



Community Equity Assessment

Presentation to City Council | June 16, 2026

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Presentation Outline

Community Equity Assessment Background

Methodology and Activities

Emerging Themes and Findings

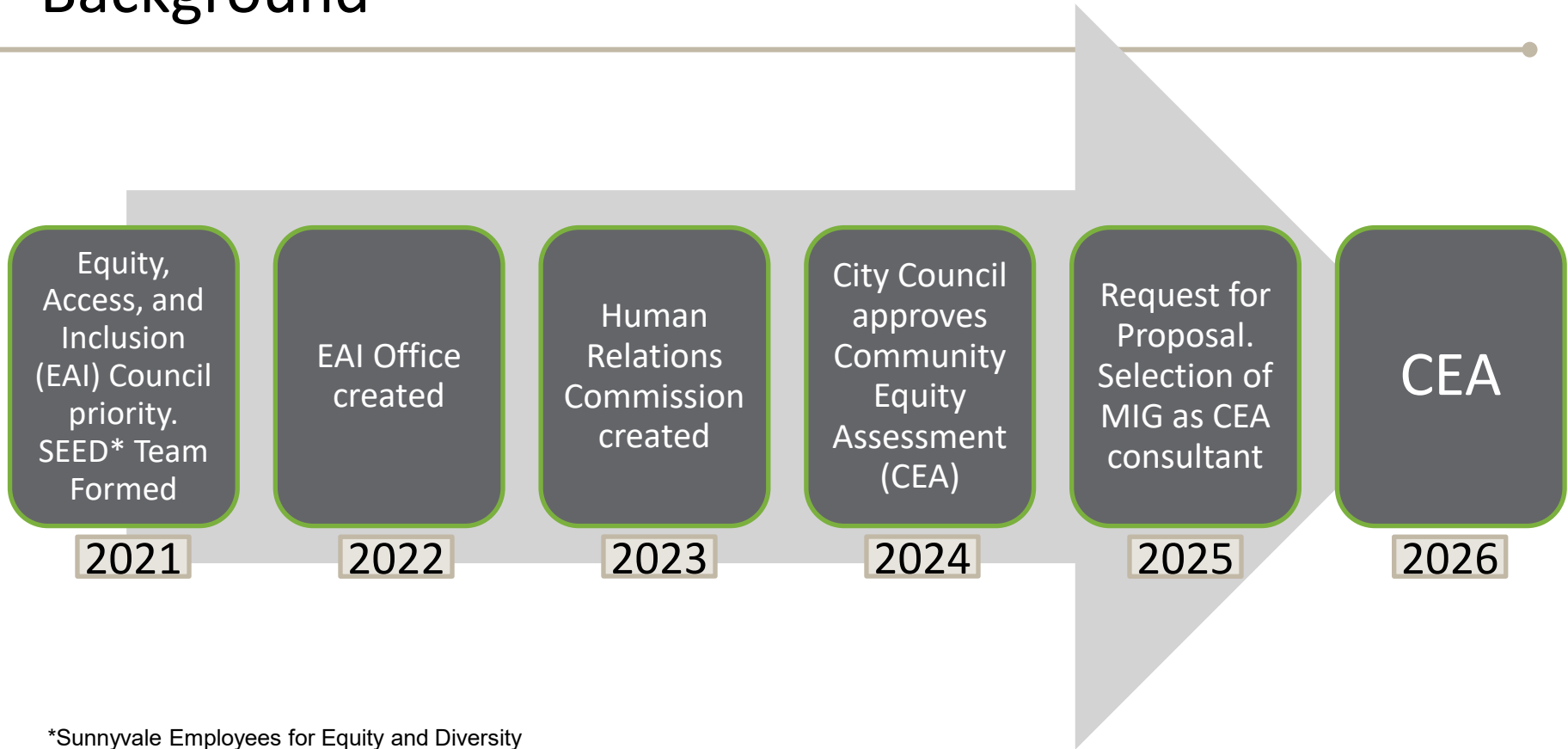
Preliminary Recommendations

Questions, Feedback and Next Steps



Community Equity Assessment Background

Background



*Sunnyvale Employees for Equity and Diversity

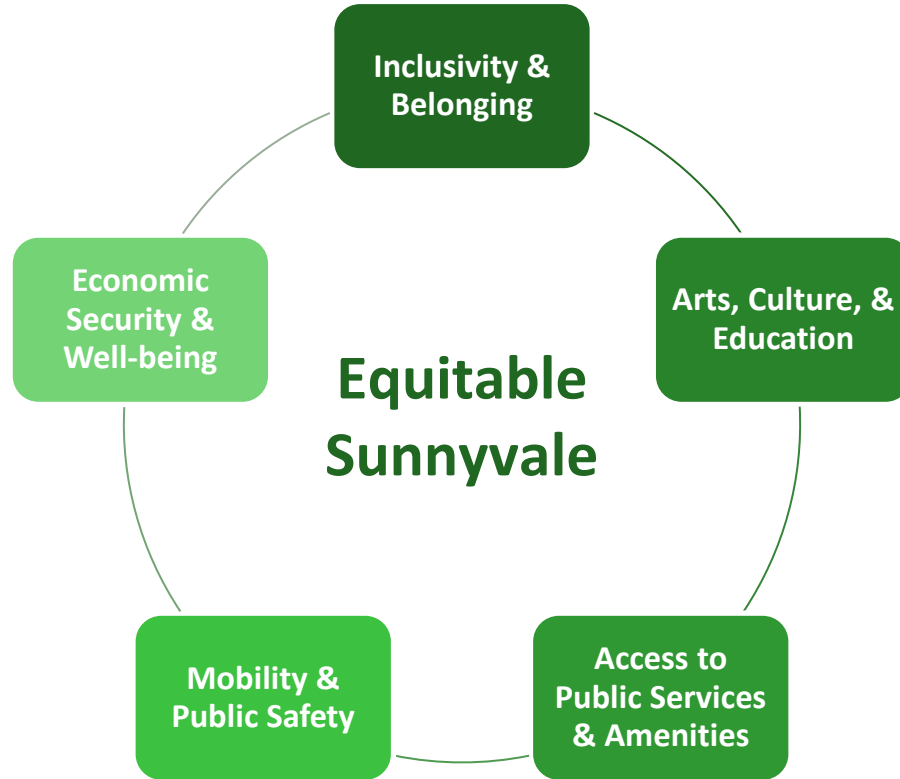


Methodology and Activities

What the City Wanted to Understand

1. Access to services
2. Access across groups
3. Barriers to access
4. Community connection
5. Community priorities
6. Equity improvement strategies

Survey Categories



Mixed-Methods and Integrated Approach

Quantitative



Community Profile (GIS map)



Resident Survey
(EN-SP-CN)

Qualitative



Informational Interviews (6)



Focus Groups (4) and
Community Conversations (6)



Community Forums (3)

- *In-person and virtual*
- *Spanish and Mandarin live interpretation*
- *Food and childcare provided*

Participation in Activities



400 Survey Respondents



18 Interviewees



61 Focus Group Participants



52 Community Forum Participants





Emerging Equity Themes and Findings

Residents agree that Sunnyvale has many strengths

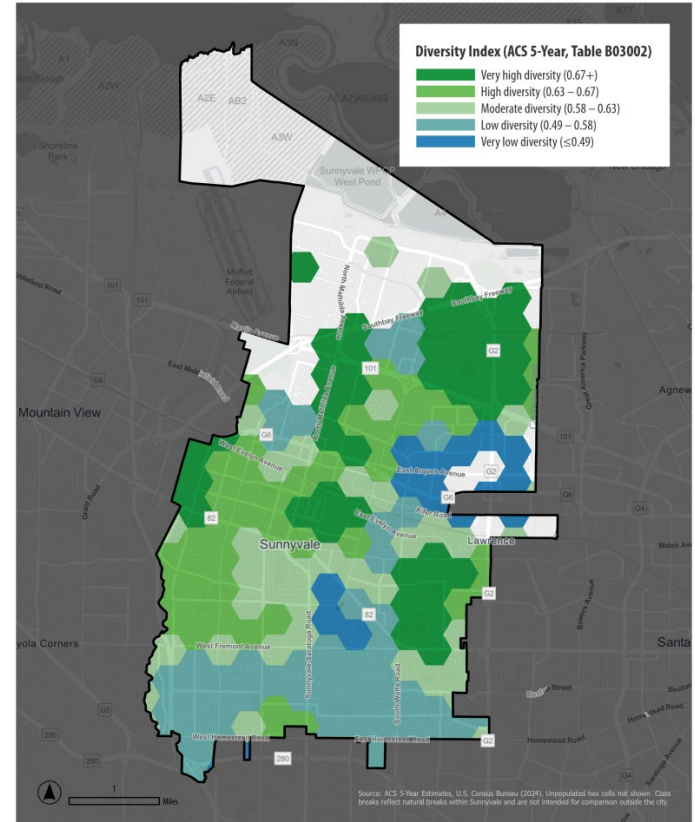
Residents appreciate Sunnyvale's:

- Cultural diversity
- Public parks
- Sense of public safety
- Growing investment in services and amenities (e.g., bike lanes, libraries, homeless services, etc.)
- Responsive government
- Strong partnerships



Disparities in access and belonging for some groups

- Latinos
- Residents in 94089 and 94085
- Residents with a disability
- Residents without a Bachelor's



Emerging Equity Themes

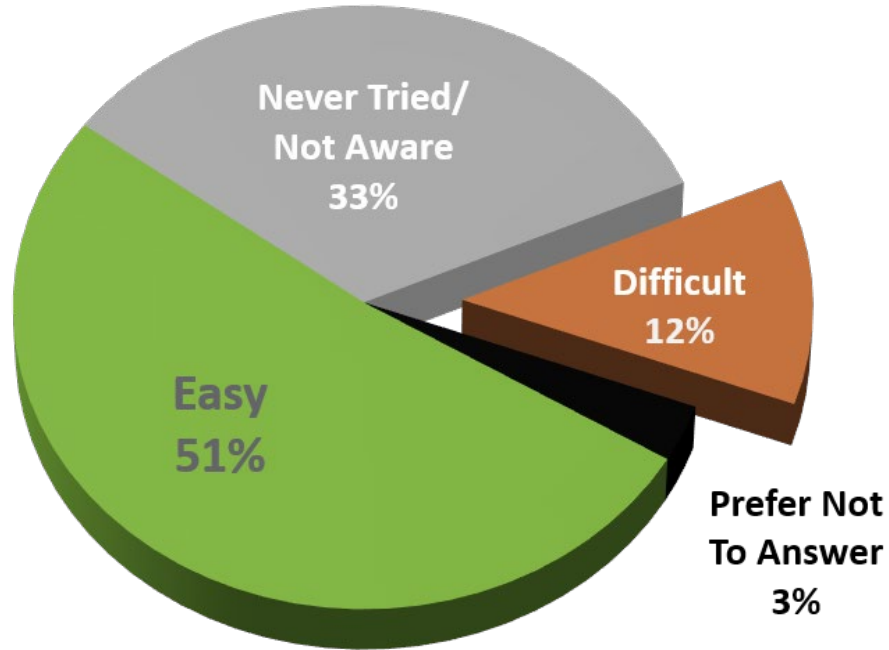
Access and Gaps

Connection and Belonging

Access and Gaps

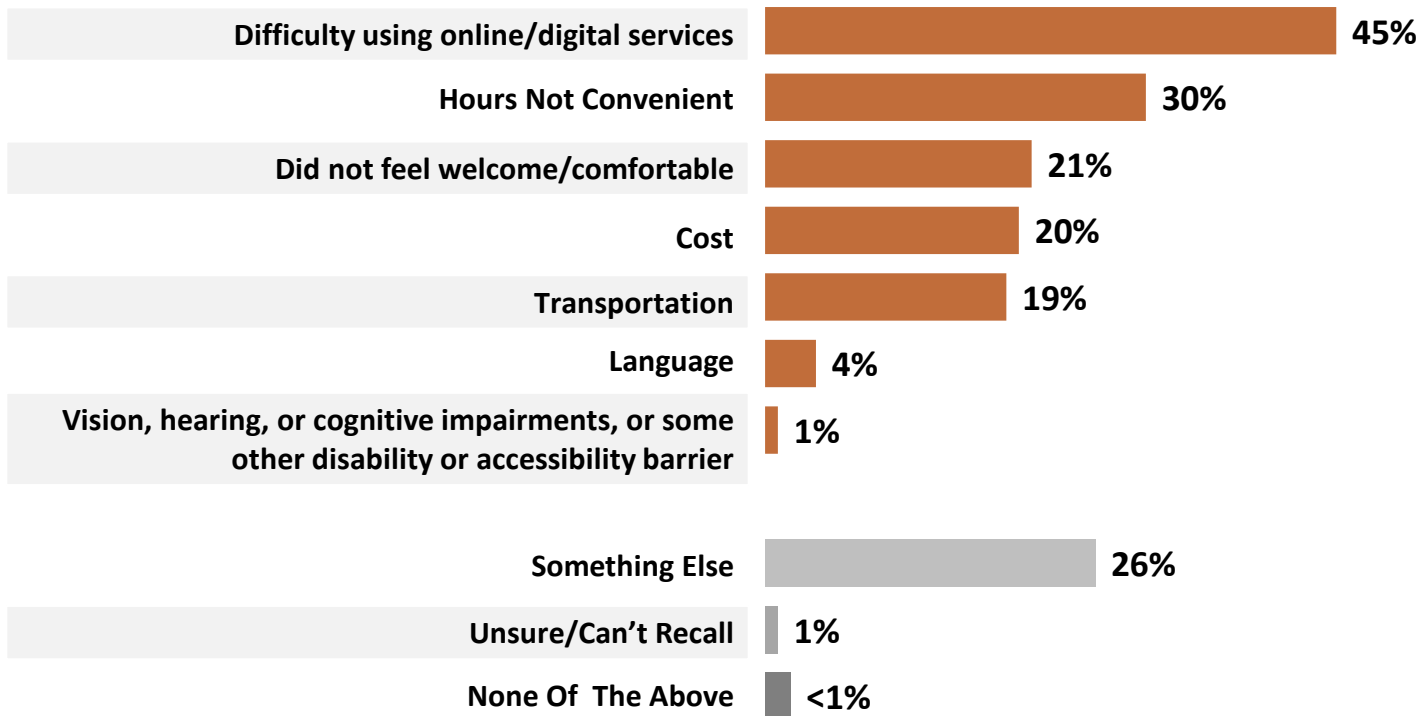
- 51% of residents report ease of access to City services and amenities
- Access is not equal across all communities and varies by:
 - income;
 - race/ethnicity;
 - primary language;
 - neighborhood; and
 - disability status

"In general, how easy or difficult is it for you to access Sunnyvale city services and programs?"



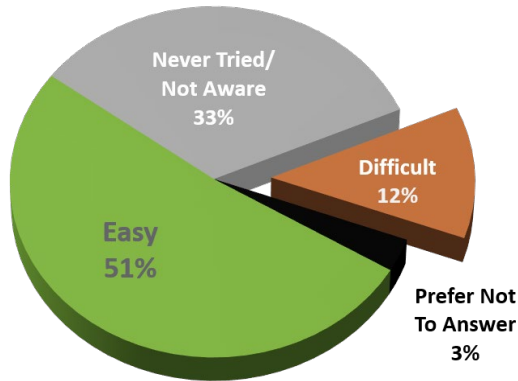
Top Access Challenges Highlighted in Survey

Q: Which of the following has had an impact on your difficulty accessing Sunnyvale city services and programs?



One in four Latino Residents and Residents with a Disability Have Difficulty Accessing City Services and Programs

Q: In general, how easy or difficult is it for you to access Sunnyvale city services and programs?



A number of subgroups are more likely to report that it is **difficult for them to access Sunnyvale city services:**

- **43%** of Those Whose Home Language is **Spanish***
- **26%** of Residents With A **Disability Or Special Need***
- **26%** of **Latino Residents***
- **25%** of Residents with **Household Incomes of \$50K or Less***

**Subgroup sample size is less than 100.*

Language Access

- In interviews, focus groups, community conversations, and community forums, language access emerged as a more prominent barrier than the survey suggests.
- People noted issues of:
 - “language discrimination,” and
 - loss of opportunities because information and services were unavailable in their language.

Inadequate Infrastructure and Lack of Programs for Residents with Disabilities

- Parking
- Sidewalks
- Automated doors
- Dedicated ride share locations



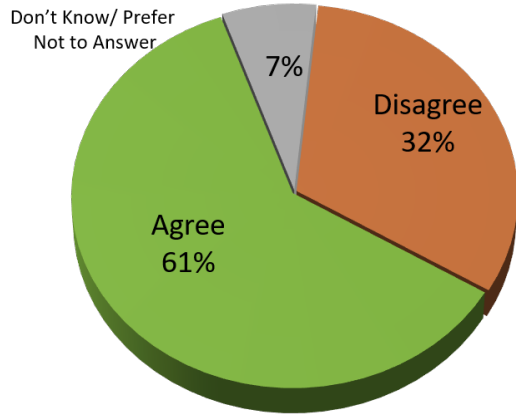
Gaps in Programming and Recreational Opportunities for Teens

- Teens want places to gather and spend time socializing, especially at night
- Interest in activities tailored to their unique needs and interests, such as extended library hours, teen lounges, and multiuse streets and trails
- Want greater connectedness between "North" and "South" Sunnyvale

Connection and Belonging

- 61% of Sunnyvale residents report feeling connected and engaged with their communities
- One-third of residents do not feel connected and engaged, including nearly half of all residents who live in 94089 and 94085 zip codes.

Nearly Half of Residents Living in 94085 and 94089 Report Not Feeling Connected and Engaged



Percentage Who Disagree

Residents Overall

32%

Residents Whose Home Language is Hindi*

53%

Residents Living in 94089 and 94085

49%

Black/African American Residents*

45%

Residents Who Are Millennials

41%

Residents with a Disability*

38%

*Subgroup sample size is less than 100.

Differing Perceptions of Engagement by Location

“I feel connected and engaged with my community living in Sunnyvale.”

94086 and
94087
↓
3% disagree

94089 and
94085
↓
49% disagree

“I feel comfortable voicing concerns about Sunnyvale to the City Council and staff.”

94086
and 94087
↓
10% disagree

94089 and
94085
↓
25% disagree

Residents' Feedback

- Lack of walkable communities
- Insufficient access to public transportation
- Limited retail options
- Need for low-cost childcare, free school lunches, and afterschool programs
- Impending loss of grocery stores



Residents with Disabilities Do Not Always Feel Included

Disabled residents do not always feel safe, comfortable, and/or accepted in public and community-based settings and want greater public responsiveness to their needs.





Preliminary Recommendations

Access and Gap Recommendations

- Expand free, low-cost, and sliding-scale programs to improve affordability and access.
- Offer activities and services at varied times to accommodate diverse schedules.
- Continue expansion of neighborhood-level access through mobile services and pop-up events.
- Continue to implement pedestrian, bicycle, and transit infrastructure to create more accessible transportation options
- Develop Language Access Policy with clear standards for City translation and interpretation services.

Access and Gap Recommendations

- Expand teen recreation and social opportunities, including safe evening activities and teen-centered programming.
- Increase flexible-use spaces for youth activities and community gathering.
- Increase awareness of tenant legal aid and community support services.
- Continue investing in and supporting affordable housing development and infrastructural improvements.

Connection and Belonging Recommendations

- Ensure social media posts are representative of the full diversity of the community.
- Expand cultural celebrations, public art, bilingual programs, and community-based cultural activities.
- Continue to leverage the Teen Advisory Committee, Advisory Committee on Accessibility, Human Relations Committee, etc. to support outreach, community engagement, and relationship-building efforts.



Next Steps, Questions & Feedback

Next Steps

- Final Report—
August 11, 2026
- EAI Strategic Plan—
Spring 2027



Feedback and Council Questions

- Are there any areas of concern that were not addressed based on Council's experience?
- Where does Council see a need for improvement in access to City services?
- Does the assessment findings align with what Council is hearing from the community?
- Are there additional recommendations Council would like to see?