



**COMMUNITY SUGGESTED ACTIONS FOR
EQUITY & ENVIRONMENT AGENDA**



A CALL TO ACTION FOR GOVERNMENT, NONPROFITS, PHILANTHROPY, BUSINESS AND COMMUNITY

The Community Partners Steering Committee worked with the community and the City to develop the **Equity & Environment Agenda**.

Many specific actions that came up from community during the course of the Agenda creation are available here and require additional scoping and stakeholder engagement to determine feasibility and implementation.

No single organization can reverse environmental injustices

or ensure equitable environmental benefit. Only by engaging government, philanthropy, historically white-led environmental organizations and communities most affected can we create change at scale.

Communities of color, immigrants, refugees, people with low incomes, youth and limited English-proficiency individuals tend to live, work, play, and learn in specific areas of our City. Targeted investments will likely be necessary to advance the Agenda in these geographic areas to address disparities, mitigate impacts, and share benefits while minimizing displacement. However, **geographic considerations should not substitute for race**, as many of the concerns of communities would persist even if they moved to a new location.

Specific cultural and population approaches that are not geographically-based must remain a priority, especially as communities move to new areas and new people arrive. Additionally, actions must focus on multi-generational approaches, especially the engagement of and support of youth.

All implementation in this work will require consistent, creative engagement, with a feedback loop between community and government as well as a focus on both the process of developing environmental programs/policies and on the end results.

The goals, strategies, and actions uses these shorthand terms:

EI Focus Areas: The geographic areas where communities of color, immigrants, refugees, people with low incomes and limited-English proficiency individuals tend to live. These areas are highly impacted by socio-economic and environmental challenges.

EI Populations: Communities of color, immigrants and refugees, people with low incomes and limited English-proficiency individuals. Youth from these communities are also a priority.

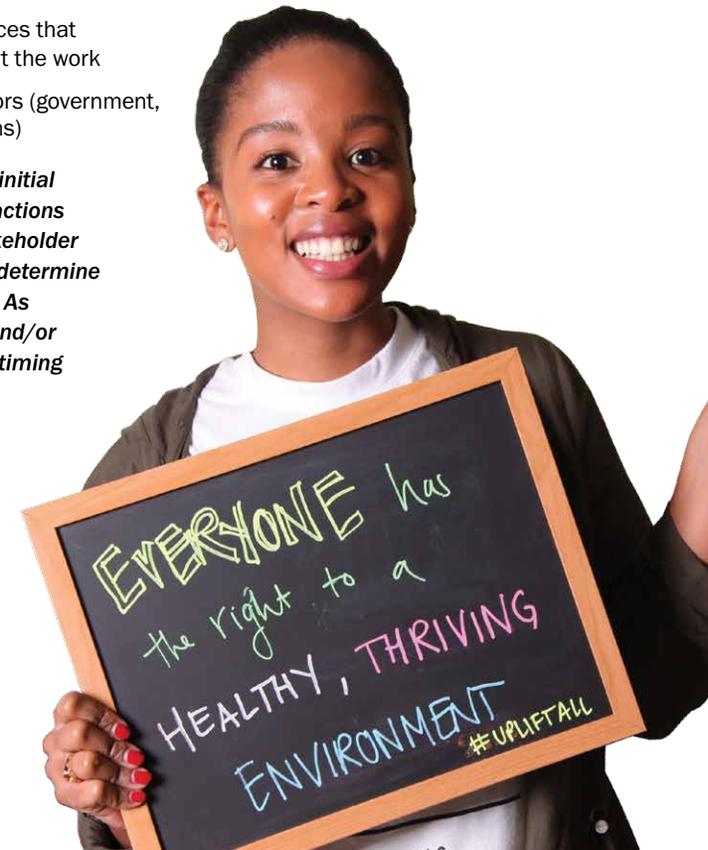
HWL Organizations: Historically white-led environmental organizations

The goals and strategies were developed by the CPSC to articulate community values and priorities. The specific actions, nested within strategies, were developed over the course of the engagement process. The actions reflect ideas that have significant community energy and history as well as new ideas that emerged through the collective work of the CPSC in responding to the community engagement with EEI populations. While most of the actions come directly from communities, several were developed or refined by City staff to tap into specific opportunities connected to current work. Some of actions are 'ready to go' while others require additional scoping with stakeholders.

To provide initial direction on moving the work forward, actions are categorized as near term (1–3 years) and mid-term (3+ years) based on the following considerations:

- Connections to community priorities and current community efforts
- Opportunities to leverage or deepen partnerships with EEI populations
- City or partner agency interest and readiness
- Existing or potential resources that can be leveraged to support the work
- Interest from multiple sectors (government, community, and foundations)

It is important to note that this initial phasing is not fixed and many actions require additional scoping, stakeholder engagement, and resources to determine feasibility and implementation. As actions are further developed and/or new opportunities emerge, the timing of actions may shift.





HEALTHY ENVIRONMENTS FOR ALL

AIR, WATER, GREEN SPACE, FOOD, SAFETY & QUALITY OF LIFE

GOAL:

Seattle ensures clean, healthy, resilient, and safe environments in the places where communities of color, immigrants, refugees, people with low-incomes, youth, and limited-English proficient individuals live, learn, work, and play. Environmental policies and programs leverage community assets; address cumulative impacts of multiple environmental hazards, social, economic and racial burdens; prepare communities to adapt to climate change; increase access to healthy food; and support connections between residents, workers, government agencies, and industries.

“Public green spaces [should be] accessible to everyone. Not just parks, but community and cultural centers where people can gather.”

— Community member, Got Green

STRATEGIES:

- 1 Develop an environmental justice screen/environmental equity assessment** to actively understand and begin to address multiple issues at the same time such as polluted soil, indoor and outdoor air quality, lead and diesel exhaust exposure as well as other identified hazards in EEI focus areas including residential areas near industry.
- 2 Improve environmental and public health** and increase access to culturally appropriate fishing alternatives for the Lower Duwamish communities through partnerships with local, regional, and federal agencies.
- 3 Require projects that have significant environmental impacts to complete the City's Race and Social Justice toolkit** in partnership with community.
- 4 Creatively and proactively address historic and ongoing inequities** in access to and quality of green spaces, public transit, and fresh, healthy, culturally appropriate food while minimizing displacement.

STRATEGY 1

Develop an environmental justice screen/environmental equity assessment to actively understand and begin to address multiple issues at the same time such as polluted soil, indoor and outdoor air quality, lead and diesel exhaust exposure as well as other identified hazards in EEI focus areas including residential areas near industry.

It is important to note that this initial phasing is not fixed and many actions require additional scoping, stakeholder engagement, and resources to determine feasibility and implementation. As actions are further developed and/or new opportunities emerge, the timing of actions may shift.

Potential Near Term Actions

Release and report back to community on pilot environmental equity assessment and establish an approach for ongoing environmental equity assessments.

Explore opportunities to reduce diesel exhaust exposure for residents and workers while ensuring burden of conversion does not fall on workers.

Build on pilot Environmental Equity Assessment through community-based participatory research and partnership with agencies to include asset mapping and storytelling alongside data to understand cumulative impacts and community-based narratives. The environmental equity assessment should include and report to community on access to fresh, healthy food, cultural hubs, green space, community gardens and food forests, air quality, traffic, noise pollution and additional items to be named by community.

Potential Mid-term Actions

Explore anti-displacement and green buffers strategies for communities in or near industrial zones.

Establish geographic focus to deliver specific environmental & economic benefits to residents and workers in the International District, Rainier Beach, Rainier Valley, Beacon Hill, Lower Duwamish Valley and Delridge.

Work with communities to increase trust in public water system and address concerns about pipe safety.

Establish City-wide practices on cumulative impacts driven decision making.

Conduct a study to assess the number and location of City of Seattle-owned surplus property located in EEI focus areas and work with local community to determine which could be used local farming.

Investigate, enforce and address exposure to lead based paint, lead pipes, mold and indoor air and water quality in schools and housing.



STRATEGY 2

Improve environmental and public health and increase access to culturally appropriate fishing alternatives for the Lower Duwamish communities through partnerships with local, regional, and federal agencies.

Potential Near Term Actions

Launch a geographic/community approach with the Lower Duwamish communities to address identified health needs and increase climate resiliency through interdepartmental action and partnerships.

Potential Mid-term Actions

Partner with EPA to increase public access to Duwamish River, safe open space, and shared recreational areas through land use conversion programs.

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Identify safe & healthy fishing alternatives in consultation with subsistence fishing communities, Public Health, EPA.

Work in partnership with agencies, subsistence fishers and Native American tribes to support efforts to create culturally appropriate fish advisories and alternatives for Seattle residents.

Improve aquatic recreation by minimizing CSO discharge into Duwamish River.

Design and implement an environmental justice overlay to establish a new approach to planning in the Duwamish Valley.

Pilot approaches that enhance local ecological services, green infrastructure, pollutant source control and aesthetics while creating community wealth and minimizing displacement.

Continue partnership with EPA to increase public access to Duwamish River through safe open space design.

STRATEGY 3

Require projects that have significant environmental impacts to complete the City's Race and Social Justice toolkit in partnership with community.

Potential Mid-term Actions

Develop additional tools for environmental justice and/or cumulative health impacts assessments that address community health concerns and displacement.

Explore tools for increasing community benefits and mitigating environmental harm in EEI focus areas.

STRATEGY 4

Creatively and proactively address historic and ongoing inequities in access to and quality of green spaces, public transit, and fresh, healthy, culturally appropriate food while minimizing displacement.

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Potential Near Term Actions

Expand efforts to provide technical support and resources for ethnic grocers to support small, culturally specific businesses being able to sell fresh, healthy foods.

Increase affordability and accessibility of Seattle-owned commercial kitchens for community food gatherings, including exploring opportunities for expanding access to city-owned spaces.

Explore new approaches to make healthy, affordable food more accessible to EEI populations especially in ways that allow for community-based eligibility rather than strictly income or federal poverty level based programs.

Potential Mid-term Actions

Ensure programs that increase food accessibility connect with environmental, nutritional education programs.

Propose guidelines for green space access and create pathways for more community gardens, food forests, and activated parks in EEI focus areas. Consider opportunities for land ownership and co-op ownership models.

Explore opportunities for community supported fishery programs (similar to CSA) in communities where fishing populations are located and to provide alternatives to those who have relied on fish from the Duwamish river.

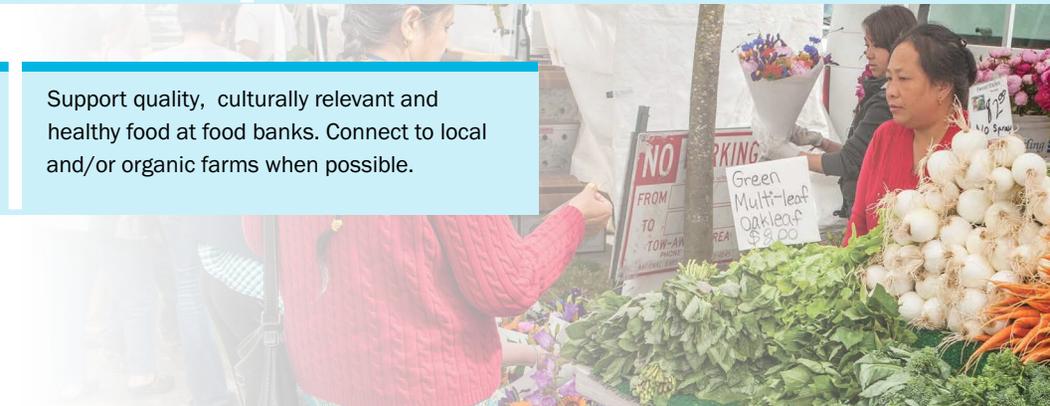
Explore incentives and technical assistance to bring food retail to limited food-access neighborhoods.

Work with Seattle School District to ensure lunches are culturally relevant, healthy and farm-to-table.

Partner to ensure transit access to communities most transit reliant and ensure transit investments directly benefit EEI populations and focus areas.

Support transit access for low income students who do not have bus service to school and live within the two mile walk shed.

Support quality, culturally relevant and healthy food at food banks. Connect to local and/or organic farms when possible.





JOBS, LOCAL ECONOMIES & YOUTH PATHWAYS

OPPORTUNITIES FOR LOCAL GREEN CAREERS

GOAL:

Communities of color, immigrants, refugees, people with low-incomes, youth and limited-English proficiency individuals have **pathways out of poverty through green careers**, including careers related to environmental policy and program development. Environmental policies and programs **invest in young workers**, youth pathways, prioritize local hires and small businesses, and **create local, living-wage economies**.

“[We need] job training for our youth. We have **A LOT of youth in our neighborhood and not too many activities for them.**”

— Latino community member,
South Park Neighborhood

STRATEGIES:

- 1** Ensure environmental policies/programs—both within City government and through partnership with other entities—**directly invest in EEL populations and their businesses and employees.**
- 2** **Create pathways and support structures for people of color to lead** in environmental policy/program work through positions in government and partnerships with community organizations, businesses and other environmental entities.
- 3** **Create opportunities for young people to participate in environmental programs** and develop skills through engagement activities and decision-making opportunities.



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Potential Near Term Actions

Tailor English language learning programs to provide language skills through a green jobs curriculum that increases understanding of environmental issues.

Launch specific POC worker/business strategy to ensure EEI Populations can participate in programs and enjoy the direct benefits of low/no emissions vehicles.

Potential Mid-term Actions

Support “greening” of people of color owned business in culturally appropriate ways.

Support an updated community report on existing green job and leadership initiatives to understand who is able to participate and support programs becoming more interconnected and accessible to EEI populations.

Invest in existing EEI community businesses by utilizing environmental programs to support business development.

Pilot projects could include community owned solar, additional training and support to participate and access capital project contracts, technical assistance to include healthy, fresh food in small business groceries.

Deepen partnerships with EPA to ensure job training on Duwamish River Cleanup is accessible to communities of color, immigrants, refugees and limited English-proficiency individuals.

Explore opportunities to expand principles of local hire to partner agencies and industries outside of construction.

Develop a statement of support from Seattle and partner agencies to encourage EPA to utilize local hire principles in Duwamish River Cleanup.

Utilize city influence to shape Sound Transit 3 investments to include local hire principles and opportunities for jobs in communities of color.

Establish goals for MBE usage by environmental programs.





STRATEGY 2

Create pathways and support structures for people of color to lead in environmental policy/program work through positions in government and partnerships with community organizations, businesses and other environmental entities.

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Potential Near Term Actions

Recruit directly from EEI populations when seeking city interns.

Include experience working with EEI populations as desired qualification in internship descriptions. Strongly encourage people of color to apply.



Potential Mid-term Actions

Coordinate with Seattle environmental NGOs to create a Seattle cohort of fellowships and paid internships focused on EEI populations.

Support retention and success in environmental organizations and government by providing additional leadership training, mentorship and professional development for interns of color.

Pilot an environmental fellowship that accelerates access to senior level environmental policy and program careers for EEI populations.

Support supervisors and organizations in developing strong racial equity lens that addresses issues of hiring and management to increase retention of people of color.

Work with environmental NGOs to create living wage paid internships for youth of EEI communities and support youth in gaining access to green careers.

Encourage environmental NGOs to release information about number of people of color employed and serving on their boards.

Launch environmental internship “common application” to allow for easier access for individuals from EEI populations or those without experience in government applications.

Explore opportunities to ensure that non-citizens, undocumented students, and people not currently in school can gain access to internship-similar experiences.





STRATEGY 3

Create opportunities for young people to participate in environmental programs and develop skills through engagement activities and decision-making opportunities.

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Potential Near Term Actions

Increase youth participation in environmental decision-making spaces, advisory boards, and commissions through prioritized seats, accessible meeting spaces, and paid incentives.



Potential Mid-term Actions

Train and hire local youth to work in their local community centers and to provide culturally appropriate programming.

Expand lens of city youth programming to include opportunities to work on and influence environmental justice.

Work in partnership with local philanthropic community to create opportunities for emerging young leaders to attend trainings and conferences.





EQUITY IN CITY ENVIRONMENTAL PROGRAMS

INCREASING COMMUNITY ACCESS AND DECISION-MAKING

GOAL:

Communities of color, immigrants and refugees, people with low-incomes, youth and limited-English proficiency individuals have **equitable access**, **accountability**, and **decision-making power in environmental policies, programs, and services**. These policies and programs achieve universal environmental gains while maximizing benefits for these populations by building community wealth, leveraging cultural hubs, preserving affordable housing, and minimizing displacement.

STRATEGIES:

- 1 Institutionalize structures for **community decision-making, transparency, leadership, and influence** on design of environmental programs and policies.
- 2 Refine City environmental policies/ programs so that the distribution of individuals and grassroots organizations that participate in and benefit from these programs is **equitable and reflective of communities of color**, immigrants, refugees, people with low-incomes and limited-English proficiency individuals.
- 3 Design City environmental policies/ programs to simultaneously address multiple community issues and include **economic and cultural benefits for EEI populations**.





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Potential Near Term Actions

Establish an Environmental Justice Steering Committee

Create and adopt a city-wide environmental justice policy

Potential Mid-term Actions

Pilot a community partnership model that connects capital departments with EEI populations through long-term partnerships with community-building and community-based NGOs.

Pilot a community-based “problem solver” model in partnership with a community organization that facilitates the use of trusted networks to identify problems and invites individuals to name problems in the way they see them. Work with community organizations to develop culturally appropriate solutions and responses.

Adopt an environmental equity screen for all capital department projects that includes an analysis of community benefits.





STRATEGY 2

Refine City environmental policies/programs so that the distribution of individuals and grassroots organizations that participate in and benefit from these programs is **equitable and reflective of communities of color**, immigrants, refugees, people with low-incomes and limited-English proficiency individuals.

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Potential Near Term Actions

Support implementation of Language Access Policy across environmental programs.

Potential Mid-term Actions

Conduct a racial equity analysis of City environmental programs and services to identify the current baseline of who is accessing (and benefiting from) CoS programs. Begin with programs that deliver direct benefits such as City services at a reduced cost, City-funded rebates, give-aways, etc. Consider race, income, English proficiency, geography, and home ownership status in the analysis.

Pilot rebate program that is accessible to renters or that allows incentives to go to renters and landlords.

Partner with DON to support paid train-the-trainers to ensure communities have clear pathways to identifying and getting environmental problems solved.



STRATEGY 3

Design City environmental policies/programs to simultaneously address multiple community issues and include **economic and cultural benefits for EEI populations**.

Potential Near Term Actions

Identify opportunities for Drive Clean Seattle to incorporate Environmental Justice Principles and Agenda strategies into program design. Deliver direct benefits and electrification to EEI populations.

Potential Mid-term Actions

Partner to address the intersections of housing, transportation, and environmental progress.

Create an environmental equity/justice screen to augment RSJI toolkit based on strategies in EE Agenda





ENVIRONMENTAL NARRATIVE & COMMUNITY LEADERSHIP

CELEBRATING STORIES AND INVESTING IN COMMUNITY

GOAL:

The environmental movement is led by and **centered on the stories** and experiences of communities of color, immigrants, refugees, people with low incomes, youth and limited English–proficiency individuals. Environmental policies and programs invest directly in the community, **support community leaders**, lift up existing culturally appropriate environmental practices, and **leverage the creativity of residents** to find solutions.

STRATEGIES:

- 1 Support the growth and capacity of a **stronger ecosystem of environmental justice leadership** and collaboration between organizations.
- 2 Partner with EEL populations to collect and **connect stories and cultural experiences to a broader environmental narrative** to influence policy creation.
- 3 **Build partnerships with health care, retail, childcare, construction, custodial and other service industry workers** in Seattle to advance environmental progress.
- 4 **Connect environmental programs to cultural anchors** in ways that enhance those anchors, increase community capacity, and deliver environmental, social and economic benefits.





STRATEGY 1

Support the growth and capacity of a **stronger ecosystem of environmental justice leadership** and collaboration between organizations.

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Potential Near Term Actions

Build partnerships for action. Provide funding to kick-start pilot projects where leadership from communities of color can define projects.

Invest in community capacity building on environmental justice and lifting up community-based solutions.



Potential Mid-term Actions

Research and pilot co-op business models to help connect immigrant and refugee small businesses together to advance environmental practices and wealth creation.

Expand and support environmental curriculum in schools, cultural hubs, and early learning facilities to connect students and families to STEM opportunities, city environmental programs and support students in becoming environmental stewards.

STRATEGY 2

Partner with EEI populations to collect and **connect stories and cultural experiences to a broader environmental narrative** to influence policy creation.

Potential Near Term Actions

Launch a story-based campaign to highlight residents of color and people of color-owned businesses who are advancing environmental issues.

Launch a partnership with Arts to ensure creative engagement on environmental issues.



Potential Mid-term Actions

Host listening sessions/story-telling events with communities of color that utilize culturally appropriate and creative engagement to surface themes and environmental policy opportunities.

Establish partnerships with media and artists to convey environmental messages.

Ensure environmental progress reports include poetry, photography, stories, visual art, music and other mediums to emphasize community narratives.

STRATEGY 3

Build partnerships with health care, retail, childcare, construction, custodial and other service industry workers in Seattle to advance environmental progress.

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Potential Near Term Actions

Convene a roundtable with union members from EEI populations to develop policies and programs that include sector-based strategies to connect with environmental programs



Potential Mid-term Actions

Partner with unions to engage members in adopting worker and sector-specific environmental goals and opportunities that proactively support workers through financial incentives, community wealth creation.

Convene a roundtable of chefs and restaurateurs of color who have an environmental perspective to develop programs and policies.

STRATEGY 4

Connect environmental programs to cultural anchors in ways that enhance those anchors, increase community capacity, and deliver environmental, social and economic benefits.

Potential Near Term Actions

Address public safety concerns in communities including street lighting, sidewalks and other safety measures. Tie these into other environmental outcomes and programs such as transit stops and strengthen cultural hubs through these investments.

Implement environmental education curriculum at cultural hubs that lifts up cultural practices alongside environmental ones.

Potential Mid-term Actions

Pilot a climate resilient cultural hub through partnerships that increase social cohesion, enhance community anchors, improve transit, affordable housing, access to fresh, healthy food, leverage existing assets, minimizes displacement and invests directly in community, small business, and cultural connections. Work with local residents to design improvements and ensure culturally relevant climate preparedness.



OPPORTUNITIES FOR LEADERSHIP

ACTIONS FOR GOVERNMENT, COMMUNITY, ENVIRONMENTAL ORGANIZATIONS AND PHILANTHROPY

The following **community identified actions** have significant support from community members as key opportunities to advance the goals and strategies of the Equity & Environment Agenda. These actions need strong and bold leadership from government, philanthropy, community and environmental organizations to begin to address the complex challenges of environmental justice in our region. While some of these actions only apply to City government, most are also opportunities where **the City can lead by example and help create best practices for other partners to follow.**

GOALS



**HEALTHY ENVIRONMENTS
FOR ALL**



**EQUITY IN CITY
ENVIRONMENTAL PROGRAMS**



**JOBS, LOCAL ECONOMIES, &
YOUTH PATHWAYS**



**ENVIRONMENTAL NARRATIVE &
COMMUNITY LEADERSHIP**

1. Environmental Equity Assessment/Environmental Justice “Screen”



Build on the existing equity assessments in the City and community to create a **cumulative impacts** assessment methodology that deepens understanding of the **interactions of multiple environmental hazards** rather than only a single pollutant at a time. The assessment or screen must further consider how issues of racial discrimination, lack of economic opportunity and other social conditions are exacerbating residents’ and workers’ exposures to environmental hazards. This will require partnerships with agencies such as Puget Sound Clean Air Agency and King County Public Health, as well as other city departments. This tool must be shaped through **community-based participatory research and include collecting community stories to augment data**. It should take into account community conditions (transit, housing, food access/insecurity, parks, air quality, sidewalks, climate resiliency, youth development, cultural hubs, etc.) and others to be determined.

IMPACT:

To create a methodology for assessing issues through a cumulative impacts lens, identify environmental justice issues to address, and ensure the community is actively involved in creating measurements and tracking progress of environmental equity.

2. Demographic Data Collection



Accelerate efforts to collect demographic data and evaluate programs, in order to better understand who is currently benefiting from environmental programs. Programs should collect disaggregated racial data when possible or analyze based on zip codes or program type to **understand if “city-wide” programs are truly accessible** or appropriate for all residents of the city. The City can lead by example in this area and other organizations should also explore best practices to collect and share demographic data about participants in their work.

IMPACT:

To provide complementary data to the Environmental Equity Assessment and understand if environmental programs are benefiting all communities.

3. EEI Focus Areas



Utilize the recommendations of the Equity & Environment Agenda to align work across local, state, and federal agencies, city departments, philanthropic communities, community-based organizations, and local environmental organizations to **target investments** in areas where EEI populations live, work, learn, and play. Prioritize building community capacity to reduce exposure to identified environmental hazards, and improving health issues due to those hazards, while increasing climate resiliency. Efforts should also increase community-ownership of solutions and create new environmental programs that **focus on avoiding displacement and alleviating poverty**.

This work can begin immediately in the Lower Duwamish Valley, using the community identified concerns from the EPA Superfund Community Involvement process. This could serve as an example for exploring ways to bring this approach to other EEI focus areas in the future.

IMPACT:

To guide the development of policies/programs to address cumulative burdens of environmental and socio-economic challenges.

4. Environmental Justice Committee



The Committee should be made up of individuals with expertise in **developing programs/policies with and for EEI populations** and connecting these communities with environmental issues. The EJC should **increase community ownership** of solutions by advising on new and existing environmental programs/policies, providing guidance on the implementation of the Equity & Environment Agenda, and advancing environmental justice policies. This committee should include one or two seats for youth participants, ideally with at least one participant who is 18 or younger.

IMPACT:

To ensure those most-affected by environmental inequities have ownership in decision-making, environmental program/policy design and Agenda implementation while enhancing partnerships with City departments and better connecting community-based solutions into government.

5. Environmental Justice Policy for the City of Seattle



Establish an Environmental Justice Policy to serve as **overarching guidance** for leadership and oversight of environmental issues in Seattle. This policy should also recommend new approaches for working with EEI populations and in EEI focus areas. The policy could further clarify how the City can utilize assessments to direct investments, address the interplay of multiple environmental hazards alongside racial, social and economic burdens and create opportunities for community leadership. This policy could also **address community benefits, accountability, transparency**, and delivering on community priorities during capital project design and implementation.

IMPACT:

To create a framework for environmental justice, influence action and increase accountability based on the needs of communities of color and the goals of the Agenda.

6. Career Opportunities for Communities of Color to Lead in the Environmental Movement.



Create mid-level opportunities that **accelerate leadership** such as a fellowship specific to those most-affected by environmental and racial inequities. For those with less professional experience, **increase connections to entry-level opportunities** including streamlining applications for paid internships. Additionally, examine internships to ensure that they are entry-level appropriate, provide mentoring and on-job training, and **pay a living-wage**. To build stronger pathways into careers in the environmental field for youth, programs must recruit in communities of color and partner with academic institutions such as community colleges to ensure that applicants have access to the training and certifications needed for specific internships. The city should lead by example with career opportunities, establish best practices for internships and fellowships that others can utilize and use the Agenda to encourage environmental organizations and green businesses to develop living-wage paid internships and leadership opportunities.

IMPACT:

To accelerate leadership and economic growth, and to address the “green ceiling” in the environmental movement.

7. Partnerships for Action



Government, philanthropy and private entities should collaborate to identify a strategy to **establish an ongoing environmental justice fund**. This fund would invest directly in work led by EEL populations to empower residents and community-based organizations to define and implement local, multi-year, environmental solutions. Efforts should invest in **capacity building, ongoing visioning, collaboration and community-defined solutions** to improve environmental and community conditions, such as climate preparedness, air quality, food insecurity, green jobs and other issues as identified in the Equity & Environment Agenda. The fund should prioritize innovative approaches that work across issue areas to realize multiple benefits that foster environmental stewardship, while connecting with other community issues.

IMPACT:

To create opportunities for transformative leadership through projects developed by communities that improve environmental conditions and advance multiple community-defined values.

8. Center Voices of Communities of Color



Develop partnerships with community, philanthropy, local government, and HWL organizations to launch a multicultural, multilingual unified framework that centers the experiences and stories of leadership of communities of color in the environmental movement. This umbrella framework should **celebrate cultural practices**, community-based environmental justice solutions and showcase creativity through media, art and music. This framework would guide government and HWL organizations in raising the **visibility of community-defined and led environmental priorities**. Utilizing story-telling and story-collection would also help community members connect more deeply into environmental work, support their leadership in this work, build more cross program understanding, and shift the information environmental programs use to analyze and approach problem identification and solutions.

IMPACT:

To reshape the environmental movement to focus on the experiences of people of color and build trust between communities, HWL organizations, and government by strengthening dialogue and supporting community-led action.



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EQUITY & ENVIRONMENT

An Initiative of the City of Seattle



Seattle Office of
Sustainability &
Environment