

Centering on Equity

The importance of making equity a core component of our work

SPU Customer Review Panel
December 5, 2018

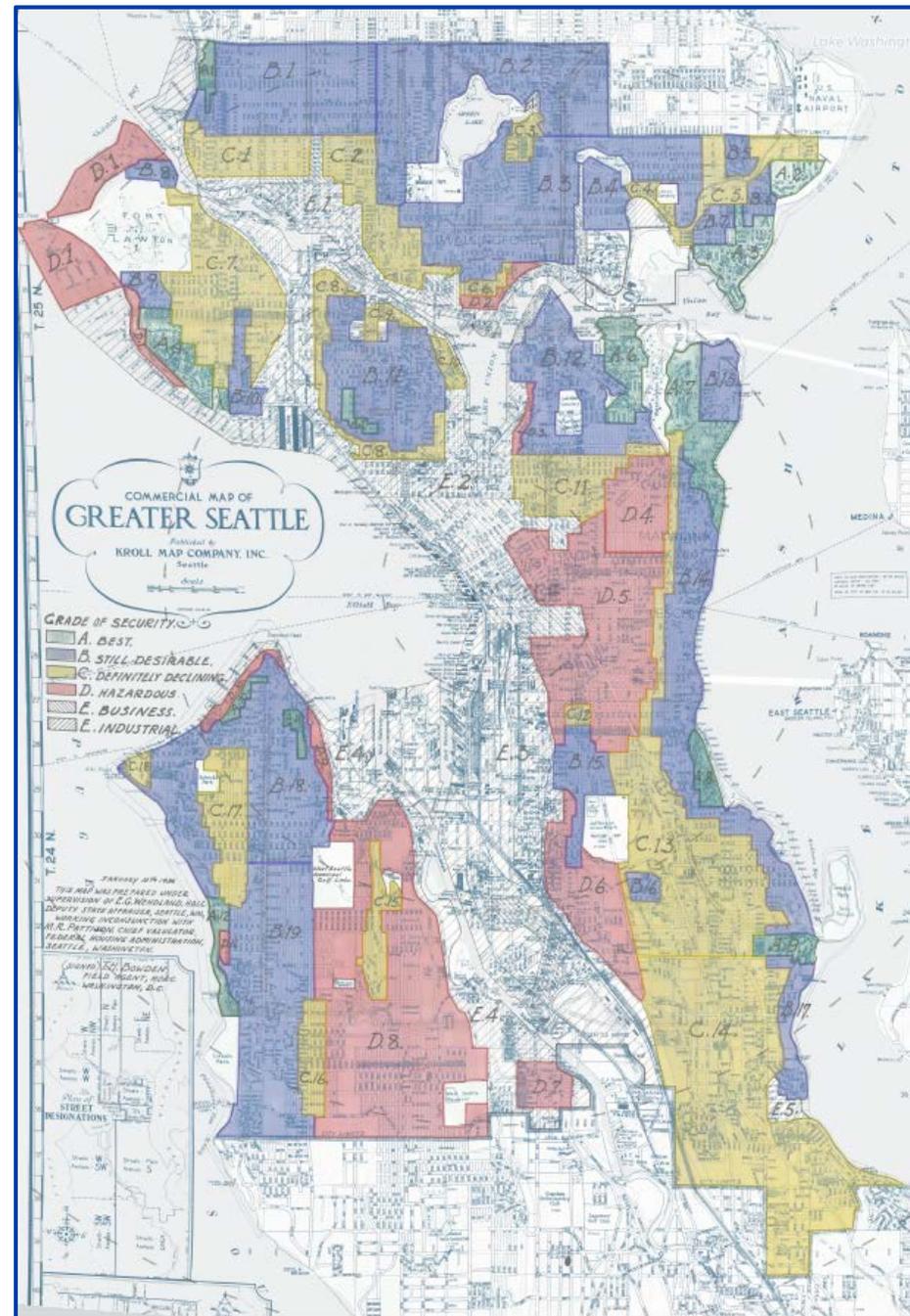


WHY DO WE FOCUS ON RACE AND EQUITY?



Seattle Redlining Map (1936)

- “Best”
- “Still Desirable”
- “Definitely Declining”
- “Hazardous”





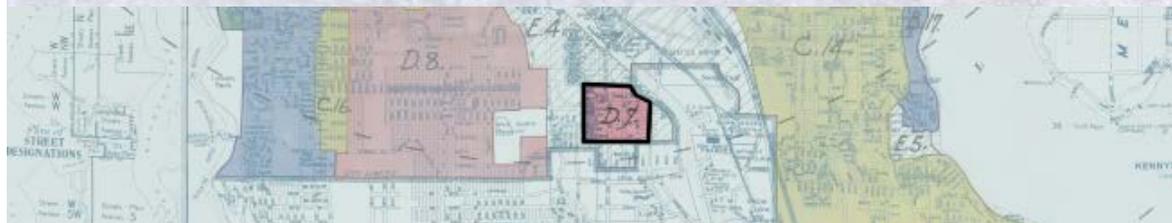
D-4 Area

This is the Negro area of Seattle.

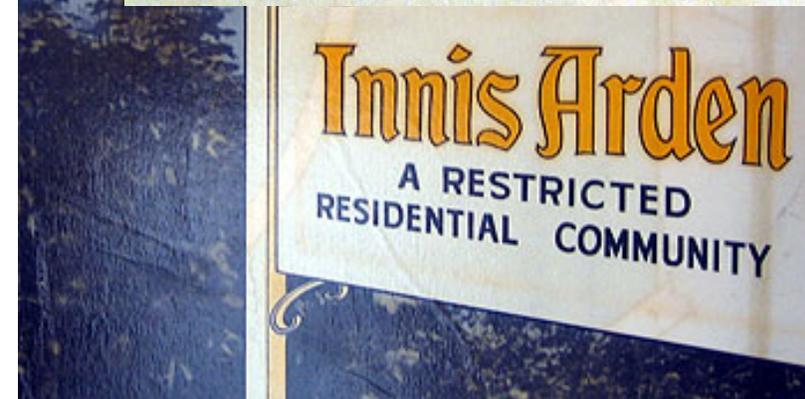


D-7 Area:

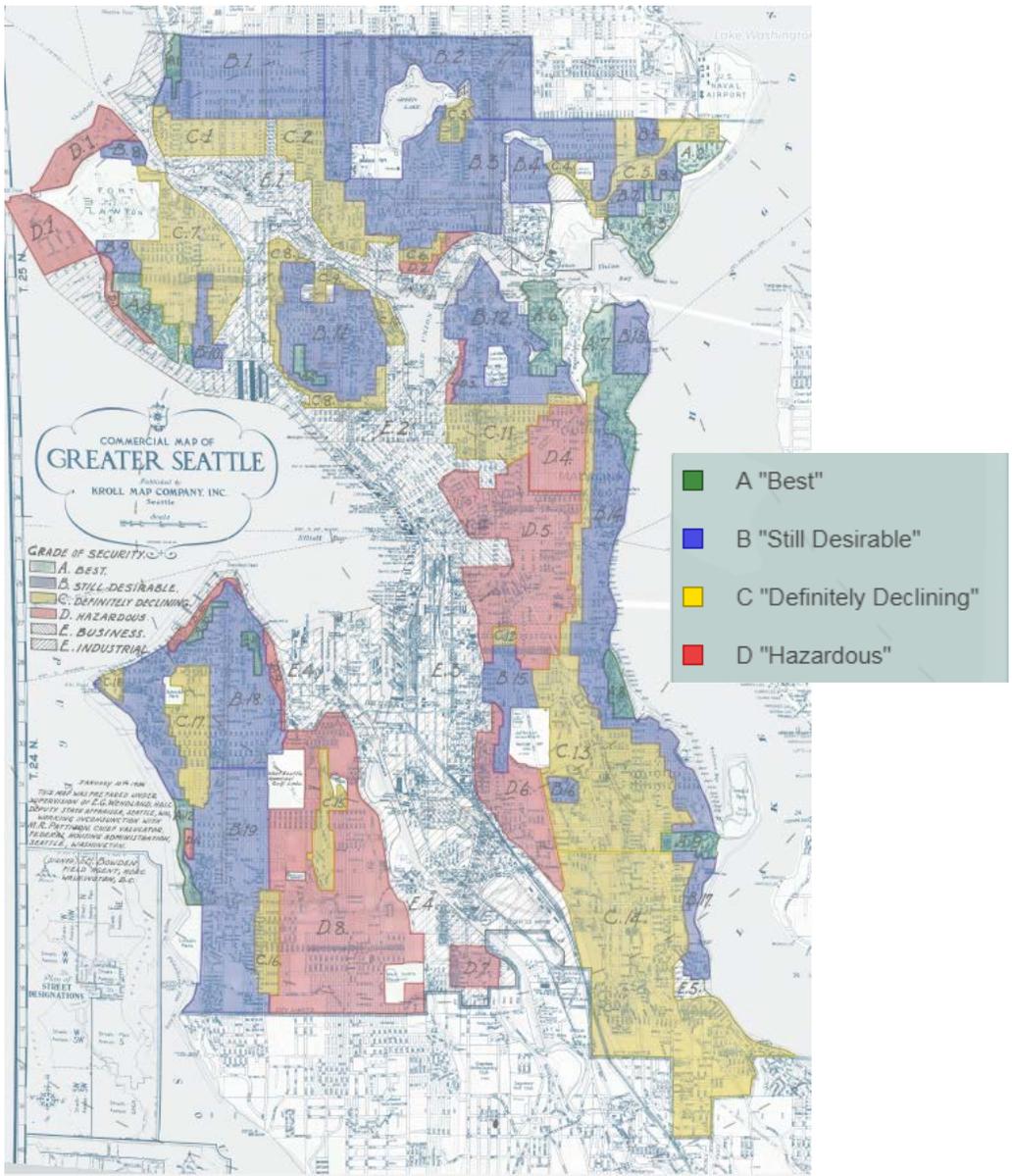
This is an old residential area - hazardous as security for long term mortgage loans because of type of occupancy of district.



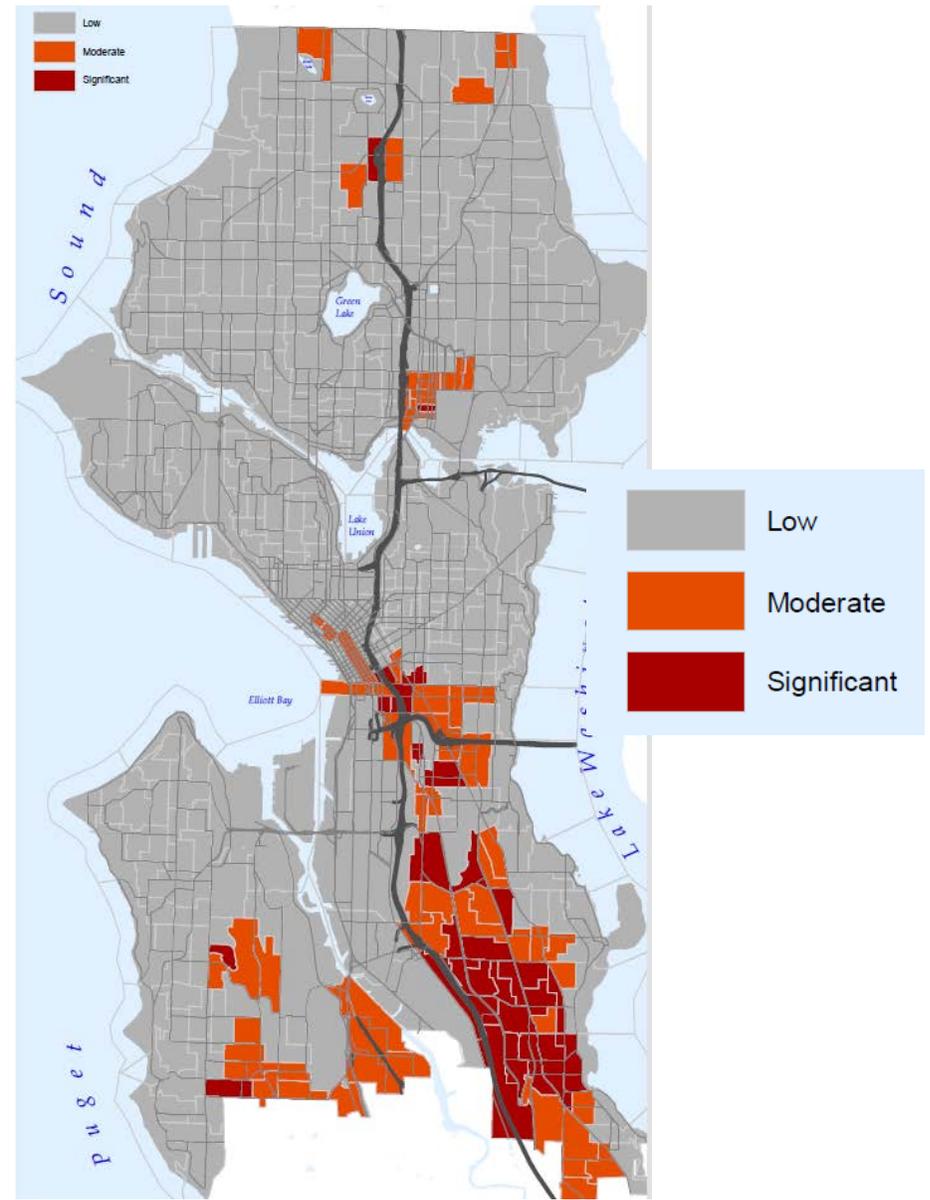
14. **RACIAL RESTRICTIONS**...No property in said addition shall at any time be sold, conveyed, rented or leased in whole or in part to any person or persons not of the White or Caucaasian race. No person other than one of the White or Caucaasian race shall be permitted to occupy any property in said addition or portion thereof or building thereon except a domestic servant actually employed by a person of the White or Caucaasian race where the latter is an occupant of such property.



Seattle Redlining Map 1936



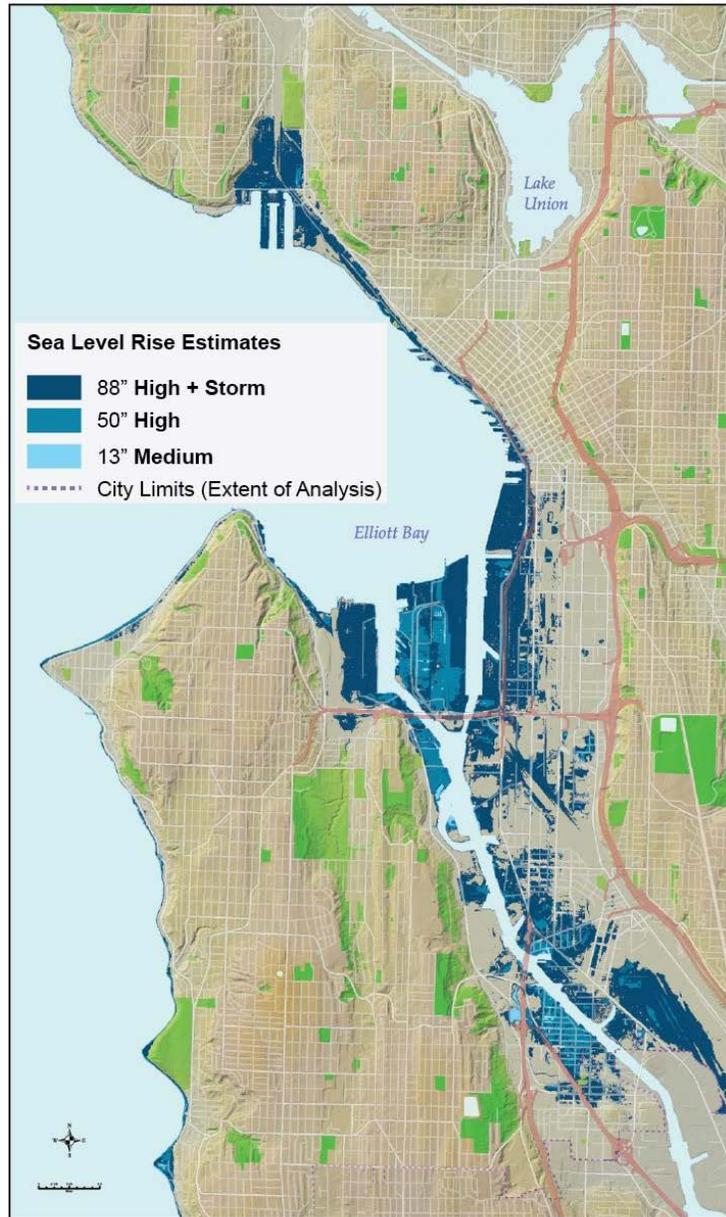
Level of Known Racial or Socioeconomic Disparity Based on 2010-2015 Data



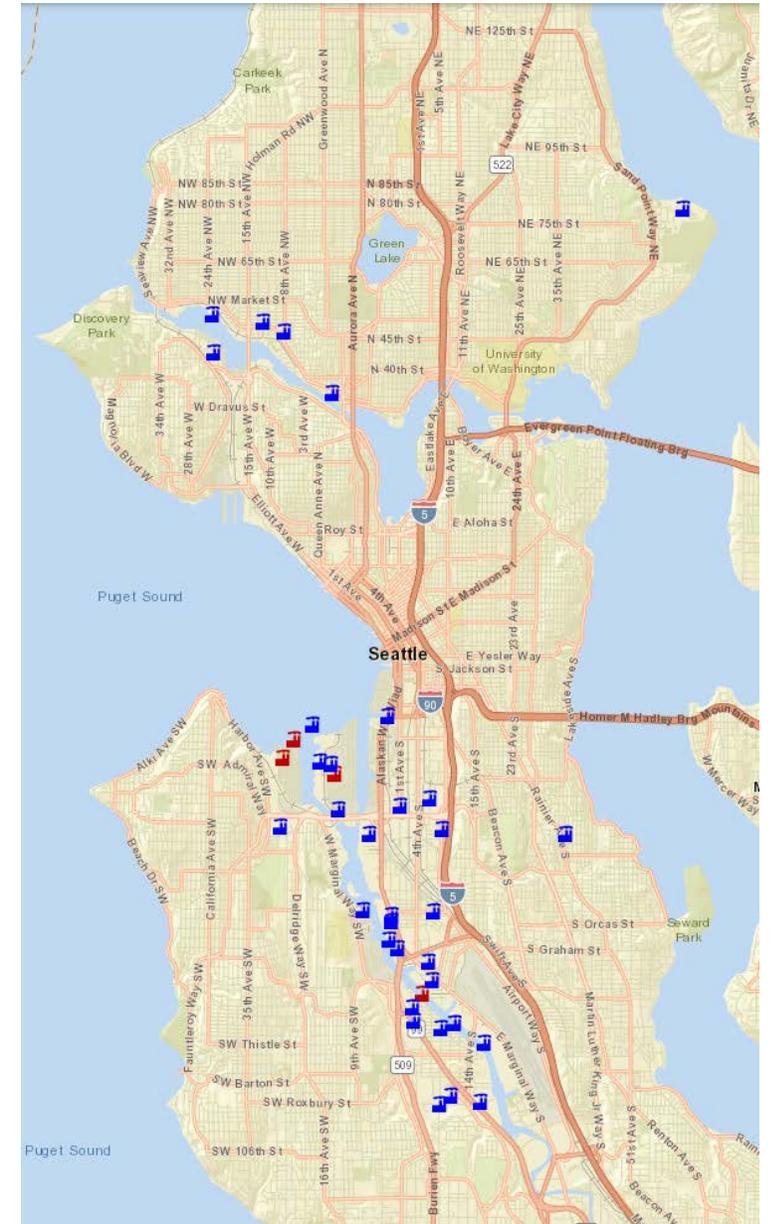
Flooding



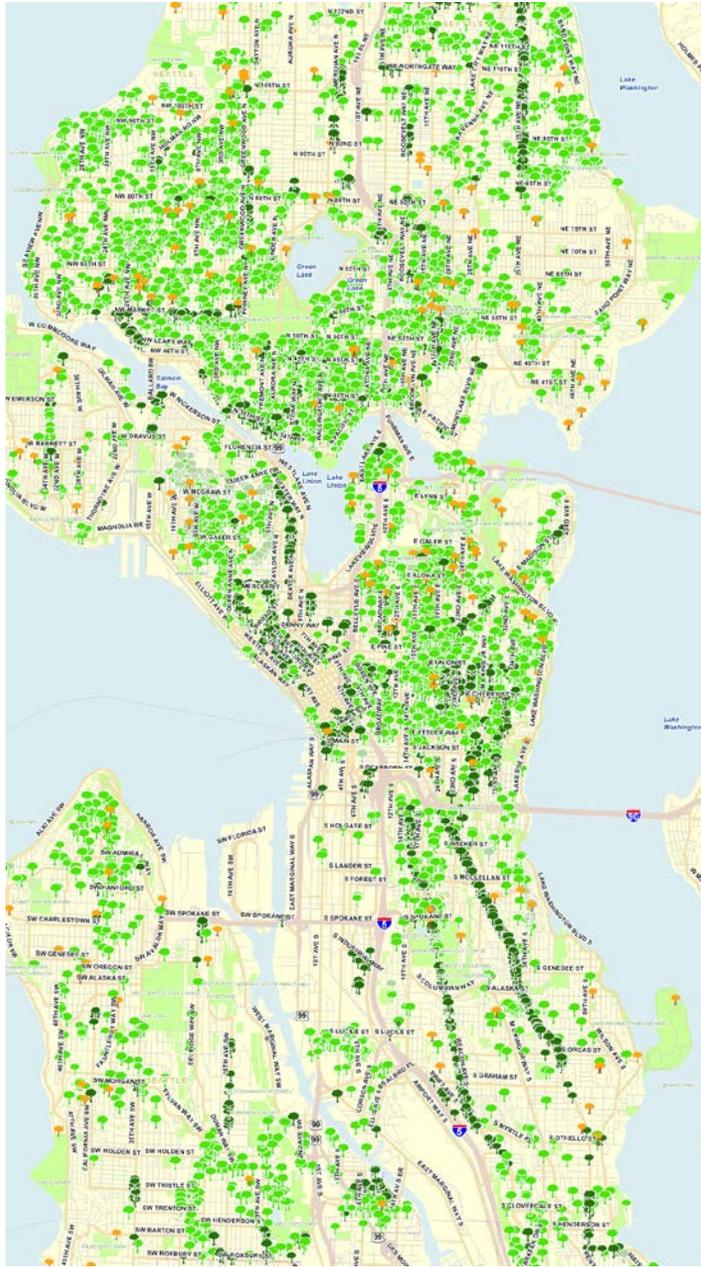
Sea Level Rise



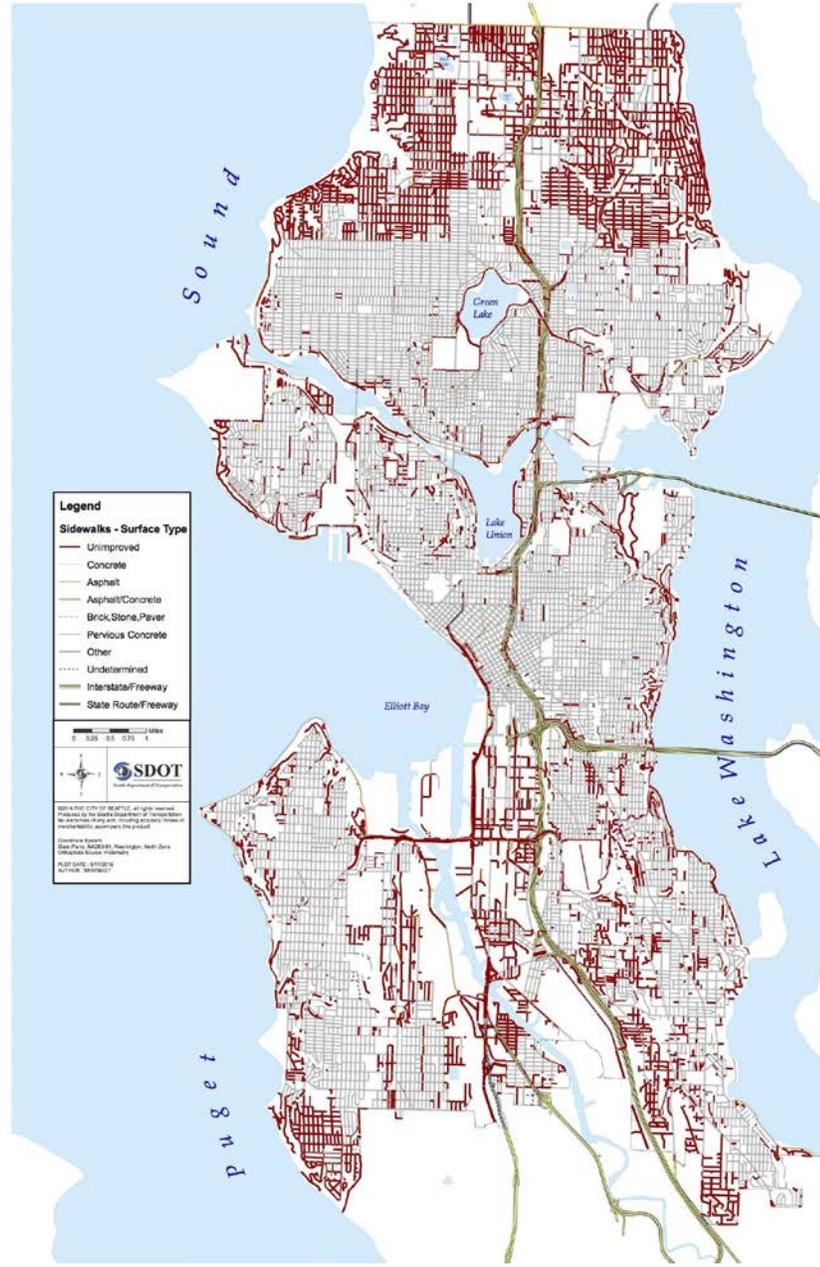
Toxics and Superfund Sites



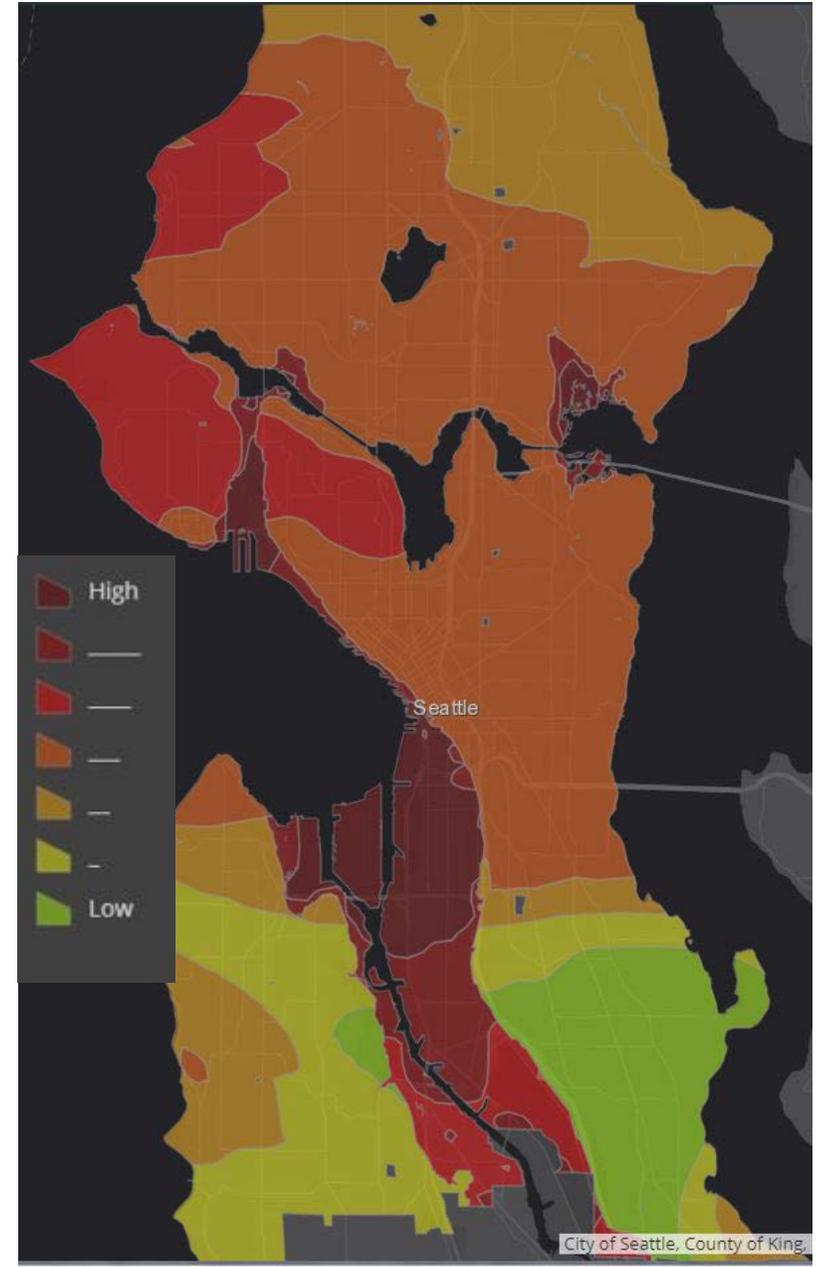
Tree Canopy



Lack of Sidewalks



Seismic

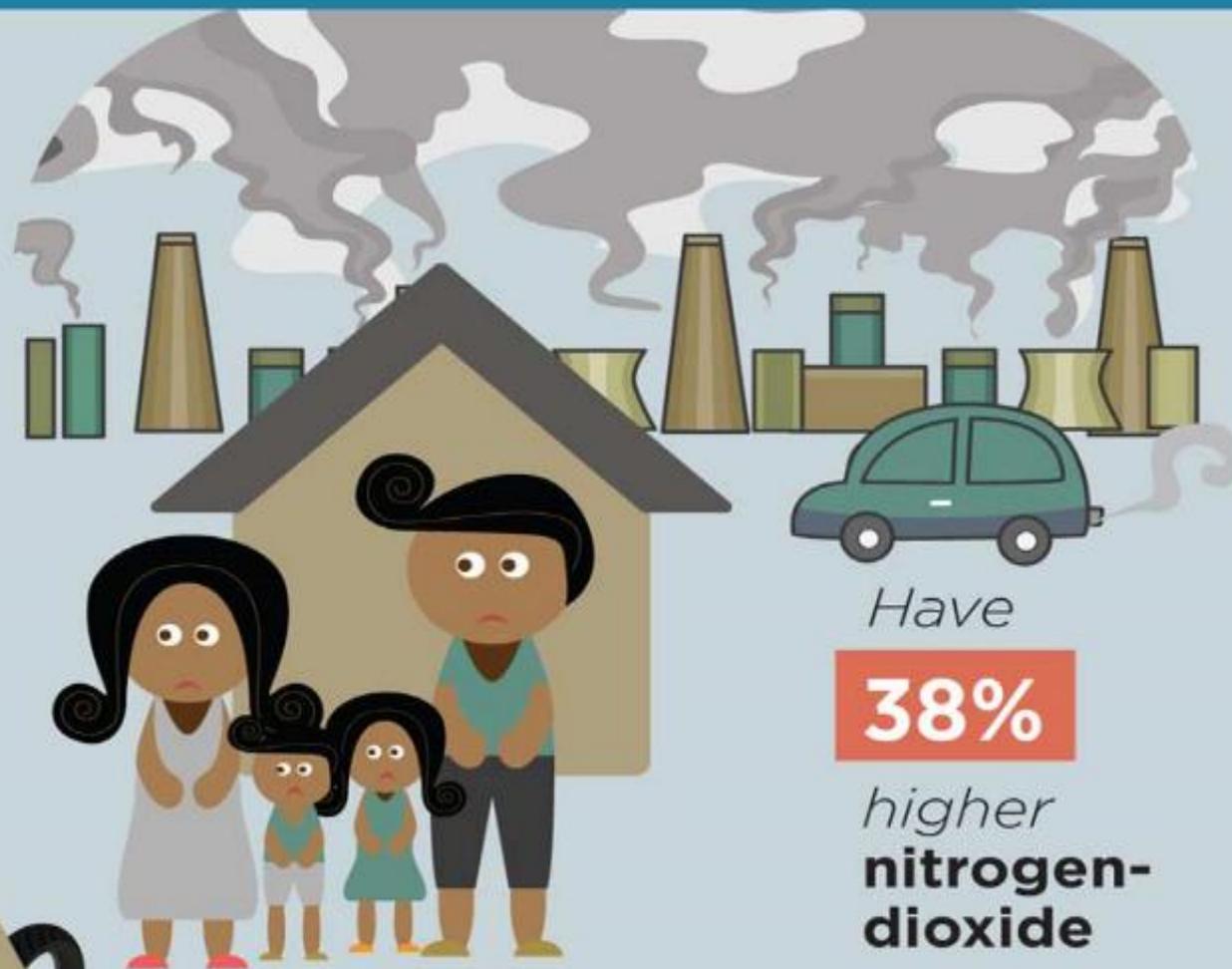


Environmental Racism Is Nothing New

Race is the most significant predictor of a person living near contaminated air, water, or soil.

56%

of the population near **toxic waste sites** are people of color.



People of color:

Have

38%

higher **nitrogen-dioxide** exposure.

Are

2x

more likely to live without **potable water** and **modern sanitation**.



Have seen

95%

of their claims against polluters **denied by the EPA**.



41



"When my car broke down, I took two buses and walked uphill to get all my groceries home, perishable items from EBT. The healthy stuff is heavy. It's hard to carry on the bus. And heavy groceries with my three year old kid, it was a source of stress."

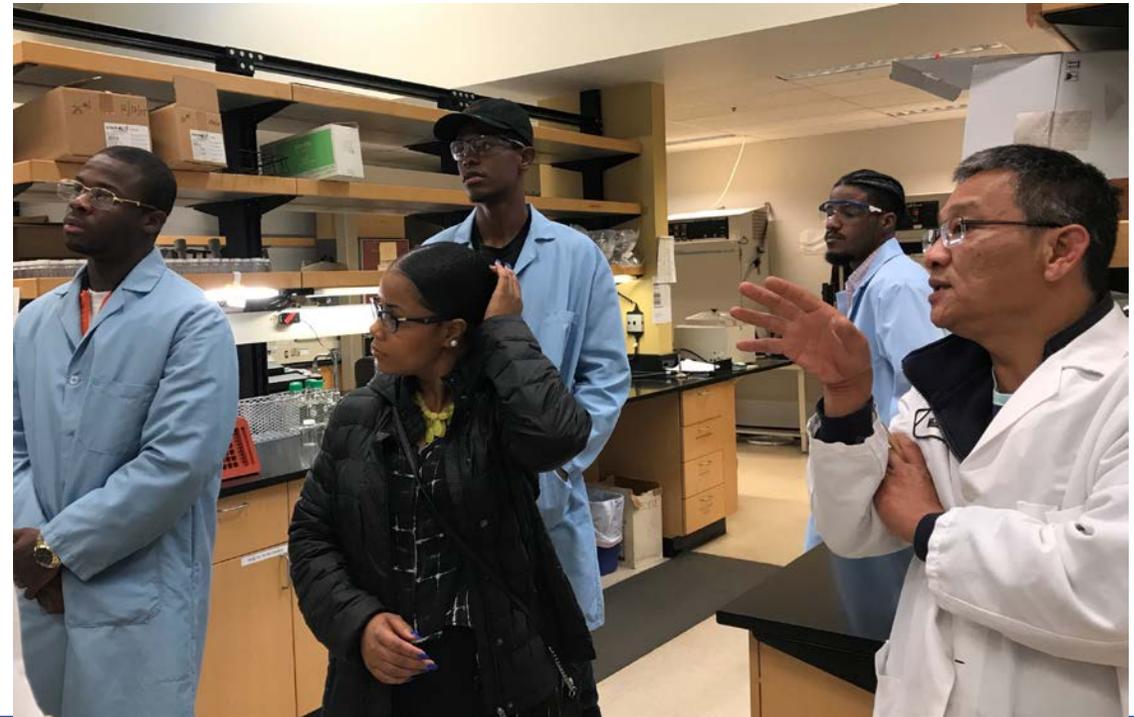
— Community member, Solid Ground



HEALTHY ENVIRONMENTS FOR ALL

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

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PEOPLE OF COLOR

2010 US CENSUS

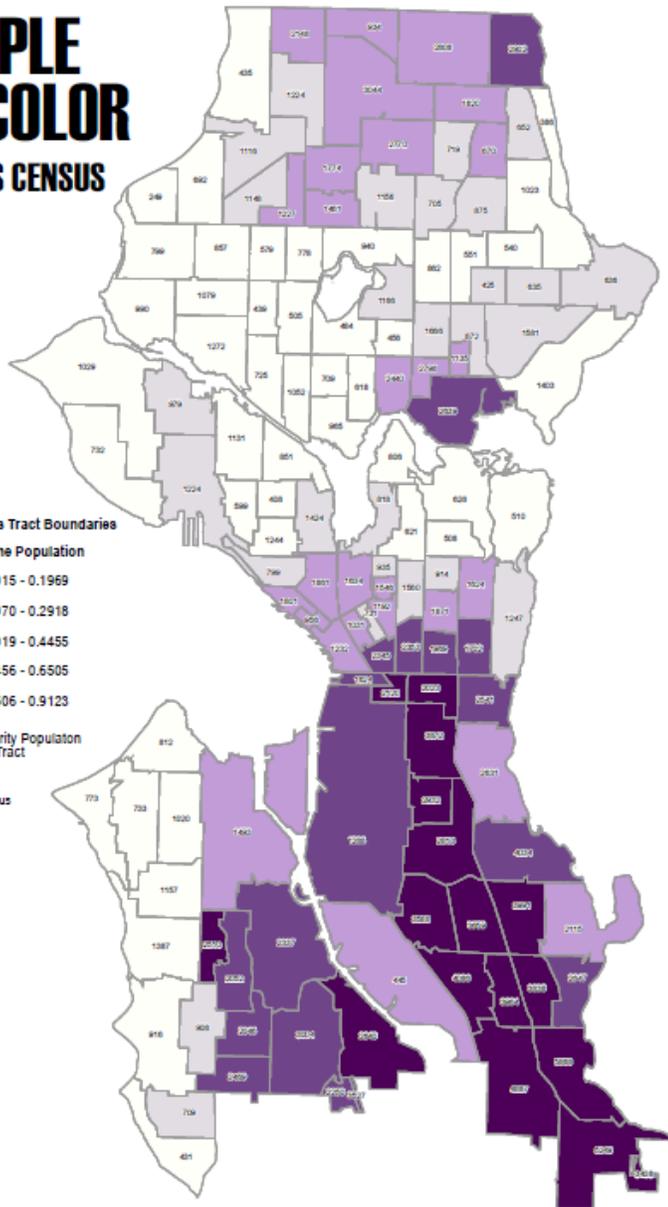
2010 Census Tract Boundaries

Percent of the Population



999 Minority Population Per Tract

Data Source:
2010 US Census

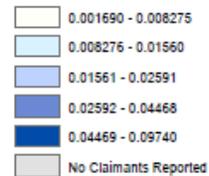


SPU CLAIMS

2011-2014

2010 Census Tract Boundaries

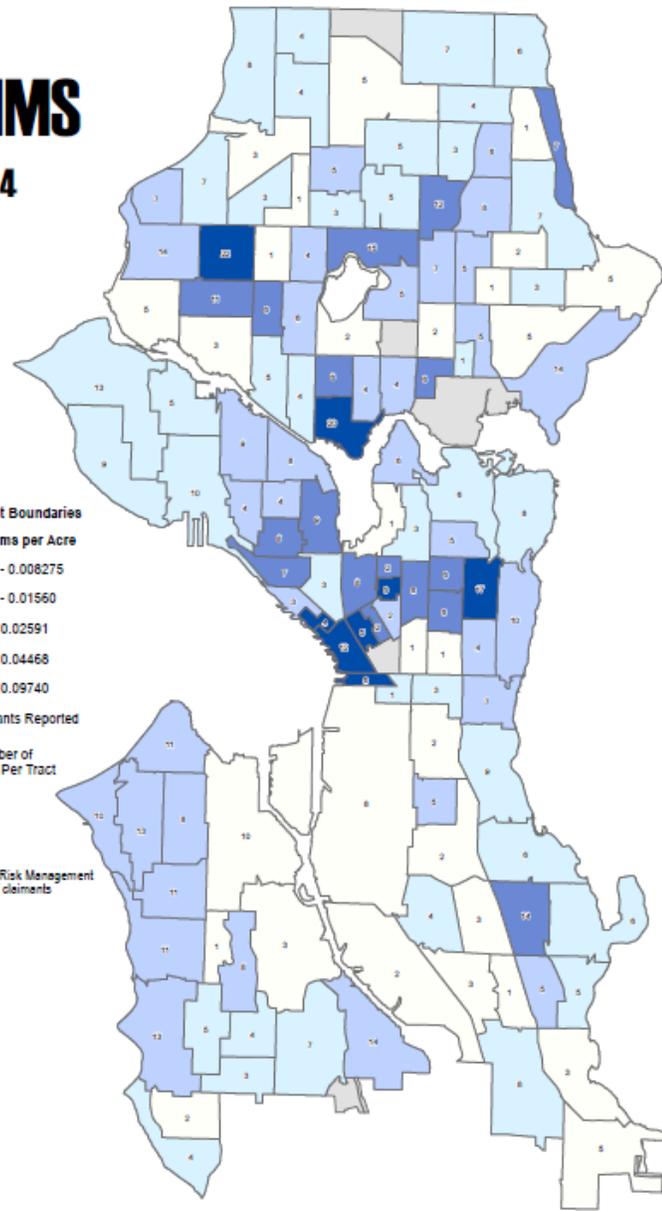
Frequency of Claims per Acre



999 Total Number of Claimants Per Tract

Data Source:
City of Seattle
2010 US Census

Data Source:
City of Seattle FAS Risk Management
Home addresses of claimants





The background features a blue gradient with several white circular gauges and arrows. One large gauge on the left has a scale from 140 to 260. Other gauges are smaller and scattered across the page. Dotted lines and arrows suggest a flow or process.

CENTERING RACIAL EQUITY IN SBP UPDATE

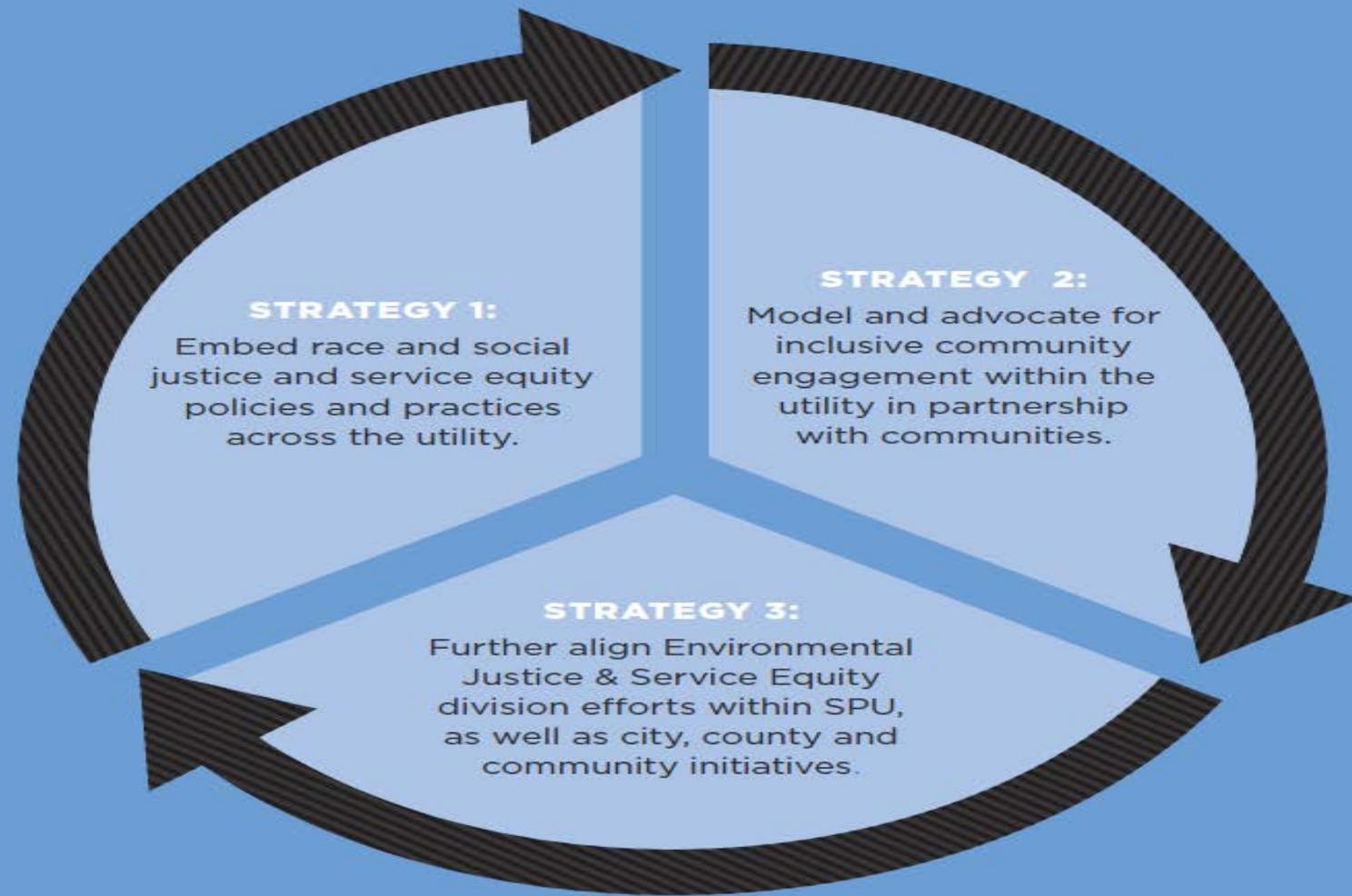
HOW WE ENSURE RACIAL EQUITY IS WEAVED THROUGHOUT OUR PLAN



SPU - Anthony Harris



STRATEGIES



STRATEGY 1:
Embed race and social justice and service equity policies and practices across the utility.

STRATEGY 2:
Model and advocate for inclusive community engagement within the utility in partnership with communities.

STRATEGY 3:
Further align Environmental Justice & Service Equity division efforts within SPU, as well as city, county and community initiatives.

WHY DO WE CENTER RACE?

When we look across every type of achievement in this country, whether that be life expectancy, income, job status, wealth, health, education level, involvement with the criminal justice system, etc.

Race is the single, strongest predictor of outcomes

This tells us that race plays a huge role in achievement of every type.

That is not to say that race is the only factor, but it is the most prevalent and, more often than not, the strongest predictor



“RACIAL EQUITY IS ABOUT APPLYING JUSTICE AND A LITTLE BIT OF COMMON SENSE TO A SYSTEM THAT’S BEEN OUT OF BALANCE. WHEN A SYSTEM IS OUT OF BALANCE, PEOPLE OF COLOR FEEL THE IMPACTS MOST ACUTELY, BUT, TO BE CLEAR, AN IMBALANCED SYSTEM MAKES ALL OF US PAY.”

CSI PRESIDENT GLENN HARRIS

THE AHA MOMENT

I'M JUDGED BASED ON WHETHER OR NOT I MEET MY SOLID WASTE GOAL. EQUITY IS NOT PART OF MY GOAL.

*TOM GANNON
SW PLANNER*

RATE PAYER EQUITY



RACIAL EQUITY LENS

- A racial equity lens is a tool and practice to transform and improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs.
- Applying a racial equity lens to internal organizational development work helps to identify, talk about and manage inherent power dynamics that organizations grapple with every day, especially those that are white dominated, in culture and/or demographics.
- At its core, it is a set of principles, reflective questions, and processes that focuses at the individual, institutional, and systemic levels by:
 - Deconstructing what is not working around racial equity;
 - Reconstructing and supporting what is working;
 - Shifting the way we make decisions and think about this work; and
 - Healing and transforming our structures, our environments, and ourselves.

DISCUSSION QUESTIONS

- What is your reaction to what was just shared?
- What can you/CRP do to help us achieve this goal as part of the Strategic Business Planning effort?

NEXT STEPS

- Provide an overview of the proposed key stakeholders and engagement strategy .
- Partner with you to do a racial equity analysis to increase our ability to fulfill our racial equity commitment and develop a plan that provides guidance to staff, and a plan that is informed by customer input and better meets their needs, particularly people of color, immigrant, refugee and low income customers.