

# Equity Tracker

Central Puget Sound Economic Development District Board

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Puget Sound Regional Council

**Brian H. Y. Lee, Ph.D.**  
Program Manager

**Mary Richards**  
Associate Planner





## The Equity Tracker Project

- Background & purpose
- Key product elements
- Co-creation with Equity Advisory Committee

## Project Status & Plans

- Draft webpages
- Next steps



# Background & purpose



# Requests for technical support on equity



- PSRC, partners, & stakeholders working to advance equity, address disparities
- Feedback includes need for data to help answer key questions:

What are the disparities in life outcomes for different people?

What progress is the region making in closing equity gaps?

How can people hold PSRC and others accountable for their work?

Are plans and policies in the region collectively working in the right direction?



# Existing equity-related resources



Displacement Risk Mapping  
Assessing risk of displacement in the central Puget Sound region.

Washington Tracking Network  
A Source for Environmental Public Health Data

State

King County  
Regional Affordable Housing Dashboard  
An effort of the King County Affordable Housing Committee

County

Opportunity Mapping Report  
An assessment of opportunity across the central Puget Sound region.

Region

Central Puget Sound Demographic Profile

Tacoma, Washington  
DISTRIBUTION OF DATA WITHIN TACOMA  
Accessibility Index (Index Value)

Local

Tacoma, Washington  
VOTER PARTICIPATION 65%  
HOUSEHOLDS WITH INTERNET 89%

Learn more

Legacy of Structural Racism

**Data gap:** Comprehensive tool to measure disparities & track equity performance across the central Puget Sound region



## Capacity Building

Learning Opportunities  
Prioritizing Equity  
Inclusive Procurement  
Hiring and Retention



## Community Engagement

Equity Advisory Committee  
Anti-Displacement Organizations  
Inclusive Engagement Guidance



## Data and Research

Equity Analyses  
**Equity Tracker**  
Legacy of Structural Racism  
Data & Analysis



## Best Practices

Equity Impact Tool  
Equity Planning Resources



# Key product elements





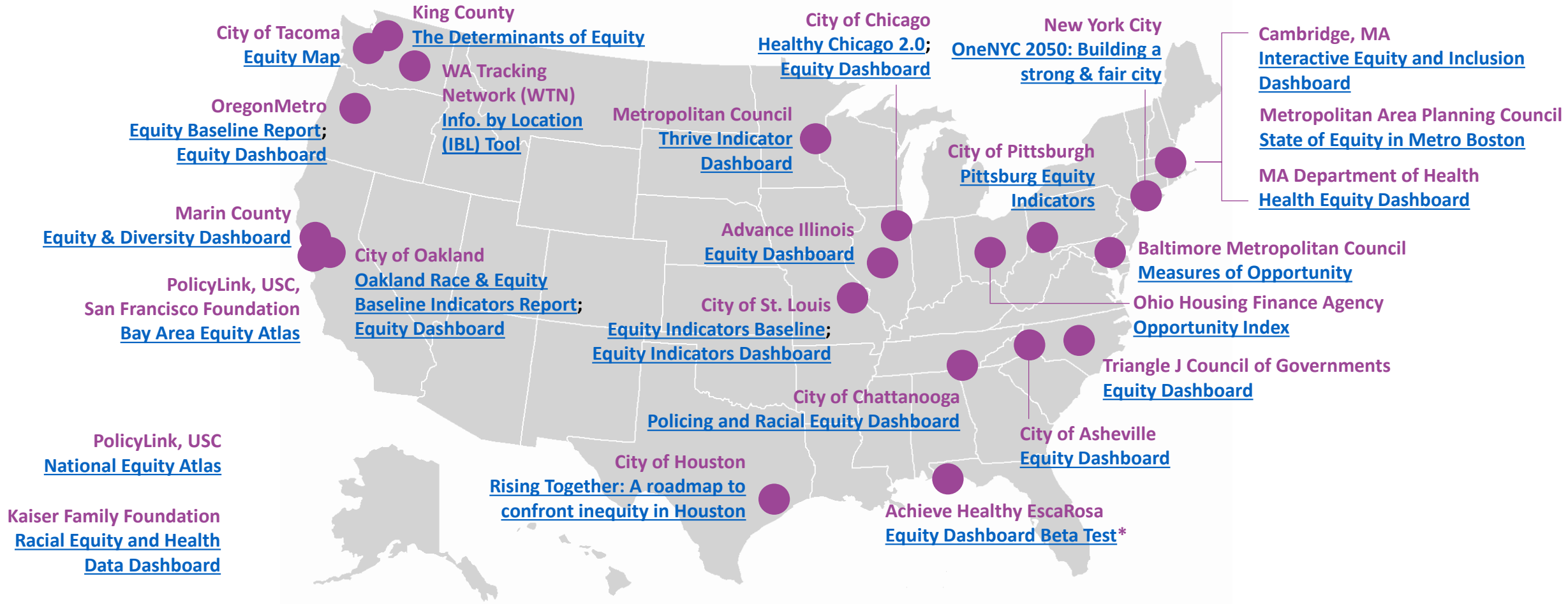


## Three primary goals

- Measure life outcomes & highlight disparities between communities
- Track performance over time in closing equity gaps
- Publicly hold PSRC & its partners accountable



# Review: Examples of equity data tools



\*The equity dashboard is no longer available (in Jan 2022), but the outcomes to measure can be found in the [data page](#).

# 4 key takeaways from reviews



## 1) Direct connection to specific programs & plans

- Use data to measure/track equity progress

→ *PSRC Equity Tracker foundation based on VISION 2050*

## 2) Systematic & rigorous evaluation of data & sources

- Trusted source? Sound methods?
- Ease of access?
- Regularly updated?
- About people & places within our region?

→ *Use technical rubric to score & rank data candidates*



# 4 key takeaways from reviews



## 3) Uses: provide info (primary), share data (secondary)

- Public display of equity outcomes & disparities
- Support stakeholders with equity-related data

→ *Equity Tracker aims to do both, prioritize info provision first*

## 4) Complementary info to data can enhance tool

- Some dashboards contain data & little else
- Others are more comprehensive

→ *Provide context & interpretations, point to solutions*



# Co-creation with Equity Advisory Comm.





# Engagements with EAC members



## 2022

**FEB** EAC meeting: Introduced Equity Tracker  
Determined support, areas of interest, ways to interact

**APR** EAC meeting: Discussed key elements

**MAY** Members started review of draft webpages

**AUG** End of feedback period (new PSRC website launched)

**OCT** EAC meeting: Discussed feedback & priorities

## 2023

**JUN** EAC meeting: Provided updates, previewed new drafts



# Draft webpages & next steps





# Equity Tracker landing page



- Introductory video

The screenshot shows the landing page for the Equity Tracker. At the top left is the Puget Sound Regional Council logo and name. The top right contains navigation links for 'Careers', 'Select Language', and a search bar. Below this is a secondary navigation menu with 'Planning for 2050', 'Our Work' (highlighted), 'Boards & Committees', 'About Us', and 'Contact'. The main header features a large image of diverse people and the title 'Equity Tracker' in white text on a dark teal background. Below the title are links for 'Home' and 'Our Work', and a 'Share' button. The left sidebar lists various categories under 'Our Work', with 'Equity Tracker' at the bottom. The main content area has a section titled 'Get The Facts About Racial Equity' with a paragraph of text. Below this is a video player showing an aerial view of a waterfront area with a play button overlay. A large 'DRAFT' watermark is visible across the page.

Puget Sound Regional Council

Careers Select Language Search ...

Planning for 2050 **Our Work** Boards & Committees About Us Contact

## Equity Tracker

Home > Our Work Share

### Our Work

- Regional Projects
- Data
- Economy
- Environment
- Equity
- Funding +
- Growth Management
- Housing
- Publications
- Transportation
- Webinars & Workshops
- Equity Tracker**

### Get The Facts About Racial Equity

Racial and ethnic disparities in key quality of life indicators have persisted in the Central Puget Sound region, with Black, Indigenous, and People of Color faring worse compared to White individuals. Robust data and information are essential to developing strategies to build an equitable region.

An introduction to PSRC's Equity Tracker

# Equity Tracker landing page



- Organized by themes (based on VISION 2050)

The Equity Tracker provides PSRC members, employees, community partners, and the general public data to make efforts to advance racial equity more transparent and easier to track. It also provides another way to hold PSRC accountable in this work. Information in the Tracker will be updated periodically, provide a baseline to measure progress, and inform future policy and actions.



Climate



Economy



Environment



Growth and Development



Housing



Public Services



Regional  
Collaboration/Health



Transportation



Demographic Profile

## The Equity Tracker

To start learning about PSRC's equity measures, **select a theme** related to equity. You can then read an overview about the theme, or choose to delve deeper and learn about the indicators related to the theme.



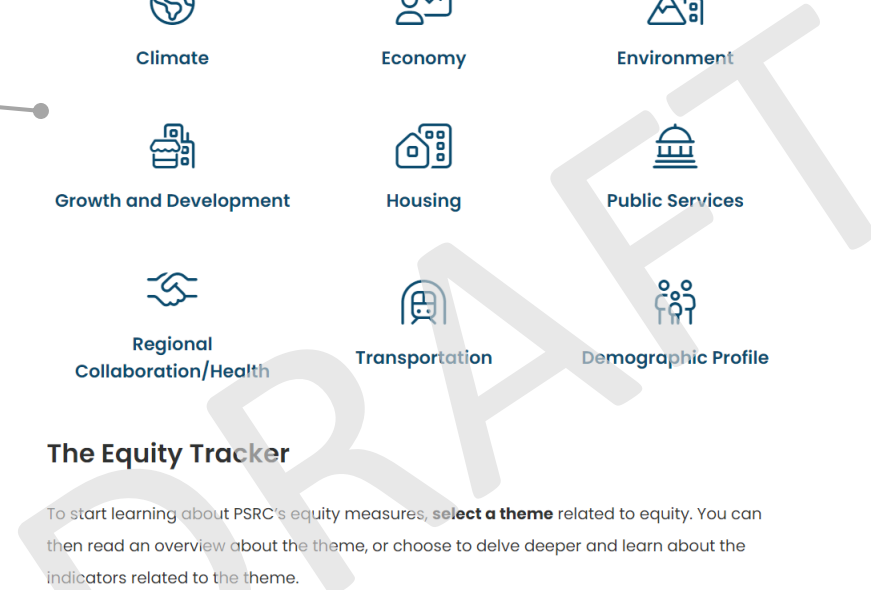
Step 1: Select a theme to launch the Equity Tracker

What theme do you want to learn about:

Economy



Open the Equity Tracker





# Thematic page (Economy)



- Navigation
- Introduction

The screenshot displays the Puget Sound Regional Council website. At the top, there is a navigation bar with links for 'Careers', 'Select Language', and a search bar. Below this, a secondary navigation bar includes 'Planning for 2050', 'Our Work' (which is underlined), 'Boards & Committees', 'About Us', and 'Contact'. The main header features a large image of three young people and the title 'Equity Tracker'. Below the header, there is a sidebar menu under 'Our Work' with items: 'Regional Projects', 'Data', 'Economy', 'Environment', 'Equity', 'Funding', 'Growth Management', 'Housing', 'Publications', 'Transportation', 'Webinars & Workshops', and 'Equity Tracker' (which is highlighted). The main content area contains two dropdown menus: 'Select a Theme' (set to 'Economy') and 'Select a Related Indicator' (set to 'Economy Theme Summary'), with an 'Update Selection' button below them. Below the filters, the heading 'Economy' is followed by a paragraph: 'The region aims to have a prospering and sustainable regional economy by supporting businesses and job creation, investing in all people and their health, sustaining environmental quality, and creating great central places, diverse communities, and high quality of life.' At the bottom of the page, there is a photograph of a large crowd of people gathered outdoors, possibly at a festival or public event.

# Thematic page (Economy)



## • Navigation

## • Context

## • VISION 2050 policies

### Related Indicators

Select an indicator to learn more about it.

-  [Access to Living Wage Jobs](#)
-  [Educational Attainment](#)
-  [Homeownership Rates](#)
-  [Kindergarten Readiness](#)
-  [Median Household Income](#)

### Drivers of Inequity

Mirroring national trends, the regional economy is increasingly polarized between high-wage, knowledge-economy jobs and low-wage service sector jobs. High-wage workers are seeing tremendous income gains while low-wage workers' wages have stagnated or declined. The middle-wage jobs that have typically served as stepping stones into the middle class for workers without college degrees are disappearing. Historic racial and gender inequities have driven who in the region has benefited from higher wage jobs and who has been negatively impacted by stagnant wages and lack of middle-wage opportunities.

### Related Regional Policies

Within **VISION 2050**, **multicounty planning policies (MPPs)** are designed to establish opportunities for collaboration, provide guidance for local and regional planning efforts, and contribute to achieving the region's long-term goals. A subset of these have been identified as having equity considerations within the **economic theme** [MPP-EC-7, 10, 12, 13, 14, 15], including policies with the purpose of:

- Fostering an inclusive and supportive economic landscape by creating a supportive environment for diverse businesses and expanding job opportunities
- Promoting educational accessibility
- Mitigating displacement concerns and fostering targeted growth in underserved areas
- Advancing equity and diversity in economic development efforts and recognizing the contributions of diverse communities



# Thematic page (Economy)



- VISION 2050 actions

- Other solution approaches

## Regional Strategies to Address Existing Inequities

**VISION 2050** identifies five **actions** as ways to address inequities for this area. These include more specific mitigation measures aimed at supporting the plan's regional goals and policies within the **economic theme** [EC-Action 1, 2, 3, 4, 5] by:

- Promoting collaboration at a regional level to implement the updated Regional Economic Strategy
- Assisting local alignment with the Growth Strategy by providing technical guidance and data support
- Pursuing responsible job growth and economic development by optimizing public investments

## Other Actions

- Preserve adequate land at reasonable cost for land-intensive commercial industries
- Direct growth and development away from lands that could be used for specific industries that are incompatible with that development
- Mitigate transportation impacts to promote economic prosperity and quality of life
- Invest in infrastructure that connects designated centers
- Promote economic activity and employment growth that sustains diversity of family wage jobs
- Support a high-quality education system for training programs
- Implement the Regional Economic Strategy
- Adopt first source hiring ordinances to ensure that local residents are given priority for new jobs created by municipal financing and development programs

### About PSRC

Our mission is to advance solutions to achieve a thriving, racially equitable, and sustainable central Puget Sound region through

[PSRC Newsletter Sign-up](#)

### Connect with PSRC

1011 Western Ave - Suite 500  
Seattle, WA 98104

# Indicator page (Median household inc.)



- Navigation
- Introduction

Puget Sound Regional Council

Careers Select Language Search ...

Planning for 2050 **Our Work** Boards & Committees About Us Contact

## Median Household Income

Home > Our Work Share

Select a Theme: Economy

Select a Related Indicator: Median Household Income

Update Selection

- Economy Theme Summary
- Access to Living Wage Jobs
- Educational Attainment
- Kindergarten Readiness
- Median Household Income**

### Median Household Income

Median household income is a broadly recognized indicator of economic well-being. It provides information about the financial resources available to households, and is closely tied to employment levels, educational attainment, and health.

For most people, wages earned from work is the primary driver of economic success. The gap between the highest earners and everyone else has been growing in the U.S. for decades.

#### Regional median household income

\$96,500	\$250,000	\$21,000
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# Indicator page (Median household inc.)



## Current conditions

- Regional highlights
- Interactive map
- Key takeaways

Regional median household income

**\$96,500**

Regional median household income

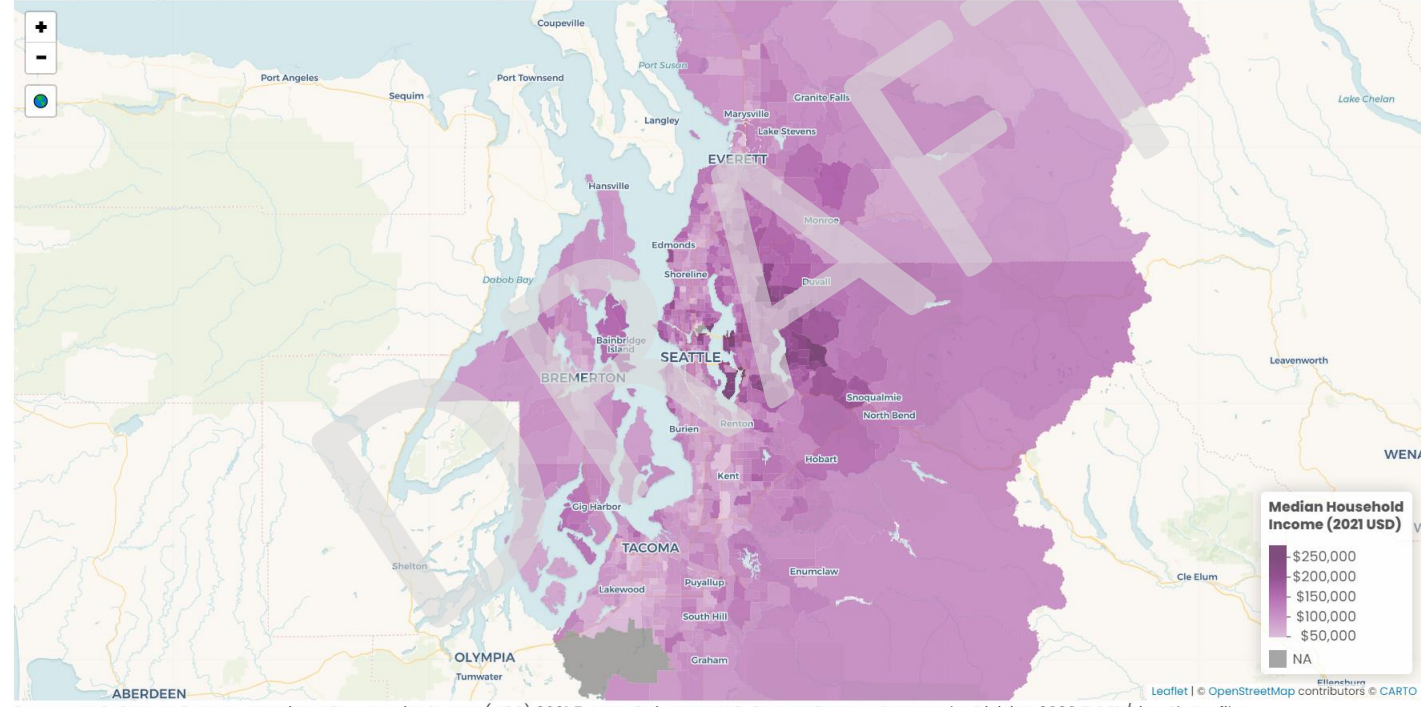
**\$250,000**

Highest median household income for census tracts (in King County)

**\$21,000**

Lowest median household income for census tract (in King County)

The map of the region displays median household income by census tract.



Sources: U.S. Census Bureau, American Community Survey (ACS) 2021 5-Year Estimates; U.S. Census Bureau, Geography Division 2020 TIGER/Line Shapefiles

Insights & Analysis

# Indicator page (Median household inc.)



## Current gaps

- Regional & county highlights
- Interactive chart
- Key takeaways

Median household income by equity focus group

**\$25,400**

Regional median household income for those living below 200% of federal poverty level

**\$58,400**

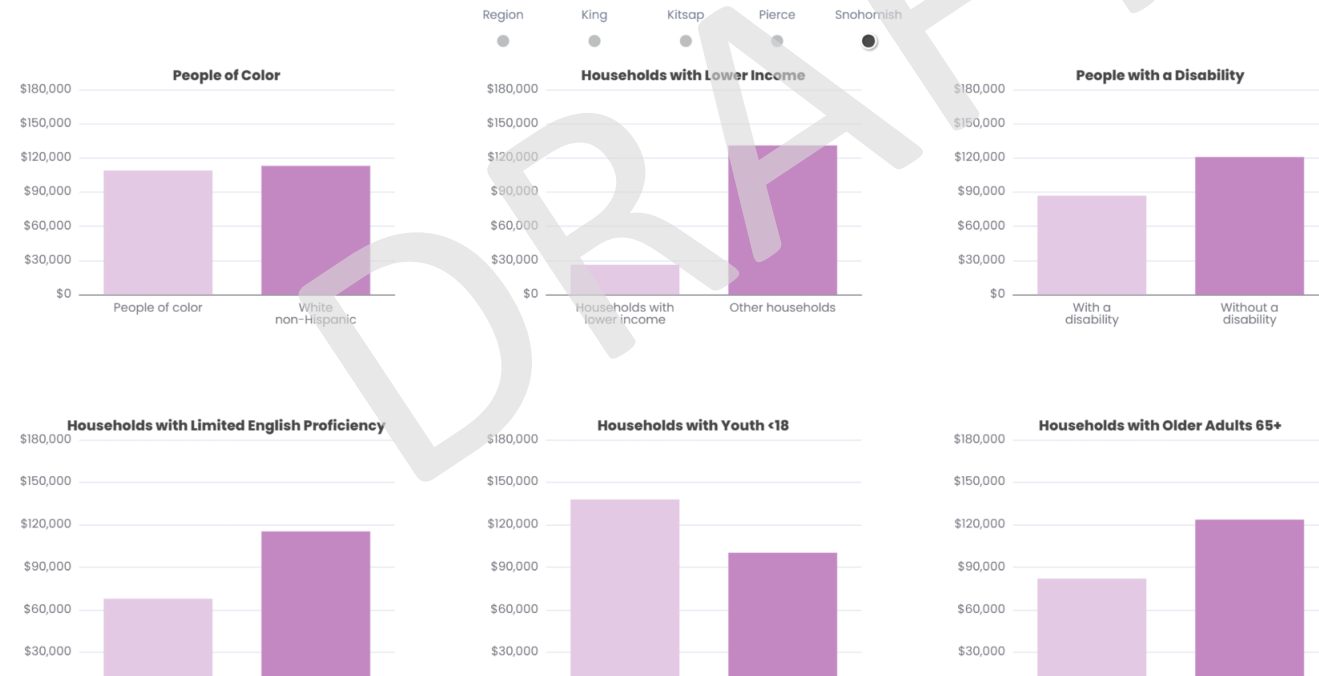
Households with limited English proficiency have regional median income that is \$58,400 lower than English proficient households

**\$39,300**

Regional median household income for those with children is \$39,300 higher than those without

The chart displays the median household income by the six different equity focus groups.

**Median Household Income**  
values are adjusted to 2021 dollars





# Indicator page (Median household inc.)



## Recent trends

- Regional & county highlights
- Interactive chart
- Key takeaways

Median household income by equity focus group over time

**\$110,200**

In 2021, households in the region living below 200% of the federal poverty line made \$110,200 less than those above, a 35% larger gap than in 2011

**\$15,600**

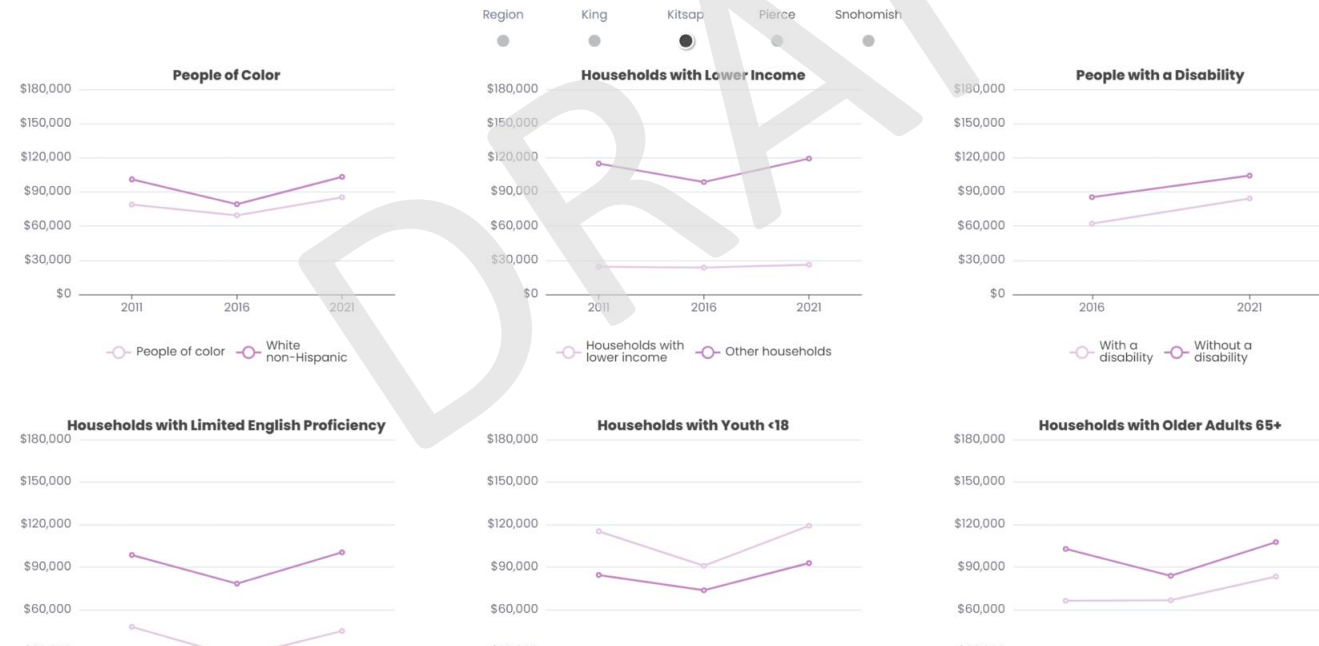
Regionally, people of color have median household income \$15,600 lower than white non-Hispanic households, a gap which has remained relatively consistent in the last ten years

**\$36,600**

The regional median household income for those with older adults is \$36,600 lower than those without, a 30% larger gap than in 2011

The chart displays the change in median household income over time, in 5-year spans, between 2011 and 2021.

**Median Household Income**  
values are adjusted to 2021 dollars





## Immediate timeline

- Review content with subject matter experts (next two months)
- Version 1 public release (late 2023/early 2024)

## On-going work

- Data preparation & research (recent efforts on climate, criminal justice system, economy, environment, health, housing)
- Coordination with other data tracking projects (e.g., Regional Transportation Plan dashboard, Housing Monitoring)



# Thank you!

**Brian H. Y. Lee, Ph.D.**  
Program Manager  
[blee@psrc.org](mailto:blee@psrc.org)

**Mary Richards**  
Associate Planner  
[mrichards@psrc.org](mailto:mrichards@psrc.org)



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