Racial Equity Impact Assessment (REIA)
Regional Staff Committee (RSC)

January 16, 2025

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 Presentation

- Overview of Racial Equity Impact Assessment (REIA)
- Approach to Apply REIA to RTP
- Engagement Activities
- Next Steps

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

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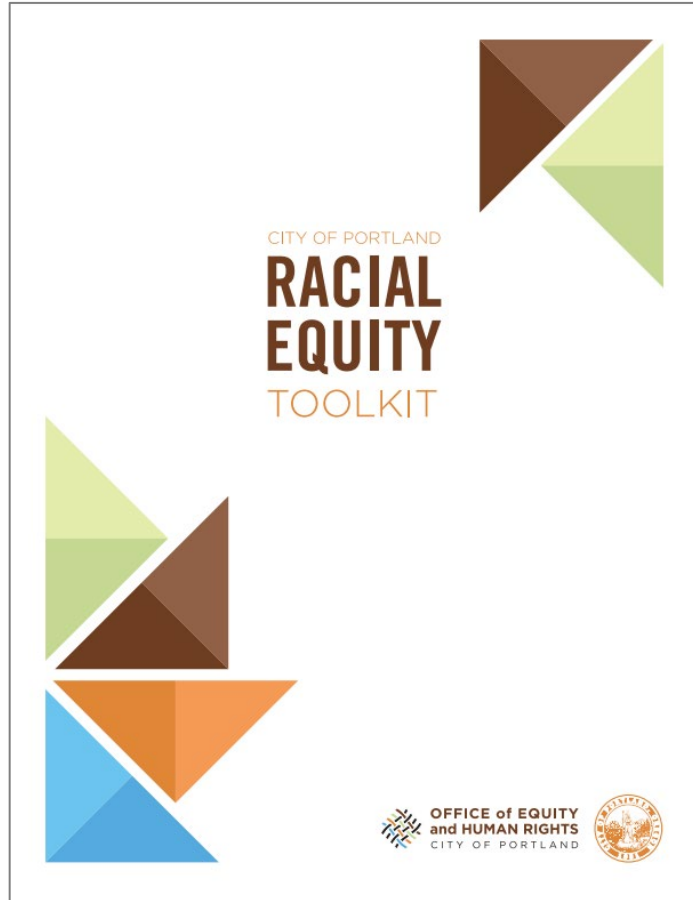
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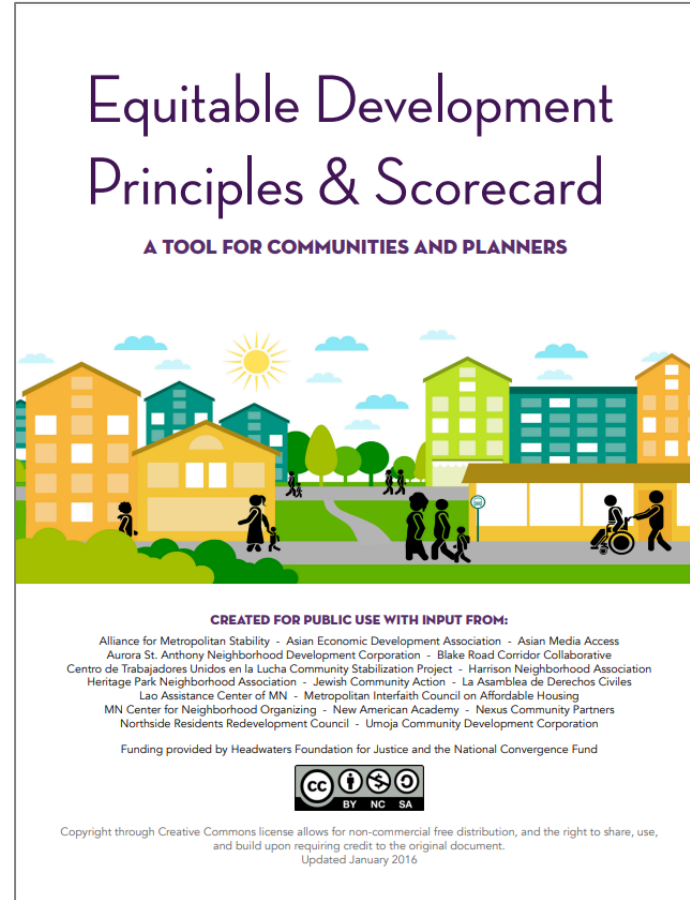
What is a Racial Equity Impact Assessment?

- Racial equity assessments are designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets.
- Use of a racial equity tool can help to develop strategies and actions that reduce racial inequities and improve success for all groups.
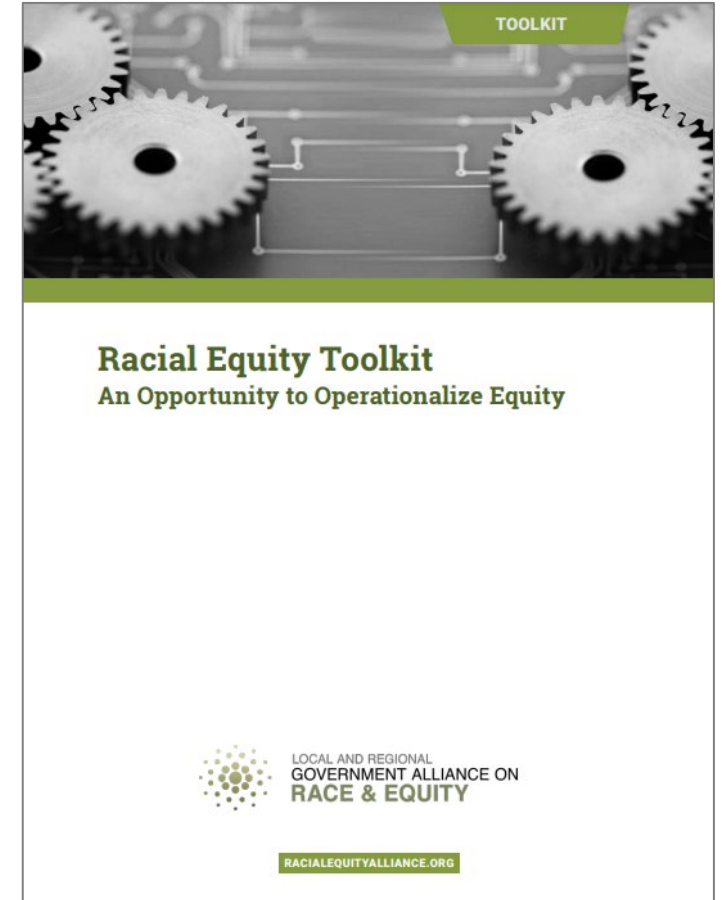
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Example Equity Impact Assessments

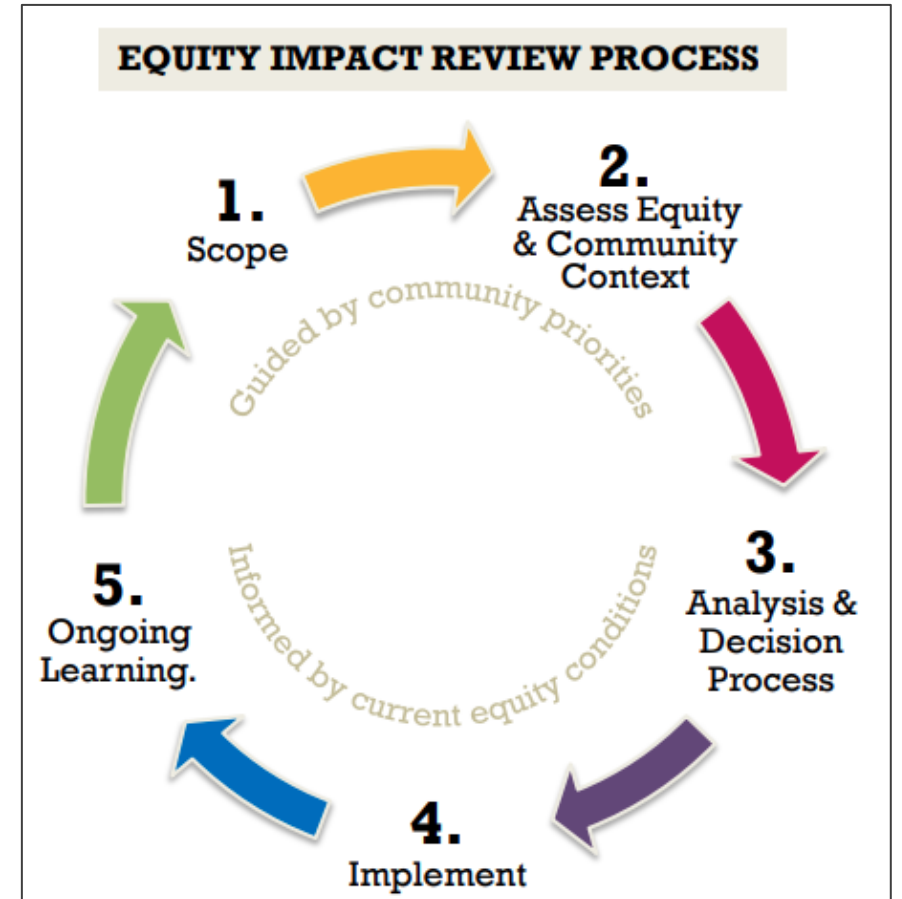Portland, OR

Twin Cities, MN
Community Leaders

Government Alliance on
Race and Equity (GARE)

Recent Local Example

King County – Equity Impact Review (EIR) process

- Used during the development of specific plans/policies, operations, and capital programs

- Combines quantitative data and community engagement

EQUITY IMPACT REVIEW PROCESS

1. Scope
2. Assess Equity & Community Context
3. Analysis & Decision Process
4. Implement
5. Ongoing Learning.

Guided by community priorities
Informed by current equity conditions

Racial Equity Impact Assessment (REIA)

- Uses framework from GARE Racial Equity Toolkit

- Provides a series of questions and resources to understand potential racial equity implications.

- Designed for updating comprehensive plans. However, it can be tailored for other types of plans and decision making.

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.

REIA Questions

Early Engagement	Quantitative Data	Qualitative Data	Strategies for Disparities
What equitable engagement was conducted?	What are the demographics?	What transportation priorities were identified by EFAs?	How will EFA priorities and challenges be addressed?
What key issues emerged from engagement?	What disparities exist?	What challenges are experienced by EFAs?	What are strategies to remediate past harms?
XYZ	How has structural racism informed disparities?	What are potential unintended consequences?	How will unintended consequences be addressed?

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Planned RTP Public Engagement

Community Events & Interviews

Online Engagement Hub

Regional Public Meetings

Focus Groups

PSRC Board/ Committee Briefings

Public Comment Process

Public Opinion Survey

Next Steps

- Integrate REIA into engagement framework

- Engagement events throughout the region and with EAC

- Incorporate community feedback into RTP and work with staff to apply REIA to RTP

Thank You!

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Puget Sound Regional Council