

# Racial Equity Impact Assessment (REIA) Training: The Importance of Equity

Passport to 2044

August 22, 2023



Puget Sound Regional Council



*We are leaders in the region to realize equity for all. Diversity, racial equity and inclusion are integrated into how we carry out all our work.*

[psrc.org/equity](https://psrc.org/equity)

# Poll Questions



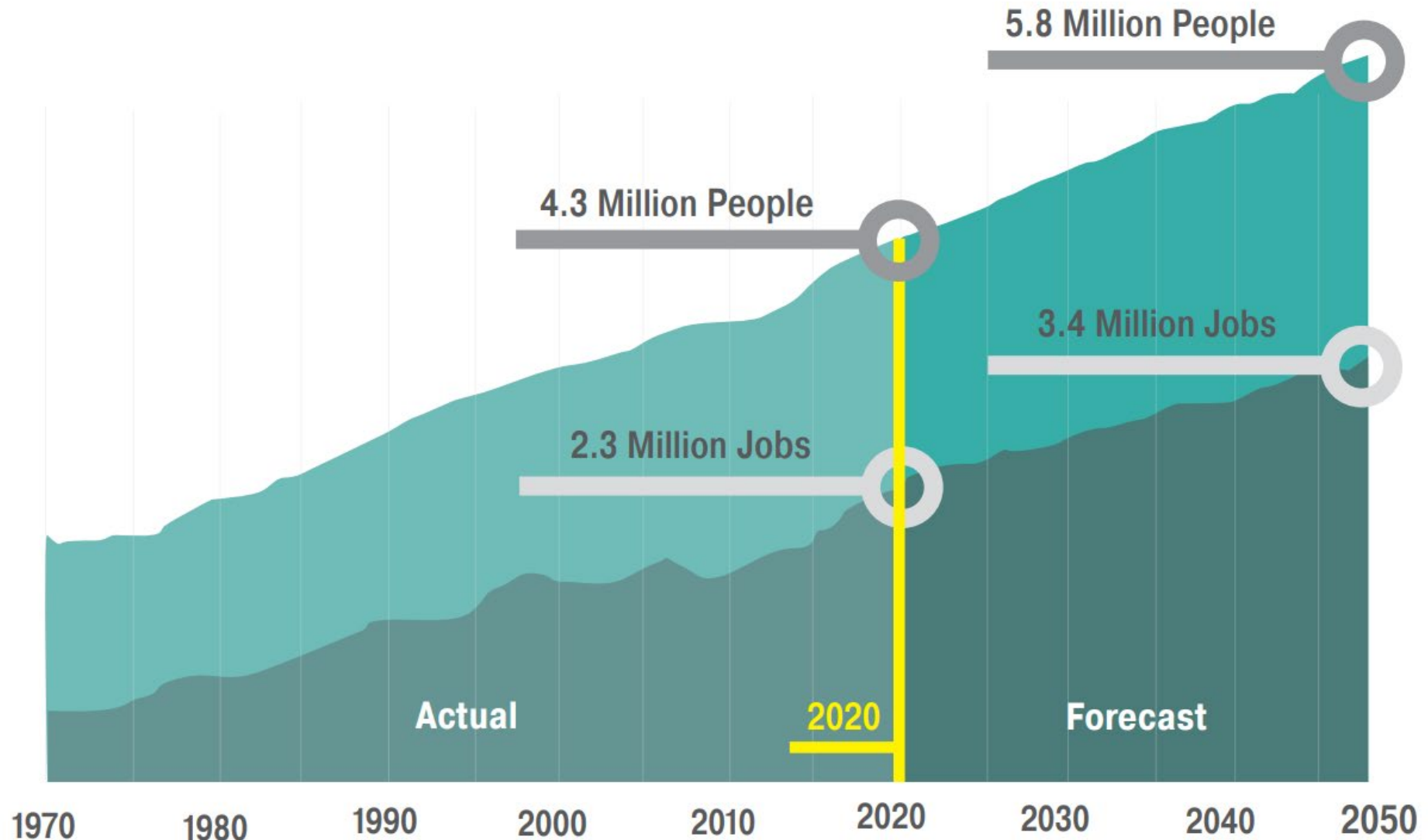


## The region's vision for equity...

All people have the means to attain the resources and opportunities that improve their quality of life and enable them to reach full potential. Differences in life outcomes cannot be predicted by race, class, or any other identity. Communities of color, historically marginalized communities, and those affected by poverty are engaged in decision-making processes, planning, and policy-making.



# We are a growing region

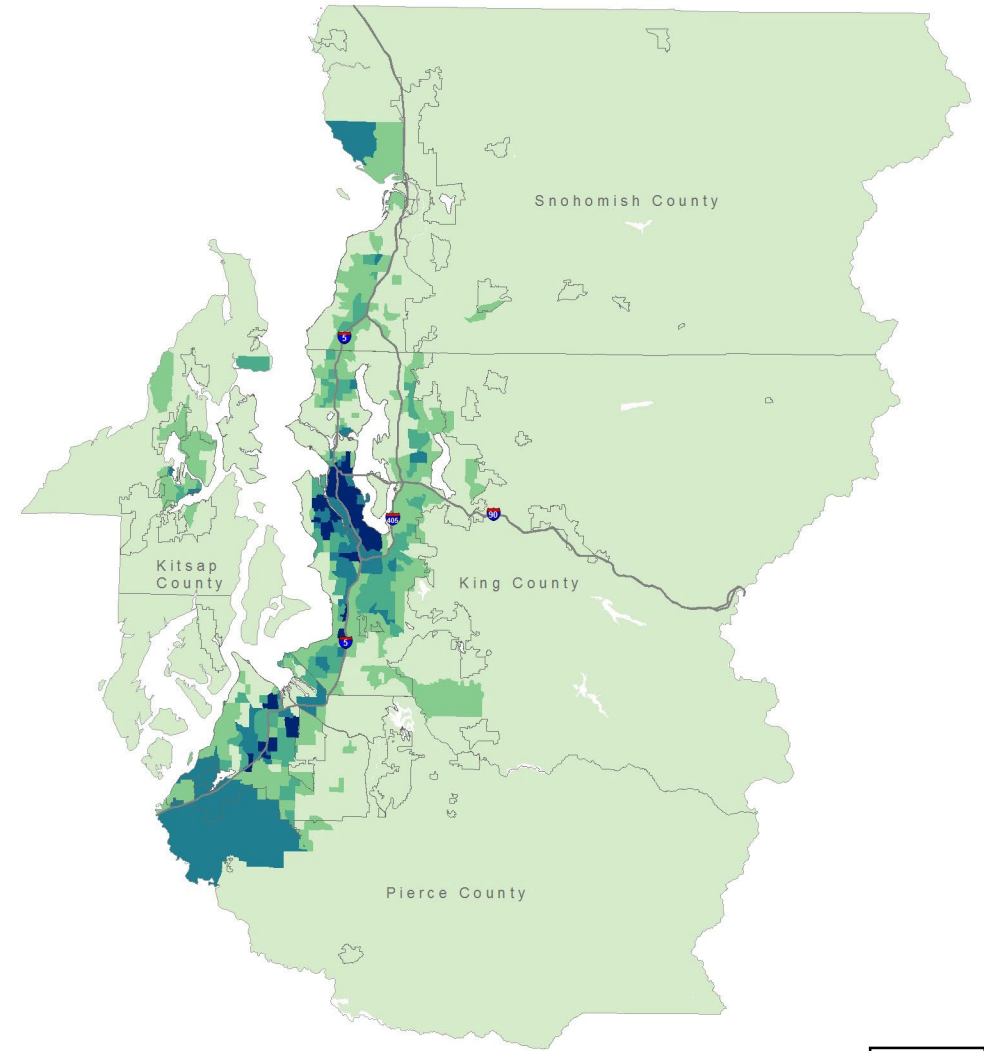


Source: PSRC



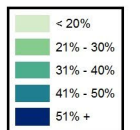
# Increasing Diversity

**People of color represent:  
24%** of region's population in 2000



**Population by Race and Hispanic/Latinx Origin: 2000**

Source: American Community Survey, 1995-1999 5-Year Estimates

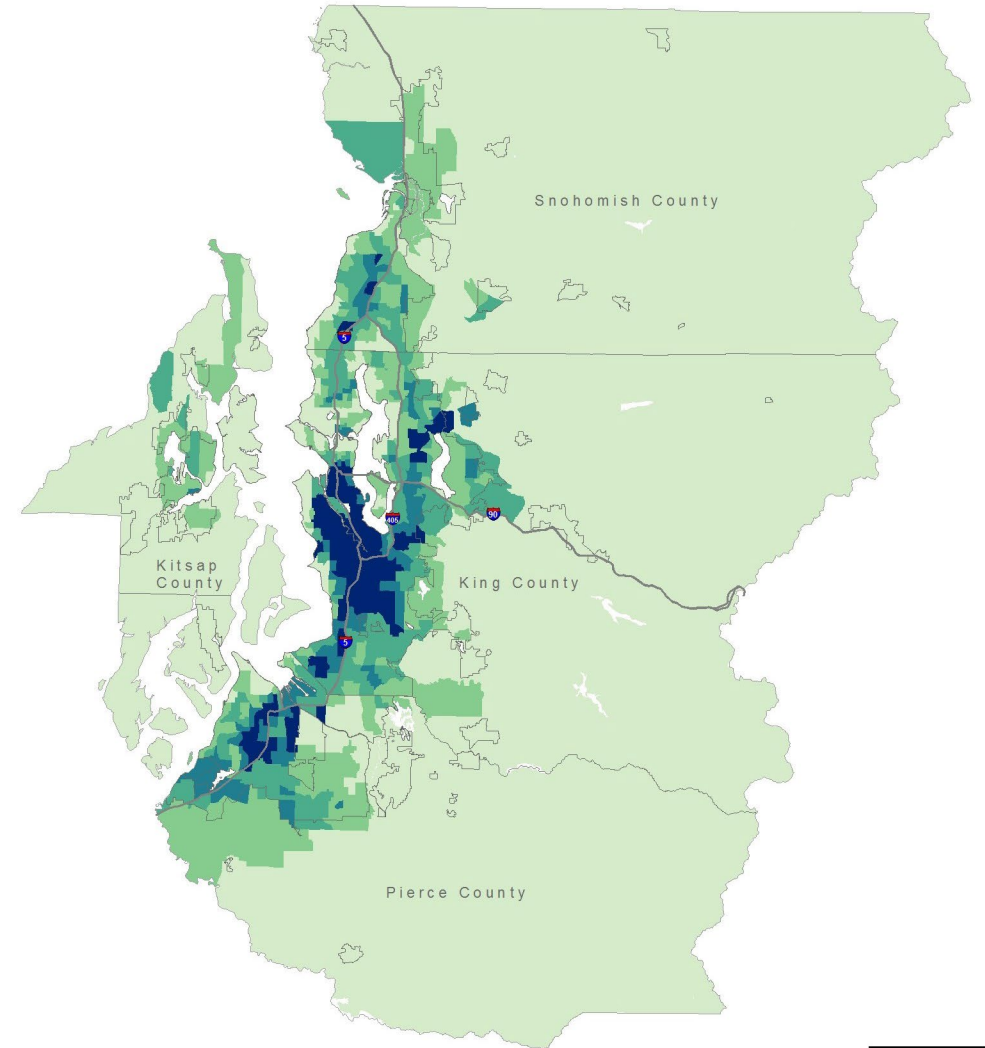


# Increasing Diversity

**People of color represent:**

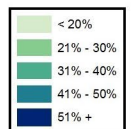
**24%** of region's population in 2000

**31%** of region's population in 2010



**Population by Race and Hispanic/Latinx Origin: 2010**

Source: American Community Survey, 2000-2009 5-Year Estimates



# Increasing Diversity

## People of color represent:

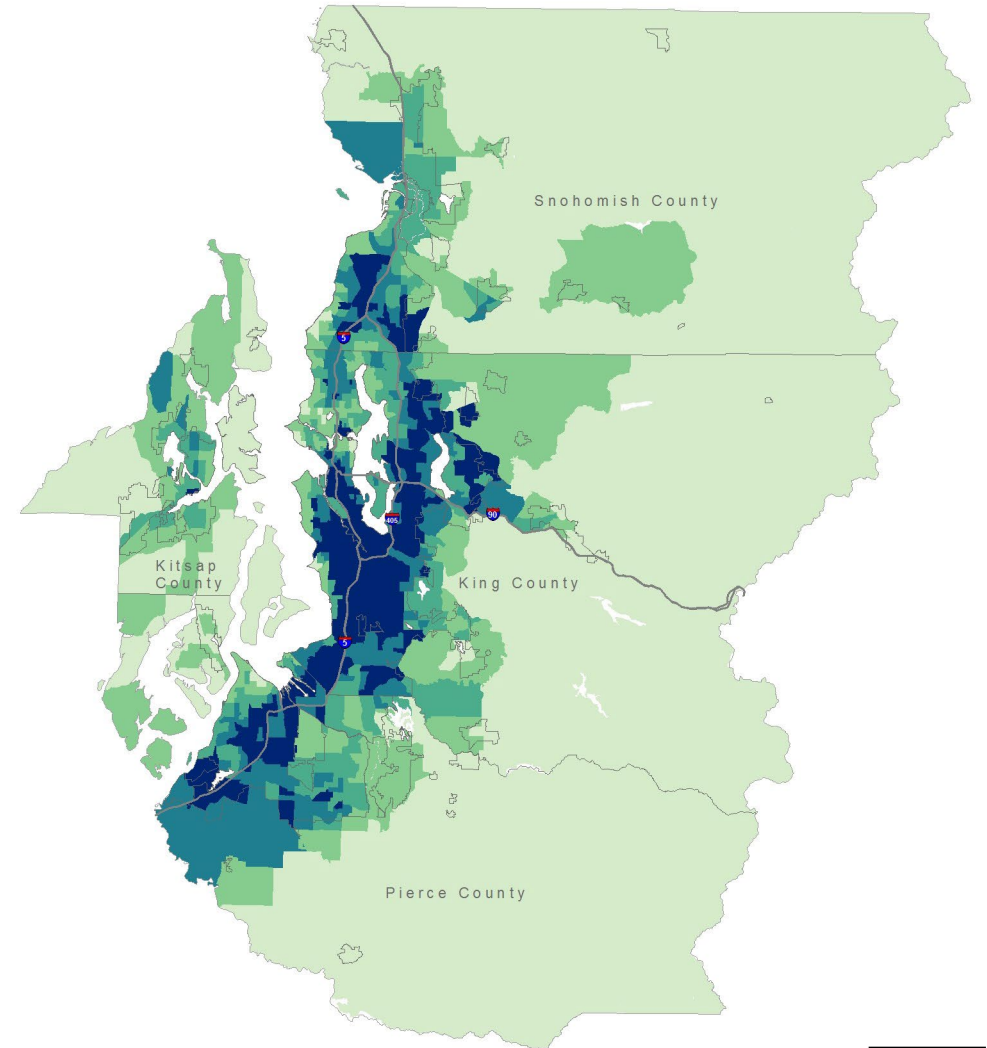
24% of region's population in 2000

31% of region's population in 2010

41% of region's population in 2021

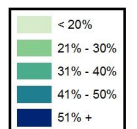
84% of region's growth since 2000

15 cities at 50%+ people of color in 2019



Population by Race and Hispanic/Latinx Origin: 2020

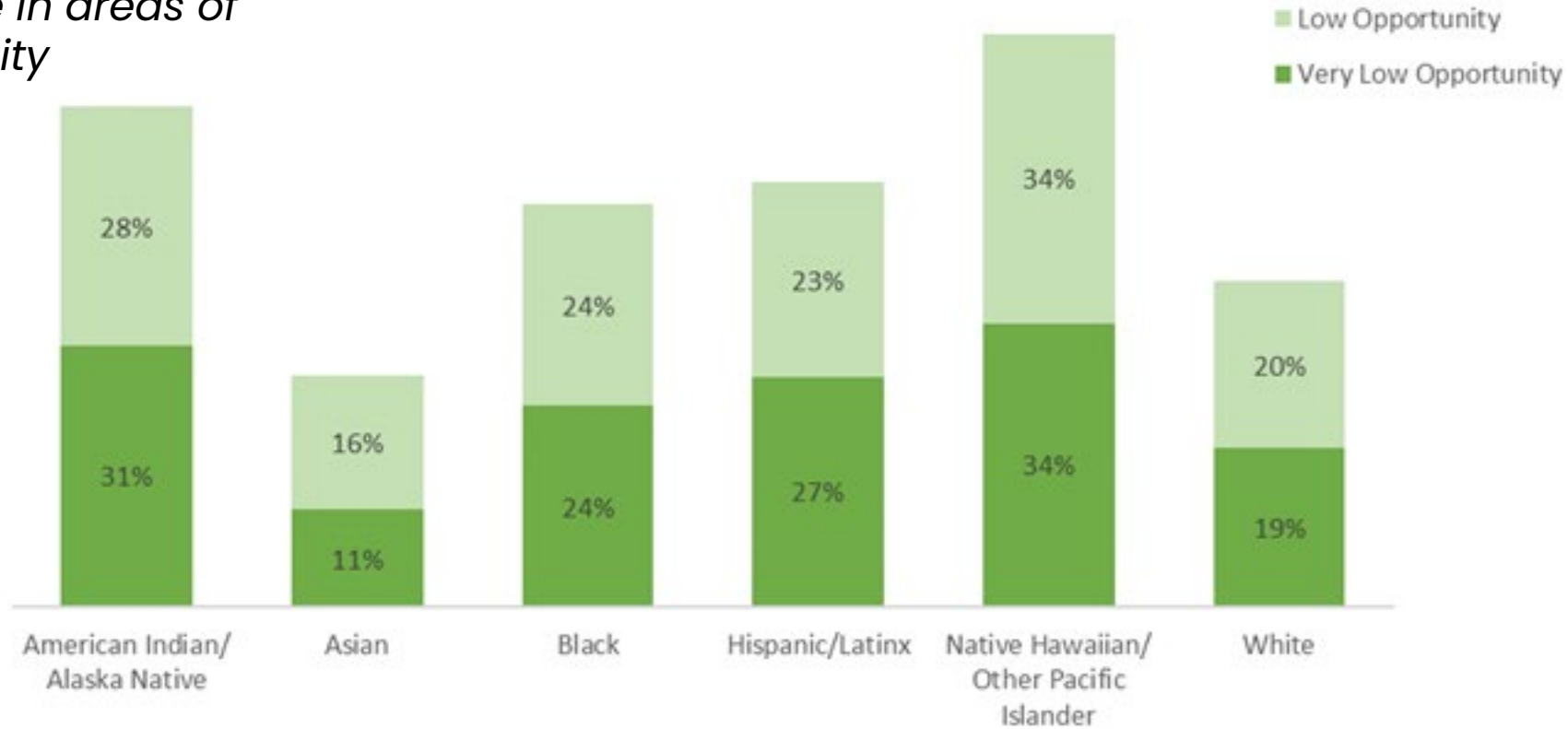
Source: American Community Survey, 2010-2019 5-Year Estimates



# Opportunity Mapping

Population in Areas of Lower Opportunity by Race and Ethnicity

*Almost 6 out of 10 AIAN households live in areas of lower opportunity*





# Members' Perspectives

Jurisdictions have begun to recognize need to address equity in plans and policies

- Need to go beyond standard practices to assess equity impacts
- Lack clear mandates
- Relatively little guidance, best practices, and tools
- Consequently, equity is often a secondary consideration



## TAKING STOCK 2016

Regional and Local Perspectives on Local Plan Updates and  
VISION 2040 Implementation

  
Puget Sound Regional Council

Final Report  
March 2017



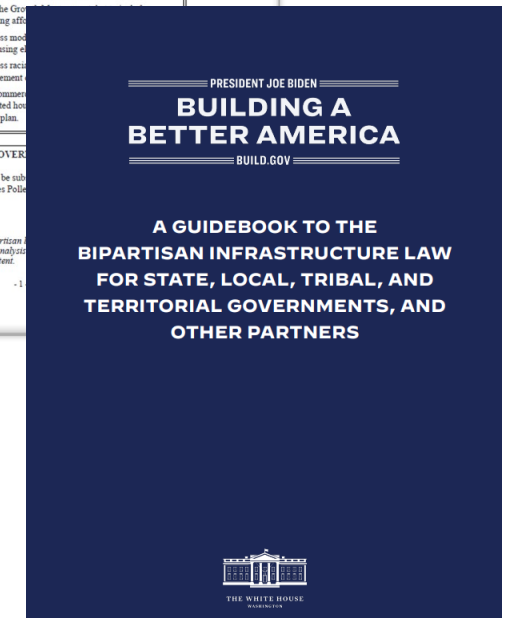
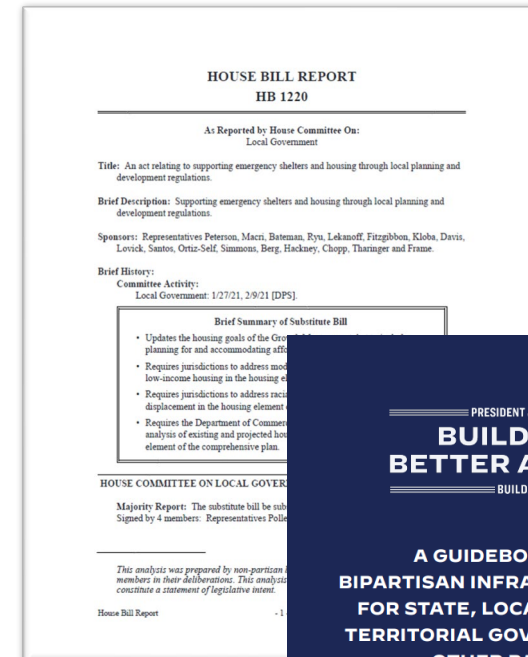
# HB 1220 & BIL

## House Bill 1220

- Requires cities and counties to plan for housing affordable to all income levels
- Identify, address, and undo racially disparate impacts, displacement, and exclusion in housing

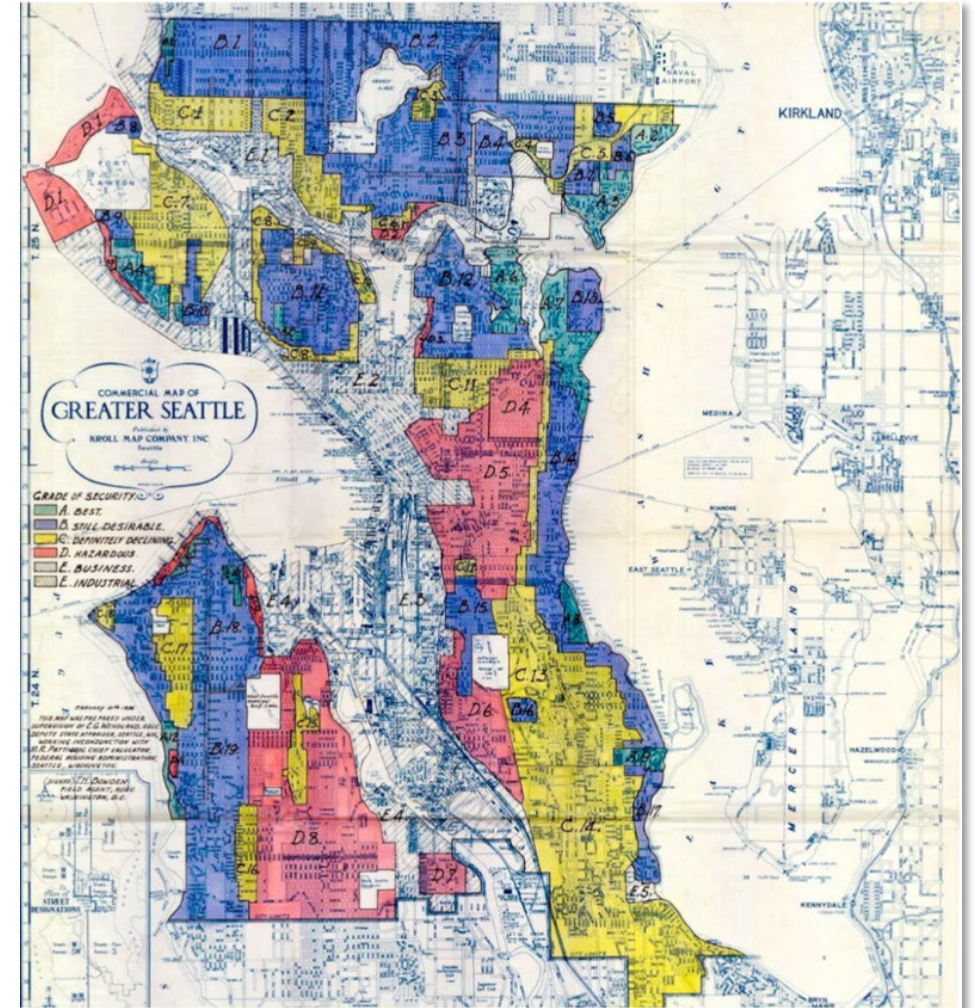
## Bipartisan Infrastructure Law (BIL)

- Providing more infrastructure funding than ever before and many new transportation programs
- Expanding access, undoing past harms (e.g., disproportionate pollution, disconnected communities)



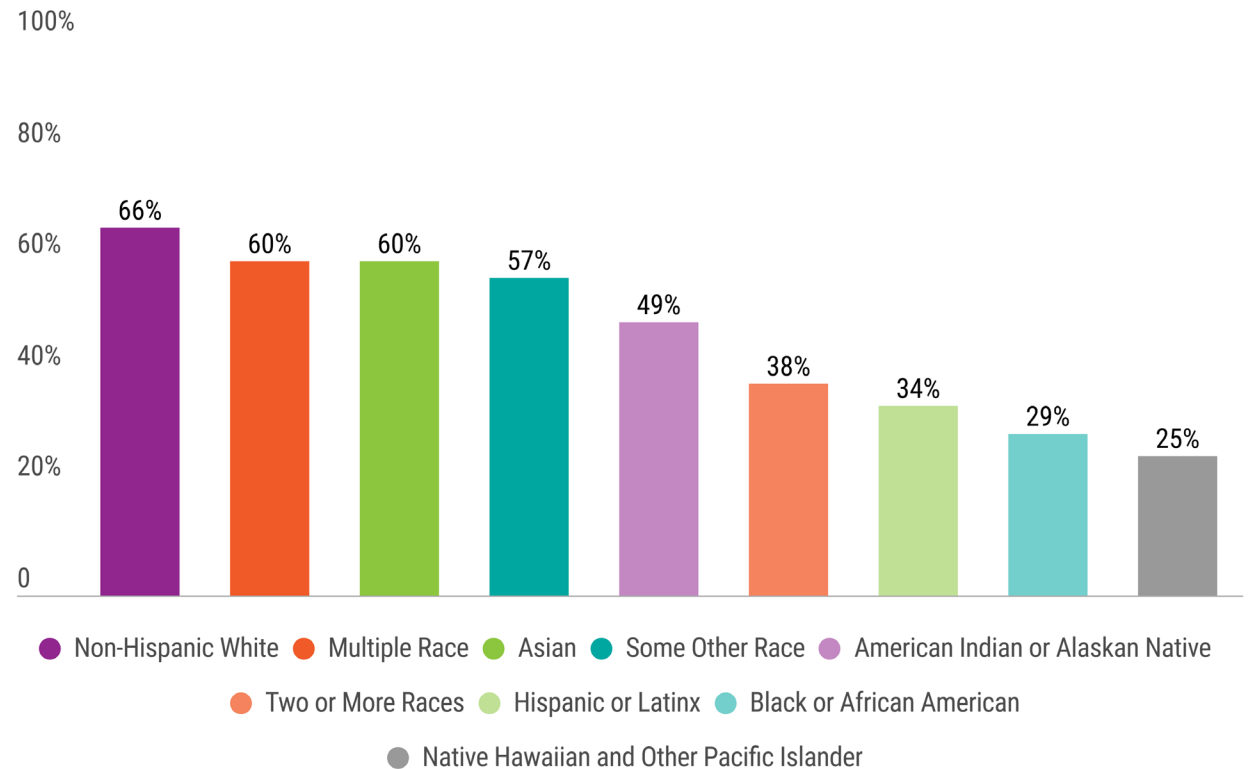
# Why Lead with Race?

- Attempts to be race-neutral only led to continued barriers for communities of color
- Planning and policies have played a role in creating and perpetuating these barriers
  - *Donation Land Claims Act*
  - *Redlining*
  - *Restrictive Covenants*
  - *Urban Renewal*
  - *Single-Family Zoning*



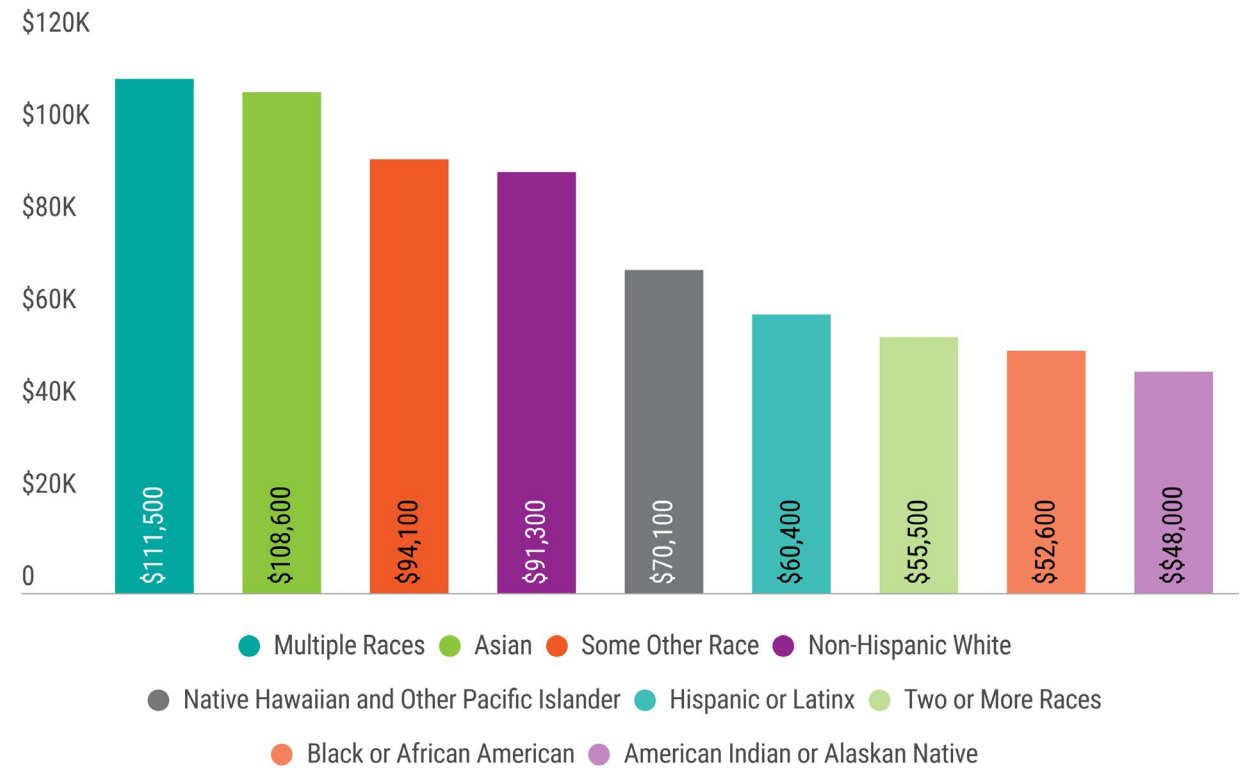
# Home Ownership Rates

2 out of 3 of **white** residents own a home (**66%**), while only 1 out of 4 Native Hawaiian / Pacific Islanders own a home (**25%**)



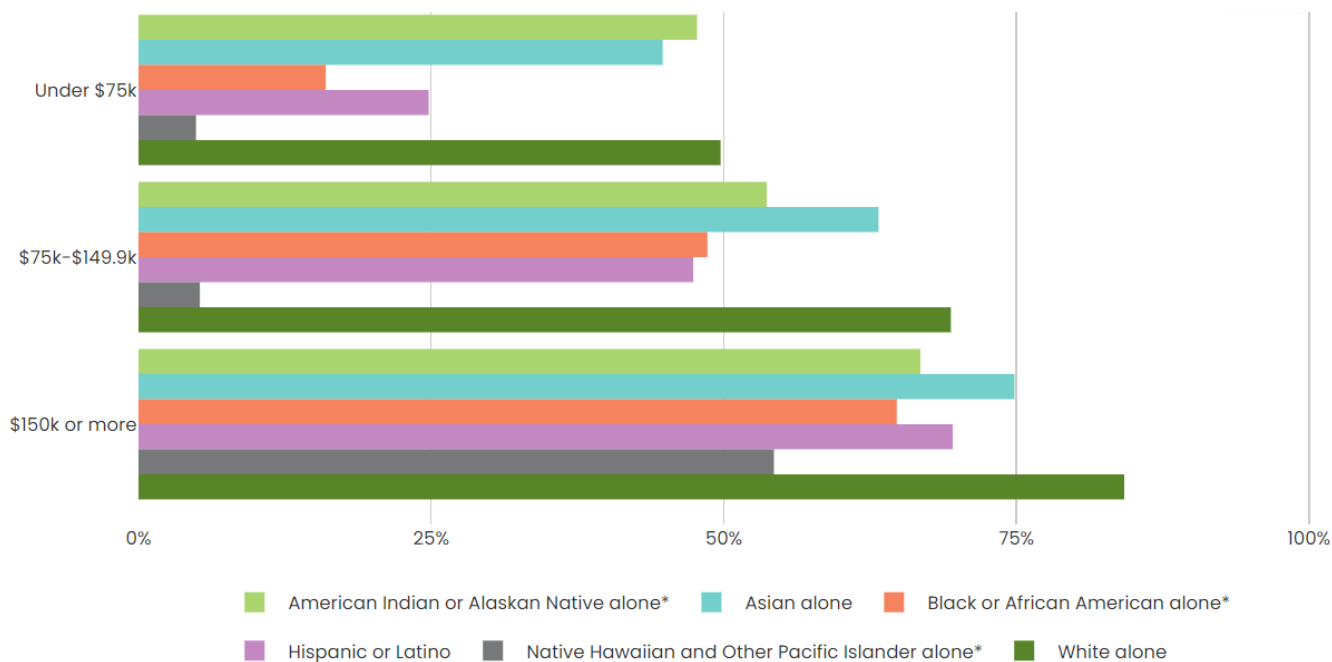
# Median Income

White residents (\$91,300) earn almost double what American Indian / Alaska Native residents earn (\$48,000)



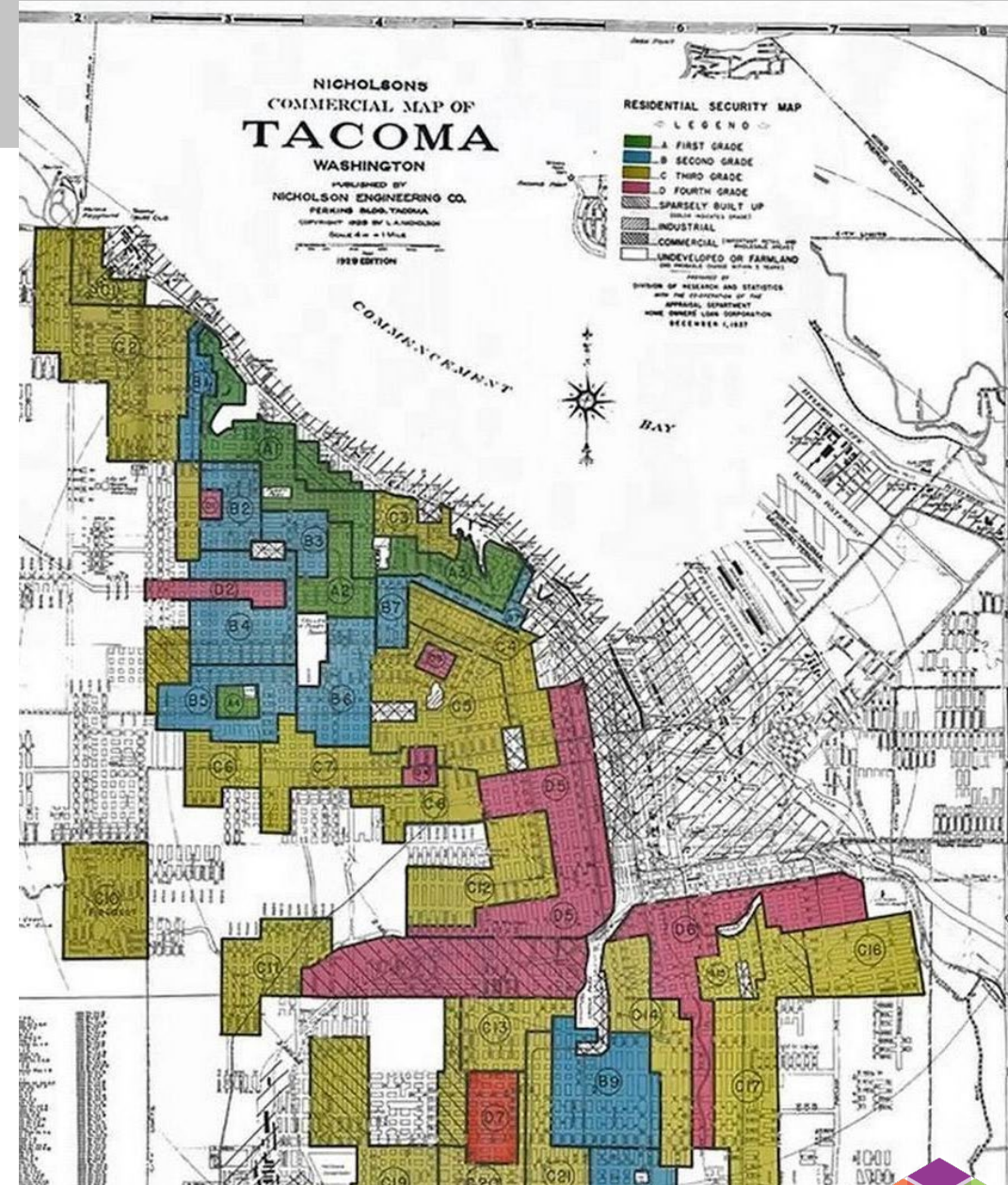
# Homeownership Rates by Income and Race/Ethnicity

Homeownership rates for people of color are much lower than rates for white households, even after controlling for household income



# Why Lead with Race?

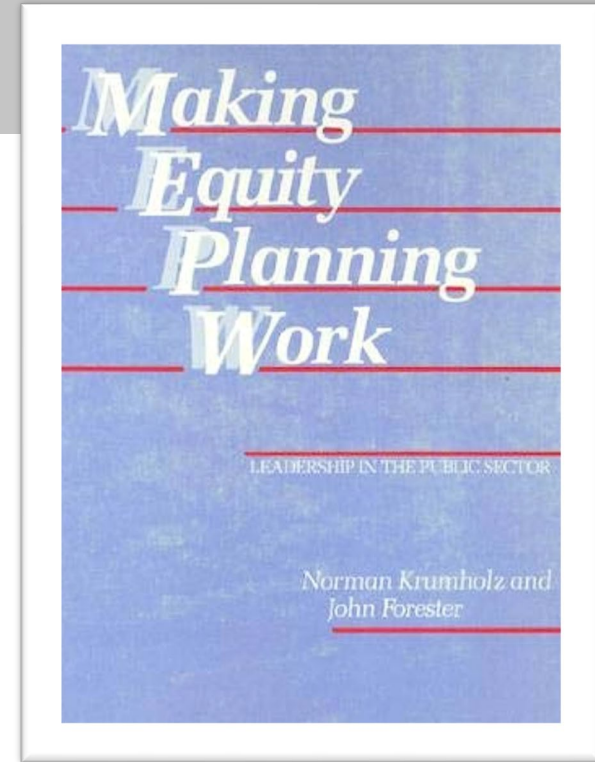
- Focusing on racial inequities provides framework, tools, and resources for other marginalized groups
- Create a region where everyone is thriving and we can no longer predict life outcomes based on race or other demographics



# A History of Equity in Planning

**“Priority attention must be given to the task of promoting a wider range of choices for those who have few, if any, choices.”**

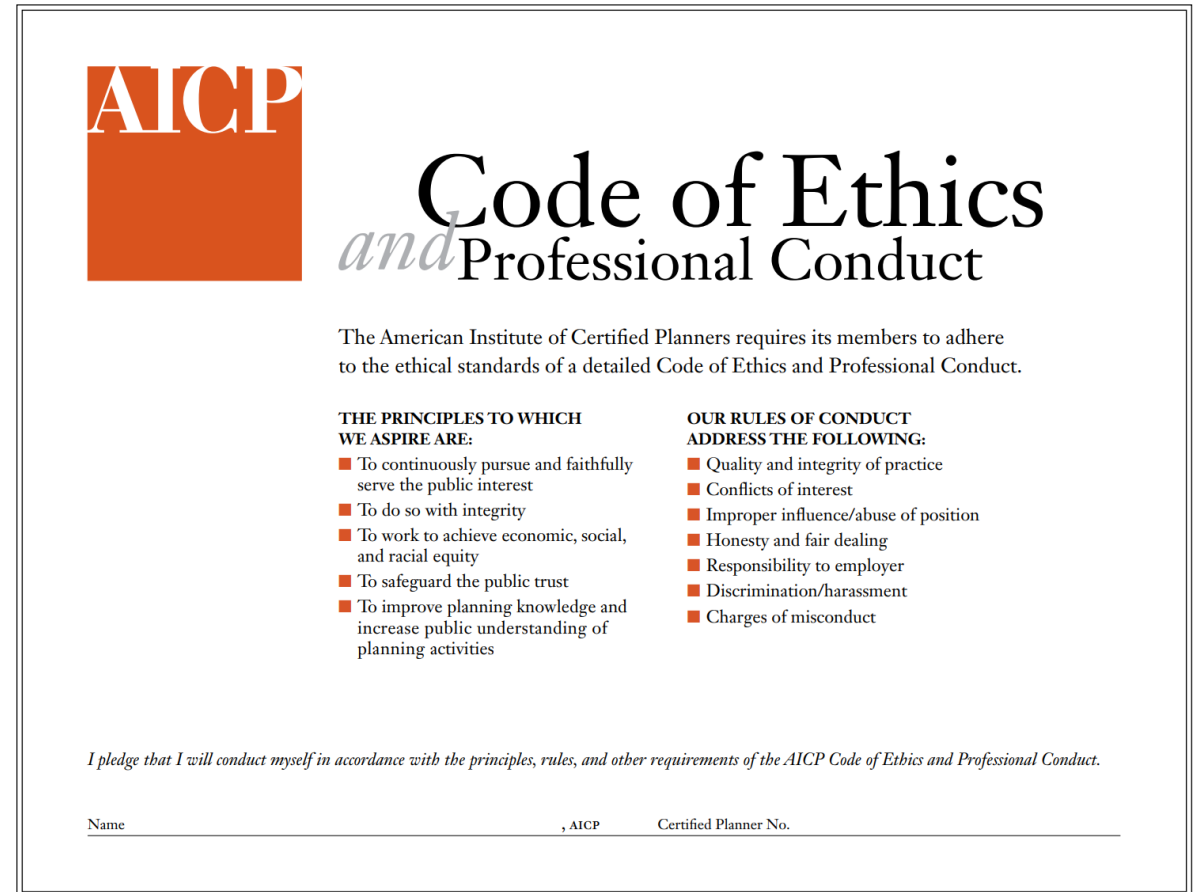
Norman Krumholz, AICP – (1975)





# AICP Code of Ethics

- The American Institute of Certified Planners (AICP) requires members adhere to ethical standards of a Code of Ethics and Professional Conduct.
- “To work to achieve economic, social, and racial equity.”



The image shows a document titled "AICP Code of Ethics and Professional Conduct". The AICP logo is on the left, consisting of the letters "AICP" in white on an orange square. To the right of the logo, the title "Code of Ethics and Professional Conduct" is written in a serif font, with "and" in a smaller, italicized font. Below the title, there is a paragraph stating: "The American Institute of Certified Planners requires its members to adhere to the ethical standards of a detailed Code of Ethics and Professional Conduct." This is followed by two columns of bullet points. The first column is titled "THE PRINCIPLES TO WHICH WE ASPIRE ARE:" and lists five items. The second column is titled "OUR RULES OF CONDUCT ADDRESS THE FOLLOWING:" and lists seven items. At the bottom of the document, there is a pledge statement: "I pledge that I will conduct myself in accordance with the principles, rules, and other requirements of the AICP Code of Ethics and Professional Conduct." Below this, there is a line for a signature with the text "Name \_\_\_\_\_, AICP Certified Planner No. \_\_\_\_\_".

**AICP**

## Code of Ethics *and* Professional Conduct

The American Institute of Certified Planners requires its members to adhere to the ethical standards of a detailed Code of Ethics and Professional Conduct.

**THE PRINCIPLES TO WHICH WE ASPIRE ARE:**

- To continuously pursue and faithfully serve the public interest
- To do so with integrity
- To work to achieve economic, social, and racial equity
- To safeguard the public trust
- To improve planning knowledge and increase public understanding of planning activities

**OUR RULES OF CONDUCT ADDRESS THE FOLLOWING:**

- Quality and integrity of practice
- Conflicts of interest
- Improper influence/abuse of position
- Honesty and fair dealing
- Responsibility to employer
- Discrimination/harassment
- Charges of misconduct

*I pledge that I will conduct myself in accordance with the principles, rules, and other requirements of the AICP Code of Ethics and Professional Conduct.*

Name \_\_\_\_\_, AICP Certified Planner No. \_\_\_\_\_



# 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 Guidance



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# What is a Racial Equity Impact Assessment?

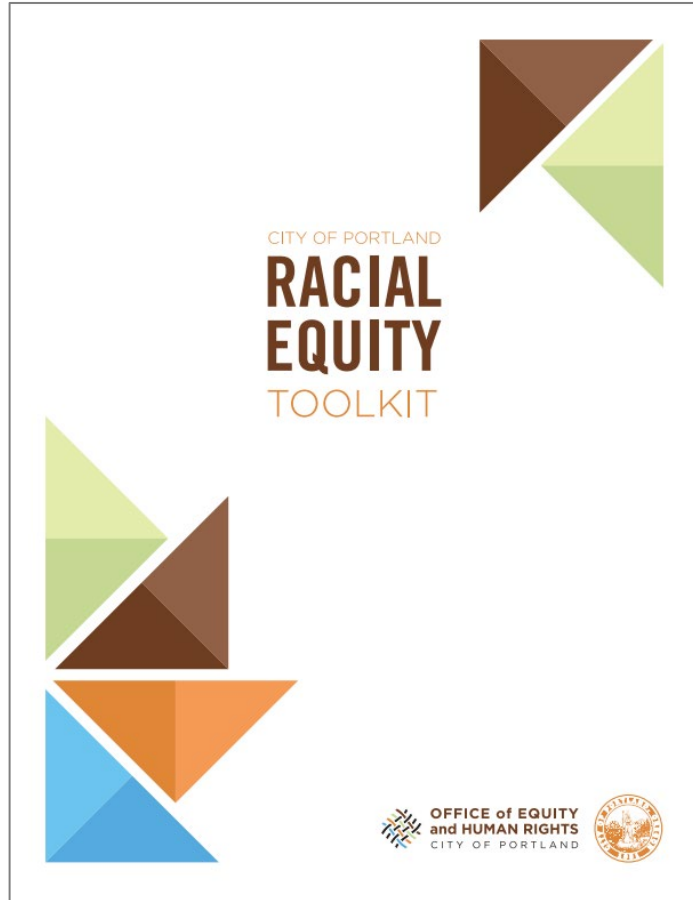
Racial equity assessments are designed to **integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets.** It is both a product and a process. Use of a racial equity tool can help to develop strategies and actions that **reduce racial inequities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

## Racial Equity Impact Assessment Checklist

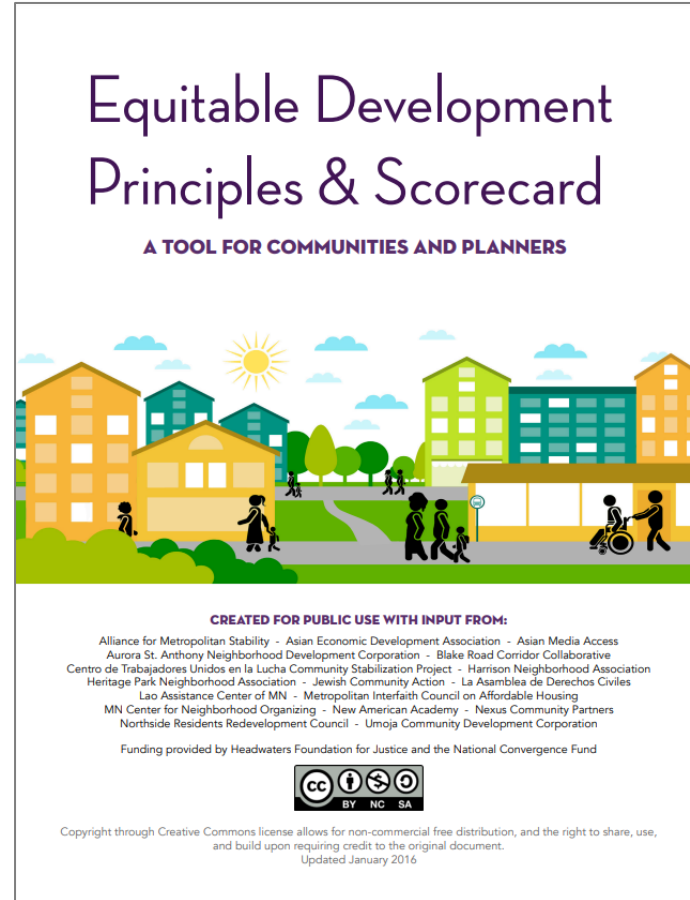
Complete the worksheet for each proposal to be assessed. Use the checklist below to keep track of your progress using the Racial Equity Impact Assessment. See the guidance and resources for each step for additional information.

- 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.

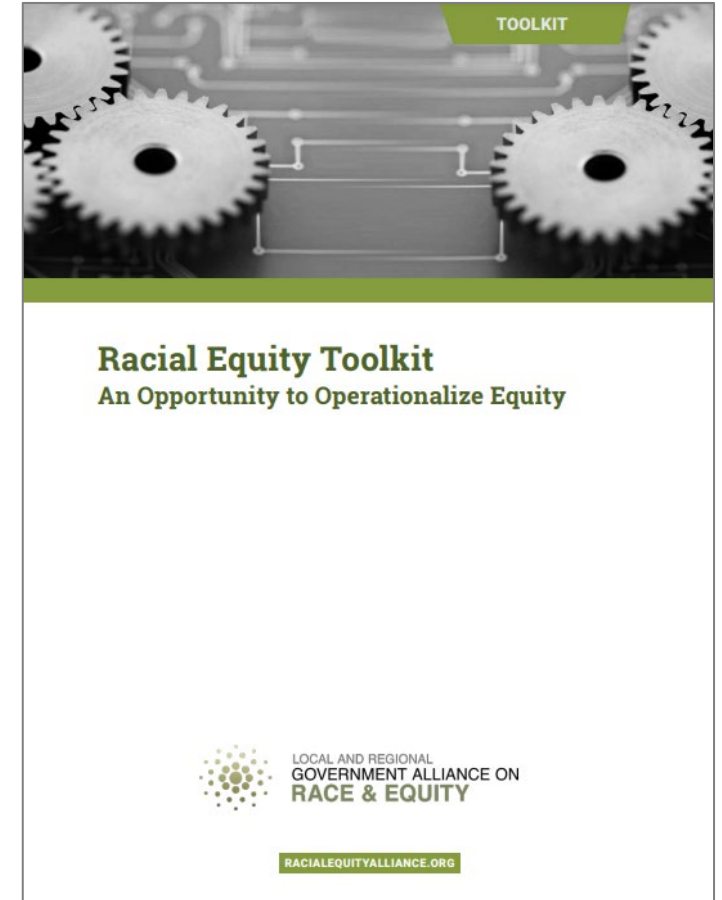
# Equity Impact Assessments



Portland, OR

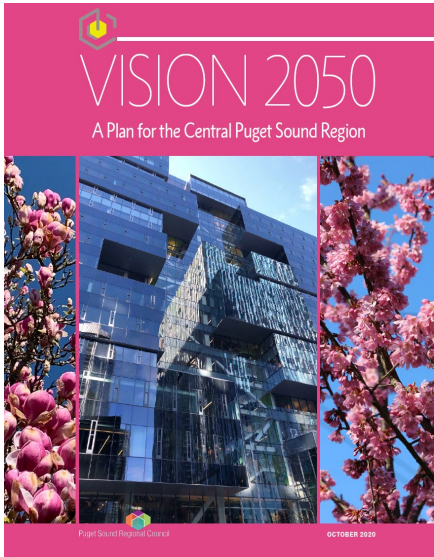


Twin Cities, MN  
Community Leaders



Government Alliance on  
Race and Equity (GARE)

# Equity and the Plan Update Process



**VISION 2050 PLANNING RESOURCES**  
Plan Review Manual  
May 2021

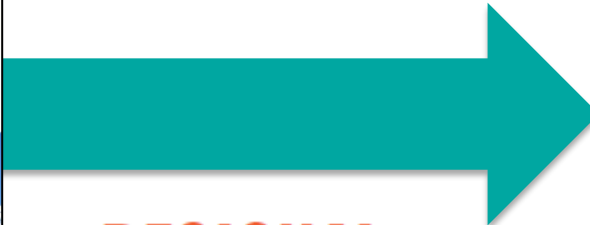
### Regional Collaboration

The plan supports **collaboration for a healthy environment, thriving communities, and opportunities for all**, including coordination with other jurisdictions and agencies, tribes, ports, military installations, and adjacent regions.

Policies and programs should:

Support regional collaboration	Page/Policy Reference
<ul style="list-style-type: none"> <li>Include a statement about how the plan relates to countywide planning policies, VISION 2050, and planning requirements of the Growth Management Act</li> </ul>	
<ul style="list-style-type: none"> <li>Coordinate with other jurisdictions, agencies, tribes, ports, military installations, special purpose districts, and adjacent regions (RCW 36.70A.070)(a)(v), MPP-RC-1, RC-4-5)</li> </ul>	
<ul style="list-style-type: none"> <li>Prioritize services and access to opportunity for people of color, people with low incomes, and historically underserved communities to ensure all people can attain the resources and opportunities to improve quality of life and address past inequities (MPP-RC-2)</li> </ul>	
<ul style="list-style-type: none"> <li>Address land use, transportation, and housing opportunities and challenges related to military installations, when applicable (MPP-RC-6)</li> </ul>	
<ul style="list-style-type: none"> <li>Prioritize investments in centers, including regional centers, countywide centers, high-capacity transit areas with a station area plan, and other local centers (MPP-RC-8-9)</li> </ul>	
<ul style="list-style-type: none"> <li>Explore funding sources, changes to regulatory, pricing, taxing, and expenditure practices, and other fiscal tools to meet infrastructure and other needs (MPP-RC-10-11, RC-Action-7, RC-Action-9)</li> </ul>	

Additional comments on Regional Collaboration or additional documents to share [optional]: \_\_\_\_\_



## REGIONAL EQUITY STRATEGY

### Equity Impact Assessment

### 2012 King County Countywide Planning Policies

With amendments ratified by June 25, 2016



### City of Edmonds Comprehensive Plan



Adopted July 28, 2015  
Updated December 15, 2017



# Equity Resources

## Available Now

- Demographic Profile
- Displacement Risk Mapping
- Equitable Engagement Guidance
- Equity Planning Resources
- Housing Element Guide
- Housing Innovations Program (HIP)
- Legacy of Structural Racism Report
- Opportunity Mapping
- Racial Equity Impact Assessment
- Racial Residential Segregation

## Equity

[Home](#) > [Our Work](#)

As a regional planning agency, PSRC makes decisions that shape transportation, land use, and the built environment. **VISION 2050** includes policies and actions related to equity that support the dismantling of systems of inequality. PSRC is currently in the process of developing a **Regional Equity Strategy**, and has created several resources and tools to help jurisdictions implement the policies and actions in VISION.



[Regional Equity Strategy](#)



[Demographic Profile](#)



[VISION 2050 Equity Policies and Actions](#)

### Resources

- [Demographic Profile](#) (PDF)
- [Displacement Risk Mapping](#)

<https://www.psrc.org/equity>

<https://www.psrc.org/housing>







# Thank You!

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Puget Sound Regional Council