Department/Office: Office of Sustainability and Environment
Name of policy, program, etc. analyzed: [King Conservation District Seattle Community Partnership Grant Program](#) (KCD Grant Program)
Names and titles of key staff that led this RET process: Sharon Lerman, Food Policy Advisor
Dates of RET process (e.g., 8/2015 – 10/2015)**:** 3/2017-11/2017

> This Summary Sheet should be completed by those who worked on this RET with input from Change Team members and department leadership. Representatives from these different groups should review the final version so that there is consensus on content before it is shared with the Mayor's Office. Please fill out a separate Summary Sheet for each of the 4 required RETs that your department named in your director's Performance Plan with the Mayor.
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> For questions about using this Summary Sheet, please contact your OCR RSJI Liaison.

Please respond to the following questions on a separate document (<u>no more than two pages</u>). Please include this page as the cover sheet along with your response.

1. List the racial equity outcome(s) that you set in Step 1 of the RET process. *(Max 300 characters)*
1. Refine the KCD Grant program application process and criteria so that the distribution of individuals and grassroots organizations that participate in and benefit from this program is equitable and reflective of communities of color, immigrants, refugees, people with low-incomes and limited-English proficiency individuals.
2. Refine the KCD Grant program application process and criteria so that projects that ensure 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 are equitably represented as applicants and funded projects.
3. KCD grant program funds will support community organizations in creatively and proactively addressing historic and ongoing inequities in access to and quality of green spaces, natural resource benefits, and fresh, healthy, culturally appropriate food.

2. Which stakeholders (groups and/or key individuals) did you engage in this RET? In what ways did you engage them? *(Max 600 characters)*
OSE used the [Equity and Environment Agenda](#) as a framework for aligning the KCD grant program with racial equity goals. The EE Agenda was developed by a Community Partners Steering Committee, composed of 16 leaders from community organizations. The CPSC led community engagement conversations to lift up ideas and actions for the Equity & Environment Agenda. Over 800 community members were engaged in the process of developing the Agenda. In addition to the information we gained from the Equity and Environment Agenda, OSE was able to use information gleaned through the development of the Environmental Justice Fund to further help inform the process. This information provided additional information about challenges and opportunities specific to granting processes.

3. Please describe up to five key benefits and/or burdens for people of color of this policy, program, project, or other decision, which the RET process helped you to identify or confirm. *(Max 300 characters each)*

Benefits

- City/KCD increases investments in strategies and activities by and for communities of color, immigrants, refugees, people with low-incomes, youth, and limited-English proficient individuals (EEI communities).
- City/KCD increases investments that strengthen the network of community-based organizations representing EEI communities who are undertaking environmental / natural resource improvement work.
- As a result of these investments, we increase 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.
- As a result of these investments, we address historic and ongoing inequities in access to and quality of green spaces, natural resource benefits, and fresh, healthy, culturally appropriate food.

Burdens

- Cumbersome and competitive application process results in some community organizations investing time and resources developing proposals that are not funded.

4. Please describe up to five key actions – things that you will do differently or begin to do now – of this policy, program, project, or other decision, which will increase opportunity and/or minimize harm for people of color. *(Max 300 characters each)*

In 2017, OSE worked with KCD to incorporate the Equity and Environment Agenda into the KCD-Seattle grantmaking criteria, which resulted in a significant increase in applications from EEI organizations as well as funded projects that meet EEI goals. In 2017, seven projects totaling 391,000 were funded. **100% of 2017 grantees represent communities of color or will target impact in communities of color, compared to 9% in 2016 and 8% in 2015.** All seven 2017 grantees involve communities of color or organizations led by people of color. Five of the seven are led by organizations that represent communities of color.

Further Actions

1. Continue refining the KCD grant application criteria to further integration of EEI goals and natural resource priorities.
2. Continue refining the KCD grant application process improve accessibility of the application and review process.
3. Consider integrating a higher level of technical assistance for potential applicants
4. Consider setting aside some funds to develop a track for small planning grants, to support organizations in taking the time to develop a competitive and impactful proposal.

5. How will leadership ensure implementation of the actions described in question 4? *(Max 800 characters)*

OSE Director and KCD Executive Director were engaged early in the decision-making process, and have been fully supportive of this integration.

6. How have/will you report back to your stakeholders? (This includes the people who were directly engaged in this RET process, those who will be affected by decisions made, and other departments or divisions impacted by the RET findings and the actions described in question 4.) *(Max 800 characters)*

OSE will communicate the impact of 2017 program refinements through our newsletter and social media. We will share further refinements with prospective applicants and the environmental justice community. We will widely broadcast program changes for the 2018 grant cycle through RSJI and environmental justice stakeholder networks. We will offer to engage in a dialogue with the EJC about further refinements for 2018, depending on their interest/capacity around this issue. In addition, OSE will share these 2017 accomplishments with members of the Citywide team that helps set direction for this grant process and invite their feedback on future refinements.

7. What additional racial equity issues did this RET reveal? Consider how these unresolved issues present opportunities for structural transformation (i.e. working across departments, and with other institutions and sectors to achieve racial equity). *(Max 800 characters)*

- Difficulty for smaller organizations in navigating the grant application process
- Some smaller organizations need more technical assistance