

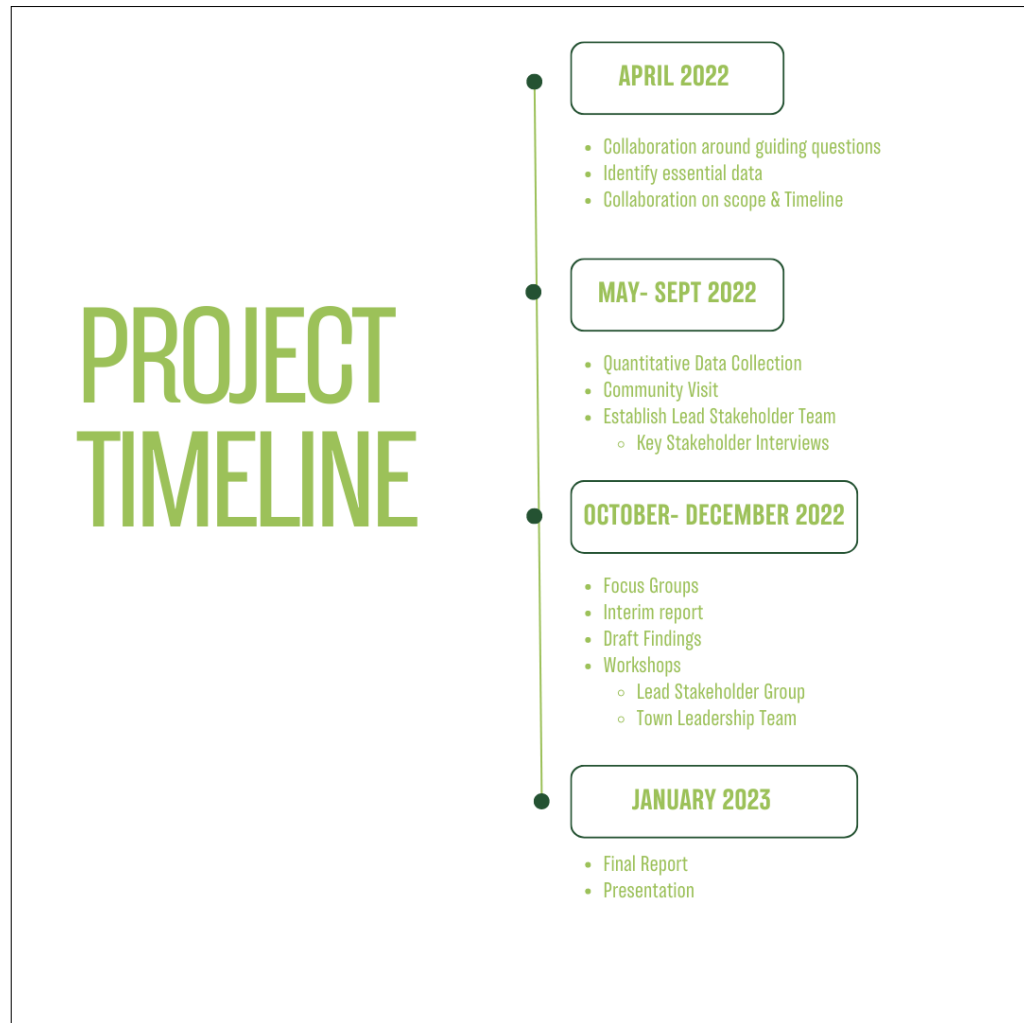


TOWN OF ARLINGTON EQUITY AUDIT: INTERIM REPORT

October 7th, 2022

Opportunity Consulting

Progression Status: On Track



Description of Work Thusfar

Milestone	Description
Project Launch and Planning	Opportunity Consulting launched the equity audit project with the Town of Arlington Director of DEI and leadership team. This included agreeing on the project timeline, data collections and roles and responsibilities for both sides.

Milestone	Description
Initial Meeting with Director of DEI	OC conducted an initial meeting with the Director of DEI to inquire about the main concerns related to inequality in the town and begin steering the research considering local context of Arlington.
In- Person Town Visit	<p>In August 2022, Yasamin Gordon, Project Director visited Arlington and engaged in the following:</p> <ul style="list-style-type: none"> • Met with DEI Leadership team • Met with DEI Director and staff • Went on a tour of Arlington to get first-hand knowledge of the landscape and areas of interest. • Attended National Day Out Event with DEI team. Successfully made connections with residents and key stakeholders.
Data Collection and Analysis	<p>OC worked with Arlington to compile data relevant to the focus areas for the project, considering normal data limitations that the town government has. OC also researched and obtained publicly available data for the town as well. The quantitative data collection was completed in this period and including the following data to be used by OC:</p> <ul style="list-style-type: none"> • Demographics of the town population • Information on demographics of the town workforce • Demographics of appointed commissioners & elected officials • Current voter engagement data • Housing Data obtained within the Arlington Fair Housing Action Plan compiled by MAPC <p>OC then analyzed the data obtained to identify potential existing areas of inequality that will inform the focus groups and engagement process.</p>

Milestone	Description
<p>Established Key Stakeholder Group</p>	<p>OC worked with Arlington DEI leadership to determine a group of key stakeholders that will guide the remaining milestone work. Those stakeholders were then invited to the ongoing convenings.</p> <p>The purpose is for a diverse group of Arlington residents to facilitate, lead and partner in key elements of the project, in order to foster trust and community- led engagement for the remainder of the work including input for the following:</p> <ul style="list-style-type: none"> • Focus group planning & engagement • Reviewing of Draft findings & key concepts • Reviewing of Data Visualizations • Root cause workshops • Planning for community engagement in final report presentation
<p>Key Stakeholder Interviews</p>	<p>Through a process of engagement including establishing community connections during the town visit and tour, consulting with DEI leadership and the stakeholder lead group, OC determined resident volunteers who were interested in engaging in 1:1 interviews about their experience and current state of the Town of Arlington.</p> <p>Those interviews began in September and are currently ongoing.</p>

Milestones in the Upcoming Period

In October, OC will begin the essential step of obtaining qualitative data through planning and conducting focus groups with current Arlington residents. We hope to host 6-8 in-person groups in total, with the dates to be determined. We will also continue to conduct interviews with key stakeholders in Arlington, and then begin the process of synthesizing the data from all stakeholder conversations into themes and analysis. During the following period, OC will continue to regularly convene engagements with the lead stakeholder group and will later host workshops with that group as well as town leadership, to drill down and try to determine the root cause of identified areas of inequality within the key focus areas of the project.

Once that is complete, OC will begin the process of developing the final report and aligned recommendations to present to the Town in January of 2023.