

Equity Advisory Committee Update

Regional Equity Strategy and Equity Pilot
Regional Staff Committee (RSC)

September 21, 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

Today's Agenda

- Regional Equity Strategy
- Transportation Equity Pilot
- Q&A



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.



Community Engagement

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



Capacity Building

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



Best Practices

- ▶ Racial Equity Impact Assessment
- ▶ Equity Planning Resources



Data and Research

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

Regional Equity Strategy

All Resources Located Here:

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

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Community Engagement



Equity Advisory Committee (Launched Fall 2021)

Co-create products with staff and the Executive Board, as well as advise PSRC committees and boards on policies and programs with an equity lens.



Anti-Displacement Organizations Report (Fall 2023)

Develop a directory to connect member agencies and interested parties to organizations that are developing locally appropriate and community-driven solutions for displacement. Explore potential opportunities to support these efforts.



Equitable Engagement Guidance (Available Now)

An equitable engagement guidebook that empowers member agencies and PSRC staff to develop and implement engagement plans for marginalized communities.

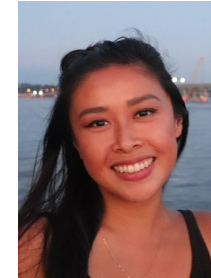
Community Engagement

Equity Advisory Committee

- Center equity in PSRC work
- Involve stakeholders early and often
- Co-create Regional Equity Strategy



Ben Sung Henry



Annie Tran



Debbie Lacy



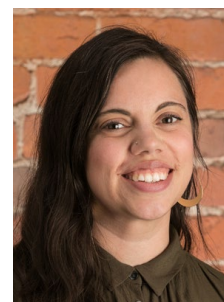
Hien "Elly" Trinh



Lalita Uppala



Lisa Espinosa



Megan Espinoza



Atrina Martindale



Jewel Shepherd-Sampson



Shannon Turner



Brendan Nelson



Laurenne Sayles



Julius Moss



Julia Jannon-Shields



Lupe Valtierra-Prieto



Donne Bonner



Thanh Nguyen



Michelle Stewart



Mindy Woods

Regional Representation

Counties

- King: **9** members
- Kitsap: **2** members
- Pierce: **4** members
- Snohomish: **4** members





Capacity Building



Learning Opportunities (Ongoing)

Expand staff and board knowledge of racial equity and its role in the agency's work.



Prioritizing Equity (Ongoing)

Explores and implements strategies that systemically elevate equity across the agency.



Inclusive Procurement (Ongoing)

Help PSRC spend its resources to improve equity outcomes by proactively working to create a system where BIPOC and/or women-owned businesses experience elevated participation in PSRC procurement and contracting.



Hiring and Retention (Ongoing)

Implement strategies that create a staff that reflects the diversity of the region and retains talent by establishing an equitable workplace.

Summer Planning Academy

SPA introduces students to planning topics through engaging sessions, activities, and site visits. Students receive a \$500 scholarship.

SPA Schedule:

- July 21-Introduction to Planning
- July 28-Regional Transit
- August 4-Environmental Planning
- August 11-Housing and Equity





Best Practices



Racial Equity Impact Assessment (Available Now)

Help cities and counties assess the impact of planning initiatives and implementation efforts on different populations.



Equity Planning Resources (Available Now)

A resource for cities and counties to address racial disparities in housing, transportation, and other policies and planning.

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.



Data and Research



Equity Tracker (Fall 2023)

Public facing dashboard that quantifies equity related policies in VISION 2050 to track, explain, and share solutions for disparities.



Data and Analysis (Ongoing)

Conduct research on racial equity and provide data support for other REAP teams.



Legacy of Structural Racism Interactive Report (Available Now)

Historical overview of structural racism in the Puget Sound region and how this history informs existing disparities.

A portrait of Chasandra Turner, a Black woman with short dark hair, wearing a red button-down shirt. She is looking directly at the camera with a neutral expression. The background is a blurred office setting with a window and a grey wall.

Chasandra Turner

**Equality Advisory Commission
Wolfe County**

Transportation Equity Pilot

- New \$6 million set-aside for a Transportation Equity Pilot Program
- Evaluate current project selection process
- Suggested revisions for eligibility, criteria, guidance, etc.
- Co-design Equity Pilot



2023 Equity Pilot Schedule

Phase 1: Understanding



Jan: Project Selection Introduction

Feb: Learn from other MPOs

March: Project Evaluation Simulation

Phase 2: Designing



April – May: Pilot Co-Creation

June – Aug: Design Pilot with EAC Subgroup

Sept: Review with Full EAC & Develop Call Materials

Phase 3: Implementing



Sept: Release Pilot

Sept – Oct: Conduct Pilot

Nov: EAC Pilot Project Recommendations

Phase 4: Planning Future



Nov – Dec: EAC Process Recommendations

Dec: Board Review of EAC Recommendations

Jan 2024: Policy Framework Adoption

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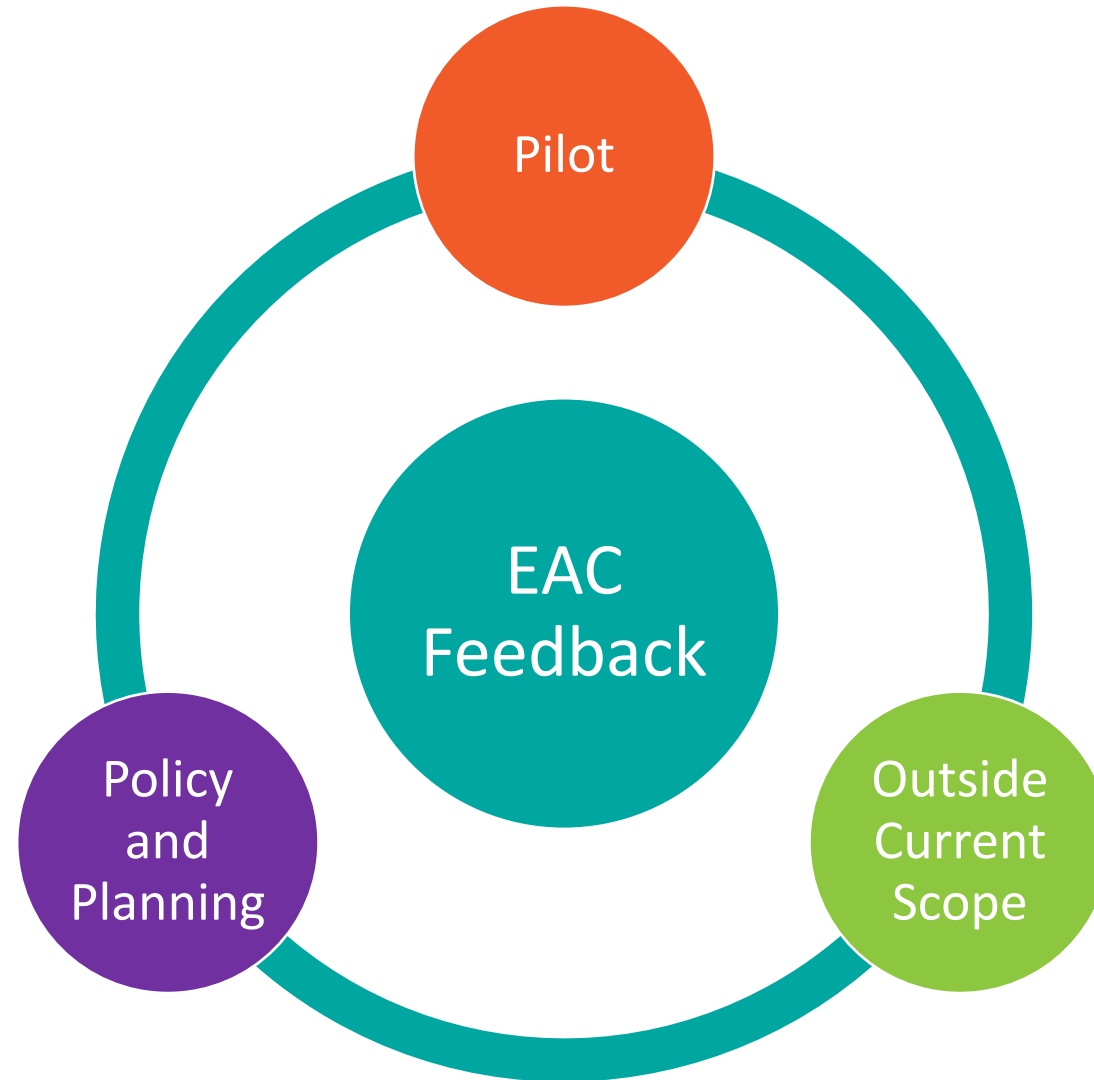


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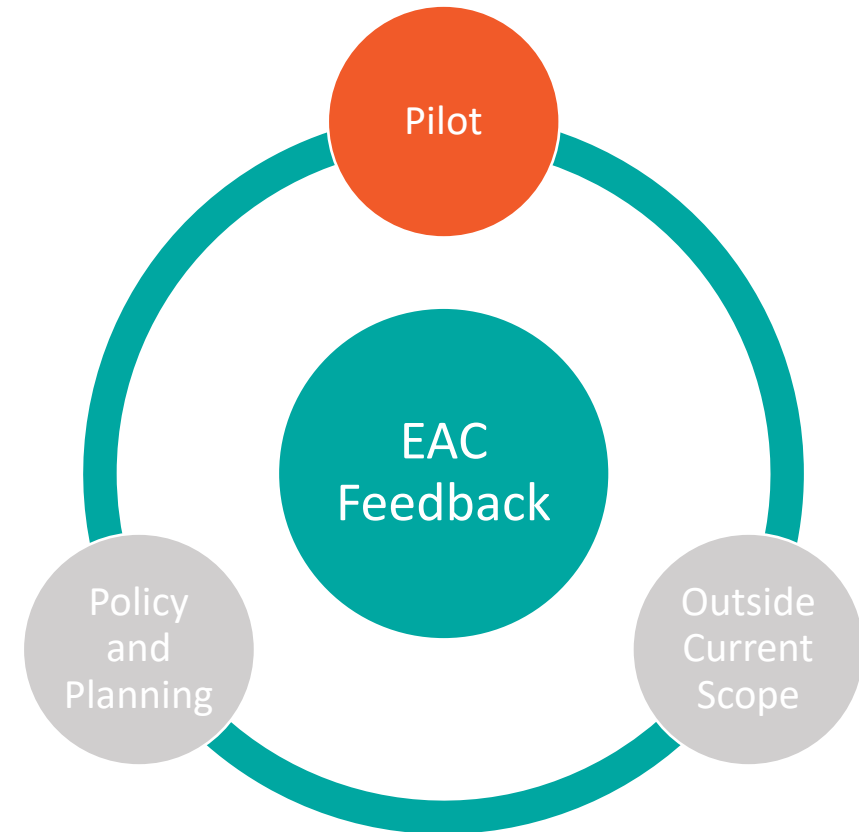
What We Heard



What We Heard – Pilot

Themes from comments PSRC may consider for the Pilot

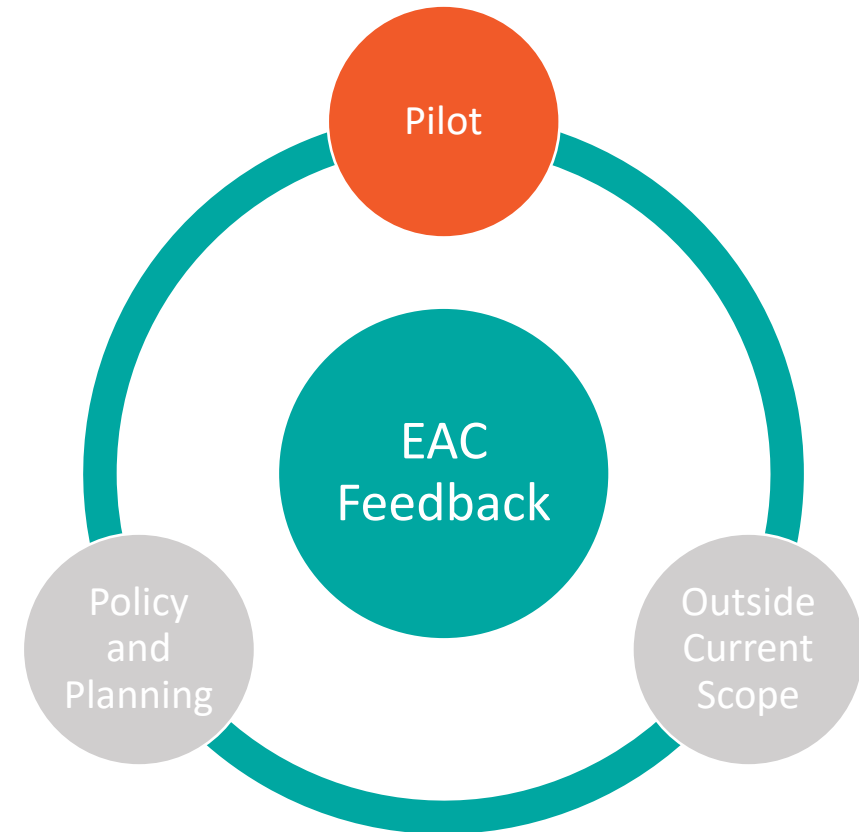
- Access
- Safety
- Displacement
- Outreach



What We Heard – Pilot

Outreach related comments PSRC may consider for the Pilot

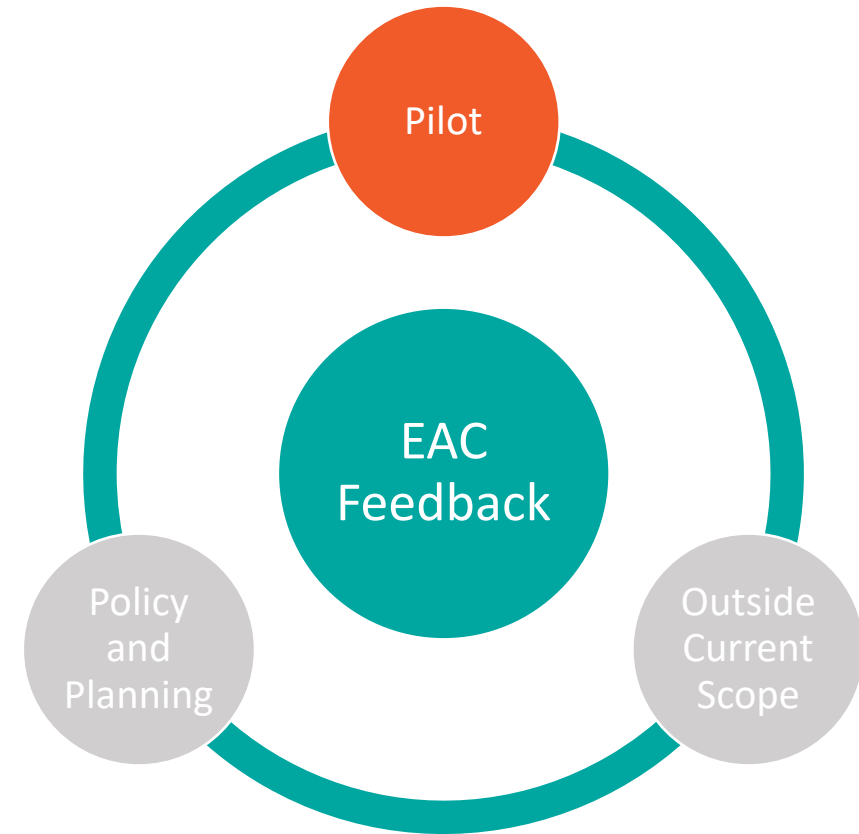
- Compensating community members for input
- Consider language access in outreach
- Partnering with CBOs on transportation projects



What We Heard – Pilot

Comments PSRC may consider for the Pilot

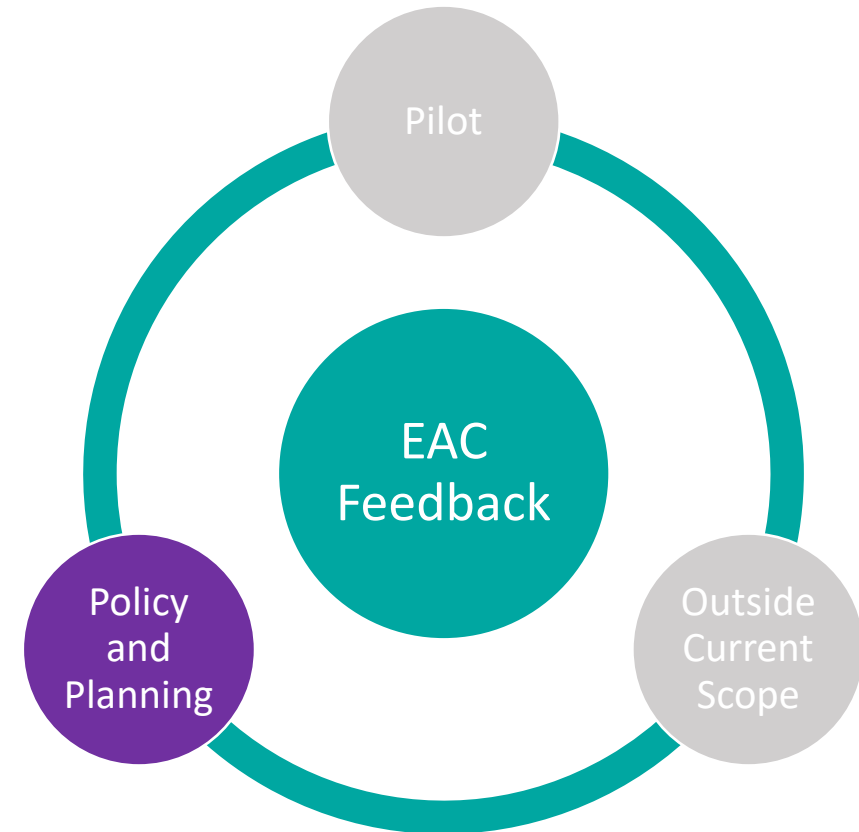
- Weight the separate equity criterion more AND consider equity as the overall umbrella of the Pilot



What We Heard – Policy and Planning

Comments better suited for PSRC policy and planning work

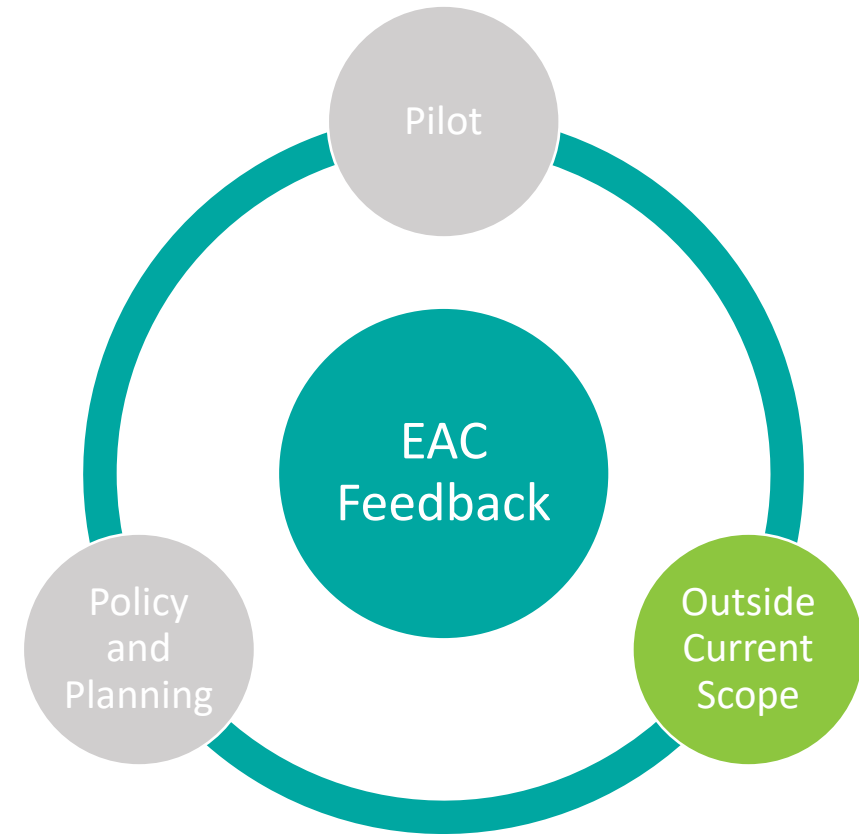
- Comprehensive plans
- CBOs lack of capacity
- Agency demographics



What We Heard – Outside Current Scope

Comments currently outside the scope of the Pilot and require more discussion

- Unintended consequences
- Project monitoring
- Data forecasting and alternative measures



EAC Member Experience

Member Feedback

- “Staff are incredible and do a great job to see if the information is absorbed.”
- “I appreciate the many ways in which we can share our thoughts and comments, which allows for a variety of levels of comfort.”
- “The work that we've been doing this year has been really exciting and I'm looking forward to seeing how it progresses.”
- “It's very interactive, the presentations are well developed.”
- “It is great to see that our suggestions are being incorporated.”



Equity Advisory Committee – 2024 Cohort

June – October 2023

Soliciting applications (due **Sept 18th**)

Conducting interviews

December 2023

Finalizing membership with Executive Board





Thank You!

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Puget Sound Regional Council