Modified Green-Amber-Red protocol with the David Newman Model (GARDN - M) for DPP Site Selection

The GARDN-M protocol is a system that the ExComm can use to overlay issues surrounding proposed meeting locations in a "Green, Amber, Red" assessment and mitigation framework. A list of potential sites are cross-referenced against a host of existing assessment databases for cities and states. The list is then evaluated under the risk assessment modified GAR tool with a composite metric model provided by Prof. David Newman. From here the ExComm can take steps to mitigate or at least reduce the risk of harm with the proposed locations to move them from Amber to Green with specific actions or choose another site for those identified as Red. We have provided an example process for transitioning a site from Amber to Green in this document. The Affinity Group Council is the recommended DPP committee to facilitate this process. For this iteration, the OCC has provided the overlay protocols one by one to rank order and mitigate them. We will use these protocols to develop a code for next year's DPP ExComm meeting so the GARDN-M protocol is automated (like our queryable equity database - QED in principle).

The Process:

We curated 16-22 ranking/assessment tools:

i. Most socially equitable cities in the U.S.
:https://infogram.com/social-equity-cities-ranking-1hkv2ne58kqn2x3
National Equity Atlas
:https://nationalequityatlas.org/getting-started

ii. US news and world race, gender and disability status
https://www.usnews.com/news/best-states/rankings/opportunity/equality
Wallethub racial economic equity
https://wallethub.com/edu/state-economies-with-most-racial-equality/75810
Wallethub racial integration
https://wallethub.com/edu/states-with-the-most-and-least-racial-progress/18428
Diversity
https://wisevoter.com/state-rankings/most-diverse-states/
Best & Worst Metros for Black Women:
https://www.bloomberg.com/news/articles/2020-01-09/the-best-and-worst-cities-for-black-women

iii.   The Best and Worst States to Be a Woman:
https://giwps.georgetown.edu/usa-index/
Georgetown women's peace and security index
https://giwps.georgetown.edu/usa-index/
Gender equality US news and world reports
https://www.usnews.com/news/best-states/articles/maryland-is-the-best-state-for-gender-equality
Institute for Women's Policy research (status of women)
https://statusofwomendata.org/national-trends/best-worst-states/
IWPR Reproductive rights
https://iwpr.org/iwpr-issues/research-and-action-hub/status-of-women/iwpr-reproductive-rights-index-a-state-by-state-analysis-and-ranking/
Wallethub Women equity
https://wallethub.com/edu/best-and-worst-states-for-women-equality/5835

iv.   Human Rights Campaign (LGBTQ+) state equality index
https://www.hrc.org/resources/state-equality-index#state-categories
From move
https://www.move.org/best-worst-states-start-lgbtq-family/
MAP (excellent resources)
https://www.lgbtmap.org/equality-maps
Axios
https://www.axios.com/2022/06/06/best-and-worst-states-for-lgbtq-equality

v.   Best & Worst Cities for People with Disabilities:
https://wallethub.com/edu/best-worst-cities-for-people-with-disabilities/7164
[this one I think is more applicable, but the full data site is down:
https://www.benefitspro.com/2022/10/12/the-most-and-least-accessible-u-s-cities-for-people-with-disabilities/]
Disability access to justice (State)
https://ncaj.org/state-rankings/justice-index/disability-access
US news and world race, gender and disability status (State)
https://www.usnews.com/news/best-states/rankings/opportunity/equality
Disability equality index (companies)
https://disabilityin.org/2022-dei-report/

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Weight/Normalize contributing scores (from i-vi above)

Composite metric

Here is an admittedly non-unique composite metric. The idea behind this is to build an objective, reproducible metric which is a composite of individual metrics used to rate/rank places in various equity/justice categories. The composite metric will be constructed from a combination of individual metrics weighted by their position on a hierarchy and their sensitivity. This will allow an overall assessment of goodness consistent with the insistence that multiple measures be used, spanning the hierarchy.

$$M = \frac{1}{n} \sum_{i=1}^{n} B_i P_i S_i W_i \frac{1}{100}$$

<u>Construct the composite metric by</u>:

1) For each individual measure take the normalized measure(B) * normalized value on primacy hierarchy(P) * normalized sensitivity index(S)*repetition weight(W).

2) Sum the individual weighted metrics
    < 1 is a poor score
    1 < Ms < 5 is OK score
    > 10 is a good score
3) Divide that sum by the number of elements
    < 3.5 is a poor score (Red)
    3.6 < Mn < 5.9 is requires caution and mitigation (Amber)
    > 6.0 is good score (Green)

<u>normalized measure</u>(B): scale of 0-10 can be a variety of measures, (1-normalized rank), pass
    fail measure, not to exceed 10…should not count each element as a separate metric)
<u>normalized primacy hierarchy</u> (P): scored from 1-5 (5 being lowest[best] on the hierarchy and 1
    being highest[worst])
<u>sensitivity index</u> (S): Rank metric sensitivity and normalize from 1-2
<u>repetition weight</u>(W): two measures at the same level on the same branch of the Primacy
    Hierarchy should not get double counted but should be given a discount weight of 0.5^k
    where k is the number of measures on that level. For example for two measures of a city's
    racial diversity, the second would be weighted with a 0.5 multiplier because they are at the
    same level and same type of measure.

Link to google sheet for calculation: ⊞ DPP_City-GAR Code

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b. Apply to the list from the ExComm (and add a couple of our own like Atlanta, GA)
    i. Boston MA
    ii. Richmond VA
    iii. Louisville, KY
    iv. Cleveland, OH,
    v. Minneapolis, MN
    vi. Albuquerque/Santa Fe NM
    vii. Atlanta, GA
    viii. Washington DC
    ix. Houston, TX
    x. Chicago, IL
    xi. Arlington, VA

c. Establish GAR zones (number for each zone, i.e. 0 - 3.5:Red, 3.6 - 5.9:Amber, 6+:Green):

GREEN GO- Proceed With this Site	AMBER Caution- Mitigate Issues Before Proceeding	RED NO GO- Stop- Do Not Proceed With this Site
10 - 6	5.9 - 3.6	3.5 - 0
Atlanta, GA	3.64	
Boston MA	5.54	
Richmond VA	4.21	
Louisville, KY	3.91	
Cleveland, OH,	3.50	
Minneapolis, MN	5.11	
Albuquerque/Santa Fe NM	4.23	
Houston, TX	2.97	
Arlington, VA	4.54	
Chicago, IL	4.79	
Washington, DC	6.23	

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d. Document mitigation strategies (to get from amber to green; red is a no go until the City's profile changes). In general, this is a process ExComm can do with facilitation from the Affinity Group Council (AGC).

e. We propose the following order for the top 4 site choices (Atlanta, Boston, Louisville, then DC). It is important to note that all sites in the Amber zone require mitigation to get to green. This is done by reviewing the composite metric to address the shortcomings with specific steps the division will take to mitigate. Each mitigated shortcoming will raise the score to get to green. If the shortcoming can't be bolstered in this way then the site can not be selected; only green means go.

1	Atlanta, GA	3.64
2	Boston MA	5.54
3	Louisville, KY	3.91
4	Washington, DC	6.23
5	Minneapolis, MN	5.11
6	Chicago, IL	4.79
7	Arlington, VA	4.54
8	Albuquerque/Santa Fe NM	4.23
9	Richmond VA	4.21
No GO	Cleveland, OH,	3.50
No GO	Houston, TX	2.97

Mitigating Examples

Atlanta, GA

Social Equity
Initial Comp Score [5.2]
Mitigated Com Score [6.14]

Rank	City	Equality	Neighborliness	Labor and pay	Sustainability	Public transit	Healthcare cost	Average	Comp Score
26	Atlanta, GA	72.22	73.81	41.31	48	80	27.94	57.13	5.71

Atlanta has one of the highest equality and neighborliness scores, but struggles in Labor/Pay, Sustainability, and Healthcare Cost. These three categories are where mitigation opportunities must be examined.

Labor & Pay [1]:

1. Atlanta's convention center allows for external vendors and servicers, "We make it easy for your event to be successful—we welcome you to bring any of your current vendor relationships along with you."
[https://www.atlconventioncenter.com/#pano18/-76.5/-0.5/90.0]. A bit extra effort to prioritize racialized, and historically marginalized workers to provide services during the conference can maximize the labor and pay category
[https://www.surjatl.com/social-justice-groups#:~:text=Atlanta%20Jobs%20with%20Justice].
New Score = 100

2. Sustainability has two options: a contractor can be hired to relegate recycling to the local recycling center that can handle cartons and plastic bottles:
https://livethrive.org/charm/items-we-accept/
or
We can choose a different venue in Atlanta, the Georgia World Congress Center -
"currently the biggest event space to be environmentally certified by the U.S. Green Building Council":https://livethrive.org/charm/items-we-accept/.
New Score = 85

3. Healthcare we can sponsor health care services that may be lacking in the local shelters. We can easily contact the shelters to find out needs and how we can best assist (member individual donations, converted efforts, and the like). This is a short term response, so we would not raise the score to the maximum but other ideas could do so.
New Score = 70

Rank	City	Equality	Neighborli ness	Labor and pay	Sustainabi lity	Public transit	Healthcare cost	Average	New Comp Score
72.22	73.81	100	95	80	80		83.505	8.35

Social Equity [2]:

There is clearly a wealth gap in Atlanta (see bar graph below), so by prioritizing racialized and historically marginalized contractors and companies in the city we can contribute in direct though limited ways as stated above. Another mitigating step would be to visit with local students, parents, and community members once the site is chosen to develop a longer-standing relationship. This would empower a better assessment of needs to resources evaluation and a commitment by the division for meaningful partnerships with the historically marginalized and racialized people of Atlanta.
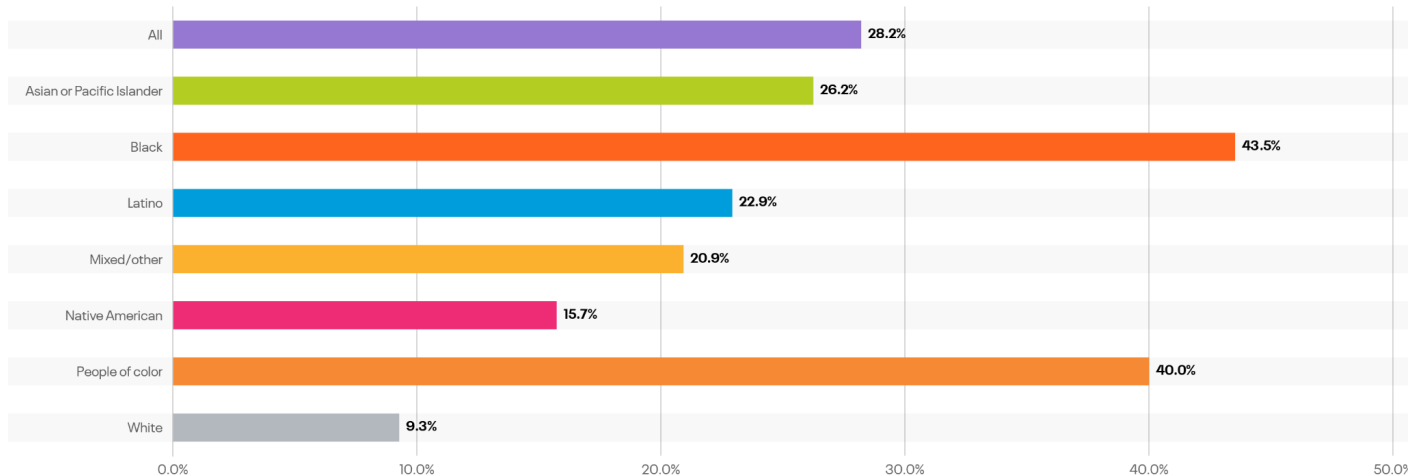
New Score = 10

Percent living in high-poverty neighborhoods by race/ethnicity: Atlanta, GA; **Year:** 2019

All	28.2%
Asian or Pacific Islander	26.2%
Black	43.5%
Latino	22.9%
Mixed/other	20.9%
Native American	15.7%
People of color	40.0%
White	9.3%

Data source: American Community Survey; Geolytics, Inc. | National Equity Atlas

Gender Equality [8 & 12]:

For all of the mitigation cases identified, local affinity organizations must be identified and leveraged early and throughout the preparation process (the time from submitting the Site List to APS through the evaluation/assessment post meeting ~3.5 years). Those on the ground and in the arena are best situated to articulate the specific needs and assist DPP in reducing harm to and risk for the racialized and historically marginalized groups. They are also well situated to work with DPP to develop a mutual benefit to both APS and the community they serve. At minimum a list of potential relevant community organizers and groups must be created and initial correspondence begun to mitigate this deficit [https://www.surjatl.com/].
New Score = 10

1.	**SPARK Reproductive Justice Now**
2.	**Sister Song**
3.	**LaGender, Inc.**

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LGTBQIAP+ Equity [14, 16, & 17]:

The Same is needed here as in Gender Equality above. Those on the ground and in the arena are best situated to articulate the specific needs and assist DPP in reducing harm to and risk for LGTBQIAP+ folx from and visiting Atlanta.
New Score = 10

1. **Southern Fried Queer Pride (SFQP)**
2. **LaGender, Inc.**

Combined, these efforts will bring the score for Atlanta, GA to 6.14 upon implementation. By selecting the site, the ExComm is committing to implementing these or more effective mitigation measures.

Similar mitigation methods must be documented for the remaining Sites to achieve Green status and subsequent inclusion to the APS Site Choice list (Boston, Louisville, then DC is already Green). In the future, the list and associated GARDN-M scheme will be automatically generated (expected availability by the 2023 DPP Annual Meeting), the ExComm, AGC, and other volunteer members will need to undergo this mitigation process to have a responsible and ethical list of attainable meeting locations.