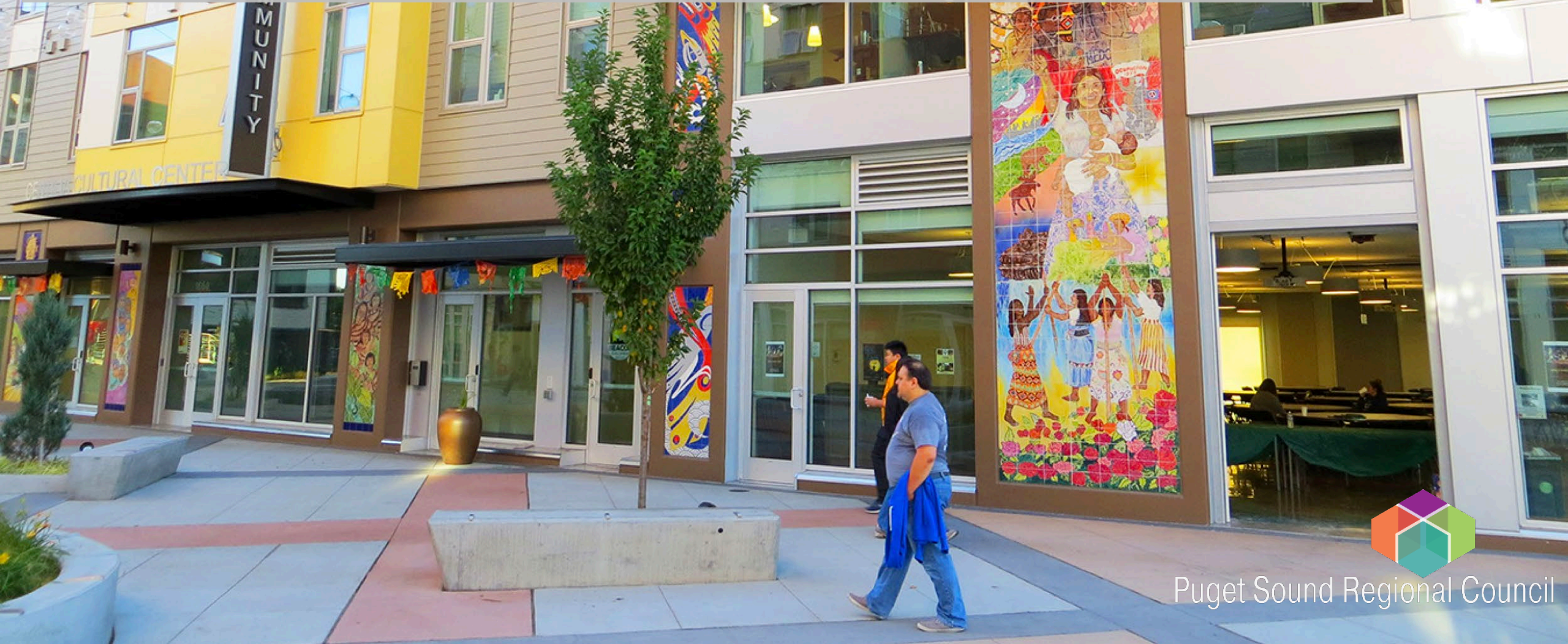


Racial Equity Impact Assessment

Regional Staff Committee

June 15, 2023



Puget Sound Regional Council

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.**

Racial Equity Impact Assessment Checklist

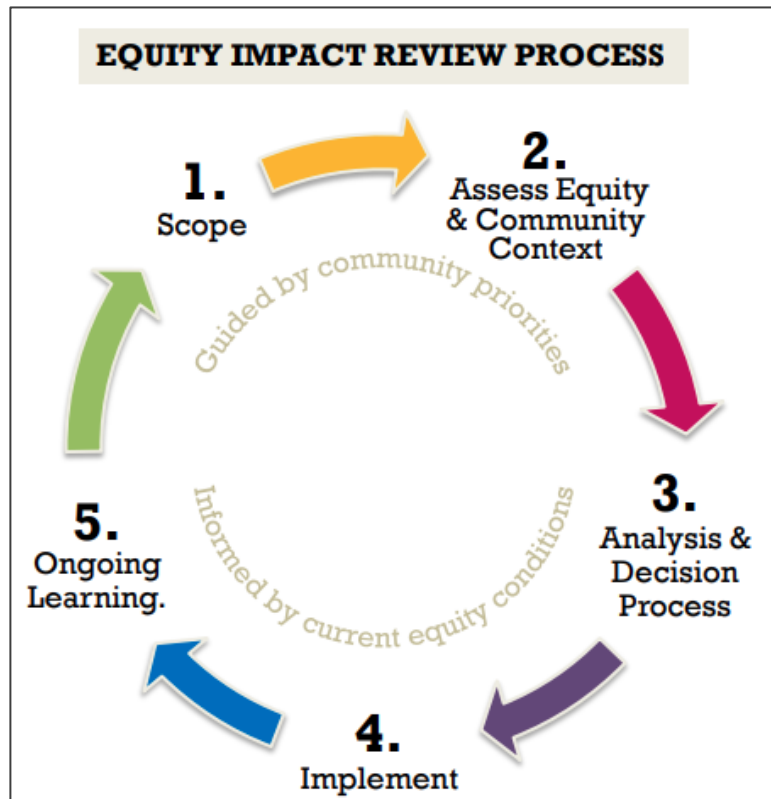
Complete the worksheet for each proposal to be assessed. Use the checklist below to keep track of your progress using the Racial Equity Impact Assessment. See the guidance and resources for each step for additional information.

- Early inclusive engagement.** Conduct inclusive community engagement before completing the assessment, preferably before the comprehensive plan update process begins to identify key issues to address in the plan.
- 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 identify and analyze potential impacts to underserved communities.
- 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 2 and 3 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.

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.

Board Direction on Equity

VISION 2050 Scoping Direction

- Define equity
- Assess policies through an equity lens
- Develop strategies to mitigate disparities and reduce displacement

Work Sessions with Members and Stakeholders

- Incorporate equity into vision statement
- Provide local jurisdictions with tools
- Engage underrepresented groups



Regional Equity Strategy



Regional Equity Strategy

The Strategy includes a suite of resources co-created with the Equity Advisory Committee. It will provide guidance to help members and staff work towards the region's equity goals.



Capacity Building

- ▶ Learning Opportunities
- ▶ Prioritizing Equity
- ▶ Inclusive Procurement
- ▶ Hiring and Retention



Data and Research

- ▶ Equity Tracker Data
- ▶ Data and Analysis
- ▶ Legacy of Structural Racism Interactive Report



Community Engagement

- ▶ Equity Advisory Committee
- ▶ Anti-Displacement Organizations Report
- ▶ Equitable Engagement Guidance



Best Practices

- ▶ Racial Equity Impact Assessment
- ▶ Equity Planning Resources

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Best Practices

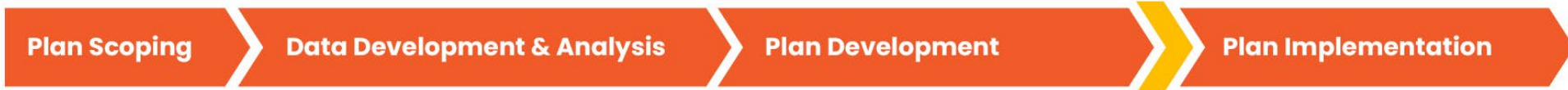
- ▶ Racial Equity Impact Assessment
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How will the Racial Equity Impact Assessment be used?

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

How will the Racial Equity Impact Assessment be used?

Comprehensive Plan Development Process



Equity Impact Assessment Steps



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 detailed worksheet and summary checklist
- Each step in the worksheet includes guidance and resources

Step 1 Guidance and Resources

Clearly describe the policies, programs or other elements of the comprehensive plan to analyze in the Racial Equity Impact Assessment. These are referred to as “proposals” for brevity. Early inclusive community engagement will help to identify the proposals. Proposals could be assessed for whether they have fewer benefits or greater negative impacts on communities of color, low-income communities and other marginalized groups. Research and analysis can also help to identify proposals that may have equity implications. Types of proposals to assess include planning for substantial development or change in a neighborhood, new or updated policies, new major projects or other important changes. Some comprehensive plan proposals that could have equity implications or disparate effects, such as displacement, include land use changes and center designations, transportation improvements, new and renovated parks, and technology investments. A proposal could be an effort to advance racial equity that you want to assess for the likelihood it will result in the intended outcomes.

Select the proposals of greatest importance to the community to assess as part of the comprehensive plan periodic update. Fill out an assessment worksheet for each proposal separately. Share the draft list and confirm the issues to assess and solicit input for Step 3 as part of early community engagement work, such as scoping.

Resources to help identify proposals to assess that may have negative equity impacts:

- ▶ PolicyLink [All-in Cities Policy Toolkit](#) (list of policy tools to advance racial equity)
- ▶ PSRC’s [Displacement Risk Mapping](#) and [List of Indicators](#)
- ▶ PSRC’s [Opportunity Mapping](#) and [List of Indicators](#)
- ▶ PSRC’s [Equity Planning Resources for Comprehensive Plans](#)
- ▶ Urban Displacement Project’s [research on displacement and gentrification](#)
- ▶ To differentiate shorter and longer-term outcomes, see the Center for Theory of Change’s [article on identifying long-term goals/outcomes](#).

Step “Zero” – Early inclusive community engagement before completing the Racial Equity Impact Assessment

What early inclusive community engagement work has been conducted?

Response:

What key issues have emerged from this community engagement?

Response:

Step #1 – Identify comprehensive plan proposals to assess and describe their desired outcomes

For each proposal:

1.1 What policy, program, or other element of the comprehensive plan (proposal) is being analyzed in the Racial Equity Impact Assessment and how was the proposal selected?

Response:

1.2 What are the intended short-term and long-term outcomes of the proposal?

Response:

Step #2 – Gather and analyze information and data

2.1 What are likely benefits and impacts (short-term and long-term) the comprehensive plan proposal will have in specific geographic areas (neighborhoods, areas, or regions)?

Response:

2.2 What are the racial demographics of the area affected by the proposal?

Response:

Step #3 – Engage communities

3.1 Reflecting on Step 2, which communities have been the most marginalized and will likely be most impacted by the comprehensive plan proposal? How have you involved them in the development of the comprehensive plan?

Response:

3.2 What has your engagement process and the lived experience of community members told you about the proposal's burdens, benefits, or unintended consequences for different groups?

Response:

Step #4 – Identify strategies for advancing racial equity

4.1 What are potential strategies for reducing or mitigating the disparities identified for the comprehensive plan proposal and how will they be implemented? Fill In the table below.

| Strategy | Action/Task | Staff Responsible | Deadline | Resources Needed |
|----------|-------------|-------------------|----------|------------------|
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| | | | | |

Step #5 – Ensure accountability and communicate

5.2 Are racial equity goals and actions in the comprehensive plan reflected in associated plans and strategies (transportation plan, housing strategy, etc.)?

Response:

5.3 What messages and communication strategies will help advance racial equity as part of your engagement process?

Response:

Step #6 – Evaluate outcomes and next steps

6.1 Are you achieving the anticipated outcomes? If not, how is this being addressed?

Response:

6.2 Have there been any unintended consequences? If so, how are these being addressed?

Response:

6.3 How are you continuing to engage communities and partners and ensure implementation is sustainable?

Response:

Next steps

- Draft document is available on PSRC's website:
<https://www.psrc.org/media/7768>
- Schedule workshop with GARE staff to introduce the Racial Equity Impact Assessment to local staff
- Continue to work with local staff on further training and support using the assessment

@PAINT_2_CHANGE



Thank you

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Puget Sound Regional Council