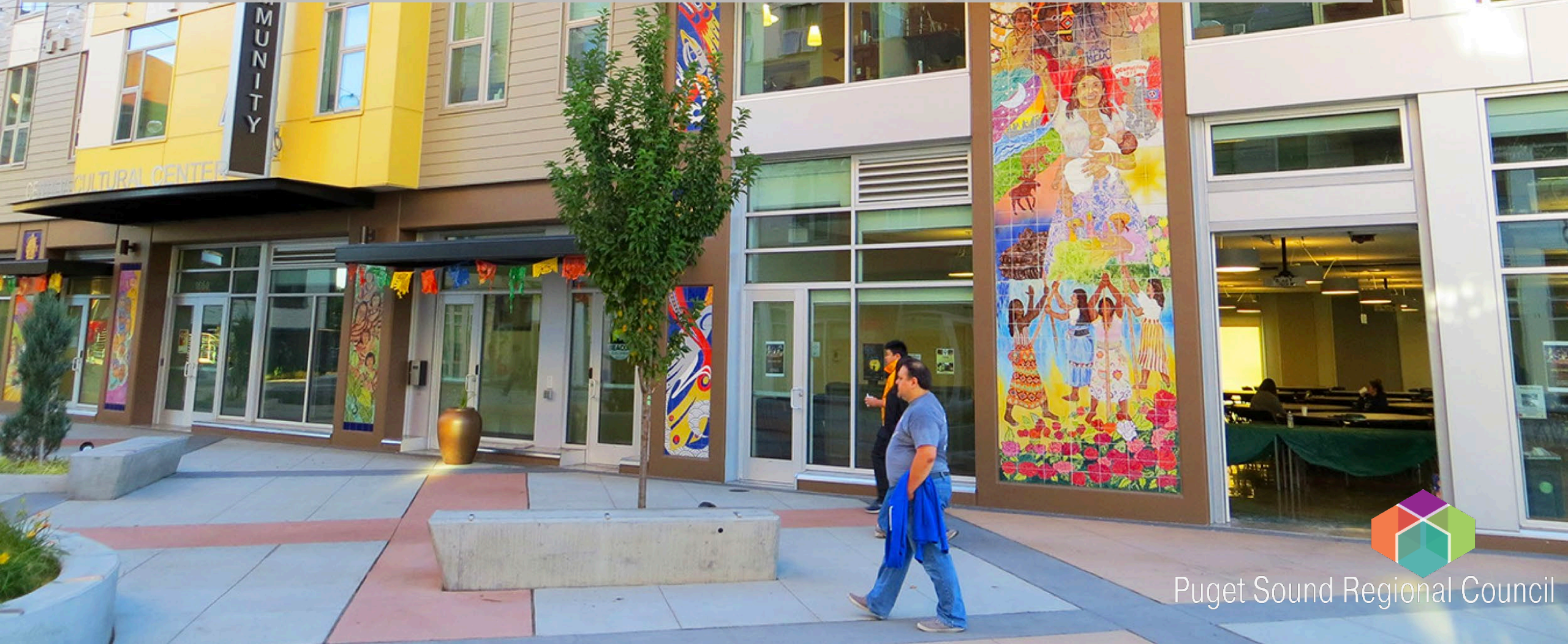# Racial Equity Impact Assessment Follow Up

Equity Advisory Committee

July 7, 2022

Puget Sound Regional Council

Agenda

1. Recap June EAC presentation and discussion
2. Overview of Draft Racial Equity Impact Assessment Worksheet
3. Discussion & Feedback

Questions for the Equity Advisory Committee

- Does the summary checklist serve the intended purpose?

- Is anything about the worksheet confusing or unclear? Is there additional information or context that would be helpful if included?

- Is there any information that can be removed to streamline the document and make it less daunting for the user?

- How can the Racial Equity Impact Assessment better consider accountability? What role does PSRC have in measuring success?

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.**

DRAFT Racial Equity Impact Assessment
Worksheet for Guiding Racially Equitable Outcomes in Comprehensive Plans

Racial Equity Impact Assessment Summary Completion Checklist
Use the checklist below to keep track of your progress using the Racial Equity Impact Assessment:

Step #1 - What is your proposal and desired results and outcomes?
- ☐ Describe the policy, program, practice or budget decision.
- ☐ What are the intended results (in the community) and outcomes (within your own organization)?
- ☐ What does this proposal have an ability to impact?

Step #2 - What's the data? What does the data tell us?
- ☐ Will the proposal have impacts in specific geographic areas (neighborhoods, areas, or regions)? What are the racial demographics of those living in the area?
- ☐ What does population level data, including quantitative and qualitative data, tell you about existing racial inequities? What does it tell you about root causes or factors influencing racial inequities?
- ☐ Are there data gaps? What additional information would be helpful in analyzing the proposal? If so, how can you obtain better information?

Step #3 - How have communities been engaged? Are there opportunities to expand engagement?
- ☐ Who are the most affected community members who are concerned with or have experience related to this proposal? How have you involved these community members in the development of this proposal?
- ☐ What has your engagement process told you about the burdens or benefits for different groups?
- ☐ What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this proposal?

Step #4 – What are your strategies for advancing racial equity?
- ☐ What are your strategies for advancing racial equity, considering what you have learned from research and stakeholder involvement? Who would benefit from or be burdened by your proposal?
- ☐ What are potential unintended consequences? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
- ☐ Are there complementary strategies that you can implement? What are ways in which existing partnerships could be strengthened to maximize impact in the community? How will you partner with stakeholders for long-term positive change?
- ☐ Are the impacts aligned with your community outcomes defined in Step #1?

Step #5 – What is your plan for implementation?
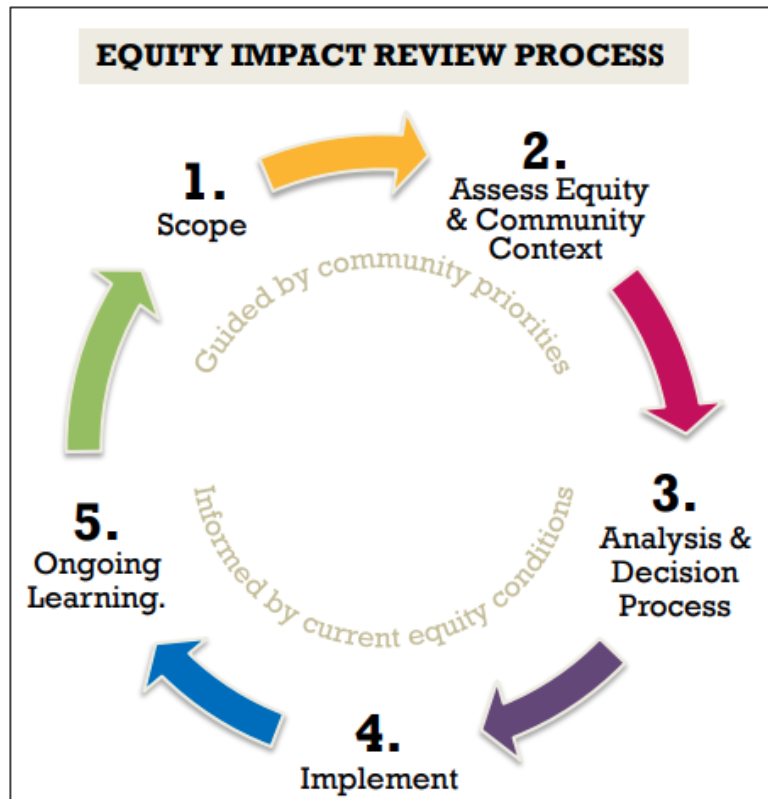- ☐ Describe your plan for implementation.
- ☐ Evaluate plan feasibility

Step #6 – How will you ensure accountability, communicate, and evaluate results?
- ☐ How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having impact in the community?
- ☐ What are your messages and communication strategies that are will help advance racial equity? Use A-C-T
- ☐ How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long-haul?

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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

EQUITY IMPACT REVIEW PROCESS

1. Scope
2. Assess Equity & Community Context
3. Analysis & Decision Process
4. Implement
5. Ongoing Learning.

Guided by community priorities
Informed by current equity conditions

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.

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

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How will the Racial Equity Impact Assessment be used?

- **This tool intended for <u>local jurisdictions</u> to address equity in their comprehensive plan updates:**

  - Scoping

  - Outreach & engagement

  - Data collection & analysis

  - Implementation

- **Integration with other tools from Regional Equity Strategy**

June EAC Meeting Feedback

- Include a checklist and a worksheet

- Include a glossary of terms

- More explicitly mention racial equity in materials

- Better consider the intersection of race and other marginalized groups, such as people with disabilities

June EAC Meeting Feedback

- Provide resources to familiarize or train staff using the tool

- Clarify how success is measured

- Align the tool with the intended use in local comprehensive planning

Draft Racial Equity Impact Assessment

- Uses framework from GARE Racial Equity Toolkit

  - Minor changes to reflect considerations and requirements of the comprehensive planning process

- Includes summary checklist

- Glossary of terms to come

Step #1 — What is your plan and the desired results and outcomes?

1. Describe the policy, program, or other element of the comprehensive plan (for the sake of brevity, we refer to this as the "plan" in the remainder of these steps)

   (type here)

2. What are the intended results (in the community) and outcomes (within your own jurisdiction)?

   (type here)

3. What does this plan have an ability to impact?

   ☐ Children and youth   ☐ Jobs
   ☐ Economic development   ☐ Parks and recreation
   ☐ Environment   ☐ Transportation
   ☐ Health   ☐ Utilities
   ☐ Housing   ☐ Other _____

1. What are likely impacts the plan will have in specific geographic areas (neighborhoods, areas, or regions)? What are the racial demographics of those living in the area?

   (type here)

2. What does population level data, including quantitative and qualitative data, tell you about existing racial inequities? What does it tell you about root causes or factors influencing racial inequities?

   (type here)

3. What performance level data do you have available for your plan? This should include data associated with existing programs or policies.

   (type here)

4. What gaps exist in the data? What additional information would be helpful in analyzing the plan? If so, how can you obtain better information?

   (type here)

Step #3 – How have communities been engaged? Are there opportunities to expand engagement?

1. Who are the most affected community members who are concerned with or have experience related to this plan? How have you involved these community members in the development of this plan?

   (type here)

2. What has your engagement process told you about the burdens or benefits for different groups?

   (type here)

3. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this plan?

   (type here)

1. What are your strategies for advancing racial equity, considering what you have learned from research and stakeholder involvement? Who would benefit from or be burdened by your plan?

   (type here)

2. What are potential unintended consequences? What are the ways in which your plan could be modified to enhance positive impacts or reduce negative impacts?

   (type here)

3. Are there complementary strategies that you can implement? What are ways in which existing partnerships could be strengthened to maximize impact in the community? How will you partner with stakeholders for long-term positive change?

   (type here)

4. How are the impacts aligned with your community outcomes defined in Step #1?

   (type here)

1. **Describe your plan for implementation.**

   Desired Result: _____

   Desired Outcome: _____

Strategy	Action/Task	Person Responsible	Deadline	Resources Needed

2. **Is your plan:**

   ☐ Realistic?

   ☐ Adequately funded?

   ☐ Adequately resourced with personnel?

   ☐ Adequately resources with mechanisms to ensure successful implementation and enforcement?

   ☐ Adequately resourced to ensure on-going data collection, public reporting, and community engagement?

3. **If the answer to any of these questions is no, what resources or actions are needed?**

   (type here)

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1. How will impacts be documented and evaluated? How are you achieving the anticipated outcomes? How are you having impact in the community?

   (type here)

2. What are your messages and communication strategies that are will help advance racial equity?

   (type here)

3. How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long-haul?

   (type here)

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Questions for the Equity Advisory Committee

- Does the summary checklist serve the intended purpose?

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- How can the Racial Equity Impact Assessment better consider accountability? What role does PSRC have in measuring success?

Next steps

- Further revisions to worksheet and supporting guidance
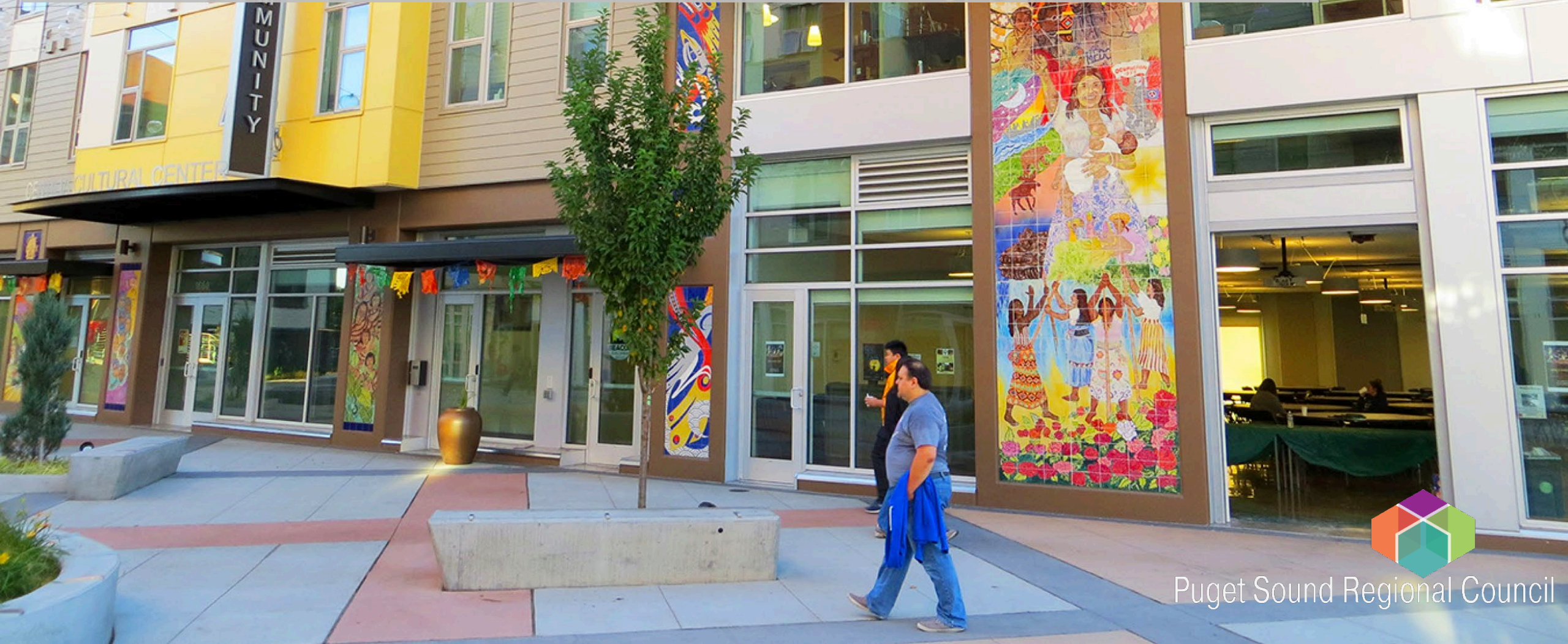
- Internal pilot

- Return to EAC in the fall

Thank you

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Puget Sound Regional Council