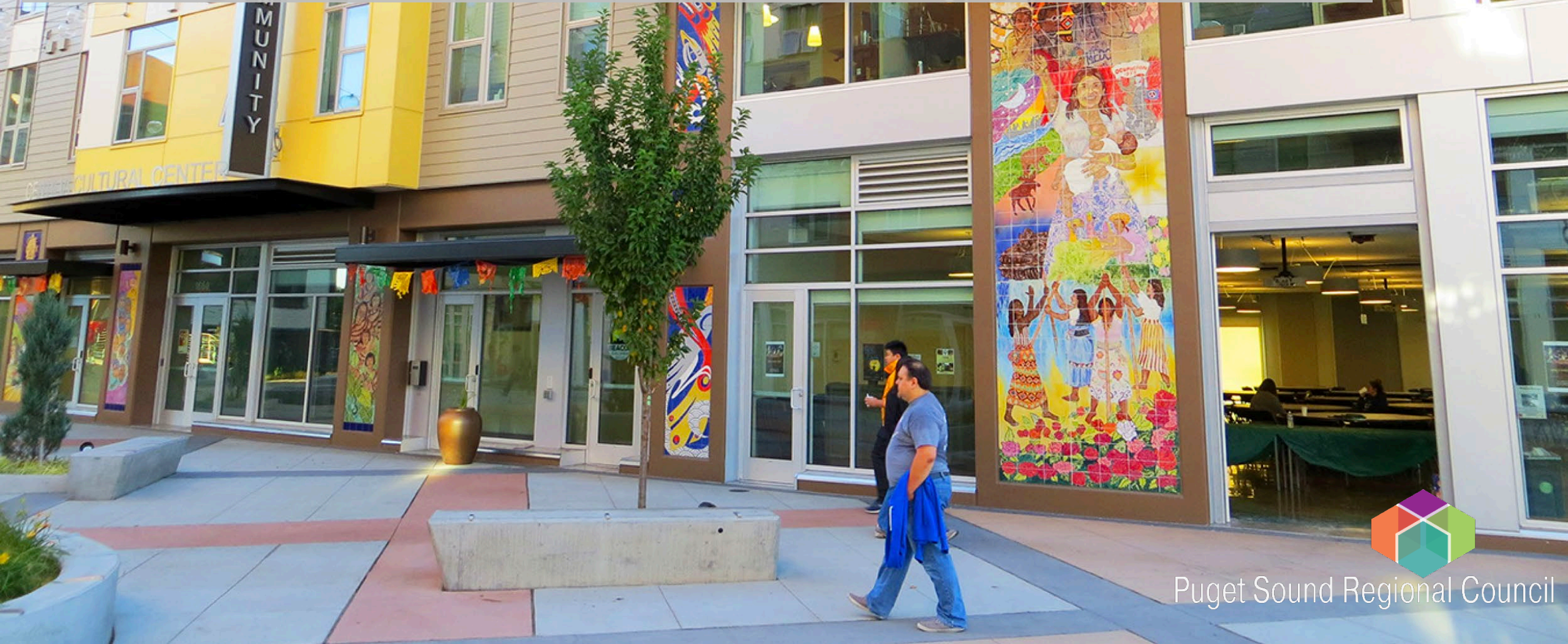


# Racial Equity Impact Assessment Follow Up

Equity Advisory Committee

November 3, 2022



Puget Sound Regional Council

# Agenda

1. Recap feedback from July discussion
2. Overview of changes to the Racial Equity Impact Assessment Worksheet
3. Next Steps
4. Discussion & Feedback

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# Questions for the Equity Advisory Committee

- Was the feedback you shared incorporated appropriately in the document?
- Does anything remain unclear or confusing?
- How can PSRC help educate and train local jurisdiction staff to use the Assessment?

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# 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**

# July EAC Meeting Feedback

- Local jurisdictions will need training and support to use the Assessment effectively
- PSRC should provide additional clarity and instructions for planning staff and the public to understand the process
- Local jurisdictions need support to collect better information and have meaningful community engagement

# New Elements: Introductory guidance

## **What is a Racial Equity Impact Assessment?**

Tools such as this Racial Equity Impact Assessment are designed to integrate explicit consideration of racial equity in decisions, including policies, programs, and budgets. It is both a product and a process and helps to institutionalize the consideration of racial equity. This assessment tool is intended to be used on key proposals emerging from a comprehensive plan. Use of this assessment leads to the development of improved comprehensive plan proposals and strategies and actions that reduce racial inequities and improve success for all groups. Organizations have taken different approaches to assessing equity on a plan-level. [VISION 2050](#) and the [Regional Transportation Plan](#) both have equity analyses, and the City of Redmond has a [checklist](#) to assess equity and inclusion, sustainability, and resiliency. This assessment differs in that it includes community engagement as part of the process to assess key comprehensive plan proposals.

## **Using the Racial Equity Impact Assessment**

The Racial Equity Impact Assessment has been tailored for use by city and county staff in updating comprehensive plans. However, it could be further tailored for other types of plans and decision making. Community partners who are providing input on the comprehensive plan could also fill out this assessment.

# New Elements: Early engagement

## Before completing the Racial Equity Impact Assessment: Early Inclusive Community Engagement

### Early Inclusive Engagement Guidance and Resources

Community input is key to successfully conducting a Racial Equity Impact Assessment, so identifying marginalized groups and affected communities and conducting inclusive engagement is an important preliminary step. This could be integrated into other efforts to build relationships with communities. This early step can help to identify issues to address in the comprehensive plan, such as increasing affordable housing, providing equitable access to parks and open space, and improving transportation safety. Build in adequate funding for community engagement early in the comprehensive plan update process.

#### Resources

- PSRC's [Equitable Engagement for Comprehensive Plans](#)

### What early inclusive community engagement work has been conducted?

*Response*

# New Elements: Guidance and resources

## Step 2 Guidance and Resources

After identifying comprehensive proposals to assess, gather data relevant to each proposal. Types of quantitative data that can help inform the assessment are listed below.

- [Demographic data](#) to identify the race, income, ability-status, and other characteristics of people living in an affected area
- [Transportation data](#) to identify modes of travel, car ownership, and transit access
- [Housing data](#) to identify housing cost burden and homeownership disparities
- [Parks data](#) to identify gaps in access to parks and open space
- [Health data](#) to identify health disparities
- [Displacement risk data](#) to identify areas with higher or lower risk of displacement

Qualitative information can complement findings from quantitative data analyses. With the data gathered, complete the questions for each proposal.

Resources:

- Legacy of Structural Racism [StoryMap](#) ([link](#))
- Equity Tracker ([link](#))
- PSRC [data resources](#), also see list above

## Step 4 Guidance and Resources

After completing Steps 2 and 3, answer the questions below for each comprehensive plan proposal using the findings from your research and community engagement. Unintended consequences are negative outcomes that are not foreseen. Because they are difficult to foresee, the ability to monitor and adjust is important. You may be able to accelerate positive change by building on the work of other agencies and partners.

Resources:

- PSRC [Regional Housing Strategy](#) and [Housing Innovations Program](#)
- PSRC [Equity Planning Resources](#)
- [PolicyLink Anti-displacement Tools](#)
- Puget Sound Sage [Equitable Development Programs](#)
- Article: [Unintended Consequences: Minimizing The 'Oops Factor' In Decision Making](#)



# New Elements: Revised checklist

## Racial Equity Impact Assessment Checklist

Complete the worksheet for each proposal to be assessed. Use the checklist below to keep track of your progress using the Racial Equity Impact Assessment. See the guidance and resources for each step for additional information.

- Early inclusive engagement.** Conduct inclusive community engagement before completing the assessment, preferably before the comprehensive plan update process begins.
- Step 1. Identify comprehensive plan proposals to assess.** Select the policies, programs, or other elements of the comprehensive plan to include in the assessment, with consideration of input from the early engagement. Identify desired outcomes.
- Step 2. Gather and analyze information and data.** Once the proposals are identified, use qualitative and quantitative data to analyze proposals.
- Step 3. Engage communities.** Once the proposals are identified, engage the community to learn about potential impacts of the proposal. Completing Step 2 may inform the communities to engage with in Step 3.
- Step 4. Identify strategies for advancing racial equity.** After Steps 3 and 4 are complete, look for potential unintended consequences, identify strategies to reduce disparate impacts, and find opportunities to partner.
- Step 5. Ensure accountability and communicate.** Shortly after the comprehensive plan is adopted, consider how to ensure implementation of the strategies identified in Step 4, including communication strategies and ongoing engagement.
- Step 6. Evaluate outcomes and next steps.** During and after proposal implementation, evaluate whether you are achieving the anticipated outcomes. Adjust actions if negative impacts or unintended consequences arise and incorporate findings into plan updates and other work.

# New Elements: Glossary of terms

## Appendix B. Definitions

- Institutional Racism: Policies, practices, and procedures that work better for white people than for people of color, often unintentionally.
- Long-term outcomes: Ultimate changes or impacts, directly connected to short-, mid-, or other long-term outcomes, typically including social, economic, civic, or environmental changes.
- Proposal: Policies, programs, or other elements to be considered by decision makers for inclusion in the updated comprehensive plan.
- Racial equity: Race can no longer be used to predict life outcomes and outcomes for all groups are improved.
- Racial inequity: Race can be used to predict life outcomes, e.g., disproportionality in education (high school graduation rates), jobs (unemployment rate), criminal justice (arrest and incarceration rates), etc.
- Scoping: The process to identify work needed to complete the comprehensive plan and/or environmental review
- Short-term outcomes: Intended changes directly connected to activities, typically including awareness, knowledge, attitudes, and skills; these are the first set of outcomes that might be observed.
- Structural racism: A history and current reality of institutions, combining to create a system that negatively impacts communities of color.
- Unintended consequences: Negative outcomes that are not planned or foreseen.

# Next steps

- Finalize the Racial Equity Impact Assessment in 2022/2023
- Consider additional feedback from the EAC and local planning staff
- Explore training and education programs for the Assessment

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# Thank you

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