For quantifying community-scale progress on equity –

How comprehensive and rigorous is the STAR Community Rating System?

Governing for Racial Equity, Seattle, WA December 14, 2013
Richard Gelb, King County Department of Natural Resources and Parks
Richard.gelb@kingcounty.gov – 206-296-8374
http://www.starcommunities.org/
Session intent:

• Convey the scope and organization of STAR Community Rating System
• Review and consider the equity dimensions: process, distributional, intergenerational
• Unpack measurement requirements for the *Equity in Access and Services* objective
• Introduce related objectives: *Environmental Justice, Civil and Human Rights, Civic Engagement, Social and Cultural Diversity, Poverty Prevention & Alleviation*
• Answer questions about scope, merits and weaknesses of equity measurement in STAR – and technical challenges with equity measurement.
Sequence of topics:

• Framework history and overview
• Equity dimensions: process, distributional, intergenerational
• Measurement and submittal requirements for outcomes and actions:
  – Equity in Access and Services
  – (related) Environmental Justice, Civil and Human Rights, Civic Engagement, Social and Cultural Diversity, Poverty Prevention & Alleviation
• Challenges, potential regional applicability
What is the STAR Community Rating System?

- A framework for sustainability that includes social, economic, and environmental qualities of a community;
- A rating system that drives continuous improvement and fosters competition; and
- An online system that gathers, organizes, analyzes, and presents information to meet sustainability goals.
Founding partner organizations:

National:
• Kresge Foundation
• Summit Foundation
• Surdna Foundation

Local/regional:
• Bullitt Foundation
• Futurewise - regional support

Philanthropic / NGO support:
STAR Community program development timeline

2010
Beta communities shape content and framework design

2011

2012
STAR Measures Complete

2013
On-line Tool Development

2014
STAR sets up as stand-alone entity

Pilots selected
Dec 2012

Pilot Program

National Roll-out
# STAR Pilot Communities

- Albany, NY
- Atlanta, GA
- Austin, TX
- Broward County, FL
- Chattanooga, TN
- Cleveland, OH
- DeKalb County, GA
- Des Moines, IA
- El Cerrito, CA
- Evanston, IL
- Fort Collins, CO
- Indianapolis, IN
- **King County, WA**
- Lee County, FL
- Northampton, MA
- **Portland, OR**
- Riverside, CA
- Rockingham County, NC
- Santa Fe, NM
- Santa Monica, CA
- St. Louis, MO
- **Seattle, WA**
- Tacoma, WA
- **Victoria, Canada**
- Washington, DC
<table>
<thead>
<tr>
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## STAR Community framework – process, distributional and intergenerational equity

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**Focus of presentation:**

- **Equitable Services & Access**
- **Green Infrastructure**
# Levels/types of measurement

<table>
<thead>
<tr>
<th>Goals</th>
<th>Broad attributes of sustainable communities</th>
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<tbody>
<tr>
<td>Objective</td>
<td>Measurable community condition(s) and path(s) to achieving</td>
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</table>
| Performance Measures | Community level outcomes – existing state and desired community condition (indicators)  
Local government and civic actions – preparatory or implementation-based actions that improve the community condition (9 action types) |
9 action types

Foundational Actions:
• Partnerships and collaboration
• Inventory, assessment or survey
• Education and outreach
• Plan development
• Policy and code adjustment
• Practice improvements

Implementation-based Actions:
• Programs and services
• Facility and infrastructure improvement
• Enforcement and incentives
Measurement hierarchy in STAR rubric

Community indicators (long-term outcomes)

- Benchmark conditions, identify deficits, track change over time

9 actions (intermediate outcomes)
1. Inventory, assessment or survey
2. Education and outreach
3. Partnerships and collaboration
4. Practice improvements
5. Plan development
6. Policy and code adjustment
7. Programs and services
8. Facility and infrastructure improvement
9. Enforcement and incentives

Agency/product improvements
Product quality, timeliness, cost, customer satisfaction

Agency/organization implementation – not included in STAR measurement rubric

STAR community ‘actions’

STAR outcome measures

9 actions (intermediate outcomes)
Equity dimensions of STAR

- Process Equity
- Distributional Equity
- Intergenerational Equity
Equity dimensions of STAR

**Process Equity:** Inclusive, open, and fair access by all stakeholders to decision processes that impact sustainable community outcomes. Process equity hinges on the degree that civic engagement, public participation, and jurisdictional listening is meaningful and accessible to the full range of effected parties.
Equity dimensions of STAR

**Distributional Equity:** Fair and just distribution of benefits and burdens to all residents across the community landscape, with little imbalance based on geography, gender, race/ethnicity, or income levels of households. Examples include how community amenities (parks, farmers markets, transit service) and negative impacts (pollution, traffic, noise) are distributed across and beyond the community.
Equity dimensions of STAR

Intergenerational Equity: Effects of today’s actions on the fair distribution of benefits and burdens to future generations and communities. Examples include resource depletion, climate pollution, species extinction, toxic exposures, white privilege, and real estate redlining practices.
Process equity – mostly built into actions

**Foundational Actions:**
- Partnerships and collaboration
- Inventory, assessment or survey
- Education and outreach
- Plan development
- Policy and code adjustment
- Practice improvements

**Implementation-based Actions:**
- Programs and services
- Facility and infrastructure improvement
- Enforcement and incentives

“Inclusive, open, and fair access by all stakeholders to decision processes that impact sustainable community outcomes. Process equity hinges on the degree that civic engagement, public participation, and jurisdictional listening is meaningful and accessible to the full range of effected parties.”
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**Intergenerational Equity**

- Intergenerational Equity
- Green Infrastructure
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**STAR Community framework**

**Distributional Equity**

- Equitable Services & Access
- Food Access & Nutrition
- Invasive Species
- Land Conservation
- Natural Resources Protection
- Outdoor Air Quality
- Water in the Environment
Distributional Equity ... per Equitable Services and Access objective:

- Public transit facilities and service levels
- Public libraries
- Public schools
- Public spaces
- Healthful food
- Health and human services
- Digital access or high speed internet
- Urban tree canopy
- Emergency response times

“Show the amount that the lowest performing quintile has moved toward the community norm between the measurement periods.”
‘Equitable Services and Access’ objective outcome measurement steps:

1. Determine the appropriate geographic boundary
2. Identify the demographic characteristics in quintiles
3. Overlay the assets and buffer to identify who is in proximity access catchment – normalize buffer as needed
4. Determine the lowest performing quintile (for baseline year) and then average the performance for all 5 quintiles to establish the community norm.
5. Demonstrate improvement by showing that conditions in the lowest performing quintile are moving closer to the community norm.
Public Library distribution
Farmer market distribution
Community Benefit Equity Assessment by % Non-white - Farmers Markets

King County Census 2010 Block Groups
Share of Non-white Residents

<table>
<thead>
<tr>
<th>Category</th>
<th>Non-White Percentage Range</th>
<th>Total Population</th>
<th>Population within 1 mile of FM (% of total population)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Under 13%</td>
<td>299,300</td>
<td>8.91</td>
</tr>
<tr>
<td>2</td>
<td>13.00% - 19.00%</td>
<td>302,390</td>
<td>66.49</td>
</tr>
<tr>
<td>3</td>
<td>19.01% - 28.00%</td>
<td>351,063</td>
<td>31.19</td>
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<tr>
<td>4</td>
<td>28.01% - 37.00%</td>
<td>330,676</td>
<td>24.67</td>
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<tr>
<td>5</td>
<td>37.01% - 49.00%</td>
<td>338,771</td>
<td>13.60</td>
</tr>
<tr>
<td>6</td>
<td>Over 49.00%</td>
<td>309,049</td>
<td>25.60</td>
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</tbody>
</table>

 Farmers Markets
- year round
- seasonal
- Buffer (1 mile radius)

# Farmers Markets
1. Broadway
2. Burien
3. Carnation
4. Cascade
5. City Hall
6. Clean Greens
7. Columbia City
8. Crossroads
9. Des Moines
10. Duwamish
11. Georgetown
12. Federal Way
13. Fremont
14. Januata Beach
15. Issaquah
16. Kent
17. Kirkland
18. Lake City
19. Lake Forest Park
20. Madrona
21. Magnolia
22. Maple Valley
23. Meadowbrook
24. Mercer Island
25. North Bend
26. Olympic Sculpture
27. Phinney
28. Pike Place
29. Queen Anne
30. Redmond
31. Renton
32. Auburn Intl
33. Ballard
34. Bellevue Saturday
35. Bellevue Thursday
36. Sammamish
37. University District
38. Vashon Saturday
39. Vashon Wednesday
40. Wallingford
41. West Seattle
42. Woodinville

Data Sources:
Farmers Markets: King County GIS Center 2011
Demographic Data: American Census 2010

Note: Population distribution within block groups was assumed to be even.

Produced by Andreas Braun
Map doc: equity_race_fm.md

King County GIS Center

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Grocery Store Distribution

American Community Survey '05-'09 reported by census tracts

<table>
<thead>
<tr>
<th>Category</th>
<th>Per Capita Income Range (US$)</th>
<th>Count</th>
<th>Census Tracts</th>
<th>Total Population</th>
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<tbody>
<tr>
<td>1</td>
<td>Up to $24000</td>
<td>57</td>
<td>272,164</td>
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<td>2</td>
<td>$24001 - $30000</td>
<td>63</td>
<td>335,556</td>
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<tr>
<td>3</td>
<td>$30001 - $35000</td>
<td>56</td>
<td>293,515</td>
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<tr>
<td>4</td>
<td>$35001 - $41000</td>
<td>62</td>
<td>305,113</td>
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<tr>
<td>5</td>
<td>$41001 - $49000</td>
<td>72</td>
<td>329,266</td>
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<tr>
<td>6</td>
<td>More than $49000</td>
<td>63</td>
<td>323,174</td>
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Key:
- Green dots: Grocery Stores
- Green or yellow lines: Urban Growth Boundary
- Green or yellow shaded areas: Buffer (1 mile / 10 miles radius)

Data Sources:
- Grocery Stores: King County GIS Center 2011
- Demographic Data: American Community Survey '05-'09 reported by Census 2000 Tracts

Notes:
- The American Community Survey is a small sample and margins of error may be high. These data should be used with caution as showing a generalized spatial distribution. The margin of error for income in the census tracts varies between $1,295 and $1,651.
- Food deserts can be defined as areas with a substantial number of people that both are threatened by poverty and have low access to a grocery store. Areas with low access (as defined for this analysis) are areas with a distance of more than 1 mile from a grocery store in urban areas and of more than 10 miles in rural areas.
- An annual per capita income of 24,000 US$ equals 63% of the per capita income of King County and 82% of the per capita income of Washington State.

Produced by Andreas Braun
Map doc: equity_income_fooddesert.mxd

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Urban forest cover
Community Benefit Equity Assessment by % Non-white - Change in Vegetation Density 2000 - 2009

King County Census 2010 Block Groups

Share of Non-white Residents

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<tr>
<th>Category</th>
<th>Non-White Percentage Range</th>
<th>Count Block Groups</th>
<th>Total Population</th>
<th>Non-white population (%)</th>
<th>Average Change in NDVI Value 00-09</th>
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<tbody>
<tr>
<td>1</td>
<td>Up to 13%</td>
<td>247</td>
<td>299,300</td>
<td>9.76</td>
<td>-0.0104</td>
</tr>
<tr>
<td>2</td>
<td>13.01% - 19.00%</td>
<td>239</td>
<td>302,390</td>
<td>15.97</td>
<td>-0.0140</td>
</tr>
<tr>
<td>3</td>
<td>19.01% - 28.00%</td>
<td>257</td>
<td>351,063</td>
<td>23.20</td>
<td>-0.0168</td>
</tr>
<tr>
<td>4</td>
<td>28.01% - 37.00%</td>
<td>240</td>
<td>330,676</td>
<td>32.31</td>
<td>-0.0196</td>
</tr>
<tr>
<td>5</td>
<td>37.01% - 49.00%</td>
<td>223</td>
<td>338,771</td>
<td>43.02</td>
<td>-0.0254</td>
</tr>
<tr>
<td>6</td>
<td>Over 49.00%</td>
<td>215</td>
<td>309,049</td>
<td>62.74</td>
<td>-0.0305</td>
</tr>
</tbody>
</table>

NDVI Value Change 2000 - 2009

- The 150 blkgrps with highest decrease in NDVI value (<-0.0463)
+ The 150 blkgrps with highest increase of NDVI value (>0.0055)

King County GIS Center

Data Sources:
Demographic Data: American Census 2010

Note:
The Normalized Difference Vegetation Index (NDVI) is a measure for vegetation cover and biomass production derived from multispectral satellite data. Values range between -1.0 and 1.0. Increasing positive NDVI values indicate increasing amounts of green vegetation. NDVI values near zero and decreasing negative values indicate non-vegetated features such as barren surfaces and water.
27.33% of King County's total population are non-white.

Produced by Andreas Braun
Map doc: equity_race_NDVIchange.mxd
Community Benefit Equity Assessment by % Non-white - Park Area

Census 2010 Block Groups
Share of Non-white residents

<table>
<thead>
<tr>
<th>Category</th>
<th>Non-white Percentage Range</th>
<th>Count Block Groups</th>
<th>Total Population</th>
<th>Non-white Population (%)</th>
<th>Accessible Park Area (sqft)</th>
<th>Accessible Park Area per resident (sqft)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Under 15%</td>
<td>241</td>
<td>309,978</td>
<td>20.75</td>
<td>239,777,682</td>
<td>774</td>
</tr>
<tr>
<td>2</td>
<td>15.00% - 21.00%</td>
<td>222</td>
<td>279,693</td>
<td>39.49</td>
<td>190,164,447</td>
<td>860</td>
</tr>
<tr>
<td>3</td>
<td>21.01% - 29.00%</td>
<td>216</td>
<td>281,215</td>
<td>28.79</td>
<td>326,744,620</td>
<td>1,162</td>
</tr>
<tr>
<td>4</td>
<td>29.01% - 38.00%</td>
<td>229</td>
<td>324,021</td>
<td>41.07</td>
<td>588,363,055</td>
<td>1,816</td>
</tr>
<tr>
<td>5</td>
<td>39.01% - 50.00%</td>
<td>198</td>
<td>278,351</td>
<td>42.40</td>
<td>272,980,957</td>
<td>981</td>
</tr>
<tr>
<td>Over 50%</td>
<td></td>
<td>214</td>
<td>319,189</td>
<td>25.47</td>
<td>596,687,885</td>
<td>1,869</td>
</tr>
</tbody>
</table>

Block Groups outside Urban Growth Area
Parks, Playgrounds

King County GIS Center
Data Sources:
Park data: King County GIS Center 2011
Population Data: Census 2010

Note:
It was assumed that residents in one block group have easy access to all parks in their block group as well as to park areas that are within a 1,000 feet distance to their block group. Therefore, block groups have assigned larger park areas than they actually have within their territory.
The last column in the table displays for each race category the average park area, a resident in this category has access to.
Only block groups within the urban growth area (1 mile buffer) were included, 27.33% of King County's total population are non-white.

Produced by Andreas Braun
Map doc: equity_race_parks.mxd

April 28, 2011
Equity Assessment by % non-white – Park facility locations countywide

Median distance to a developed park method
Equity Assessment – Park facility locations in unincorporated King County

Median distance to a developed park method
Unincorporated racial demographics (by Block Group) and proximity to King County Parks

<table>
<thead>
<tr>
<th>Category</th>
<th>Minority Pct Range</th>
<th>Ct BlkGrps</th>
<th>Total Population</th>
<th>Minority Population</th>
<th>Minority Pct Overall</th>
<th>Median Distance to King County Parks &amp; Open Space (mile)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>0.0 - 11.9%</td>
<td>153</td>
<td>164580</td>
<td>12020</td>
<td>7.30</td>
<td>0.00</td>
</tr>
<tr>
<td>B</td>
<td>12.0 - 15.9%</td>
<td>26</td>
<td>32814</td>
<td>4655</td>
<td>14.19</td>
<td>0.24</td>
</tr>
<tr>
<td>C</td>
<td>16.0 - 21.4%</td>
<td>33</td>
<td>41253</td>
<td>7507</td>
<td>18.20</td>
<td>0.29</td>
</tr>
<tr>
<td>D</td>
<td>21.5 - 27.9%</td>
<td>36</td>
<td>42633</td>
<td>10393</td>
<td>24.38</td>
<td>0.32</td>
</tr>
<tr>
<td>E</td>
<td>28.0 - 39.9%</td>
<td>32</td>
<td>35280</td>
<td>11686</td>
<td>33.12</td>
<td>0.30</td>
</tr>
<tr>
<td>F</td>
<td>40.0 - 100%</td>
<td>32</td>
<td>32731</td>
<td>17541</td>
<td>53.59</td>
<td>0.17</td>
</tr>
</tbody>
</table>

Countywide Racial Demographics (by Block Group) and Proximity to All Parks in King County

<table>
<thead>
<tr>
<th>Category</th>
<th>Minority Pct Range</th>
<th>Ct BlkGrps</th>
<th>Total Population</th>
<th>Minority Population</th>
<th>Minority Pct Overall</th>
<th>Median Distance to Parks / Open Space (mile)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>0.0 - 11.9%</td>
<td>474</td>
<td>465204</td>
<td>39334</td>
<td>8.46</td>
<td>0.00</td>
</tr>
<tr>
<td>B</td>
<td>12.0 - 15.9%</td>
<td>225</td>
<td>245375</td>
<td>34164</td>
<td>13.92</td>
<td>0.00</td>
</tr>
<tr>
<td>C</td>
<td>16.0 - 21.4%</td>
<td>226</td>
<td>250239</td>
<td>46096</td>
<td>18.42</td>
<td>0.13</td>
</tr>
<tr>
<td>D</td>
<td>21.5 - 27.9%</td>
<td>212</td>
<td>241993</td>
<td>58912</td>
<td>24.34</td>
<td>0.15</td>
</tr>
<tr>
<td>E</td>
<td>28.0 - 39.9%</td>
<td>229</td>
<td>281031</td>
<td>93695</td>
<td>33.34</td>
<td>0.00</td>
</tr>
<tr>
<td>F</td>
<td>40.0 - 100%</td>
<td>214</td>
<td>253192</td>
<td>149326</td>
<td>58.98</td>
<td>0.14</td>
</tr>
<tr>
<td><strong>Equitable Services and Access Actions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>1</strong> Adopt an equity plan** that evaluates current conditions in the community and establishes targets to improve equitable access and proximity in at least the categories identified in the outcome measure**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2</strong> <strong>Adopt an equity or social justice policy</strong> that establishes a clear commitment to equity in local government decision-making, activities, and investments</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>3</strong> <strong>Promote events and programs</strong> that recognize and celebrate social and cultural diversity in the community</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>4</strong> <strong>Publicize efforts</strong> to improve equitable access and proximity to community facilities, services, and infrastructure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>5</strong> <strong>Establish partnerships</strong> that engage key community groups and stakeholders in activities to advance equitable access and proximity to facilities, services, and infrastructure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>6</strong> Provide <strong>equity and diversity training</strong> for local government staff</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>7</strong> <strong>Modify the deployment of local programs and services</strong> to reduce disparities within the categories identified in the outcome measure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>8</strong> <strong>Construct new facilities and infrastructure</strong> in locations that reduce existing disparities within the categories identified in the outcome measure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Session intent:

- Convey the scope and organization of STAR Community Rating System
- Review and consider equity dimensions: process, distributional, intergenerational
- Unpack the measurement protocol for the *Equity in Access and Services* objective
- Convey familiarity with related objectives:
  - *Environmental Justice*
  - *Civil and Human Rights*
  - *Civic Engagement*
  - *Social and Cultural Diversity*
  - *Poverty Prevention & Alleviation*
- Answer questions, discuss scope and merits/weaknesses of this system
Environmental Justice Outcome:

Reduced Risk and Exposure:
Demonstrate progress towards achieving targets for prioritized environmental justice sites identified in a locally-adopted plan.
<table>
<thead>
<tr>
<th><strong>Environmental Justice Actions</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Create an Environmental Justice Collaborative Group</strong> composed of residents, stakeholders, and environmental professionals to assess risk and exposure, set targets, implement projects, and monitor improvements <strong>Partnerships and Collaboration</strong></td>
</tr>
<tr>
<td><strong>Assess the risk and exposure</strong> to toxins related to the community’s prioritized environmental justice sites, establishing at least the location and community impact of each selected site <strong>Inventory, Assessment, and Survey</strong></td>
</tr>
<tr>
<td><strong>Adopt an environmental justice plan</strong> aimed at reducing polluted and toxic environments in the jurisdiction <strong>Plan Development</strong></td>
</tr>
<tr>
<td><strong>Establish targets for each of the prioritized environmental justice sites</strong> related to air or water improvements <strong>Policy and Code Adjustment</strong></td>
</tr>
<tr>
<td><strong>Incorporate</strong> environmental justice criteria and priorities <strong>into zoning, land use planning, permitting policies, and development of new projects</strong> <strong>Policy and Code Adjustment</strong></td>
</tr>
<tr>
<td><strong>Create community benefit agreements</strong> (CBAs) for projects associated with prioritized environmental justice sites and proposed development projects with environmental justice concerns <strong>Policy and Code Adjustment</strong></td>
</tr>
<tr>
<td><strong>Create an interdepartmental working committee</strong> within the local government to guide and support environmental justice activities <strong>Practice Improvements</strong></td>
</tr>
<tr>
<td><strong>Monitor and enforce environmental regulations</strong> for existing facilities that impact prioritized environmental justice sites <strong>Enforcement and Incentives</strong></td>
</tr>
<tr>
<td><strong>Implement projects to reduce acute exposure</strong> to contaminants and risks associated with prioritized environmental justice sites <strong>Facilities and Infrastructure</strong></td>
</tr>
</tbody>
</table>
Civil and human rights outcome:

Resolution of Complaints: Demonstrate that all civil and human rights complaints in the past 3 years have been investigated and violations redressed in a timely manner.
Civil and Human Rights Actions

1. **Adopt specific policies or amend the jurisdiction’s charter** to specifically protect the civil and human rights of all community residents.

2. **Allow local government services to be obtained by all individuals without ID restrictions**.

3. **Conduct local public education campaigns** regarding civil and human rights, such as the process for filing complaints.

4. **Establish an independent civil and/or human rights commission** with the authority and capacity to investigate complaints.

5. **Provide training for police officers** focused on non-discrimination and conflict prevention.

6. **Operationalize the local government’s civil and human rights policies in programs, services, and operations**.

7. **Provide language translation or interpretation services** to ensure that residents have access to information about local government programs, services, and operations.
Civic Engagement Outcome:

Voting:
- Part 1: Increase the percentage of registered voters per capita over time
  — AND —
- Part 2: Increase the percentage of voters per capita participating in local elections over time

Volunteerism:
- Option A: Demonstrate that at least 30% of residents in large cities and counties or 35% of residents in mid-sized cities volunteered in the past year
  — OR —
- Option B: Demonstrate an increase in the percentage of residents who volunteered over the past 5 years

Sense of Empowerment:
- Option A: Demonstrate that at least 50% of residents believe they are able to have a positive impact on their community based on a local survey
  — OR —
- Option B: Increase over time the percentage of residents who believe they are able to have a positive impact on their community based on local surveys
Civic Engagement Actions

1. **Adopt a policy** to encourage **diversity** in local government appointments to advisory **boards and commissions**

2. **Adopt guidelines** to instruct local government agencies or departments about how to successfully **engage residents**

3. **Conduct education campaigns** about the electoral process, voter registration and participation, and other issues related to civic literacy

   - **Partner** with business, civic, and neighborhood organizations to **increase voter registration** and turnout
   - OR volunteer opportunities and participation OR ongoing civic engagement in local decision-making

4. **Provide training** to local government agencies or departments on successful public engagement techniques

5. **Establish regular, ongoing opportunities for elected officials and/or senior government staff to meet with residents** to answer questions and listen to concerns

6. **Create a volunteer program** for residents to assist the local government with special events, services, and operations

7. **Provide support and resources to local community groups** to help them achieve their missions

8. **Create a mock youth voting program** to teach children about democracy, elections, and the importance of voting
Social and Cultural Diversity Outcomes

Diverse Community Representation: Demonstrate that appointments to local advisory boards and commissions reflect the racial and ethnic diversity of the community

Social and Cultural Events: Demonstrate that public events celebrating social and cultural diversity are held in the community
Social and Cultural Diversity **Actions**

1. **Conduct an assessment** of the community’s social and cultural diversity to inform local government actions

2. **Use the Diversity Index** to analyze the effectiveness of policies, programs, service delivery, and infrastructure investments

3. **Adopt a policy** to encourage diversity in local government appointments

4. **Promote events and programs** that recognize and celebrate social and cultural diversity in the community

5. **Provide equity and diversity training for local government staff**

6. **Establish an office within the jurisdiction** to ensure access, equity, and inclusion in policies, programs, procedures, and service delivery

7. **Provide leadership and training programs** that encourage and support representation on local boards and commissions reflective the community’s diversity

8. **Provide programs that support** the development of **positive, strong youth leaders**, particularly in low-income and/or minority neighborhoods

9. **Provide financial or logistical support** to **programs, activities, or events that celebrate and deepen understanding and respect for the community’s diversity**
Poverty Prevention & Alleviation Outcome

**Poverty Reduction:** Demonstrate progress towards no residents living below the poverty line by 2025

**Equitable Poverty Reduction:** Demonstrate a decrease over time in the percentage of residents living below the poverty line from at least 3 population subgroups
Poverty Prevention & Alleviation Actions

1. **Adopt a community-wide plan to reduce poverty**
   Create a team of local government staff to work collaboratively and coordinate with non-governmental organizations to provide high-quality services and reduce poverty.

2. **Develop public education campaigns** to inform residents about how to enroll in available service programs to help meet basic needs.

3. **Implement supportive workplaces programs** for people living at or near the poverty line that includes affordable child care, transportation assistance, health care, medicine and toiletries, household goods, and shelter.

4. **Create programs to improve employment opportunities for low-income individuals** by strengthening hard and soft work skills.

5. **Provide child development programs** for children living at or near the local poverty line, including food and nutrition, health care, and early childhood education.
Typical measurement and submittal requirements for *outcomes*

- STAR templates in Excel worksheets
- Reports
- Designations
- Calculations
- Local performance based on national sources
- Survey findings
- Other documentation of achievement
## Typical measurement and submittal requirements for *actions*

<table>
<thead>
<tr>
<th>Action type:</th>
<th>Verification, submittal/upload requirement:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Partnerships and Collaboration</td>
<td>Evidence of formal partnership established, description of each partner’s contributions</td>
</tr>
<tr>
<td>2 Education and Outreach</td>
<td>Event(s), workshop(s) websites, printed materials</td>
</tr>
<tr>
<td>3 Inventory, Assessment, and Survey</td>
<td>Map, spreadsheet or database, report</td>
</tr>
<tr>
<td>4 Plan Development</td>
<td>Plan scope, sphere of influence, engagement level, date of adoption</td>
</tr>
<tr>
<td>5 Policy or Code Adjustment</td>
<td>Resolution, proclamation, guidelines, sphere of influence</td>
</tr>
<tr>
<td>6 Practice Improvements</td>
<td>Evidence of improvement</td>
</tr>
<tr>
<td>7 Enforcement and Incentives</td>
<td>Evidence of enforcement action</td>
</tr>
<tr>
<td>8 Program and Services</td>
<td>Evidence of program or service</td>
</tr>
<tr>
<td>9 Facilities and Infrastructure</td>
<td>Evidence of improvement</td>
</tr>
</tbody>
</table>
Technical challenges w/ measurement of equity and remedies or corrective actions

- Varying equity dimensions, definitions and policy intent
- Vague baseline measurement, given individual, institutional, and systematized inequities
- Embedded and historic causes that may be largely invisible.
- Context-sensitive and scale-dependent
- Soft and interpersonal elements that defy quantification
- Unclear pathways for remedies and corrections
Regional application potential

Upstream drivers, pressures, determinants of equity, risk and protective factors

Regional sustainable community attributes

King County Strategic Plan implementation

Products, services, facilities

Priorities and drivers of satisfaction

Cities, special districts, civic organizations

Resources, skills, capacities of King County

Resources, skills, capacities of partners
Session intent:

- Convey the scope and organization of STAR Community Rating System
- Review and consider the equity dimensions: process, distributional, intergenerational
- Unpack measurement requirements for the Equity in Access and Services objective
- Introduce related objectives: Environmental Justice, Civil and Human Rights, Civic Engagement, Social and Cultural Diversity, Poverty Prevention & Alleviation
- Answer questions about scope, merits and weaknesses of equity measurement in STAR – and technical challenges with equity measurement.
Thank you for your interest and participation!

Contact information:
Richard Gelb, King County Department of Natural Resources and Parks
richard.gelb@kingcounty.gov – 206-296-8374

http://www.starcommunities.org/