

Racial Equity Impact Assessment

Passport to 2044

August 22, 2023



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

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

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.

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

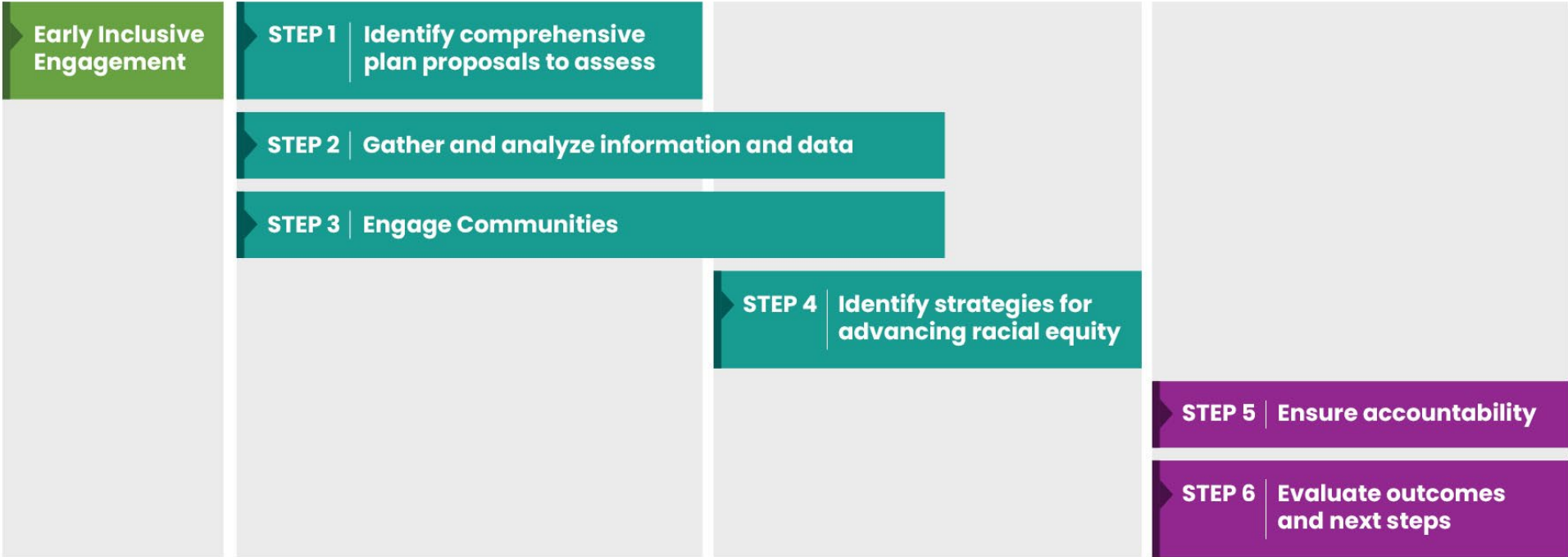


How will the Racial Equity Impact Assessment be used?

Comprehensive Plan Development Process

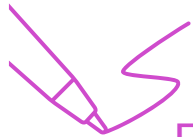


Equity Impact Assessment Steps



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 checklists
- Each step in the worksheet includes guidance and resources



Example proposal in following slides

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?

- Summer fairs and events
- Focus groups – renters, owners, business leaders, youth
- Community surveys

What key issues have emerged from this community engagement?

- Housing is getting too expensive
- No parks close to home
- Traffic is awful – takes too long to get to work

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

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?

- Parks policy: Particular attention will be paid to providing park facilities in areas of the City currently lacking such facilities and programs.
- Intended focus to increase park access in underserved communities

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

- Short-term: Provide park access to underserved communities
- Long-term: Parks in short walking distance of all residences throughout the city

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)?

- Short-term: Park access to underserved communities; construction impacts
- Long-term: Parks in short walking distance of all residences throughout city; improved health and resilience

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

- Entire city: 65% White, 10% Black, 8% Hispanic or Latino, 12% Asian, 5% Other
- Area with limited parks: 70% POC

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?

- Neighborhoods with fewer parks have more people of color, higher density, and less personal open space
- Renters were part of focus groups; community events in these neighborhoods

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?

- Benefits – more open space and safe places for our kids to play
- Burdens – concerns about increased traffic and gentrification; parks won't be as nice as those in other parts of city or be as well maintained

Step #4 – Identify strategies for advancing racial equity

4.1 What are the 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
Prioritize areas for new parks	Identify underserved areas for park investments	Leslie & team – Parks department	Q4 2025	\$
Work with community to design parks	Design and amenity workshops	Leslie & team – Parks department	Q4 2026	\$\$\$
Increase maintenance budget for new parks	Identify and prioritize funding	Parks department director	Q2 2027	\$\$

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.)?

- To do as part of implementation

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

- Community liaisons – ID key community leaders to help with park development and outreach
- Community members can be compensated for their time to help design new parks

Step #6 – Evaluate outcomes and next steps

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

- To be completed 2-3 years after the comp plan is adopted

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

- To be completed 2-3 years after the comp plan is adopted

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

- To be completed 2-3 years after the comp plan is adopted

What's Next?

- Word document is available on PSRC's website: <https://www.psrc.org/media/7768>
- Work with local staff on further training and support using the assessment
- GARE Housing, Land, and Development Network

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Thank You!

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Puget Sound Regional Council