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

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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

STAR Communities advances a national framework for sustainable communities through standards and tools built by and for local governments and the communities they serve.

Founding partner organizations:









Philanthropic / NGO support:

National:

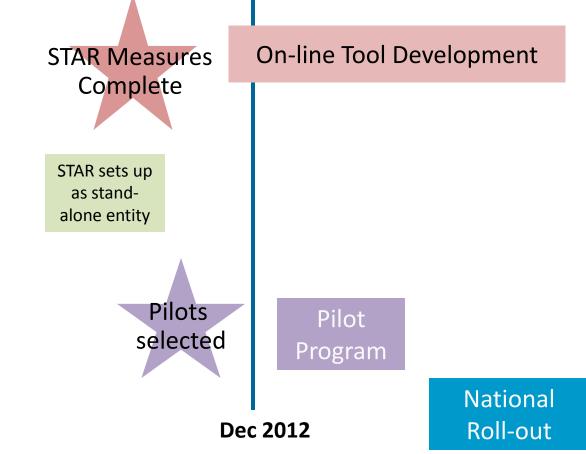
- Kresge Foundation
- Summit Foundation
- Surdna Foundation

Local/regional:

- Bullitt Foundation
- Futurewise regional support

STAR Community program development timeline

Beta communities shape content and framework design



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

STAR Community framework – 7+ goals and 48 objectives

Built Environment	Climate & Energy	Education, Arts & Community	Economy & Jobs	Equity & Empowerment	Health & Safety	Natural Systems
Ambient Noise & Light	Climate Adaptation	Arts, Culture & Heritage	Business Retention & Support	Civil & Human Rights	Active Living	Green Infrastructure
Compact & Complete Communities	Resource Efficient Infrastructure	Community Cohesion	Community- Based Economic Development	Community Empowerment	Emergency Prevention & Response	Invasive Species
Housing Affordability	Greenhouse Gas Mitigation	Educational Opportunities & Attainment	Local Economy	Environmental Justice	Food Access & Nutrition	Land Conservation
Infill & Redevelopment	Greening the Energy Supply	Social & Cultural Diversity	Market Demand	Equitable Services & Access	Community Health & Health System	Natural Resources Protection
Public Spaces	Industrial Sector Resource Efficiency	Historic Preservation	Quality Jobs & Living Wages	Human Services	Indoor Air Quality	Outdoor Air Quality
Transportation Choices	Resource Efficient Buildings	Workforce Readiness	Targeted Industry Sectors Development	Poverty Prevention & Alleviation	Natural & Human Hazards	Water in the Environment
Community Water Systems	Waste Minimization				Safe Communities	Working Lands

STAR Community framework – process, distributional and intergenerational equity

Built Environment	Climate & Energy	Education, Arts & Community	Economy & Jobs	Equity & Empowerment	Health & Safety	Natural Systems
Ambient Noise & Light	Climate Adaptation	Arts, Culture & Heritage	Business Retention & Support	Civil & Human Rights	Active Living	Green Infrastructure
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STAR Community framework –

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STAR Community framework

Focus of presentation:

Built Environment	Climate & Energy	Education, Arts & Community	Economy & Jobs	Equity & Empowerment	Health & Safety	Natural Systems
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Levels/types of measurement

Goals	Broad attributes of sustainable communities
Objective	Measurable community condition(s) and path(s) to achieving
Performance Measures	<u>Community level outcomes</u> – 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

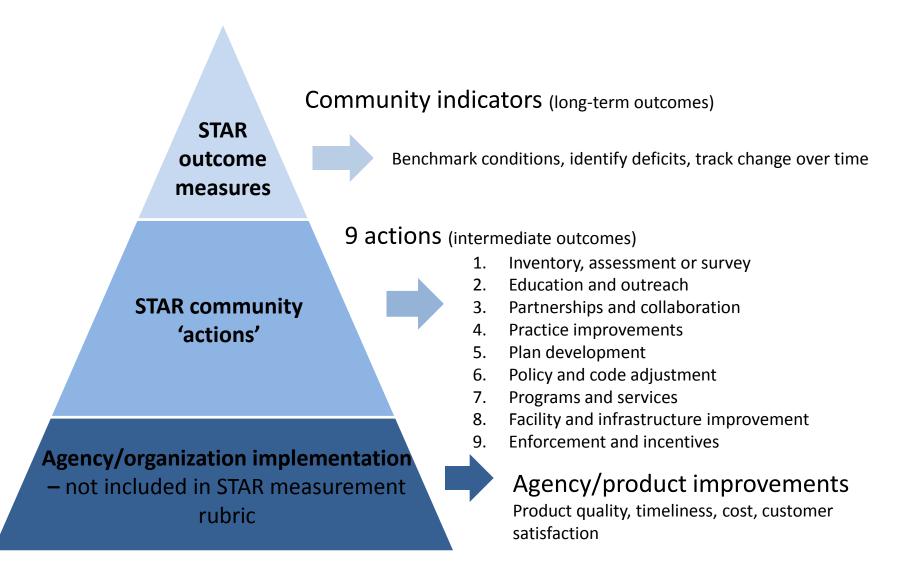
Foundational Actions:

- 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



- Process Equity
- Distributional Equity
- Intergenerational Equity

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.

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.

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."

STAR Community framework

Intergenerational Equity

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STAR Community framework

Distributional Equity

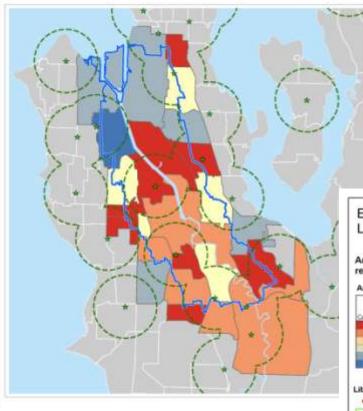
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Distributional Equity ... per Equitable Services and Access objective:

- Public transit facilities and service levels
- Public libraries
- Public schools
- Public spaces
- Healthful food
- Health and human services
- "Show the amount that the lowest performing quintile has moved toward the community norm between the measurement periods."
- Digital access or high speed internet
- Urban tree canopy
- Emergency response times

'Equitable Services and Access' objective outcome measurement steps:

- 1. Determine the appropriate geographic boundary
- 2. Identify the demographic characteristics in quintiles
- 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.



Population Within 1 Mile of a Public Library in the Lower Duwamish Waterway -**American Community Survey 05-09**

Category	Median Household Income in 2009 Inflation- Adjusted \$5	Count Comus Tract	Total Population	Total Population Within 1 Mile of Public Library	% Total Population Within 1 Mile
- A	Under \$40,000	. 9	35290	30411	B6.26%
3 10 10	\$40,000 - \$49,999	7	31019	23462	75.70%
C	\$50,000 - \$55,999	5	22919	36388	71.50%
0	\$60,000 - \$61,999	- 5	28063	34253	50.40%
	\$70,000 - \$79,999	1	4918	9076	71.34%

Public Library distribution

Equity Assessment by Income -Libraries

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

Annual Income per Capita (US\$)

Category	Per Capita Income Range (USS)	Count Census Tracts	Total Population	Population within 1 miles buffer (%)
200	Up to \$24000	57	272,164	66.08
2.00	\$24001 - \$30000	63	335,584	44.50
317	\$30001 - \$35000	56	293.516	44.00
4	\$35001 - \$41000	62	305,113	41.10
	\$41001 - \$48000	69	316,926	42.50
	More than \$45000	- 66	335.514	44.60

Libraries

Libraries

Buffer (1 mile radius)

Seattle City Border

King County

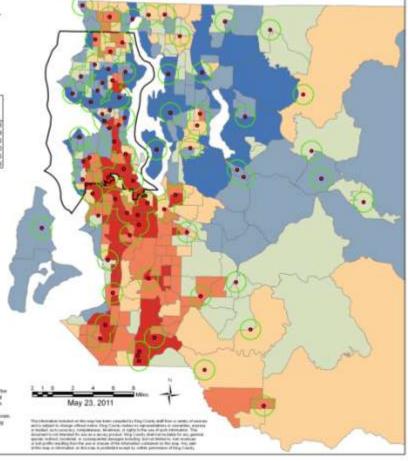
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Demographic Data: Assertion. Customerity Survey VS-109
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Produced by Andreas Brase May doc reptly, income Sharp and



Equity Assessment by % Non-white - Libraries

King County Census 2010 Block Groups

Share of Non-white Residents

Category	Non-White Percentage Range	Count Block Groups	Total Population	Non-white population (%)	Population within 1.5 miles buffer (%)
1	Up to 13%	247	299,300	9.76	58.99
2	13.01% - 19.00%	239	302,390	15.97	74.51
3	19.01% - 28.00%	257	351,063	23.20	68.68
4	28.01% - 37.00%	240	330,676	32.31	66.79
5	37.01% - 49.00%	223	338,771	43.02	65.92
1647	Over 49.00%	215	309,049	62,74	83.43

Libraries

Libraries

Buffer (1.5 miles radius)

Seattle City Border



GIS Center

Data Sources

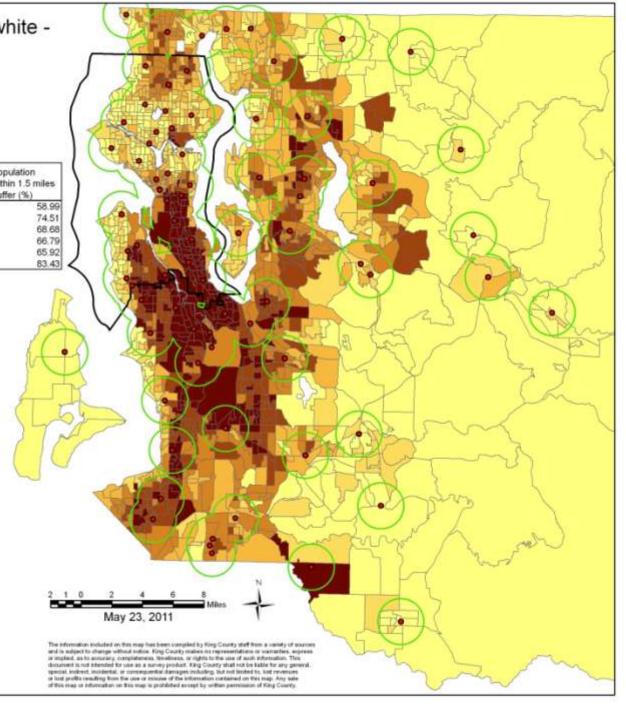
Library data: King County GIS Center 2011 Demographic Data: American Census 2010

Note

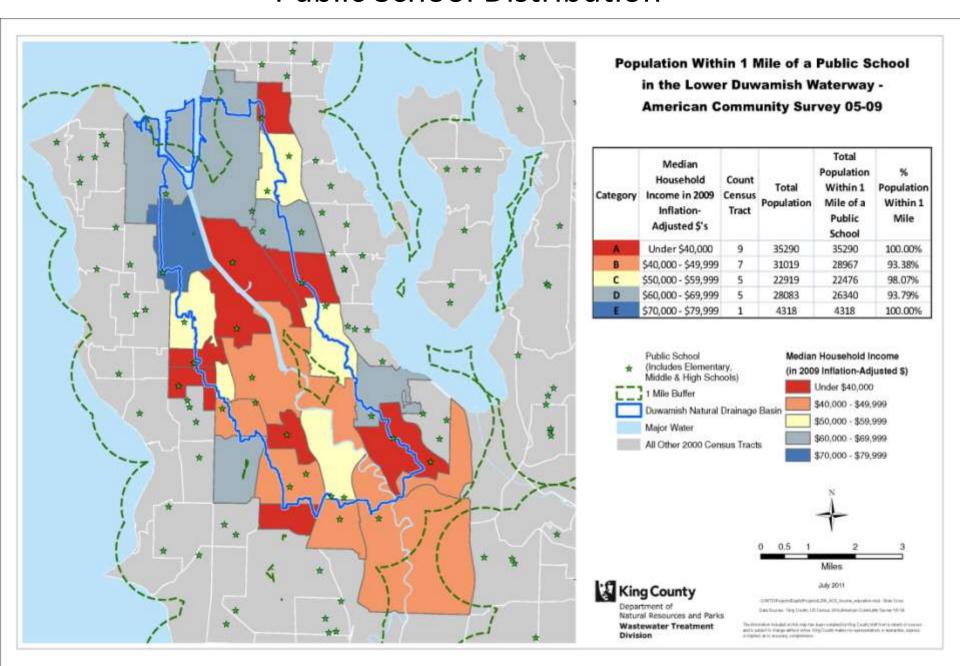
Population distribution within block groups was treated as being even. 27.33% of King County's total population are non-white.

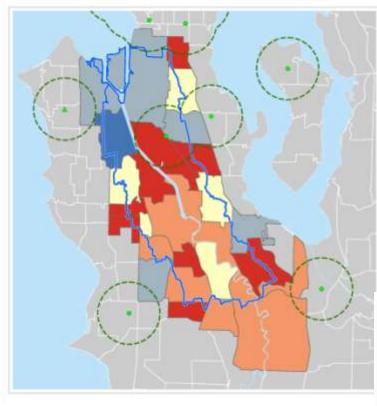
Produced by Andreas Braun

Map Doc: equity_race_fibrary_extbuf.mxd



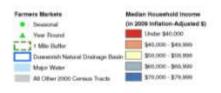
Public School Distribution



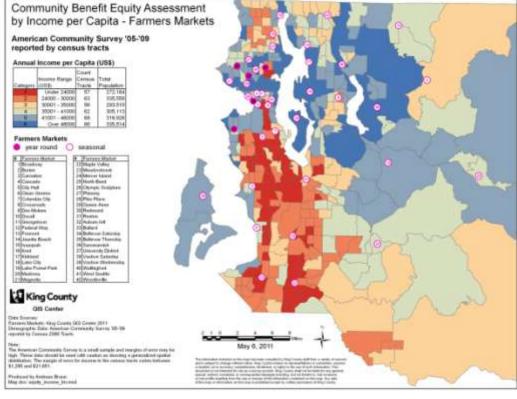


Population Within 1 Mile of a Farmers Market in the Lower Duwamish Waterway -American Community Survey 05-09

Cutegory	Median Household Income in 2009 Inflation- Adjusted 5's	Count Census Tract	Total Population	Yotal Population Within 1 Mile of a Farmers Market	% Population Within I Mile
	Under \$40,000	9	35290	5305	15.03%
	540,000 - \$49,999	7	31019	2527	B.15%
c	\$50,000 - \$59,999	5	22919	2208	9.62%
D	\$60,000 - \$69,999	5	28085	11434	40.72%
E	\$70,000 - \$79,999	1	4338	9	0.23%



Farmer market distribution



Community Benefit Equity Assessment by % Non-white - Farmers Markets

King County Census 2010 Block Groups

Share of Non-white Residents

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

Farmers Markets

year round

seasonal

Buffer (1 mile radius)

#	Farmers Market	#	Farmers Market
1	Broadway	22	Maple Valley
2	Burien	23	Meadowbrook
3	Carnation	24	Mercer Island
4	Cascade	25	North Bend
5	City Hall	26	Olympic Sculpture
6	Clean Greens	27	Phinney
7	Columbia City	28	Pike Place
8	Crossroads	29	Queen Anne
9	Des Moines	30	Redmond
10	Duvall	31	Renton
11	Georgetown	32	Auburn Intl
12	Federal Way	33	Ballard
13	Fremont	34	Bellevue Saturday
14	Jaunita Beach	35	Bellevue Thursday
15	Issaguah	36	Sammamish
16	Kent	37	University District
17	Kirkland	39	Vashon Saturday
18	Lake City		Vashon Wednesday
LUCK	Lake Forest Park	2.100	Wallingford
1000	Madrona		West Seattle
500		1 2 2 3 2	

42 Woodinville

Data Sources:

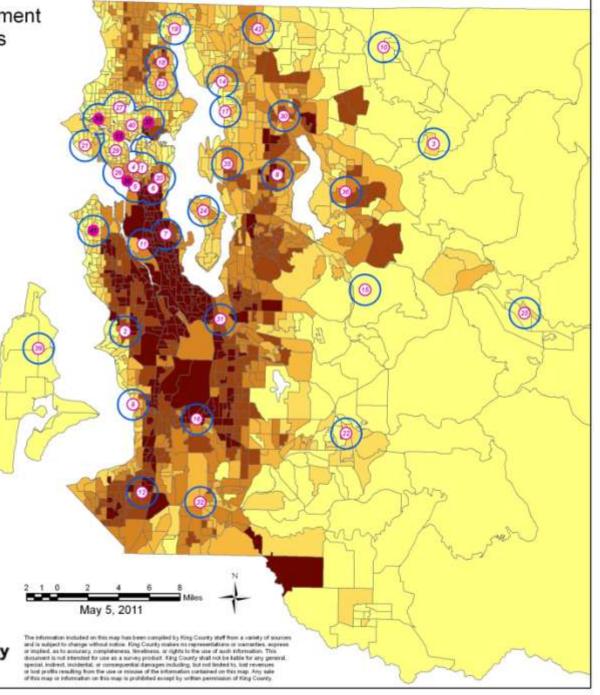
21 Magnolia

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.mxd





Grocery Store Distribution

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

Annual Income per Capita (US\$)

Category	Per Capita Income Range (US\$)	3,4110,40	Total Population	
-1	Up to \$24000	57	272,164	
2	\$24001 - \$30000	63	335,556	
3	\$30001 - \$35000	56	293,515	
4	\$35001 - \$41000	62	305,113	
5	\$41001 - \$49000	72	329,266	
- 6	More than \$49000	63	323,174	

Grocery Stores

Urban Growth Boundary

Buffer (1 mile / 10 miles radius)



GIS Centi

Data Sources:

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

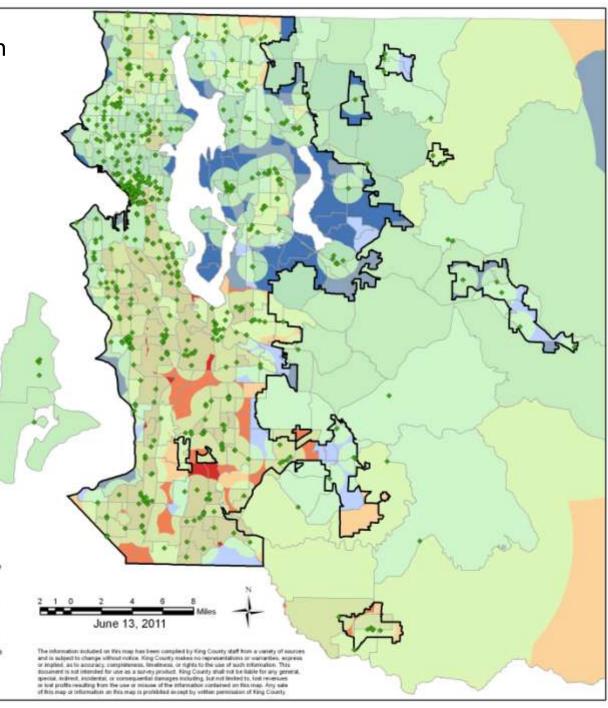
Note

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 \$31,651.

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

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



Equity Assessment by Income - Grocery Stores

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

Annual Income per Capita (US\$)

Category	Per Capita Income Range (US\$)	Count Census Tracts	Total	Median distance to nearest grocery store (miles)
1	Up to \$24000	57	272,164	0.41
2	\$24001 - \$30000	63	335,556	0.54
3	\$30001 - \$35000	56	293,515	0.55
4	\$35001 - \$41000	62	305,113	0.62
5	\$41001 - \$49000	72	329,266	0.67
. 6	More than \$49000	63	323,174	0.69

Grocery Store



GIS Center

Data Sources

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

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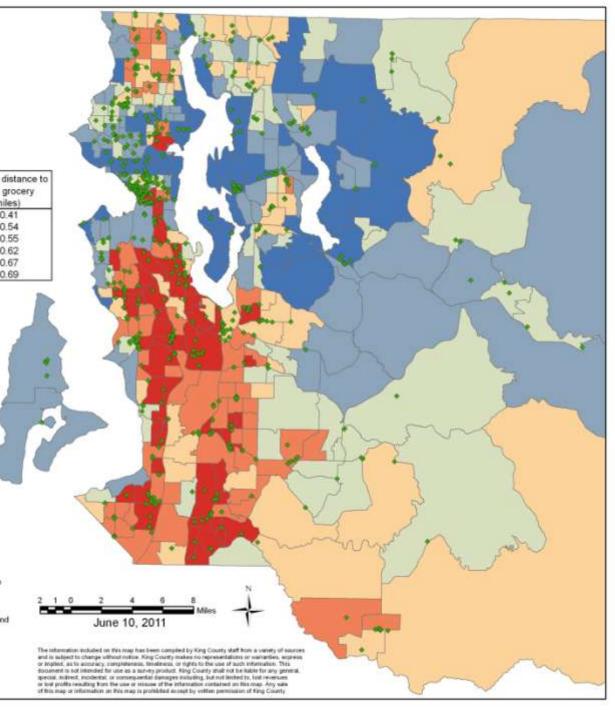
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The distances in the table are based on the distances between the tract center and the nearest grocery store.

The median distance of all tracts to the nearest grocery store is 0.56 miles. The annual income per capita (in 2009 inflation-adjusted dollars) for whole King County is 37,797 US\$.

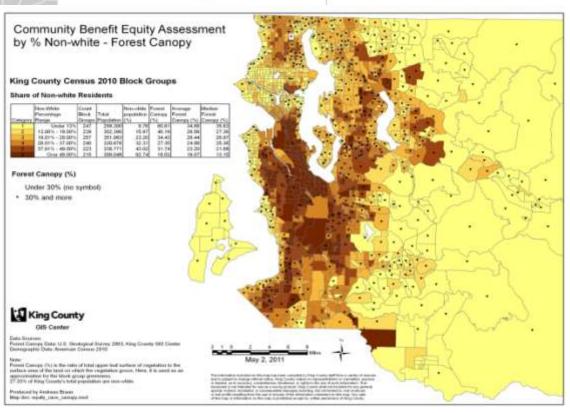
Produced by Andreas Braun

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Forest Canopy in the **Lower Duwamish Waterway -**2010 US Census Non-White Median White Ferest Canopy % Perpulation Under 46.5% 71.74 10.51% 34.35% \$2.71% 11.00% 48.51 - 54.00% 61.6% 41.65% 40.39% 8552 50.98% 9654 56.10% 36.179 25.96% 54.0E - 58.50N 25.53% 58.52 - 70.00% 10197 62.38% 11.44% 25.55% 22.12% 70.08 - 82-00% 14769 12767 76.25% 11.51% 25.59% 25.23% 11.05% Forest Canopy (%) 2010 Block Groups for LOW · Under 30% % Non-White Minority Pepulation Under 46.5% # 00% and Over 49.51% - 54.00% Drawanish Natural Drainage Sasin 54.01% - 58.50% Major Weter 58.51% - 70.50% All Other 2010 Block Groups 70.01% - 82.00% Over 82.00% Community Benefit Equity Assessment by % Non-white - Forest Canopy King County Census 2010 Block Groups

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

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

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)



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Data Sources:

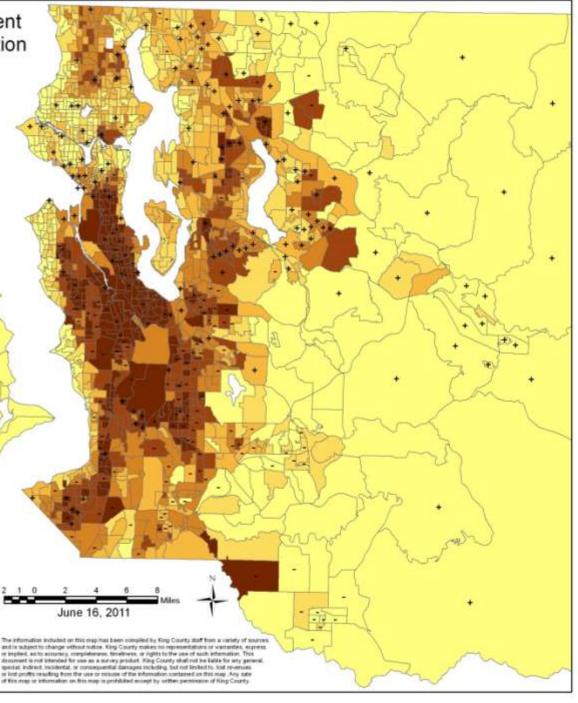
NDVI Data: U.S. Geological Survey 2000, 2009 Demographic Data: American Census 2010

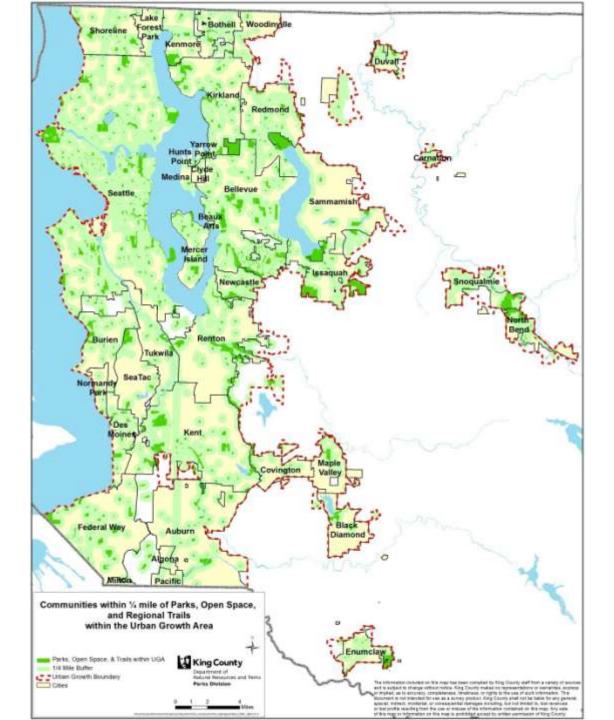
Note

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_NDVlchange.mxd





Community Benefit Equity Assessment by % Non-white - Park Area

Census 2010 Block Groups

Share of Non-white residents

Category	Non-white Percentage Range	ALIANA TO	111.100 T	Population		Accessible Park Area per resident (sqft)
:-1	Under 15%	241	309,978	20.75	239,777,082	774
2	15.00% - 21.00%	222	279,693	39.49	190,164,447	680
3	21.01% - 29.00%	216	281,215	28.79	326,744,620	1,162
4	29.01% - 38.00%	229	324,021	41.07	588,363,065	1,816
53	38.01% - 50.00%	198	278,351	42.40	272,980,957	981
	Over 50%	214	319,189	25.47	596,687,985	1,869

Block Groups outside Urban Growth Area

Parks, Playgrounds

Park area per resident method



GIS Center

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

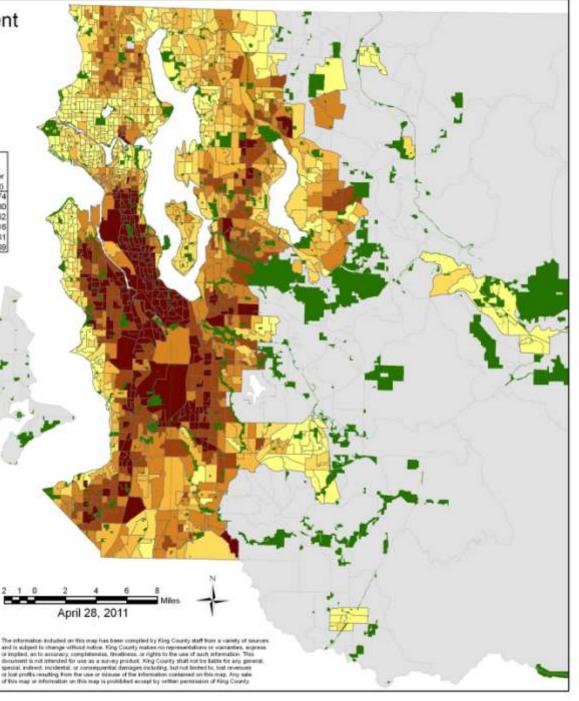
Note

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, blockgroups have assigned larger park areas than they actually have within their territory.

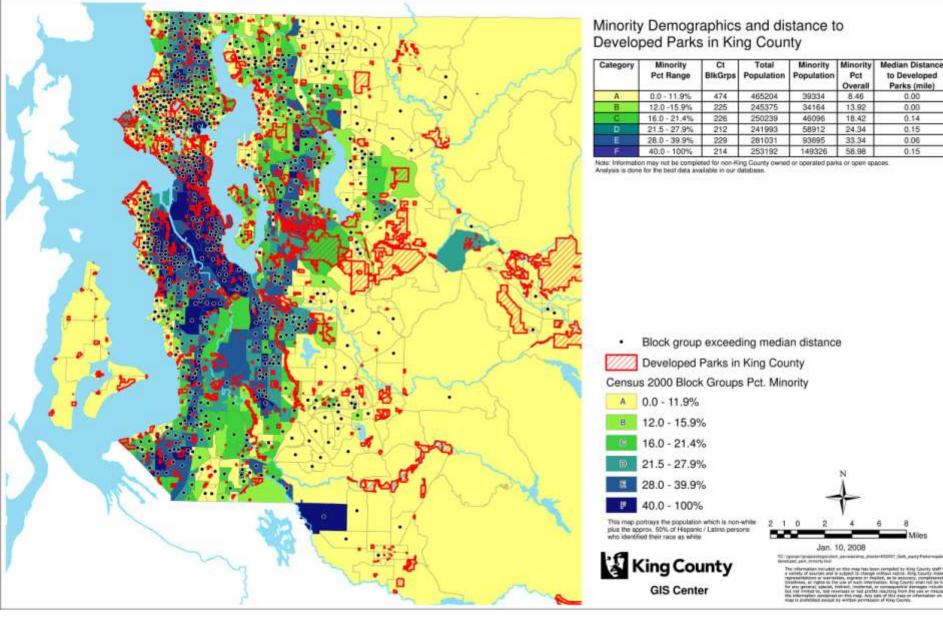
The last column in the table displays for each race category the average park area, a resident in this category has access to.

Only block groups within the urban growth area (1mile buffer) were included. 27,33% of King County's total population are non-white.

Produced by Andreas Braun Map doc: equity_race_parks.mxd

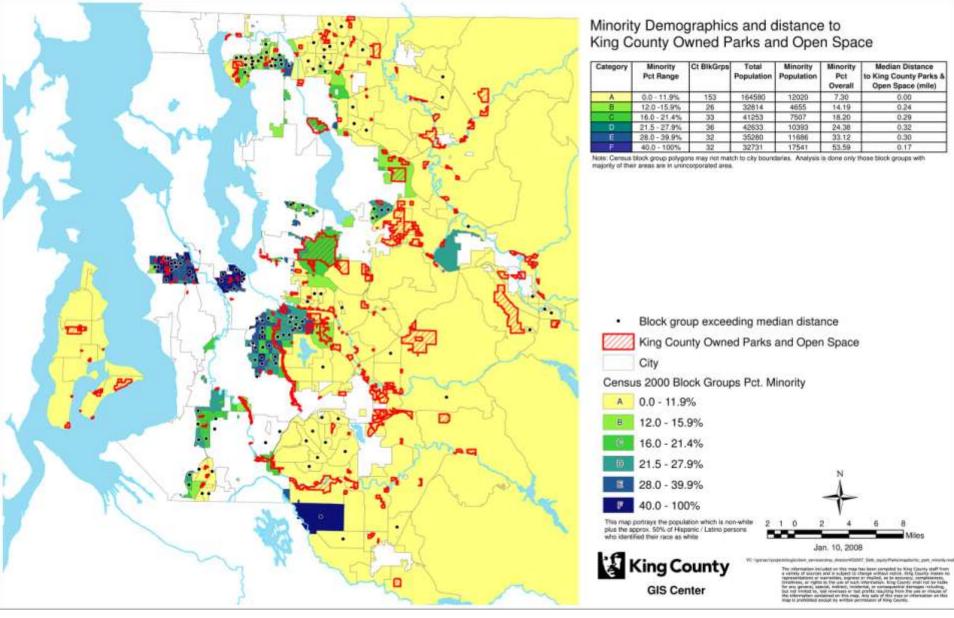


Equity Assessment by % non-white – Park facility locations countywide



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

Category	Minority	Ct BlkGrps	Total	Minority	Minority	Median Distance
	Pct Range		Population	Population	Pct	to King County Parks &
					Overall	Open Space (mile)
А	0.0 - 11.9%	153	164580	12020	7.30	0.00
В	12.0 -15.9%	26	32814	4655	14.19	0.24
С	16.0 - 21.4%	33	41253	7507	18.20	0.29
D	21.5 - 27.9%	36	42633	10393	24.38	0.32
E	28.0 - 39.9%	32	35280	11686	33.12	0.30
F	40.0 - 100%	32	32731	17541	53.59	0.17

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

Category	Minority Pct Range	Ct BlkGrps	Total Population	Minority Population	Minority Pct Overall	Median Distance to Parks / Open Space (mile)
А	0.0 - 11.9%	474	465204	39334	8.46	0.00
В	12.0 -15.9%	225	245375	34164	13.92	0.00
С	16.0 - 21.4%	226	250239	46096	18.42	0.13
D	21.5 - 27.9%	212	241993	58912	24.34	0.15
Е	28.0 - 39.9%	229	281031	93695	33.34	0.00
F	40.0 - 100%	214	253192	149326	58.98	0.14

Equitable Services and Access Actions

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

Plan Development

Adopt an equity or social justice policy that establishes a clear commitment to equity in local government decision-making, activities, and investments

Policy and Code Adjustment

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

Education and Outreach

Publicize efforts to improve equitable access and proximity to community facilities, services, and infrastructure

Education and Outreach

Establish partnerships that engage key community groups and stakeholders in activities to advance equitable access and proximity to facilities, services, and infrastructure

Partnerships and Collaboration

6 Provide equity and diversity training for local government staff

Practice Improvements

7 **Modify the deployment of local programs and services** to reduce disparities within the categories identified in the outcome measure

Programs and Services

Construct new facilities and infrastructure in locations that reduce existing disparities within the categories identified in the outcome measure

Facilities and Infrastructure

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.

Environmental Justice Actions

	•	
1	Create an Environmental Justice Collaborative Group composed of residents, stakeholders, and environmental professionals to assess risk and exposure, set targets, implement projects, and monitor improvements	Partnerships and Collaboration
2	Assess the risk and exposure to toxins related to the community's prioritized environmental justice sites, establishing at least the location and community impact of each selected site	Inventory, Assessment, and Survey
3	Adopt an environmental justice plan aimed at reducing polluted and toxic environments in the jurisdiction	Plan Development
4	Establish targets for each of the prioritized environmental justice sites related to air or water improvements	Policy and Code Adjustment
5	Incorporate environmental justice criteria and priorities into zoning, land use planning, permitting policies, and development of new projects	Policy and Code Adjustment
6	Create community benefit agreements (CBAs) for projects associated with prioritized environmental justice sites and proposed development projects with environmental justice concerns	Policy and Code Adjustment
7	Create an interdepartmental working committee within the local government to guide and support environmental justice activities	Practice Improvements
8	Monitor and enforce environmental regulations for existing facilities that impact prioritized environmental justice sites	Enforcement and Incentives
9	Implement projects to reduce acute exposure to contaminants and risks associated with prioritized environmental justice sites	Facilities and Infrastructure

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	Policy and Code Adjustment
2	Allow local government services to be obtained by all individuals without ID restrictions	Policy and Code Adjustment
3	Conduct local public education campaigns regarding civil and human rights, such as the process for filing complaints	Education and Outreach
4	Establish an independent civil and/or human rights commission with the authority and capacity to investigate complaints	Partnerships and Collaboration
5	Provide training for police officers focused on non-discrimination and conflict prevention	Practice Improvements
6	Operationalize the local government's civil and human rights policies in programs, services, and operations	Programs and Services
7	Provide language translation or interpretation services to ensure that residents have access to information about local government programs, services, and operations	Programs and Services

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 3

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	Policy and Code Adjustment
2	Adopt guidelines to instruct local government agencies or departments about how to successfully engage residents	Policy and Code Adjustment
3	Conduct education campaigns about the electoral process, voter registration and participation, and other issues related to civic literacy	Education and Outreach
4	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	Partnerships and Collaboration
5	Provide training to local government agencies or departments on successful public engagement techniques	Practice Improvements
6	Establish regular, ongoing opportunities for elected officials and/or senior government staff to meet with residents to answer questions and listen to concerns	Practice Improvements
7	Create a volunteer program for residents to assist the local government with special events, services, and operations	Programs and Services
8	Provide support and resources to local community groups to help them achieve their missions	Programs and Services
9	Create a mock youth voting program to teach children about democracy, elections, and the importance of voting	Programs and Services

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	Inventory, Assessment, and Survey
2	Use the Diversity Index to analyze the effectiveness of policies, programs, service delivery, and infrastructure investments	Policy and Code Adjustment
3	Adopt a policy to encourage diversity in local government appointments	Policy and Code Adjustment
4	Promote events and programs that recognize and celebrate social and cultural diversity in the community	Education and Outreach
5	Provide equity and diversity training for local government staff	Practice Improvements
6	Establish an office within the jurisdiction to ensure access, equity, and inclusion in policies, programs, procedures, and service delivery	Practice Improvements
7	Provide leadership and training programs that encourage and support representation on local boards and commissions reflective the community's diversity	Programs and Services
8	Provide programs that support the development of positive, strong youth leaders , particularly in low-income and/or minority neighborhoods	Programs and Services
9	Provide financial or logistical support to programs, activities, or events that	Programs and

Services

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	Plan Development
2	Create a team of local government staff to work collaboratively and coordinate with non-governmental organizations to provide high-quality services and reduce poverty	Partnerships and Collaboration
3	Develop public education campaigns to inform residents about how to enroll in available service programs to help meet basic needs	Education and Outreach
4	Establish or support programs that reduce the costs of basic needs for low-income households, such as utilities, transportation, healthful fresh food, basic medical care, and school supplies	Programs and Services
5	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	Programs and Services
6	Create programs to improve employment opportunities for low-income individuals by strengthening hard and soft work skills	Programs and Services
7	Provide child development programs for children living at or near the local poverty line, including food and nutrition, health care, and early childhood education	Programs and Services

Typical measurement and submittal requirements for *outcomes*

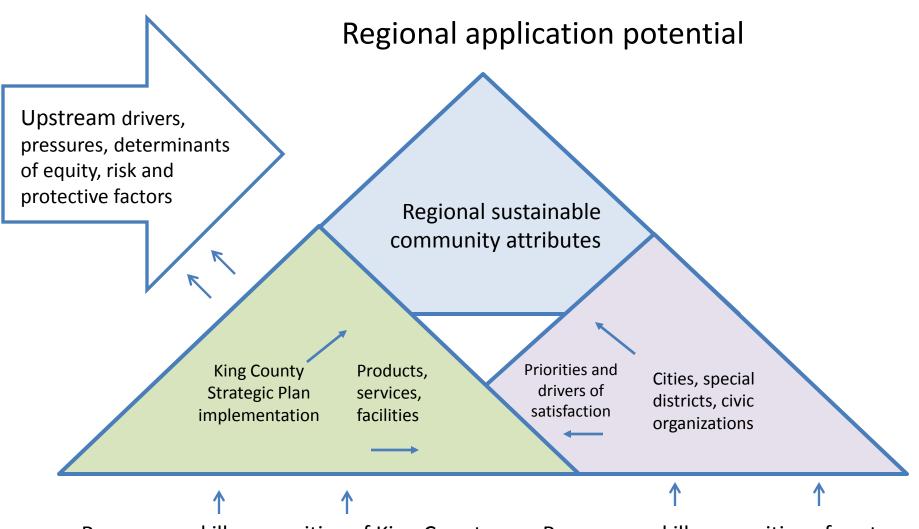
- STAR templates in Excel worksheets
- Reports
- Designations
- Calculations
- Local performance based on national sources
- Survey findings
- Other documentation of achievement

Typical measurement and submittal requirements for actions

	Action type:	Verification, submittal/upload requirement:			
1	Partnerships and Collaboration	Evidence of formal partnership established, description of each partner's contributions	Link / .pdf of MOU or charter		
2	Education and Outreach	Event(s), workshop(s) websites, printed materials	Title(s), Date(s), Total # of attendees, PDF or other digital copy, # distributed, URL's		
3	Inventory, Assessment, and Survey	Map, spreadsheet or database, report	Link / .pdf of map or database		
4	Plan Development	Plan scope, sphere of influence, engagement level, date of adoption	Link or .pdf		
5	Policy or Code Adjustment	Resolution, proclamation, guidelines, sphere of influence	Link or .pdf		
6	Practice Improvements	Evidence of improvement	# of staff participantssummary of database contentsAnnual Report (with Link / PDF)		
7	Enforcement and Incentives	Evidence of enforcement action	description of enforcement mechanism and process, # of cases investigated		
8	Program and Services	Evidence of program or service	# of individuals participating, # served		
9	Facilities and Infrastructure	Evidence of improvement	infrastructure built, upgrades to existing facilities, description		

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



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!

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