

Summary of Equity Analysis Rubric:

The rubric uses three measures: *Breadth, Depth and Equity Preference*. Scoring on these measures will result in a maximum score of 11 on the equity rubric.

- **Breadth of Impact** is measured on a 1-5 scale. The breadth score considers the likelihood that residents and or City Staff who are group members of historically underserved communities, will be positively impacted by implementation of the proposal.
- **Depth of Impact** is measured on a 1-5 scale. The depth score considers how significantly impactful the project will likely be on the individual or family; essentially answering the question: *How much will quality of life be improved?* Indicators of quality of life are wealth, employment, the environment, physical and mental health, education, recreation, social belonging, and safety. Depth of Impact can also be measured by the degree of alignment with the GARE Racial Equity Scorecard Metrics¹: Youth Success and Education, Jobs/ Economic Justice, Housing, Criminal Justice, and Commitment to Achieving Racial Equity.
- **Equity Preference** is measured on a 0-1 scale. The equity preference score considers whether the outcomes of the project are targeted toward disproportionately impacted communities, which is in alignment with the overall goals of ARPA.

Equity Analysis Scoring

Project Title VR Training Technology - PD

Breadth Score: 5

Depth Score: 4

Equity Preference Score: 1

Total Score: 10

Equity Officer Comments:

Recommendations on strategies for advancing equity:

- VR training can be used as a tool to promote community policing and de-escalation measures which can have long ranging equity impacts on the relationship between the police and community, particularly Black (and POC) residents, those with disabilities and/ or those experiencing in mental health crisis who are more likely to experience escalated interactions.
 - Consider potential unintended consequences of implementation of this proposal
 - Resource: [Virtual Reality as an Empathy Building Community Policing Tool](#), US Department of Justice
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