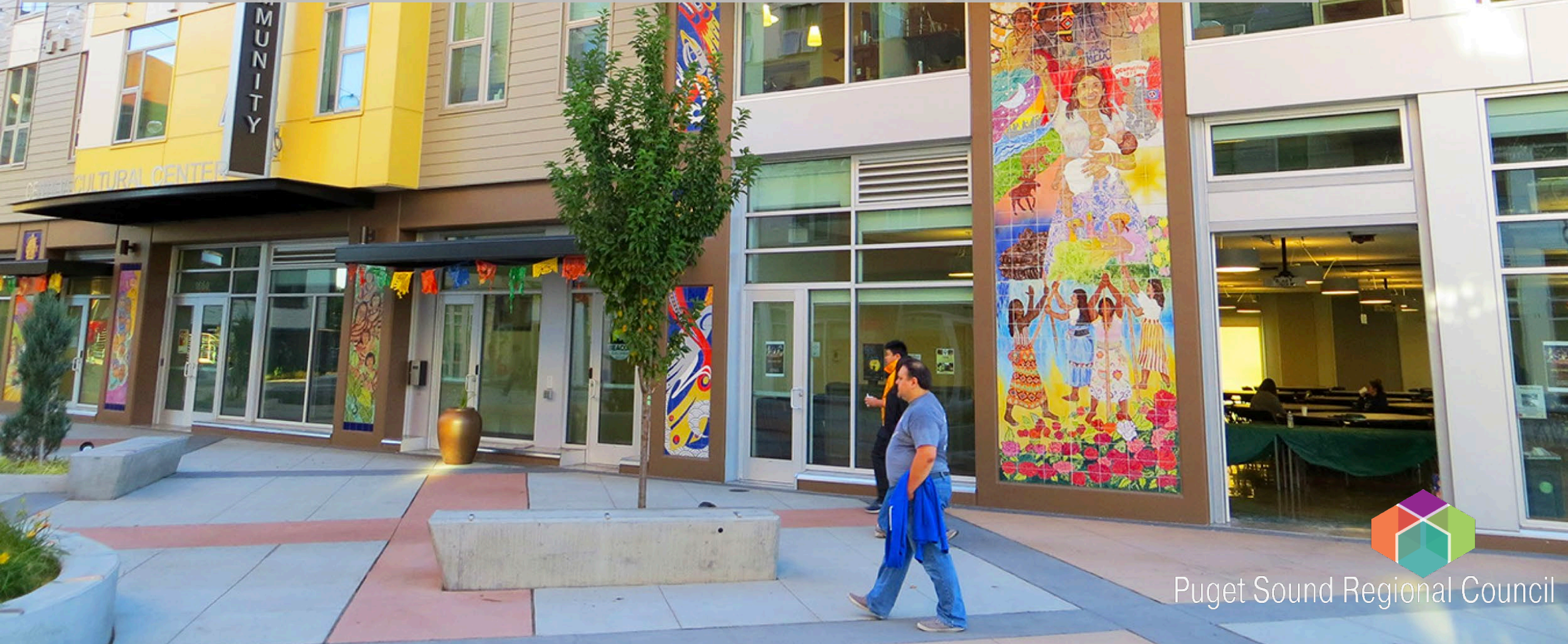


Racial Equity Impact Assessment

Equity Advisory Committee

June 2, 2022



Puget Sound Regional Council

Agenda

1. What is a Racial Equity Impact Assessment?
2. Examples
3. Connection to Regional Equity Strategy (RES) & Racial Equity Action Plan (REAP)
4. How will the Racial Equity Impact Assessment be used?
5. Discussion & Feedback



Questions for the Equity Advisory Committee

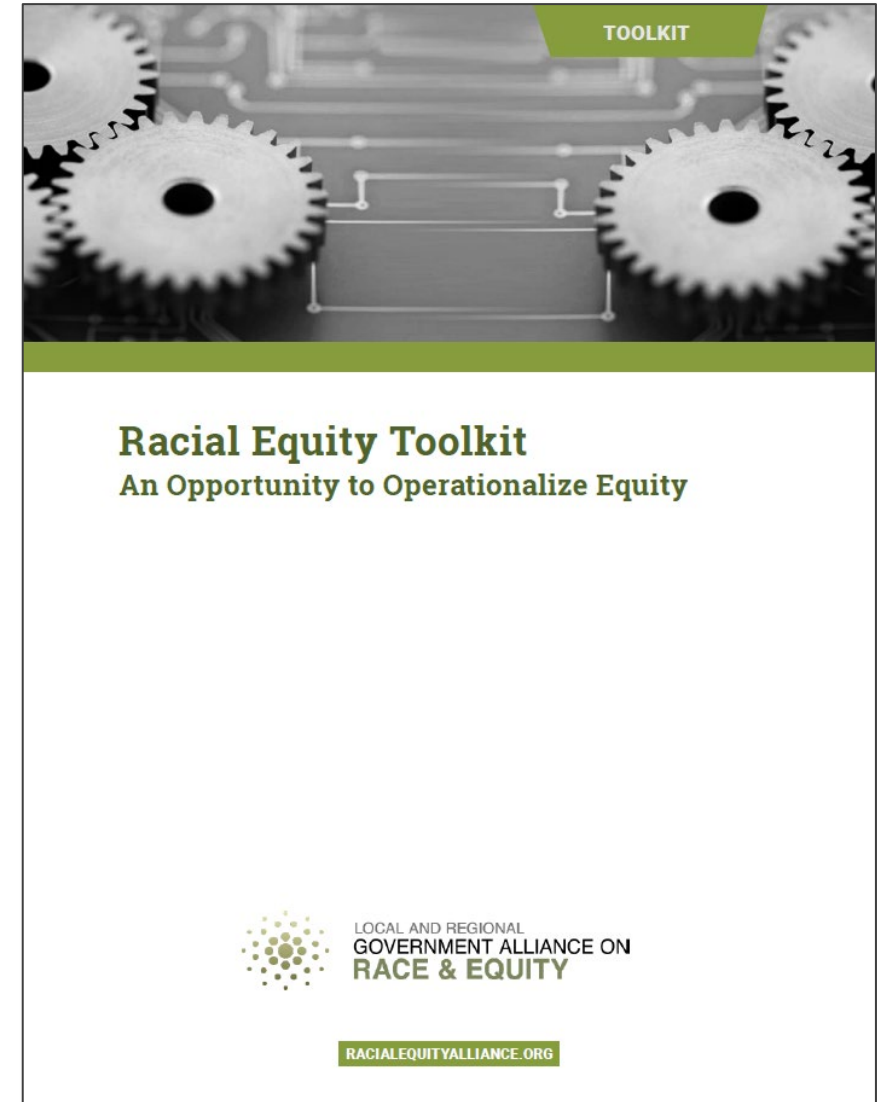
- What questions does the Equity Advisory Committee have for us regarding our Racial Equity Impact Assessment?
- Do you have any thoughts or feedback on the local examples? Is there a format (checklist vs. worksheet) you prefer?
- If you've used a similar tool in the past, can you describe your experience with it?

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What is a Racial Equity Impact Assessment?

Racial equity assessments are designed to **integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets.** It is both a product and a process. Use of a racial equity tool can help to develop strategies and actions that **reduce racial inequities and improve success for all groups.**



What is a Racial Equity Impact Assessment?

Typically in the form of a checklist or a worksheet:

Racial Equity Toolkit Assessment Worksheet

Title of policy, initiative, program, budget issue: _____

Description: _____

Department: _____ Contact: _____

Policy Initiative Program Budget Issue

Step 1. Set outcomes.

1a. What does your department define as the most important racially equitable **community outcomes** related to the issue? (Response should be completed by department leadership in consultation with RSJI Executive Sponsor, Change Team Leads, and Change Team.)

1b. Which racial equity **opportunity area(s)** will the issue primarily impact?

Education Criminal Justice
 Community Development Jobs
 Health Housing
 Environment

1c. Are there impacts on:

Contracting Equity Immigrant and Refugee Access to Services
 Workforce Equity Inclusive Outreach and Public Engagement

Please describe: _____

Step 2. Involve stakeholders. Analyze data.

2a. Are there impacts on geographic areas? Yes No
 Check all neighborhoods that apply (see map on p.5):

All Seattle neighborhoods Lake Union East District
 Ballard Southwest King County (outside Seattle)
 North Southeast Outside King County
 NE Delridge Please describe: _____
 Central Greater Duwamish

2b. What are the racial demographics of those living in the area or impacted by the issue?

(See Stakeholder and Data Resources pages 5 and 6)

2c. How have you involved community members and **stakeholders**?
 (See page 5 for questions to ask community/staff to ensure their concerns and expertise are part of analysis.)

2d. What does data and your conversations with **stakeholders** tell you about existing racial inequities that influence people's lives and should be taken into consideration?

2e. What are the root causes or factors creating these racial inequities?
 Examples: Bias in process; Lack of access or barriers; Lack of racially inclusive engagement

Step 3. Determine benefit or burden.

Given what you have learned from data and from stakeholder involvement...

3. How will the policy, initiative, program, or budget issue **increase or decrease racial equity**? What are potential unintended consequences? What benefits may result? Are the impacts aligned with your department's community outcomes that were defined in Step 1?

Step 4. Advance opportunity or minimize harm.

4. How will you address the impacts (including unintended consequences) on racial equity?

- What strategies address immediate impacts?
- What strategies address root causes of inequity listed in Question 6?
- How will you partner with stakeholders for long-term positive change?
- If impacts are not aligned with desired community outcomes, how will you re-align your work?

Program Strategies _____

Policy Strategies _____

Partnership Strategies _____

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Step 5. Evaluate. Raise racial awareness. Be accountable.

5a. How will you evaluate and be **accountable**? How will you evaluate and report impacts on racial equity? What is your goal and timeline for eliminating racial inequity? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about this issue?

5b. What is **unresolved**? What resources/partnerships do you still need to make changes?

Step 6. Report back.

Share analysis and report responses from Question 5a and Question 5b with Department Leadership, Change Team Leads, and Change Team members involved in Step 1.

Creating Effective Community Outcomes

Outcome = the result that you seek to achieve through your actions.

Racially equitable community outcomes = the specific result you are seeking to achieve that advances racial equity in the community.

When creating outcomes think about:

- What are the greatest opportunities for creating change in the next year?
- What strengths does the department have that it can build on?
- What challenges, if met, will help move the department closer to racial equity goals?

Keep in mind that the City is committed to creating racial equity in seven key opportunity areas: **Education, Community Development, Health, Criminal Justice, Jobs, Housing, and the Environment.**

Examples of community outcomes that increase racial equity:

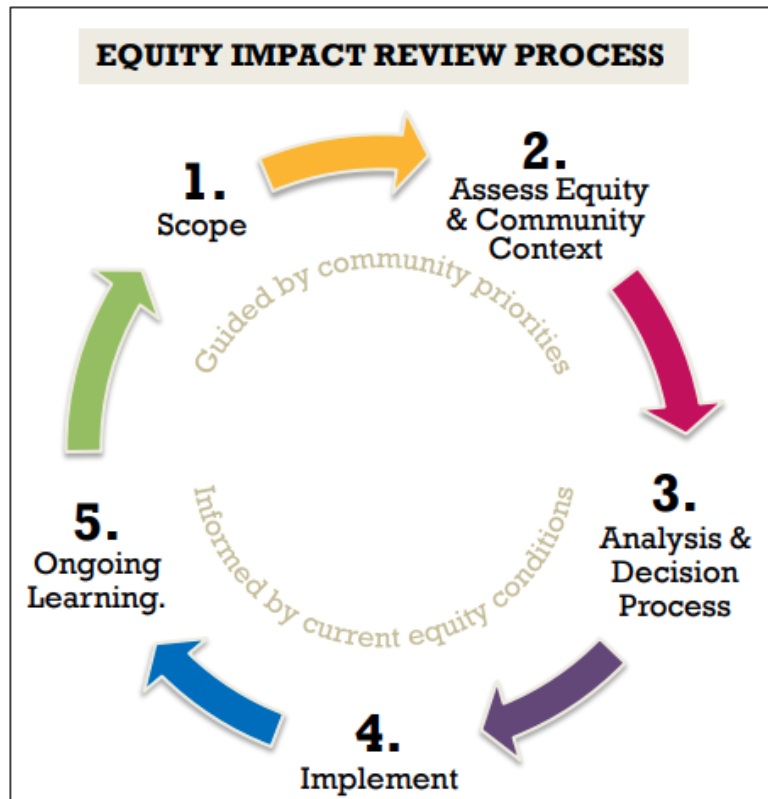
OUTCOME	OPPORTUNITY AREA
Increase transit and pedestrian mobility options in communities of color.	Community Development
Decrease racial disparity in the unemployment rate.	Jobs
Ensure greater access to technology by communities of color.	Community Development, Education, Jobs
Improve access to community center programs for immigrants, refugees, and people of color.	Health, Community Development
Communities of color are represented in the City's outreach activities.	Education, Health, Jobs, Environment, Housing, Criminal Justice
The racial diversity of the Seattle community is reflected in the City's workforce.	Jobs
Access to City contracts for Minority Business Enterprises is increased.	Jobs
Decrease racial disparity in high school graduation rates.	Education

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Recent Local Examples

King County – Equity Impact Review (EIR) process

- Combines quantitative data and community engagement
- Used during the development of specific plans/policies, operations, and capital programs



Phase 1: Scope. Identify who will be affected.

- Identify how your action will affect/serve [people and places](#) using [demographic information](#). Consider in particular low income populations, communities of color, and limited-English speaking residents.
 - Reach: which people and places will be affected by your action?
 - Intensity: what effects, impacts and/or outcomes will your action have on people and places?
 - Duration: how long will the action have an effect– short-, medium-, and/or long-term?
- Identify the group of stakeholders and affected parties – including those who have historically *not* been/felt included or engaged – and their roles in decision-making.

Phase 2: Assess equity and community context.

- Learn about affected communities', employees', and/or stakeholders' priorities and concerns. (Use the [Community Engagement Guide](#) to help with this.)
- Know which determinants of equity will be affected by your intended outcomes – both directly and indirectly. (Reference the [Determinants of Equity report](#).)
- Know how your proposed course of action will affect known disparities within relevant determinants. (Use quantitative data and/or gather new information.)
- Identify potential unintended equity-related outcomes of this action.

Phase 3: Analysis and decision process.

- Project or map out how key alternatives will affect community and employee priorities and concerns.
- Evaluate each alternative for who will be disproportionately burdened or benefit - now and in the future. How will alternative actions differ in improving or worsening current equity conditions?
- Include [upstream](#) alternatives (and related costs) that target root causes to eliminate disproportionate impact.
- Prioritize alternatives by equitable outcomes and reconcile with functional and fiscal policy drivers.

Phase 4: Implement. Are you staying connected with communities and employees?

- Based on earlier use of Community Engagement Guide, communicate with communities, stakeholders and employees about how you will implement your action.
- Engage with affected communities and employees to guide successful implementation.
- Advance "pro-equity" opportunities when possible, i.e. [contracting](#), hiring and promotion, materials sourcing, etc.
- Measure and evaluate your intended outcomes in collaboration with affected communities. Are there sufficient monitoring and accountability systems to identify unintended consequences? How will course corrections be handled if unintended consequences are identified?

Phase 5: Ongoing Learning. Listen, adjust, and co-learn with communities and employees.

- Evaluate whether your action appropriately responds to community priorities and concerns.
- Learn *with* the community to adjust your action as their priorities and concerns shift.
- Communicate progress to all stakeholders. Plan to include community feedback into future planning.

Recent Local Examples

City of Redmond – *Redmond 2050*

- Four-part phased approach
- Central themes of Equity & Inclusion, Sustainability, and Resiliency
- Utilized in *Redmond 2050* – the City’s Comprehensive Plan update

Phase 1: Scope. Identify who will be impacted.	
Will this positively serve historically marginalized communities?	Use demographic data to consider especially low-income populations, people with disabilities, communities of color, and limited-English communities. <ul style="list-style-type: none"> • Reach: Which people and places will be impacted? • Intensity: What effects, impacts and/or outcomes will this have on people and places? • Duration: How long will the action have an effect?
Have the stakeholders and impacted parties, and their roles in decision-making, been identified? Have they been included in the development of the policy?	Especially those who have historically not been/felt included or engaged.
Phase 2: Assess equity and community context. Analysis and decision process.	
Will this positively impact the priorities of impacted communities?	Work with Communications on Community Engagement Tools and Practices.
Will this positively address determinants of equity?	Reference the Determinants of Equity report ² Prioritize alternatives by equitable outcomes and reconcile with functional and fiscal policy drivers.
Will this reduce known disparities?	Consider the “ digital divide ” among communities. ³
Have the potential unintended equity related outcomes been identified?	Consider how the use of information, communications, and technology may impact equity outcomes.
Phase 3: Implement	
Will this policy allow the implementation process to stay connected with communities?	Engage with impacted communities and employees to guide successful implementation.
Will this policy allow the project team to advance pro-equity opportunities when possible?	Ex/ contracting, hiring and promotion, materials sourcing, etc.
Will this policy allow project course corrections to be handled if unintended consequences are identified?	Measure and evaluate your intended outcomes in collaboration with impact communities. Are there sufficient monitoring and accountability systems to identify unintended consequences?
Phase 4: Ongoing Learning. Listen, adjust, and co-learn with communities and employees.	
Will this policy allow the project team to evaluate whether this appropriately responds to community priorities and concerns?	Learn with the community to adjust your action as their priorities and concerns shift. Communicate progress to all stakeholders. Plan to include community feedback into future planning.

Regional Equity Strategy



Capacity Building

Learning Opportunities
Prioritizing Equity
Inclusive Procurement
Hiring and Retention



Community Engagement

Equity Advisory Committee
Support Anti-Displacement Orgs
Equitable Engagement Guidance



Data and Research

Equity Analyses
Equity Tracker
Existing Conditions Report
Data & Analysis



Best Practices

Racial Equity Impact Assessment
Equity Planning Guidance

Racial Equity Impact Assessment Framework

1. **Proposal:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
2. **Data:** What's the data? What does the data tell us?
3. **Community engagement:** How have communities been engaged? Are there opportunities to expand engagement?
4. **Analysis and strategies:** Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
5. **Implementation:** What is your plan for implementation?
6. **Accountability and communication:** How will you ensure accountability, communicate, and evaluate results?

Equity Tracker

Equitable
Engagement
Guidance



Equity
Planning
Guidance

How will the Racial Equity Impact Assessment be used?

- This tool intended for local jurisdictions to address equity in their comprehensive plan updates:
 - Scoping
 - Outreach & engagement
 - Data collection & analysis
 - Implementation
- Integration with other tools from Regional Equity Strategy

Questions for the Equity Advisory Committee

- What questions does the Equity Advisory Committee have for us regarding our Racial Equity Impact Assessment?
- Do you have any thoughts or feedback on the local examples? Is there a format (checklist vs. worksheet) you prefer?
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Next steps

- We will incorporate feedback heard today into a draft form of the Racial Equity Impact Assessment
- EAC members will receive draft documents in advance of the July meeting for a continued discussion
- We will continue to seek feedback at the July meeting and work toward a final Racial Equity Impact Assessment by the end of 2022

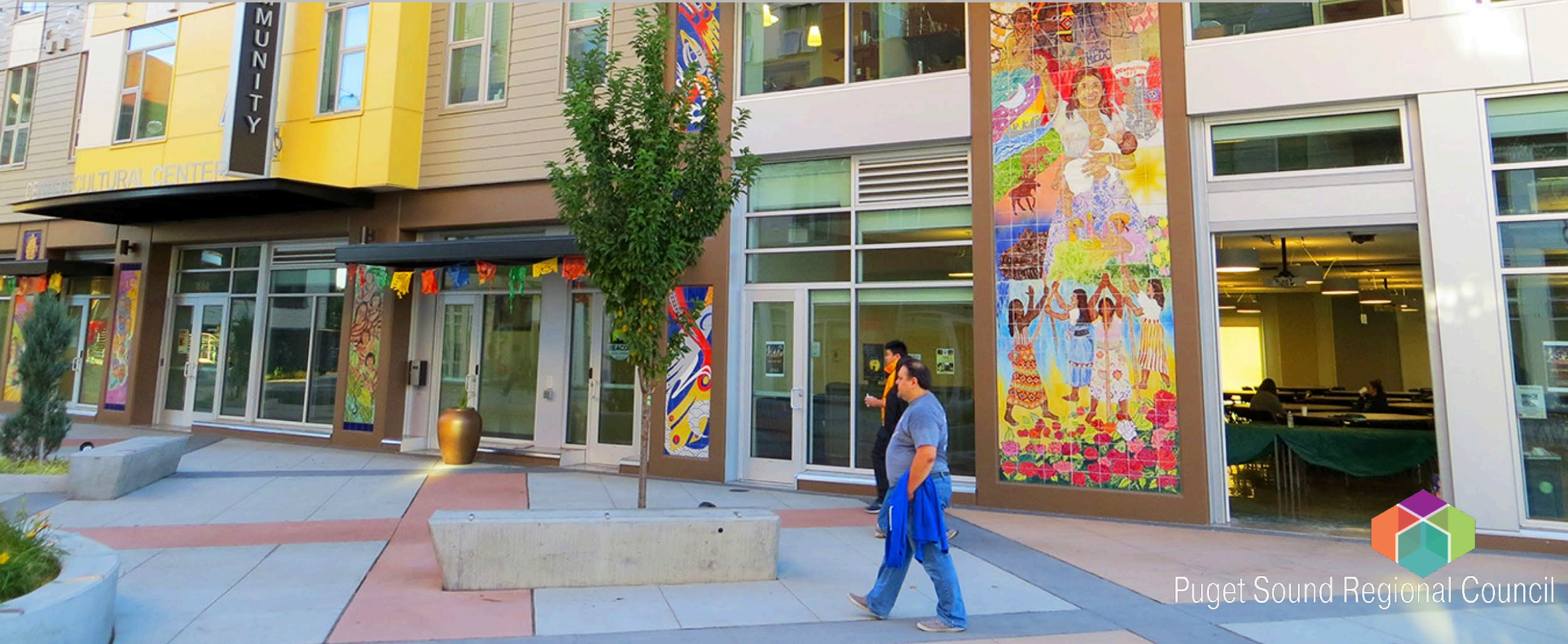
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Thank you

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Puget Sound Regional Council