



# Implementing Equitable TOD (eTOD) - Disabilities Stakeholder Engagement

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**PSRC Regional Transit-Oriented Development Committee**

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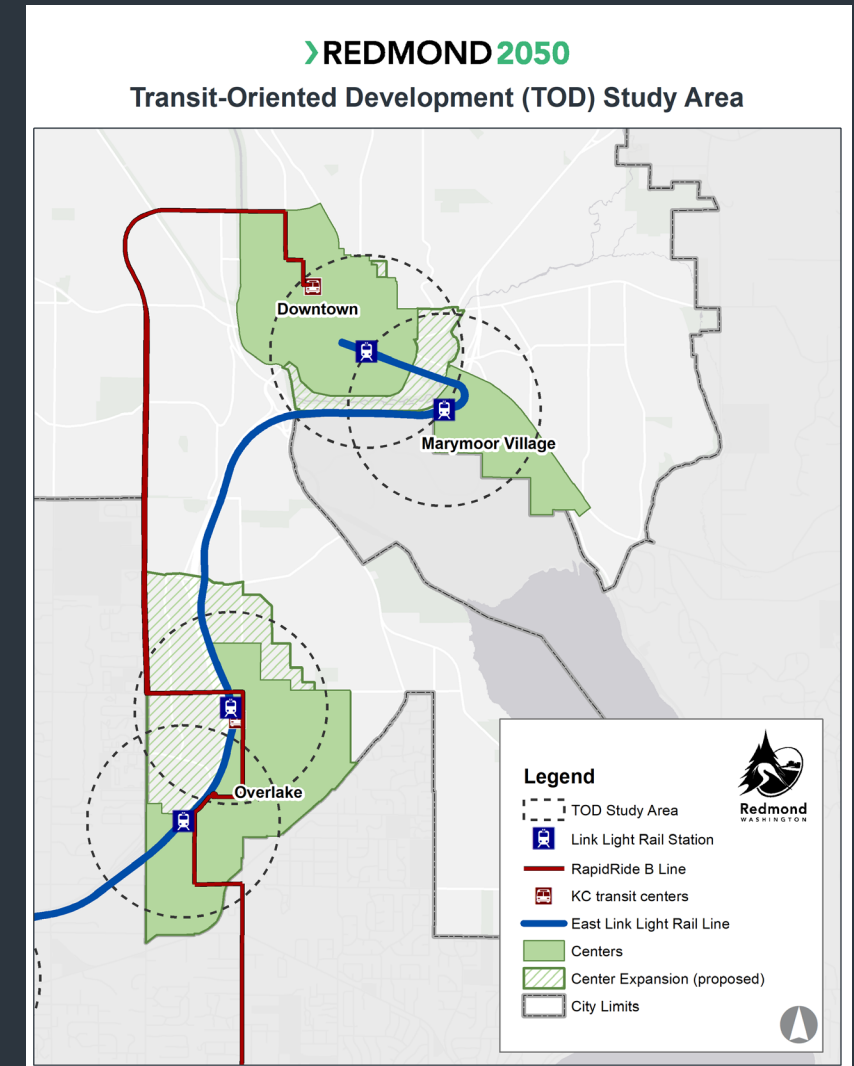


**Redmond**  
WASHINGTON

# Redmond 2050

- **Major Comp Plan revision**

- Significant code updates to transition community from suburb to city
- Opening 4 new light rail stations
- Implement TOD on a large scale
- Major revisions to Overlake neighborhood plan, including new Planned Action



**> REDMOND 2050**  
From suburb to city

# Equity Lens



## Redmond 2050 Themes: Equity & Inclusion, Sustainability, Resiliency

<https://www.redmond.gov/1598/>

## Equity & Inclusion



REDMOND  
2050

### Equity:

The City provides all community members with equal and effective city services, resources, opportunities, and influence so that all people achieve their full potential and thrive. Equity is a purposeful and eager journey toward well-being as defined by those most negatively impacted.

### Inclusion:

The City treats all people respectfully; values all people for their distinctive skills, experiences, and perspectives; engages all people to contribute to the community's success; and leverages resources and city services where needed.



As we plan for the future of Redmond and update the Redmond Comprehensive Plan, one of the main themes is **Equity & Inclusion**.

[redmond.gov/Redmond2050](https://www.redmond.gov/Redmond2050)

### Intent

- To ensure that all people are meaningfully engaged to shape city policies and processes.
- To include, accommodate, and empower groups of people who have historically been excluded because of their gender, race and/or ethnicity, LGBTQIA+, age, religion, disabilities, or their socioeconomic, immigration, or veteran status, or as a member of any historically marginalized group.
- To apply an equity process in all facets of planning to eliminate socioeconomic disparities.
- To identify and remediate inequitable policies, processes, or regulations and remove barriers to equity and inclusion.
- To create equitable intergenerational, geographic, and process outcomes.

### Toolkit for Reviewing Comprehensive Plan Elements and Policies

Staff will review each chapter and policy in the Comprehensive Plan and all new proposed policies to ensure that we are supporting the implementation of this theme. The review will focus on:

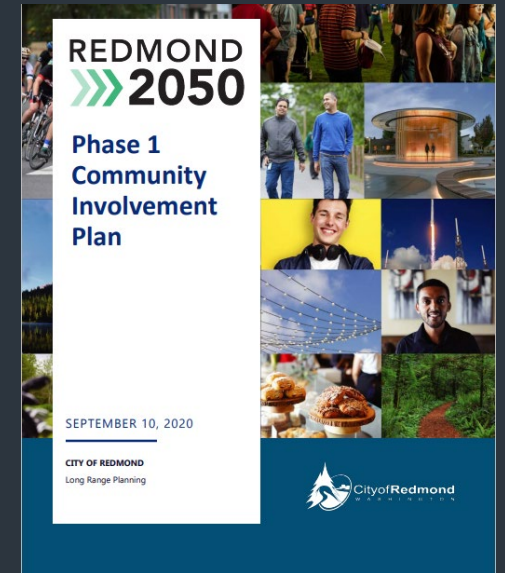
- Will this positively serve historically marginalized communities?
- Will this positively address the priorities of affected communities?
- Will this policy allow the project team to advance pro-equity opportunities?
- Will this reduce known disparities?
- Will this have a positive impact on addressing community priorities and concerns?
- Will this policy allow the implementation process to stay connected with communities?
- Will this policy allow project course corrections to be handled if unintended consequences are identified?



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无歧视声明可在本市的网址 [redmond.gov/TitleVI](https://www.redmond.gov/TitleVI) 上查阅  
El aviso contra la discriminación está disponible en [redmond.gov/TitleVI](https://www.redmond.gov/TitleVI).

# Early Planning for Equity

- **Identified Gaps / Needs - Who Are We?**
  - Example: 200+ IDD Adults at Microsoft campus
- **Community Involvement Plan**
  - **Specifically adopted goals and strategies for inclusive engagement**
  - Intentional about engaging with community members that have traditionally not been a part of community planning processes in a deep and meaningful way: **"Nothing About Us Without Us"**
  - Deep engagement goals with BIPOC community members and community members with disabilities



*Redmond is committed to social justice, equity, and inclusivity. Community engagement will address common barriers to participation to ensure an equitable planning process.*

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From suburb to city

# Early Planning for Equity

- **Community Advisory Committee**

- Representative of our community member in many ways (including by age, sex, race/culture, disability, renters, neighborhoods, etc.)
- Specifically recruited for disability stakeholders, but intentional for maximizing diversity in all ways
- Recruitment included graphics and photos that represented diversity



# Early Planning for Equity

## Interviews with Key Disability Stakeholders

- **Shared my personal story**, connection with disability community
- Can you participate in this process, and what engagement level works best for you?
- **What advice do you have to help us be successful in our goals?**
- **Who else do I need to talk to** that would be important to have as a key stakeholder? Who are the trusted community partners? Have any clients or employees that you think would be interested?
  - Can you help make introductions?



# Disability Stakeholder Engagement

- Emails directly to/for disabilities stakeholders
  - personalized whenever possible
- Focus groups at different phases of project, compensation for participation
- Hybrid events for either in-person or online participation
- Phone calls
- Special materials
  - Policy drafts assembled/published
  - Questionnaires specifically to review impacts/effectiveness of proposals

The image shows two overlapping screenshots of a document from the City of Redmond. The top screenshot displays the 'REDMOND 2050' logo and a list of policy areas: Housing, Transportation, and Urban/Growth Centers (Overlake). The bottom screenshot is a webpage titled 'Improving Equity and Inclusion for Community Members with Disabilities'. It invites stakeholders to provide feedback on draft policies. The text includes: 'Are you a community member with a disability, or a family member, caregiver, or a service provider who supports those with disabilities? If so, you're invited to participate in a Redmond 2050 disabilities stakeholder focus group to provide feedback on policies that are intended to improve equity and inclusion for community members with disabilities.' It lists 'Draft 1.0 Policies' and asks for feedback on whether they are on the right track, if anything was missed, and if the policies would improve equity and inclusion. A 'PROVIDE YOUR FEEDBACK' button is visible at the bottom of the webpage.

# Lessons Learned

- **Start early to identify community needs and resources** – introductions and network building take time to ensure you have the right people at the table
- **Budgeting up front** - needs to be more
- **Include in project committees**
  - We have disabilities stakeholders on both our Community Advisory Committee (visioning and policy review) and our Technical Advisory Committee (code revisions and implementation)





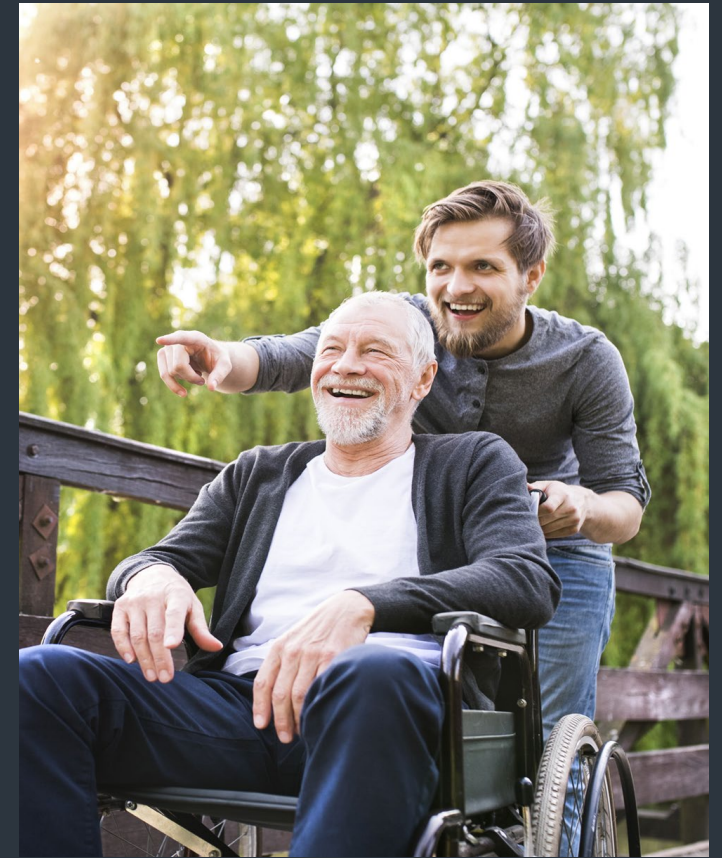
# Lessons Learned

- **Most community members with disabilities cannot connect easily**
  - Not aware of planning processes or how important they are – can be difficult to understand
  - Limited time available, many medical issues, etc
  - Either on-line or in person, plans for accommodations; may include a need for breaks, slower speaking patterns, etc.
- **Trusted Community Partners are key**
  - **Have a larger group than you think you need**
    - Not everyone will be able to connect/participate in everything
    - Don't overwhelm any one group/person
  - Send info they can easily forward to their network
  - **Be a two-way street** – how can you help them?  
Understand their focus areas/priorities



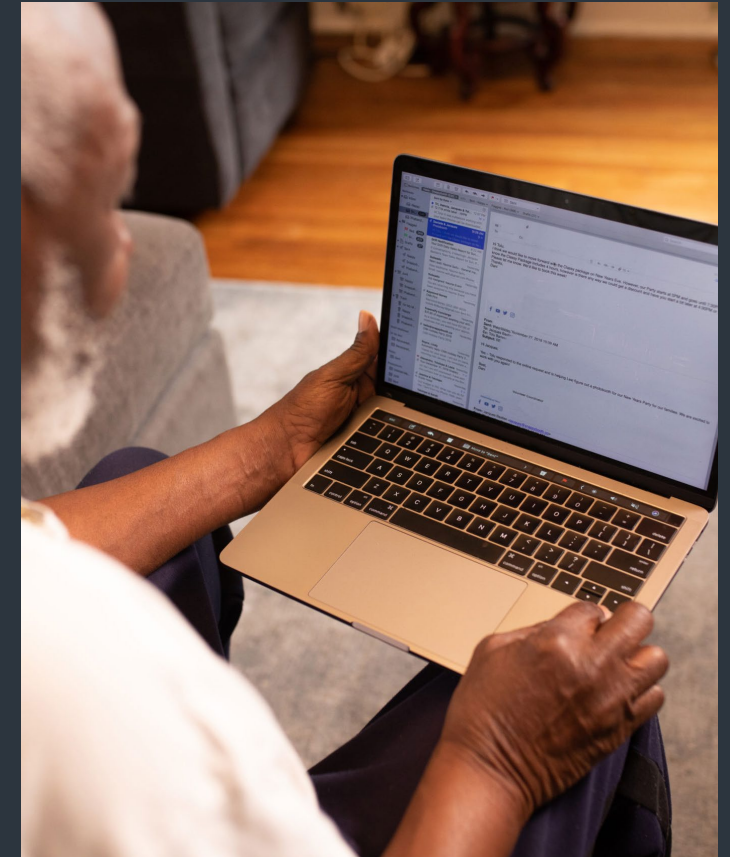
# Lessons Learned

- **Keep it simple and relevant** – make it as easy as possible for them to see/understand your ask
  - Specific materials for them
  - Point out exactly what you need them to review, why, and what you will do with their input
  - Provide online or email ways to connect, but don't forget the in-person opportunities, those with visual impairments, etc.
  - Can you go to them?



# Lessons Learned

- **Connect throughout the project**
  - Early drafts ensure going in right direction and not missing anything
  - Follow-up frequently on how you are incorporating their feedback
  - Include in policy & code implementation phases – will you get the outcomes THEY need?



# Thank You!

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[www.Redmond.gov/Redmond2050](http://www.Redmond.gov/Redmond2050)

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