the adversely affected.
3. Conduct root cause analysis **with communities**
4. Environmental scan and asset mapping **with communities**
5. Draft strategic implementation plan and evaluation (formative and summative plans)
6. Adapt or develop research-based strategies and tactics **with underserved communities**.
7. Establish the same robust but realistic measurable goals over time
8. Research promising practices and industry exemplars

