

West Seattle and Ballard Link Extensions

*Racial Equity Toolkit
Seattle Design Commission*

12/16/21

Agenda

- 1. Agency and partnership context*
- 2. WSBLE RET: Shifting practice & informing decision making*
- 3. Questions & Discussion*



Why we are here

- In our roles, we have the opportunity and responsibility to identify and seek to reduce, eliminate and/or prevent inequities in all we do.
- Infrastructure projects often reinforce systemic racism, with communities of color bearing a disproportionate share of the impacts.



Agency and Partnership Context

Office of Civil Rights, Equity & Inclusion

Vision

Where all Sound Transit employees, passengers and the community feel welcomed, are connected to what they need and have equitable access to opportunities, programs & services.

Mission

To advance civil rights, equity and inclusion for our employees, passengers and the community.



CREI Business Lines

Economic Development

- Disadvantaged Business Enterprise Goals
- Small Business Goals
- Supplier Diversity
- Technical Assistance
- Capacity Building Mentorship Program

Inclusive Culture

- EEO Goals
- DEI Goals
- Employee Resource Groups
- Employee Resource Networks
- Inclusive Learning Series
- Cultural Heritage & History Months

Equity & Social Responsibility

- Racial Equity Tools
- Equitable Engagement
- Equity Summit
- Undoing Institutional Racism Learning Series
- Budget Equity Tool
- Community Partnerships & Sponsorships
- Workplace Giving

Compliance & Monitoring

- Complaints & Investigations
- Environmental Justice
- Title VI Equity Analyses
- Compliance Reviews
- Monitoring & Tracking

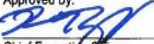

Anti-Racist Organizational Strategy

Equity & Inclusion Policy

Sound Transit's commitment to equity & inclusion. Applies to all Sound Transit employees, temporary workers and interns.

Adopted December 2019



Approved by:  Chief Executive Officer	Agency Policy 606	Executive
 Chief Officer	Equity and Inclusion Policy	
Effective Date: 03/01/2003 Revision Date: 12/12/2019 Supersedes: Administrative Policy and Procedure No. 1001		

Equity and Inclusion Policy

1.0 Scope

- 1.1 This policy describes Sound Transit's commitment to equity and inclusion. This policy applies to all Sound Transit employees, temporary workers and interns.

2.0 Definitions

- 2.1 Diversity: Range of human differences, including, but not limited to, race, ethnicity, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values systems, national origin and political beliefs.
- 2.2 Inclusion: Involvement and empowerment, where everyone feels welcomed, respected, supported and valued.
- 2.3 Equity: Fairness in process, distribution of resources, opportunity and provision of varying levels of support upon need to achieve greater fairness of outcomes.
- 2.4 Racial equity: Acknowledgement of historical inequity based on race, where race no longer determines one's socioeconomic outcomes and when everyone has what they need to thrive.

3.0 Policy

3.1 Sound Transit commits to:

- 3.1.1 Building an agencywide culture of inclusion.
- 3.1.2 Integrating equity and inclusion into all of its policies, programs, operations and practices.
- 3.1.3 Applying a racial equity lens to decision-making.

3.2 Sound Transit must:

- 3.2.1 Seek to discover and eliminate agency policies, structures and practices that perpetuate inequities.
- 3.2.2 Strive to employ a diverse workforce at all levels that reflects the community we serve.
- 3.2.3 Identify, develop and apply best practices, processes and tools that demonstrably make a positive difference for employees, stakeholders, riders and the community to reduce prevalent and persistent systemic inequity and outcome gaps.

Mayor Durkan Executive Order

- An Executive Order affirming the City of Seattle's commitment to the ***Race and Social Justice Initiative (RSJI)***
- The RSJI vision is to ***achieve racial equity*** in the community and the mission is to ***end institutional and structural racism*** in City government, ***promoting inclusion*** and full participation of all residents, and ***partnering with the community*** to achieve racial equity across Seattle
- The Racial Equity Toolkit is guided by the Office for Civil Rights whose vision is ***“A City of Liberated People where Communities Historically Impacted by Racism, Oppression, and Colonization Hold Power and Thrive”***



Partnering on a Racial Equity Toolkit

- Sound Transit & City of Seattle RET partnership established late 2017.
- Collaboration focused on elevating potential race and social justice issues and considerations, shaping the process and project development.

Racial Equity Toolkit

to Assess Policies, Initiatives, Programs, and Budget Issues



The vision of the Seattle Race and Social Justice Initiative is to eliminate racial inequity in the community. To do this requires ending [individual racism](#), [institutional racism](#) and [structural racism](#). The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.

When Do I Use This Toolkit?

Early. Apply the toolkit early for alignment with departmental racial equity goals and desired outcomes.

How Do I Use This Toolkit?

With Inclusion. The analysis should be completed by people with different racial perspectives.

Step by step. The Racial Equity Analysis is made up of six steps from beginning to completion:



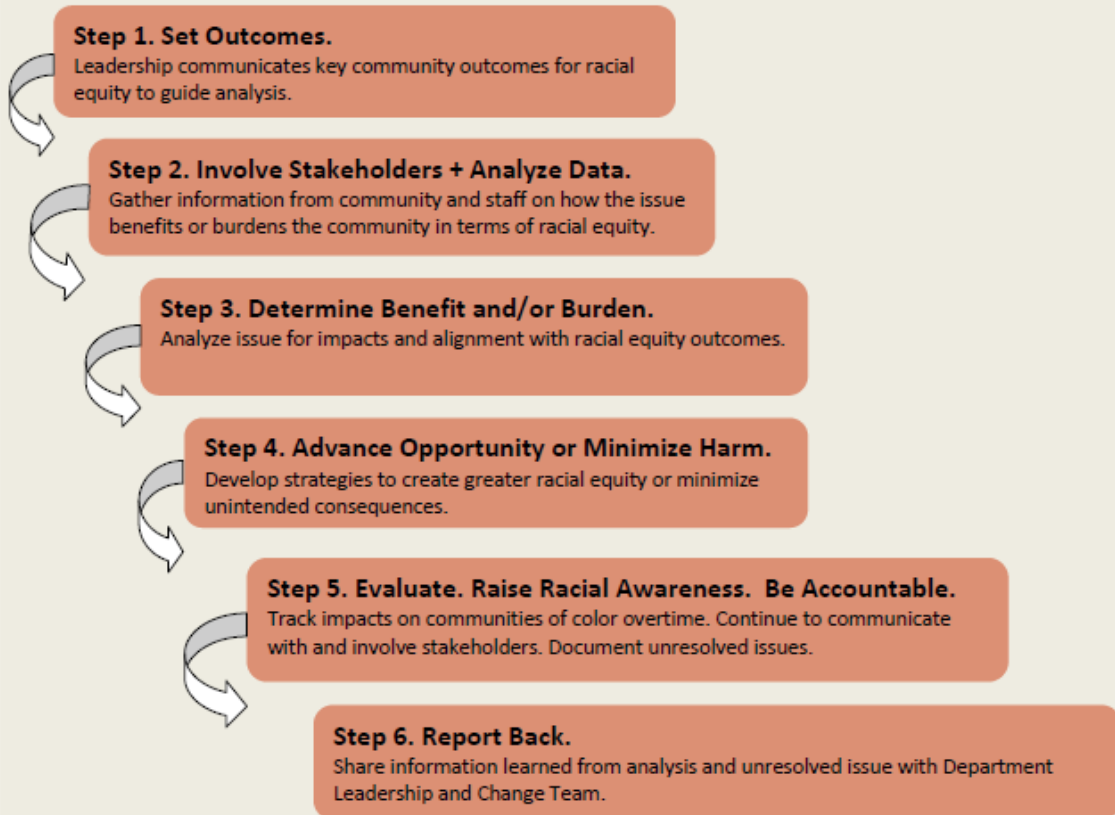
***WSBLE RET –
Shifting practice and
informing decision making***

Overview

How Do I Use This Toolkit?

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Step by step. The Racial Equity Analysis is made up of six steps from beginning to completion:





ST3
APPROVED

2016



PLANNING



DES

2017–2019

Alternatives development

- ✓ Feb–March 2018: Early scoping
- ✓ Feb–April 2019: Scoping
- ✓ May–Oct 2019: Board identified preferred alternatives and other DEIS alternatives

2019–2023

Environmental review

Early 2022: Publish Draft EIS
Public comment period
Board confirms or modifies preferred alternatives
2023: Publish Final EIS
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Federal Record of Decision

PUBLIC INVOLVEMENT

Alternatives Development Screening process

Level 1

*Broad range of initial
alternatives*

Level 2

*Refine remaining
alternatives*

Level 3

*Further
evaluation*

EIS

*Preferred Alternative(s) and
other EIS alternatives*

Step 1. Set Outcomes

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Step 1. Set Outcomes.

Leadership communicates key community outcomes for racial equity to guide analysis.

Step 2. Involve Stakeholders + Analyze Data.

Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity.

Step 3. Determine Benefit and/or Burden.

Analyze issue for impacts and alignment with racial equity outcomes.

Step 4. Advance Opportunity or Minimize Harm.

Develop strategies to create greater racial equity or minimize unintended consequences.

Step 5. Evaluate. Raise Racial Awareness. Be Accountable.

Track impacts on communities of color overtime. Continue to communicate with and involve stakeholders. Document unresolved issues.

Step 6. Report Back.

Share information learned from analysis and unresolved issue with Department Leadership and Change Team.

Racial Equity Toolkit

Outcomes



Enhance mobility and access for communities of color and low-income populations;



Create **opportunities for equitable development** that benefit communities of color;



Avoid disproportionate impacts on communities of color and low-income populations; and



Meaningfully involve communities of color and low-income populations in the project.

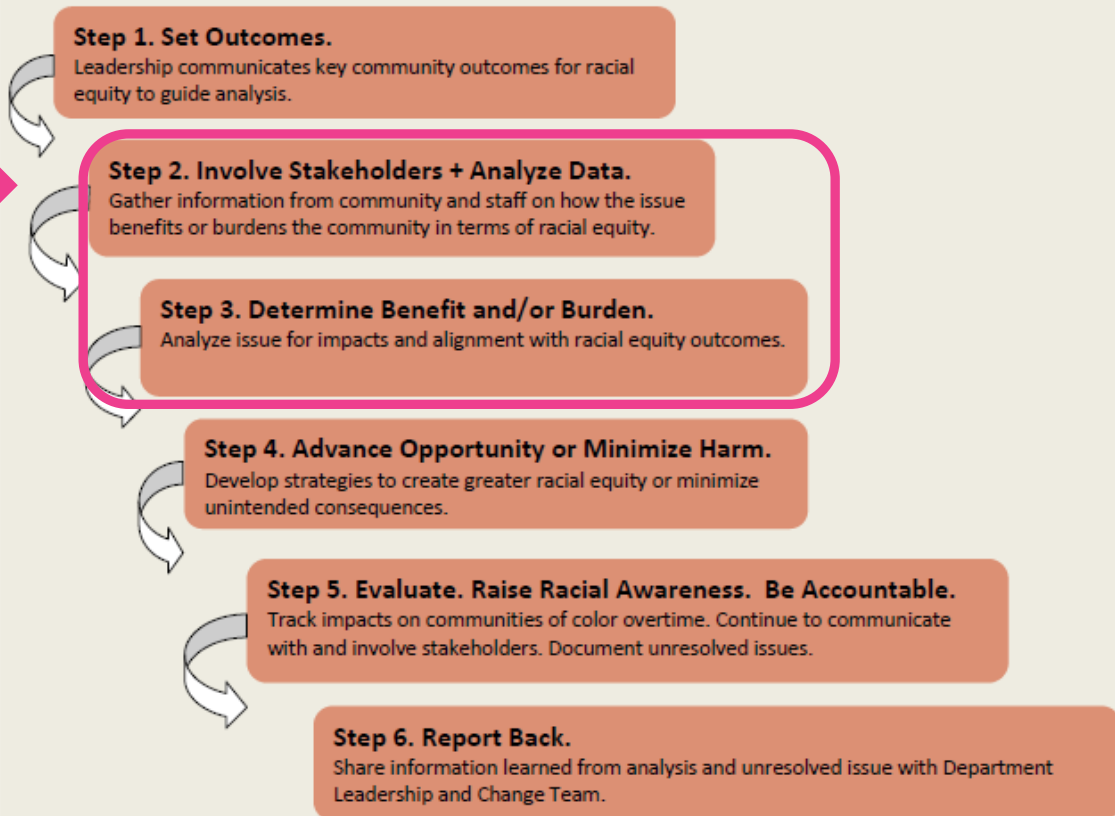
Step 2 & 3:
Involve
Stakeholders +
Analyze Data
Determine
Benefit and/or
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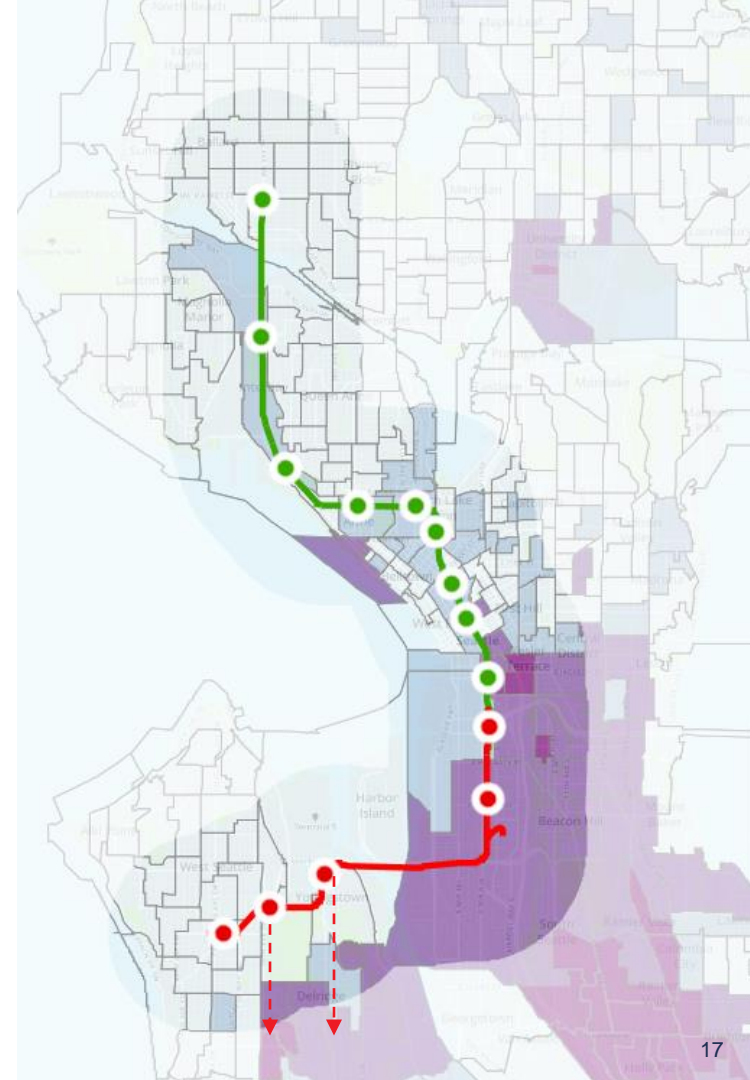
Racial Equity Toolkit

Level 1

- Data analysis showed areas of focus; Chinatown/ID Station and Delridge Corridor
- Updated screening criteria

Figure: Concentrated communities of color (non-white population)

Source: 2011-2016 American Community Survey, projected in ArcGIS
Online *WSBLE Community Conditions Basemap*



Racial Equity Toolkit

Level 2

- Measured connections, potential impacts and opportunities
- Gathered and shared community feedback
- Memo shared with public, Stakeholder Advisory Group and Elected Leadership Group to inform recommendations



Level 2 RET Memo

September 2018

Community engagement

Expanded and adapted approach

- Briefings/Meetings/Events
- Listening Sessions
- Door-to-door outreach with community liaisons
- Community workshops
- Open houses & neighborhood forums
- Social service provider and community organization interviews



Step 4: Advance Opportunity or Minimize Harm

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Racial Equity Toolkit

Level 3

Chinatown / ID Station

- Limit harmful impacts,
- Maximize connections for all users, and
- 100-year vision for the station.

Delridge Station

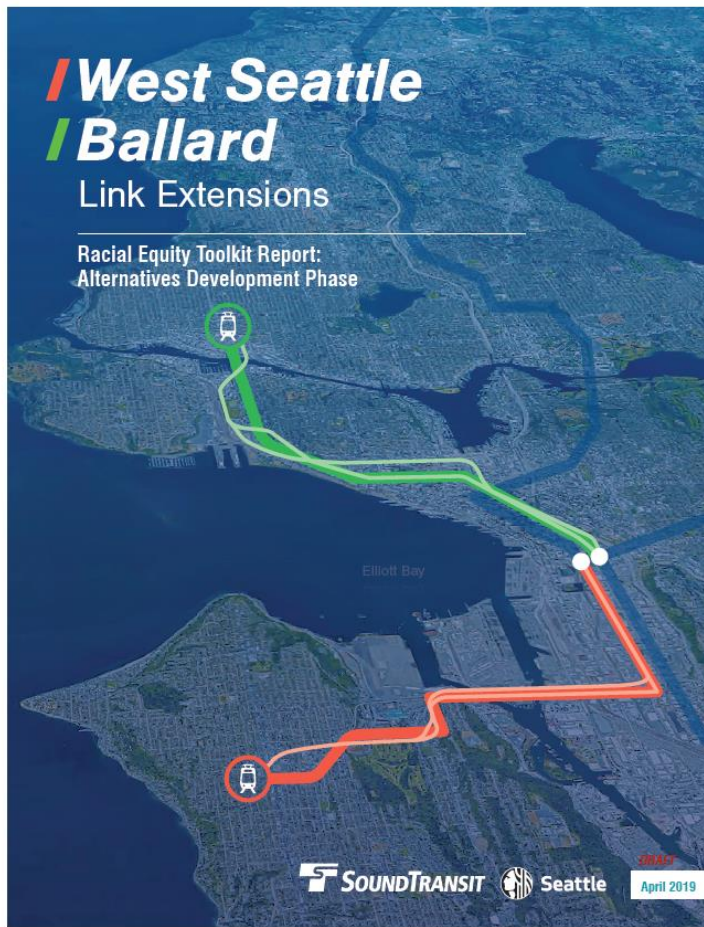
- Bus-rail integration; and
- Equitable transit-oriented development serving the community.



Racial Equity Toolkit

Level 3

- Measured connections, potential impacts and opportunities
- Gathered and shared community feedback
- Report shared with public, Stakeholder Advisory Group, Elected Leadership Group to inform recommendations and to Sound Transit Board to inform Board action



Step 5 & 6:
Evaluate. Raise
Racial
Awareness. Be
Accountable.
Report back.

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How the RET informed & improved the process

- Established shared **racial equity outcomes**
- Informed modifications to **screening criteria** and **technical evaluation**
- **Broadened community engagement approaches** to include community workshops, in-language listening sessions and partnerships with community liaisons and organizations
- **Elevated potential race and social justice considerations** in the dialogue about the project, the process and in our partnerships going forward
- **Informed Stakeholder Advisory Group and Elected Leadership Group recommendations** to the Sound Transit Board, **and the Sound Transit Board's identification of alternatives** to evaluate in an Environmental Impact Statement (EIS)



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PUBLIC INVOLVEMENT

Repeat!



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Community engagement

*Adapting to challenges presented by COVID-19 and **being responsive to community needs***

Capacity building

- Exploring partnerships with community-based organizations
- Partnership with City of Seattle's Department of Neighborhood's Community Liaison program



Community Liaison Activities

Past WSBLE Community Liaison activities

- *Door-to-Door business outreach*
- *Listening sessions with residents*
- *Interpretation at community meetings*

Expanded activities for Pre-Draft EIS

- *Ethnic media and social media*
- *Tabling at stations, community spaces, fairs and festivals*
- *Community briefings, listening sessions, focus groups*
- *Innovative online engagement strategies*
- *Integrating project outreach and community needs*
- *Engaging commuters and potential future riders*



Racial Equity Toolkit

Outcomes

- Advance environmental and economic justice to improve economic and health outcomes for communities of color.
- Enhance mobility and access for communities of color and low-income populations;
- Create opportunities for equitable development that include expanding housing and community assets for communities of color;
- Avoid disproportionate impacts on communities of color and low-income populations;
- Create a sense of belonging for communities of color at all stations, making spaces where everyone sees themselves as belonging, feeling safe, and welcome; and
- Meaningfully involve communities of color and low-income populations in the project.

Racial Equity Toolkit

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Questions and Discussion

Thank you.



 [*soundtransit.org/wsblink*](https://soundtransit.org/wsblink)

