

Equity Tracker

Measurement of Regional Equity Performance

Equity Advisory Committee

2022 February 3

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Puget Sound Regional Council



The Equity Tracker Project

- Background & purpose
- Project status
- Elements of the project
 - Connections to policies
 - Data evaluations
 - Uses & components
- Next steps
 - Plans in 2022
 - Engagement options with the EAC

Questions to consider:

- About which parts would you want to know more?
- How would you like to be involved? Where could you add value?

Background & purpose



Requests for technical support on equity



- PSRC-stakeholder work to advance equity, address disparities
- Feedback includes need for data to help answer key questions:

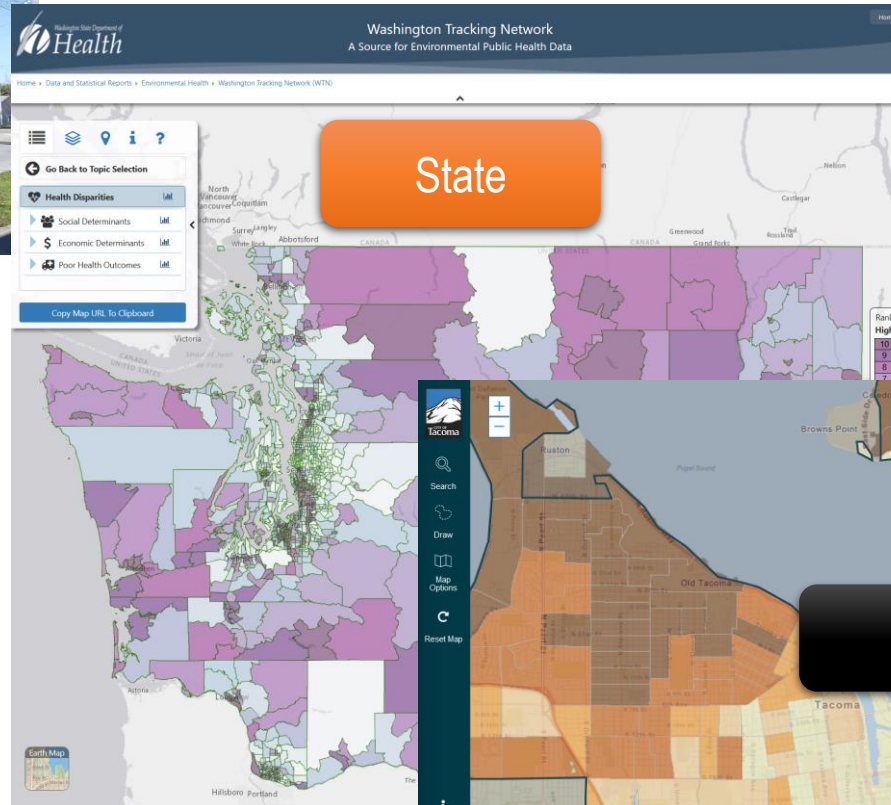
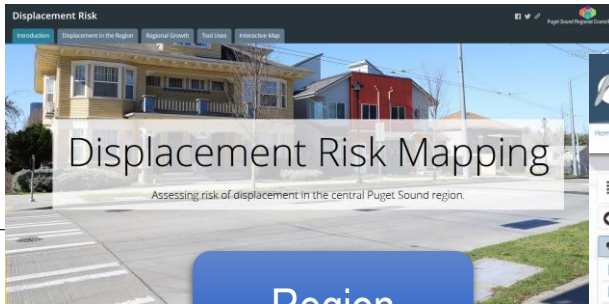
What are the disparities in life outcomes for different people?

What progress is the region making in closing equity gaps?

How can people hold PSRC and others accountable for their work?

Are plans and policies in the region collectively working in the right direction?

Existing equity-related tools & resources



VISION 2050

Region

State

County



Central Puget Sound Demographic Profile

Equity Briefing Paper

March 2019

October 2021

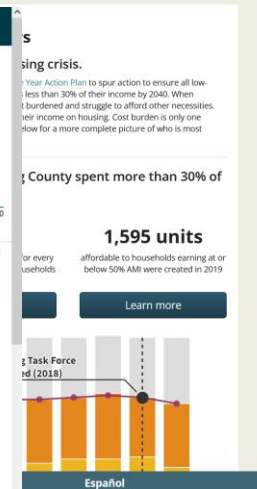
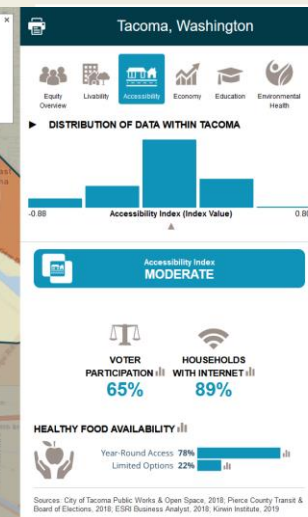


Opportunity Mapping Report

An assessment of opportunity across the central Puget Sound region

Local

Data gap: Comprehensive tool to measure disparities & track equity performance across the central Puget Sound region





Capacity Building

Learning Opportunities
Prioritizing Equity
Inclusive Procurement
Hiring and Retention



Community Engagement

Equity Advisory Committee
Anti-Displacement Organizations
Inclusive Engagement Guidance



Data and Research

Equity Analyses
Equity Tracker
Legacy of Structural Racism
Data & Analysis



Best Practices

Equity Impact Tool
Equity Planning Resources

Purpose & links to Regional Equity Strategy (RES)



Equity tracker will help with:

-  **Engagement** with partners & public
-  **Assessments** of impacts & trends
-  **Accountability** of PSRC & partners
-  **Support provision** of data & knowhow

Key RES elements:

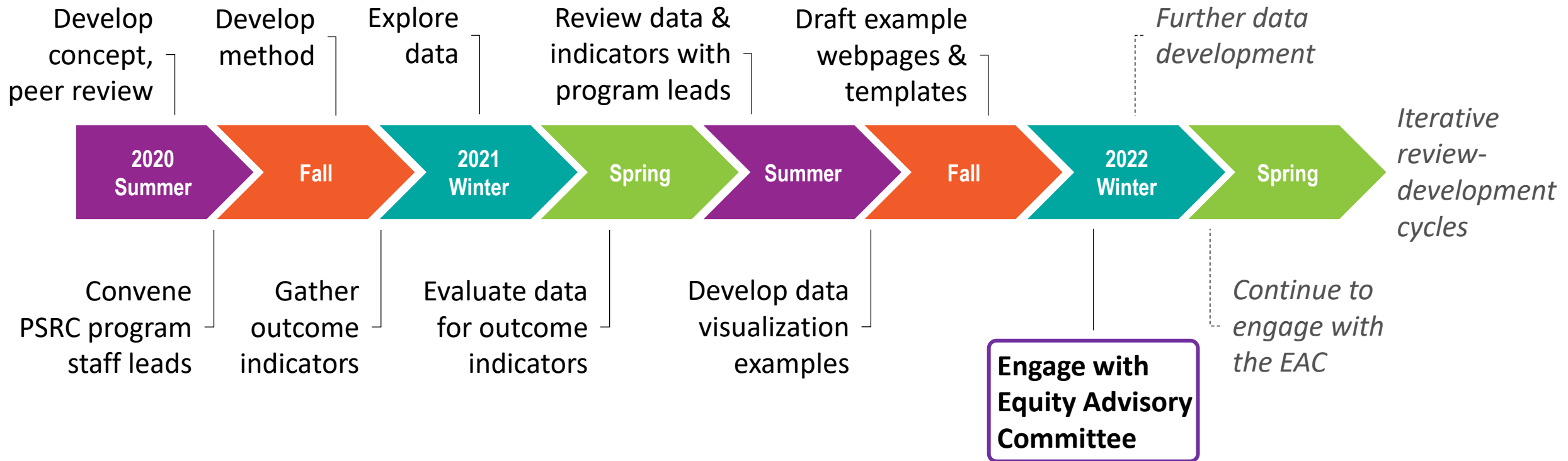
- **Build relationships** through support & collaborations
- **Identify gaps** in outcomes & **track changes** over time
- **Hold parties accountable** to address disparities
- **Provide technical support** for partners & public

Steps in
**Equity
Impact
Tool**

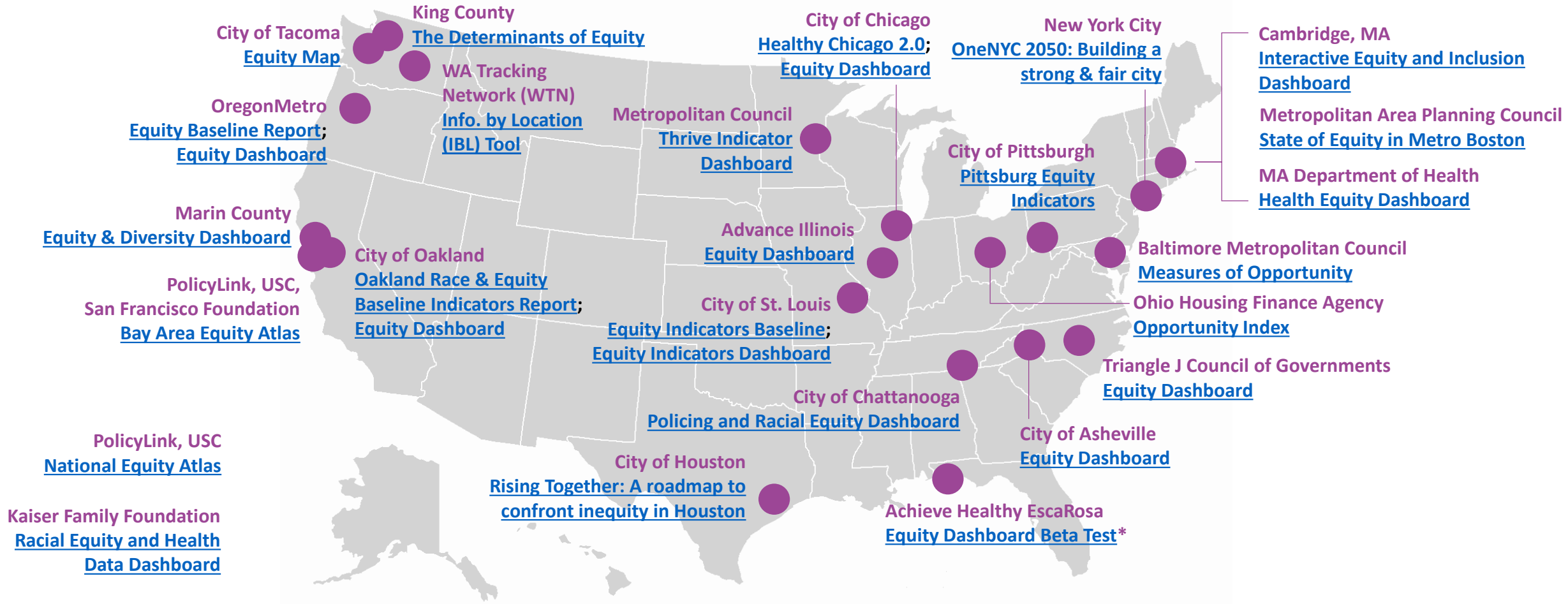
Project status



Project timeline

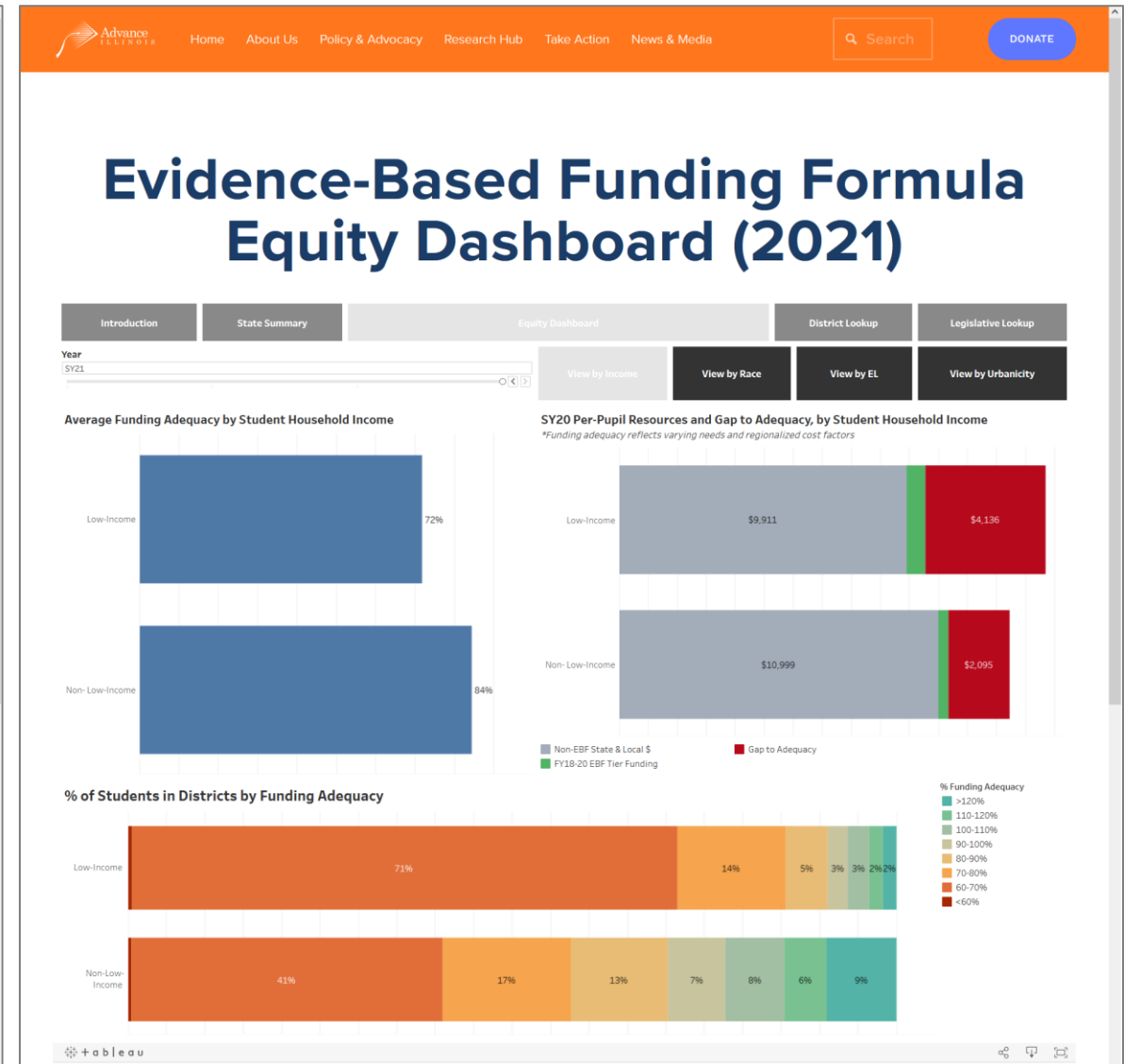
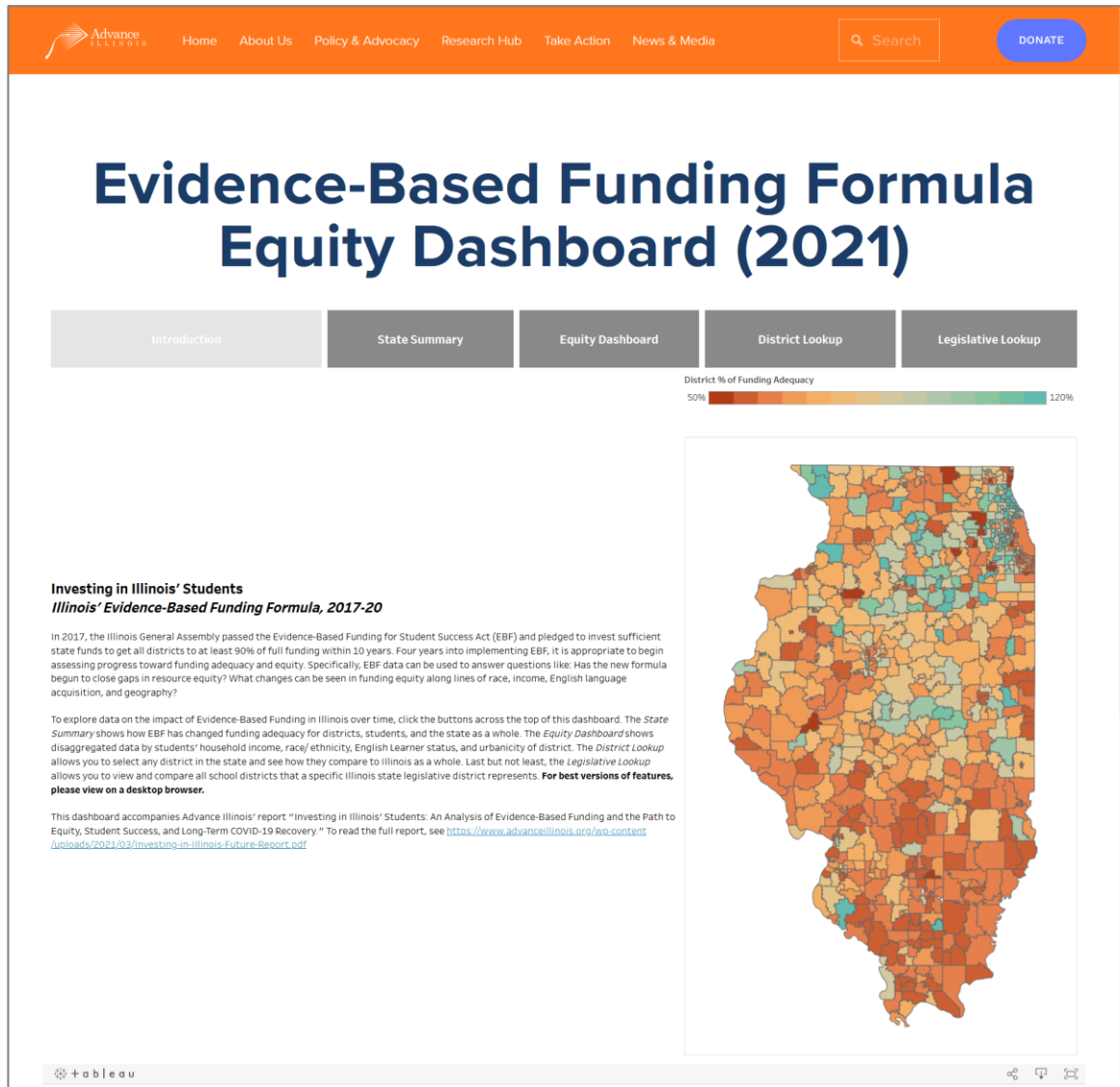


Peer review: Examples of equity data tools



*The equity dashboard is no longer available (in Jan 2022), but the outcomes to measure can be found in the [data page](#).

Example: Advance Illinois education dashboard



Example: Bay Area Equity Atlas



Bay Area Equity Atlas Indicators Research Data in Action Help Center About

Insights & Analyses

- Since 2000, homeownership rates have declined in the Nine-County Bay Area and California.
- Immigrants for all racial and ethnic groups are less likely to own their home than their US-born counterparts in the Nine-County Bay Area, except for Asian or Pacific Islander immigrants.
- Black and Latinx householders had the lowest rates of homeownership in the Nine-County Bay Area in 2019.
- People of Ethiopian/Eritrean ancestry are least likely to own their home out of all racial and ethnic populations in the Nine-County Bay Area. Just 18 percent of this population owns the home they live in.

Drivers of Inequity

Persistent disparities in homeownership across race can be explained in part by differences in income levels among White households and households of color. However, **the racial wealth gap is also a driving force**. The long history of racial oppression and segregation in the United States in which people of color have been dispossessed and excluded from economic prosperity has contributed to a large racial wealth gap: the **median net worth of White households was \$143,600 but only \$21,420 for Latinx households and \$12,920 for Black households** in 2016. This racial wealth gap, along with racist housing policies such as redlining, has prevented generations of communities of color from purchasing homes. As homeownership remains one of the most widely available and effective ways to increase wealth over generations, the lack of parental homeownership among communities of color today further diminishes the wealth of the current generation and their ability to purchase a home.

Strategies

Grow an equitable economy: Policies to increase sustainable homeownership

- Promote **shared equity homeownership models**, such as **community land trusts**, **Tenant Opportunity to Purchase policies (TOPA)**, and limited equity cooperatives.

Bay Area Equity Atlas Indicators Research Data in Action Help Center About

Home / Indicators / Homeownership

Homeownership: Homeownership pathway to economic success

Indicator group: Choose your indicator
Place: Homeownership

Homeownership [?] Nine-County Bay Area

Percent owner-occupied households: N

■ Nine-County Bay Area ■ California

[SELECT BREAKDOWN](#) [Download](#) [Share](#)

| Year | Nine-County Bay Area | California |
|------|----------------------|------------|
| 2000 | 58% | 57% |
| 2010 | 58% | 57% |
| 2019 | 56% | 55% |

| | | |
|------------------------|-------------------------------|---|
| People | Place | Power |
| Race/ethnicity | Extreme commuting | Diversity of electeds |
| Nativity and ancestry | Housing burden | Voting |
| College readiness | Homeownership | Linguistic isolation |
| Educational attainment | Market rent | Economic gains: Eliminate rent burden |
| Disconnected youth | Gentrification risk | Economic gains: Racial equity in income |
| Median earnings | Affordable housing production | |
| Income growth | Neighborhood opportunity | |
| Police use of force | Business ownership | |
| | Business revenue | |

Elements of the Equity Tracker project



Peer review: Key takeaway #1



Direct link with equity goals & policies

- Clearest examples connect to specific programs & plans
- Data used to measure & track their progress regarding equity

➔ Create foundation for the Equity Tracker based on VISION 2050






- Organize info into themes, correspond to structure of VISION 2050
- Each theme represents one chapter in the regional plan, connects with goals & policies



Equity Tracker themes: Information Organization



- Compiled equity data examples from across country
- Organized 150+ outcome indicators by VISION 2050 themes:

| | | | | | |
|---|-----------------------------------|---|----------------|--|-----------------|
|  | Climate |  | Economy |  | Environment |
|  | Growth and Development |  | Housing |  | Public Services |
|  | Regional Collaboration/ Health |  | Transportation | Q: Beyond the VISION 2050 framework, what life outcomes & themes should we measure & track? | |

Peer review: Key takeaway #2



Data requires systematic & rigorous evaluation

- Is it from a trusted source using sound methods?
- Is it open to the public? How easy is it to access?
- Is it regularly updated? How frequently?
- Is it about people & places within the region?

➔ Develop technical rubric to score & rank data candidates

- Additional criteria:
 - Relevance to VISION 2050 equity goals/policies, long-range planning
 - Ease of understanding & use

Evaluation of data candidates



Round 1: Technical scoring/ranking

Trusted source, sound methods

Open to public, easy to access

Regular, frequent updates

Concerns people & places within the region

VISION 2050 equity goals & policies

Round 2: Review with program staff leads

Relevance to general long-range planning

Ease of understanding & use

Example

Outcome: **Education attainment**

Data: **% people w/ bachelor's degree**

Census Bureau

American Community Survey

Census Bureau API

(open/direct connection to data)

Updated annually

Census tract (neighborhood level)

Race, age, etc. data available

Relate to goal & policies in Economy theme of VISION 2050

Staff recommended

Commonly used, easy to communicate

Q: What other data considerations may increase usefulness of the Equity Tracker?

Peer review: Key takeaway #3



Two uses: provide info (primary), share data (secondary)

- Public display of equity outcomes & disparities
- Support stakeholders by equity-related data available
 - Particularly valuable for those without expertise or capacity
 - Facilitate apples-to-apples comparisons

➔ Adopt both: prioritize info provision, then data sharing

- First focus on clear communication of equity information
- Then add features to better support data sharing

Q: What other uses should we consider for the Equity Tracker?

Peer review: Key takeaway #4



Context & solutions complement data, make tool more valuable

- Some tools contain data & little else
- Others are more comprehensive with context & solutions

➔ Provide context & solutions for each outcome indicator (data)

- **Data:** heart of the Equity Tracker to measure/track life outcomes
- **Context:** link each life outcome to people's wellbeing, explain how selected data shows disparities, point toward root causes, make relevant connections to structural racism
- **Solutions:** available resources, examples of community actions

Q: About which components would you & the EAC like to know more? Get involved?

Draft Equity Tracker webpages: Economy theme



Puget Sound Regional Council

OUR WORK WHAT'S HAPPENING DATA AND RESOURCES ABOUT CONTACT CENTER

Equity Home > Themes > Economy

Climate Demographic Profile **Economy** Environment Growth and Development Housing Public Services Regional Collaboration/Health Transportation

The region aims to have a prospering and sustainable regional economy by supporting businesses and job creation, investing in all people and their health, sustaining environmental quality, and creating great central places, diverse communities, and high quality of life.

People on the University of Washington campus.

Economic success is an important contributor to an individual's quality of life. Education and access to good-paying economic opportunities, but these opportunities are not as accessible to some of the region's residents based on race, income, home ownership and business ownership are important measures of economic success. Educational attainment and access to living wage jobs are key contributing factors to an individual's success. Inequities in these areas are correlated with educational success contributing to higher incomes and homeownership, which have an impact on generational wealth. Examining these measures highlight demographic and geographic inequities in the region.

Indicators

Access to Living Wage Jobs Business Ownership Education Home Ownership Median Income

Drivers of inequity

Mirroring national trends, our region's economy is increasingly polarized between high-wage, knowledge-economy jobs and low-wage service sector jobs, while the middle-wage jobs that have typically served as stepping stones into the middle class for workers without college degrees are disappearing. High-wage workers are seeing tremendous income gains while low-wage workers' wages have stagnated or declined. Racial and gender inequity is baked in to earnings disparities as well since workers of color...

Related regional policies

Within VISION 2050, the multicounty planning policies (MPPs) are designed to establish opportunities for collaboration, provide guidance for local...

Puget Sound Regional Council

OUR WORK WHAT'S HAPPENING DATA AND RESOURCES ABOUT CONTACT CENTER

Equity Home > Themes > Economy > Education

Climate Demographic Profile **Economy** Environment Growth and Development Housing Public Services Regional Collaboration/Health Transportation

Access to Living Wage Jobs Business Ownership **Education** Home Ownership Median Income

Kindergarten Readiness

Kindergarten readiness is an important and early predictor of high school graduation. Recognizing the effectiveness and importance of the first five years of life, there have been recent efforts to strengthen early childhood programs in Washington state and the region. Readiness for incoming kindergarteners in Washington is assessed across six domains: social emotional, physical, language, cognitive, literacy and math.

56%

entering kindergarten in 2019

The variation in kindergarten readiness between racial and ethnic groups is more than 30%.

Disparities by Access to Opportunity

| School District | Percentage |
|-------------------------------|------------|
| Vashon Island School Dist. | 31% |
| Snoqualmie Valley School | 24% |
| Northshore School District | 23% |
| Issaquah School District | 22% |
| Riverview School District | 22% |
| Enumclaw School District | 22% |
| Sumner School District | 22% |
| Bellevue School District | 13% |
| Orting School District | 12% |
| Seattle School District | 11% |
| Steilacoom Hist. School Dist. | 11% |

Difference Between School District and Region F

| School District | Difference (%) |
|------------------------------|----------------|
| Tulalip School District | -27% |
| Suquamish School District | -21% |
| Mukilteo School District | -21% |
| Clover Park School District | -17% |
| Franklin Pierce School Dis. | -16% |
| White Falls School District | -16% |
| Lynden School District | -14% |
| Maple Valley School District | -14% |
| Marysville School District | -13% |
| Arlington School District | -13% |
| Bethel School District | -11% |
| University Place School Di. | -11% |
| North Kitsap School District | -10% |
| Everett School District | -10% |
| Kent School District | -10% |
| South Kitsap School District | -10% |

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Difference: school district and region

-35% 35%

Source: Washington Office of Superintendent of Public Instruction, Report Card Kindergarten Readiness for 2019-20

Q: Would you & the EAC like to provide feedback on using the draft product?



Next steps



Plans in 2022 for the Equity Tracker Project



- **Engagement with the Equity Advisory Committee**
(details to be discussed next)
- Continue background data work, conduct analyses
- Refine webpage design & templates
- Visualize data, create other content for all policy areas
- (PSRC website redesign launch expected in summer 2022)
- **Goal: Launch first version of the Equity Tracker before end of 2022**



Question from the start:

- About which parts would you want to know more?

Elements of the Equity Tracker Project

- Foundation on VISION 2050
 - Systematic data evaluation
 - Uses: provide info, share data
 - Data, context, solutions
 - User experience
- Q: Beyond the VISION 2050 framework, what life outcomes & themes should we measure & track?
 - Q: What other data considerations may increase usefulness of the Equity Tracker?
 - Q: What other uses should we consider for the Equity Tracker?
 - Q: About which components would you & the EAC like to know more? Get involved?
 - Q: Would you & the EAC like to provide feedback on using the draft product?



Question from the start:

- How would you like to be involved? Where could you add value?

Options of involvement in development of the Equity Tracker

- Conduct deep dives with PSRC staff into components
- Test using draft product
- Respond to surveys & provide feedback on specific materials
- Receive periodic updates & overviews
- Suggest other ideas?



The Equity Tracker project team will follow-up with the EAC based on today's discussions.

Preferences for follow-up communications (may depend on type of involvement)

- Written summaries
- Walk-throughs & discussions
- Suggest other ideas?

Thank you!

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