

# Seattle will be a diverse city where all people are able to achieve their full potential regardless of race or means



*Can we grow  
with prosperity  
and stability??*

Seattle Planning Commission

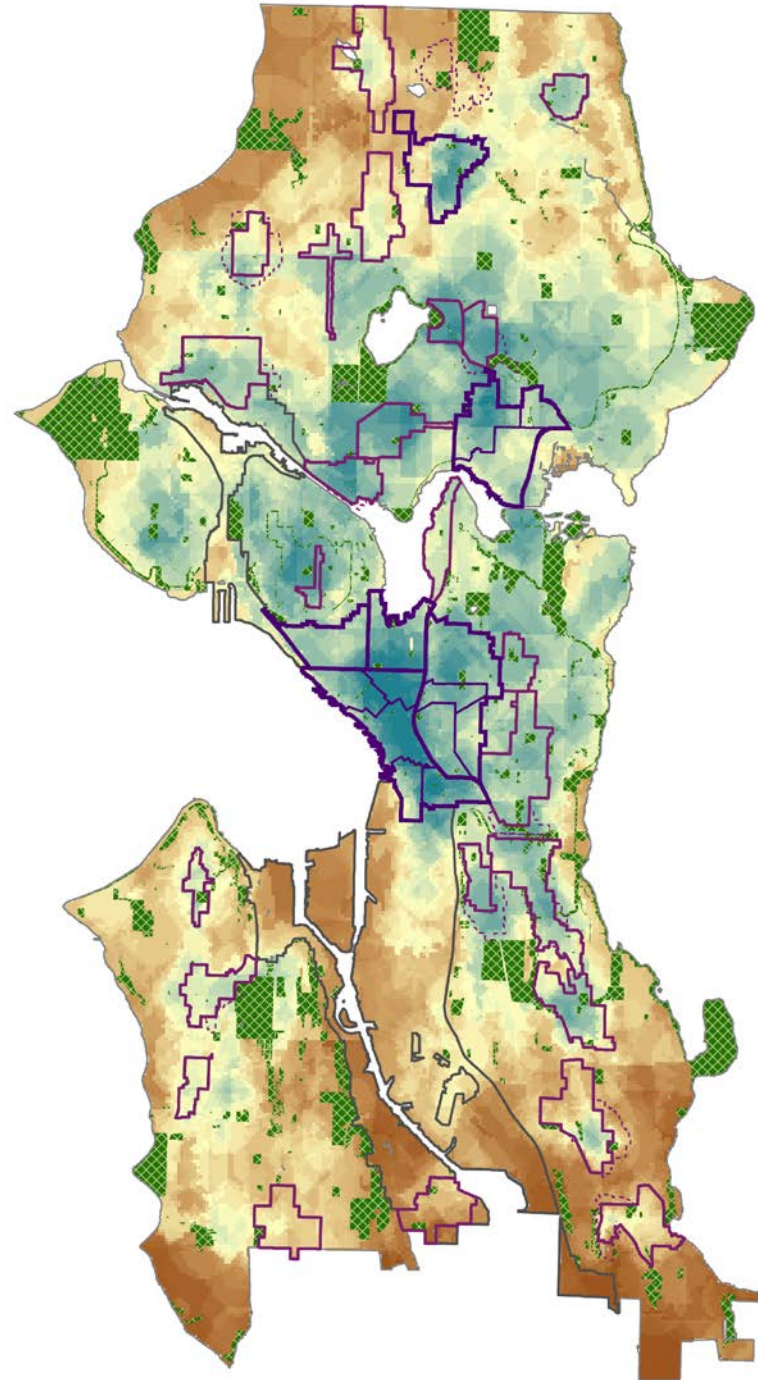
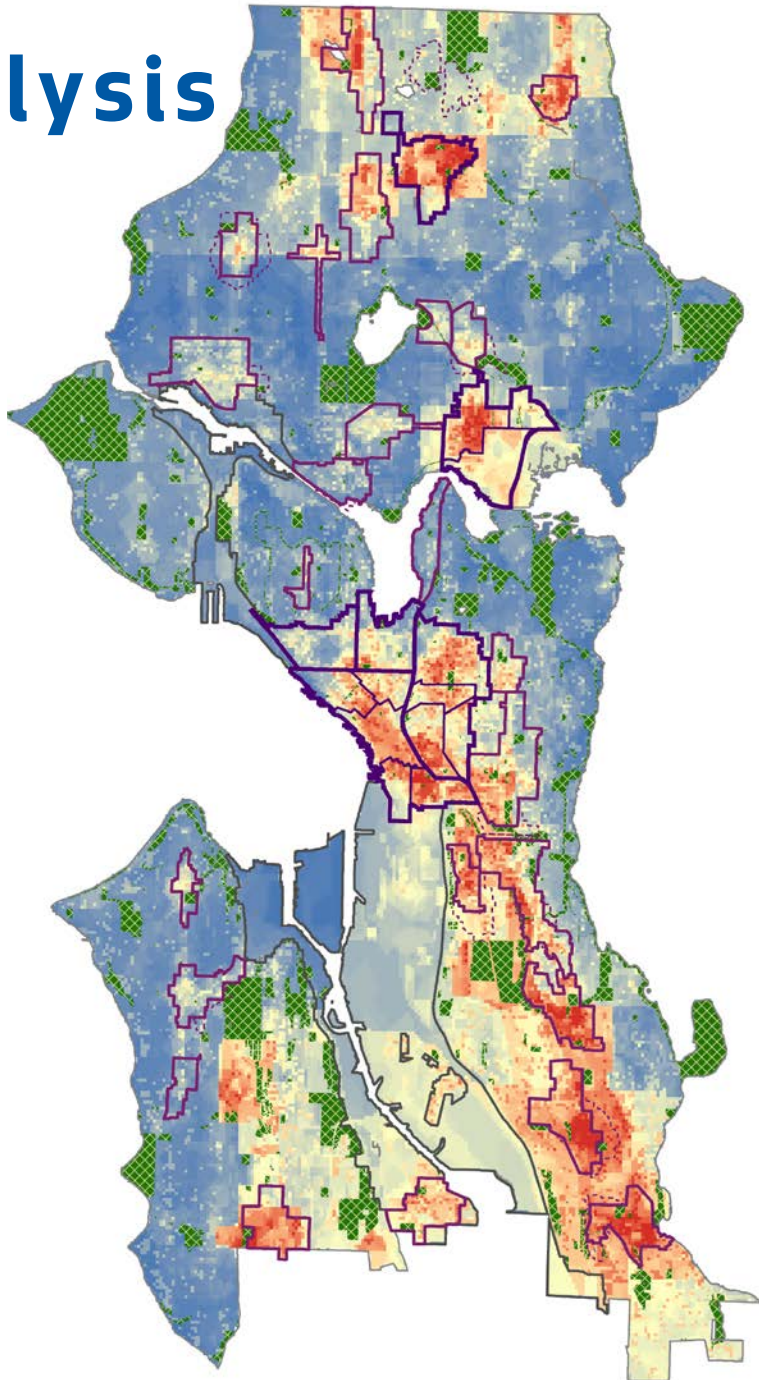
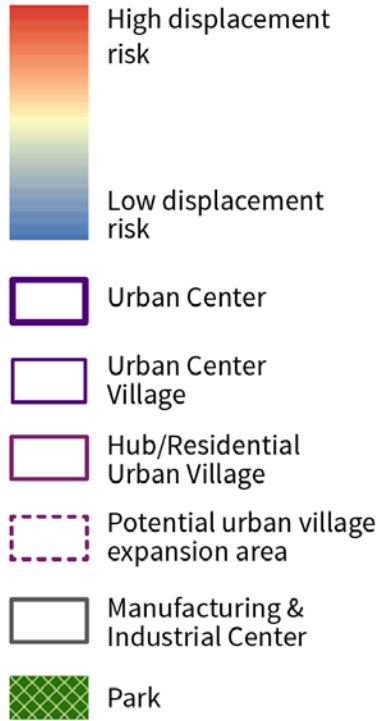
Equitable Development Initiative Briefing

3 / 23 / 2017

# Equitable Development Implementation Plan

- Race and Social Equity **Goals and Policies** in the Comprehensive Plan
- **Equity Analysis** as companion to the EIS to inform Growth Strategy
- Equitable Development **Implementation Plan**
  - Framework
  - Systemic Change
  - Targeted Strategies
  - Stewardship

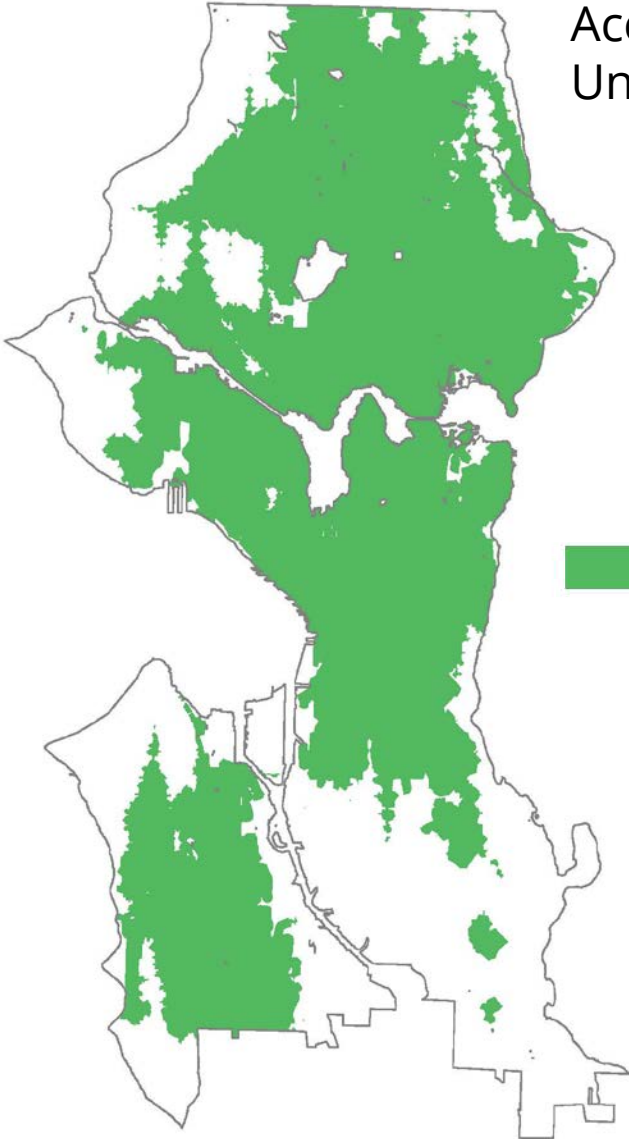
# Equity Analysis





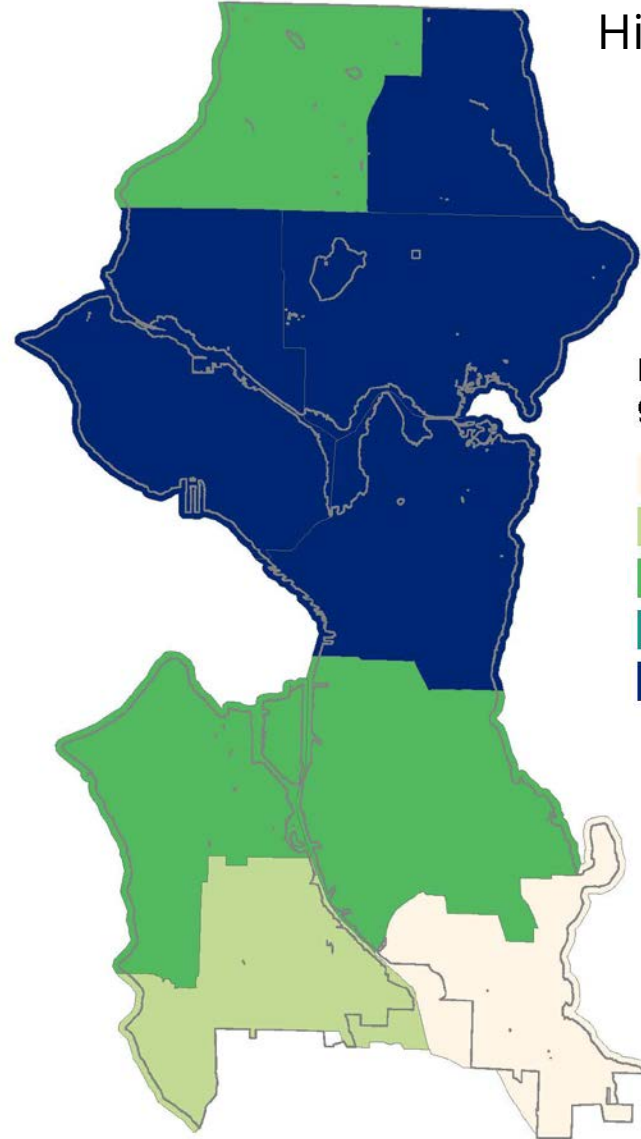
# Examples of layers in Equity Analysis Index

Access to College / University

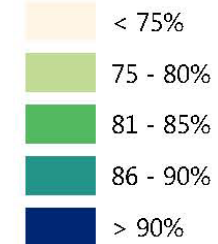


Within 30 minutes of a college or university by transit (bus and/or light rail)

High School Graduation Rates

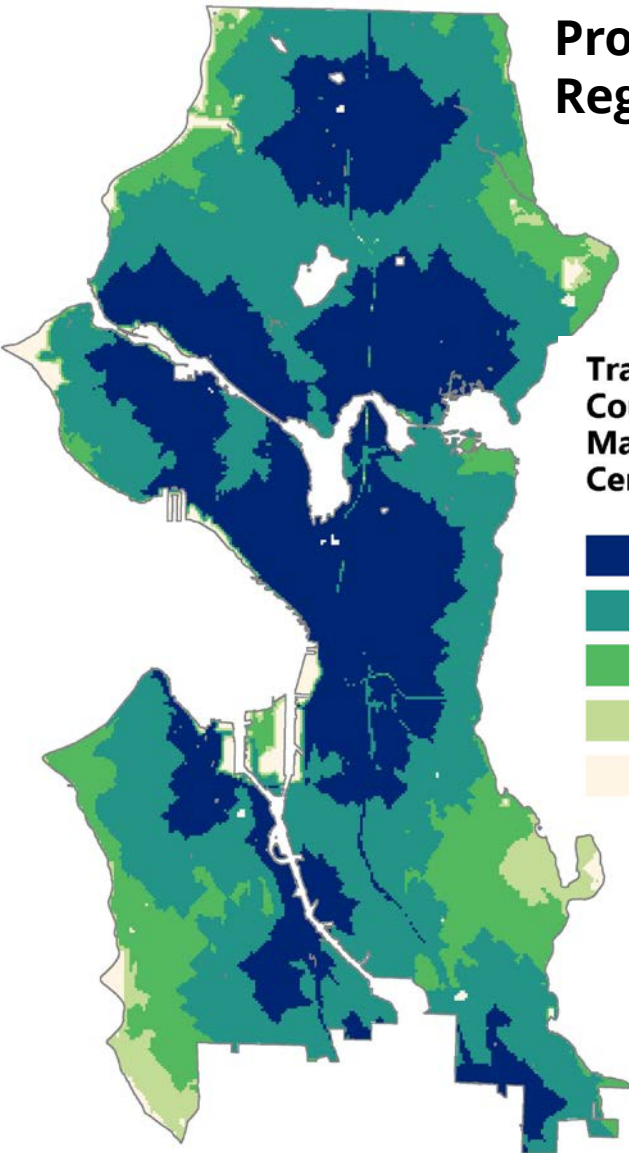


Four-year cohort high school graduation rate (attendance area)



# Examples of layers in Equity Analysis Index

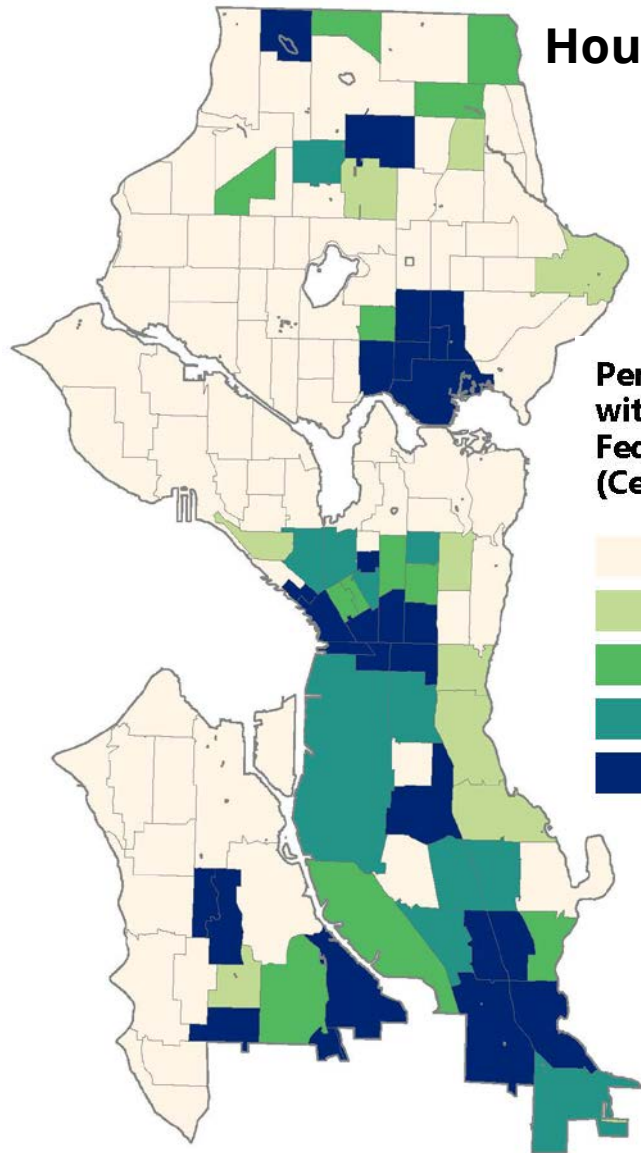
**Proximity to Regional Job Center**



**Travel time to designated King County Urban Centers and Manufacturing & Industrial Centers (minutes)**

- < 5
- 5 - 10
- 11 - 15
- 16 - 20
- > 20

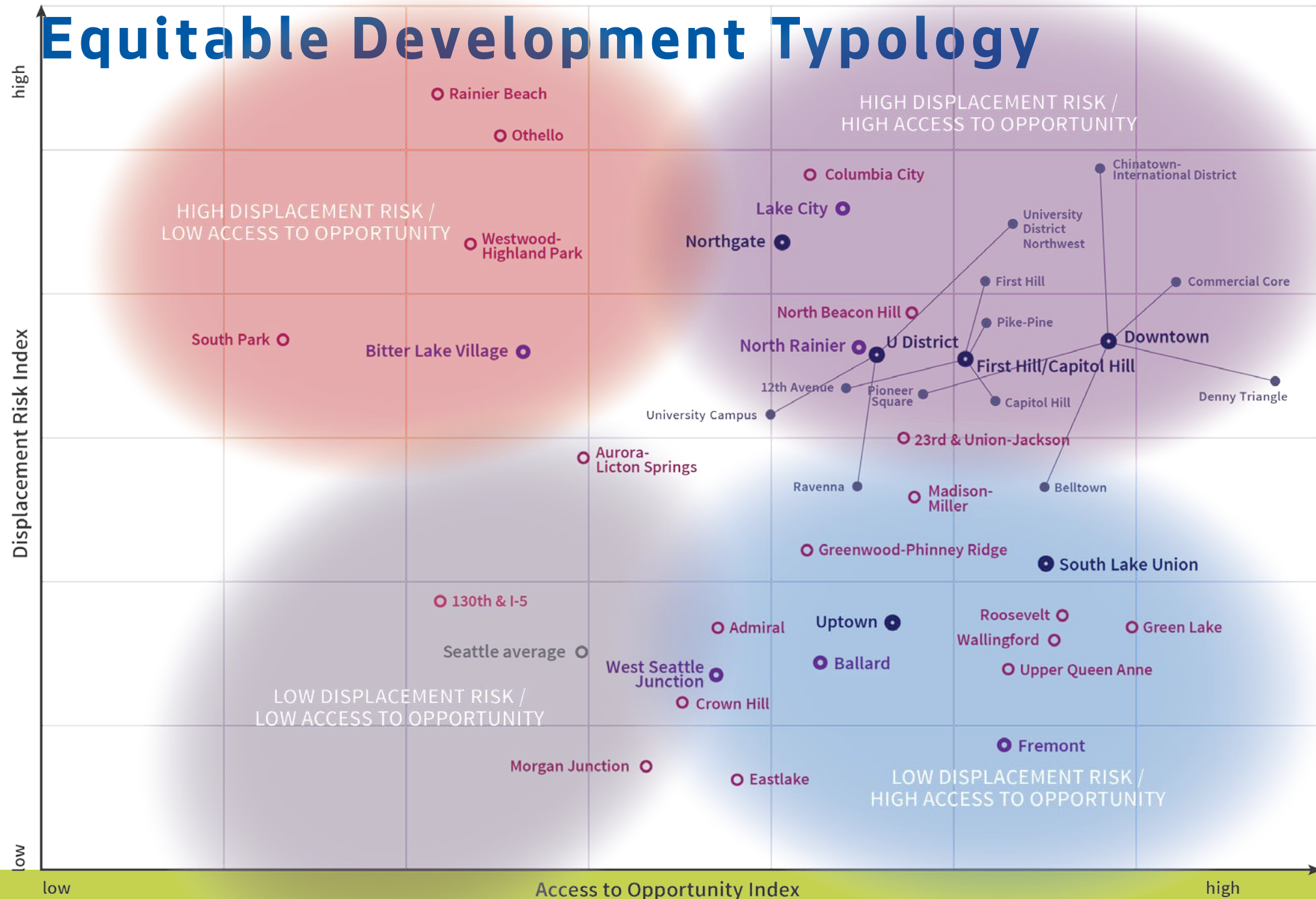
**Household Income**



**Percentage of the population with income below 200% of the Federal poverty level (Census tract)**

- < 25%
- 25% - 30%
- 31% - 35%
- 36% - 40%
- > 40%

# Equitable Development Typology



- Urban Center
- Hub Urban Village
- Residential Urban Village

# Equitable Development Framework

## Strong People and Resilient Communities

1. Advance economic mobility and opportunity.
2. Prevent residential, commercial and cultural displacement.
3. Build on local cultural assets.
4. Promote transportation mobility and connectivity.

## Great Places with Equitable Access

5. Develop healthy and safe neighborhoods.
6. Equitable access to all neighborhoods.

# Advance Economic Mobility & Opportunity

- Promote economic opportunities for marginalized populations and enhance community cultural anchors. Provide access to quality education, training, and living-wage career path jobs for marginalized populations.



# Advance Economic Mobility and Opportunity

- **Effective Education** – Close racial disparities in educational success and attainment at all levels from Pre-K through post-secondary
- **Financial Security** – Close racial disparities in employment, wages and job sectors
  - Good jobs
  - Effective training
  - Open doors to high quality careers
- **Wealth** – Close racial disparities in access to wealth
  - Equitable homeownership
- **Strong Local Economy** – Close racial disparities in business sectors
  - Strong small businesses

# Equitable Development Strategies

## Strong communities and people.

1. Recognize and build capacity for self-determination
2. Anticipate and prevent displacement of vulnerable residents, businesses, and community organizations

## Great places with equitable access.

3. Distribute the benefits and burdens of growth equitably
4. Increase opportunities for low-income households of color to live in all neighborhoods

# Systemic Change to Eliminate Racial Inequities

- 1. Establish equity clear criteria** - to determine community development and planning priorities
  - Marginalized Populations.
  - Displacement Risk.
  - Access to Opportunity.
- 2. Form new equity driven interdepartmental structures** - shared priorities and budget decisions for interdepartmental workplans and investment strategies.
  - Capital Cabinet.
  - Implementation Task Force.

# Systemic Change to Eliminate Racial Inequities

3. **Integrate equity into the departmental functional and investment plans** – weight equity criteria in department and Citywide decision-making processes.
4. **Establish a monitoring program** – to report annually on the impact on community well-being and displacement risk.
  - Annual Equitable Development Monitoring Report



# Equitable Development Indicators

- Per [Resolution 31577](#), the City will report annually on equity measurements as part of monitoring implementation of the Comprehensive Plan.



# Resolution 31577

## Specific guidance on Equity Indicators

Section 5. Equity Measurements. Quantifiable city-wide community indicators of equitable growth will be identified, measured over time, and reported annually as part of the City's ongoing monitoring of the Plan's effects on race and social equity over time. Equity measurements will track growth and displacement issues and be disaggregated by race, ethnicity, and income when possible. Equity measures will be updated as more data is available to measure impacts of growth for marginalized people.

# Equity Indicators Approach

- Short-term measures to provide early warning signs of displacement
- Long-term measures to gauge achievement of equitable outcomes

# Outline of Monitoring Program

Detail in pages 37-40 of Equitable Development Implementation Plan

## ROLES:

- OPCD manage the monitoring program, analyze data, and report on findings annually.
- SPC and **community groups EDI is engaging**: advise on development of indicators and review monitoring results.
  - SPC also assist OPCD with obtaining input (e.g., from addl. boards and commissions; broader community)
  - Use monitoring findings to inform recommendations for City officials.



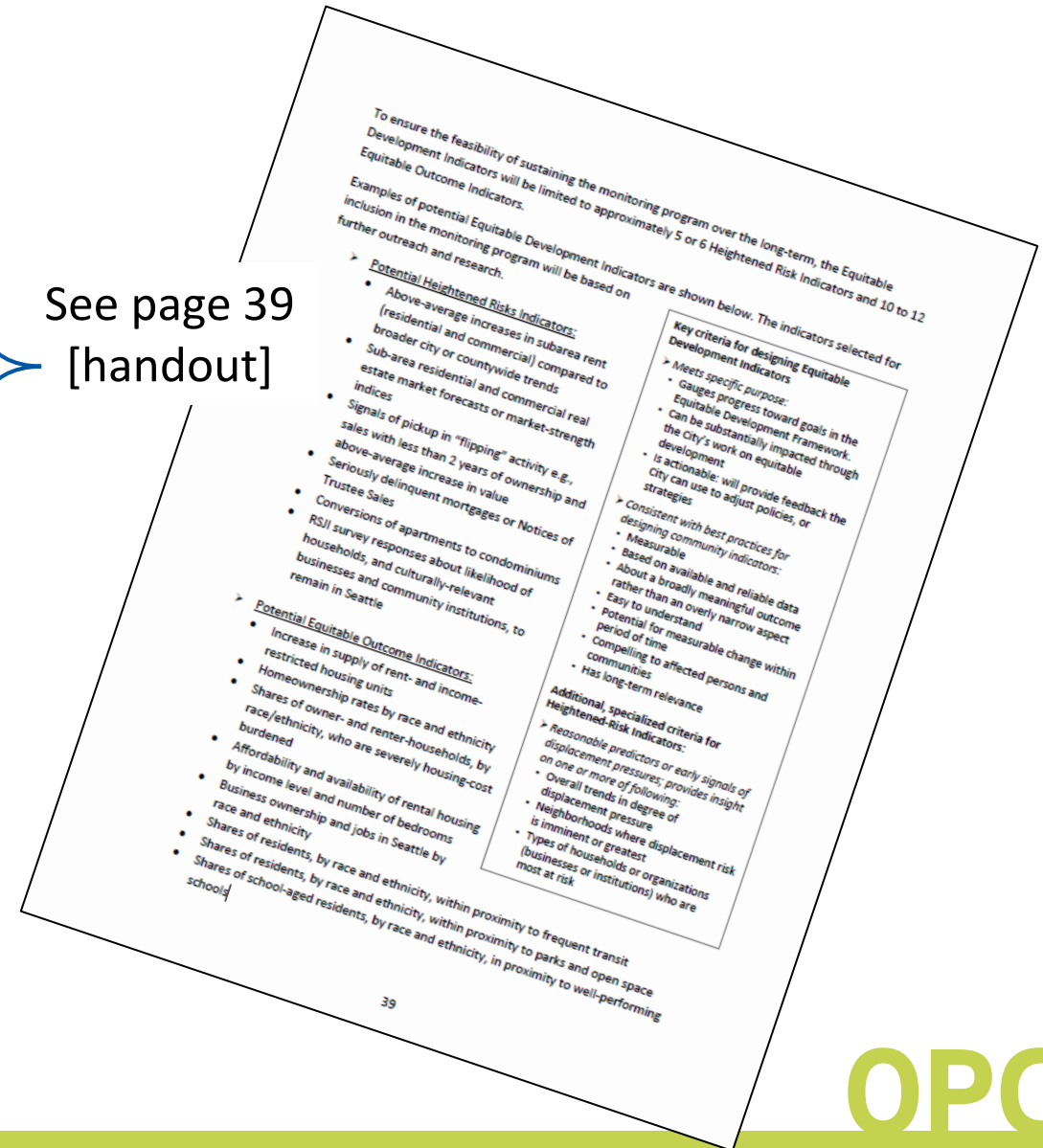


# Monitoring Program

## DEVELOPMENT OF INDICATORS:

- Examples of potential indicators.
- Key criteria for their design.
- Importance of community participation and interdepartmental collaboration.

See page 39  
[handout]



# Monitoring Program

## NEXT STEPS AND TIMELINE:

- Research and outreach to identify most indicators (spring to summer 2017)
  - Work with SPC staff to get on committee schedule
- Analysis: spring to fall 2017
- Report with most indicators by end of year 2017 (some may need additional research or development work)
- Presentations on monitoring report findings early 2018

# Capital Cabinet

The Mayor formed a high-level decision-making body to provide executive guidance on longer-term strategic planning and policy development. (Co-chaired by OPCD and CBO)

- Implement the goals and policies in the City's Comprehensive Plan
- Invest equitably in areas of the city with the greatest needs and disparities
- Ensure public investments are made equitably
- Ensure capital spending and other budget decisions are dedicated to high risk of displacement and low access to opportunity areas.

# Implementation Task Force

OPCD and CBO will convene an operational coordination meeting of managers and/or division directors.

- Oversight for Targeted Strategies – citywide and place based
- Partner with community for place-based efforts



# Targeted Citywide Strategies

## HALA

- Preserve communities impacted by displacement
- Increase housing choice in high access to opportunity areas

## Commercial Affordability Initiative

- Incentivize smaller commercial spaces
- Activate public spaces Include affordable commercial storefronts

# Current Place-based Targeted Strategies

## Neighborhoods

- Rainier Beach / Othello
- Central Area
- Chinatown / International District

## Shared Equity Drivers

- Advance economic mobility and opportunity.
- Prevent residential, commercial and cultural displacement.
- Build on local cultural assets.

# EDI Projects

Rainier Beach  
Food  
Innovation  
District

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Southeast Seattle  
Multicultural  
Community Center



Equity Transferable  
Development Rights  
Project For Chinatown  
/ International District

Little Saigon  
Landmark  
Project

**William Grose Center  
for Cultural Innovation**

OPCD

# Stewardship Plan

- Development of equity infrastructure
- Equity priorities on the agenda

## Leadership

- Capacity to name issues of equity and take action
- Strong connections between staff and community

## Staff Capacity

- Clear processes and opportunities for community partnership
- Community leadership development

## External Accountability

- Equity budgeting
- Appropriate measurement processes
- Strong equity measures

## Internal Accountability

# EDI timeline: key 2016 milestones



2016			
April	June	October	November
<ul style="list-style-type: none"><li>• Implementation Plan adopted</li></ul>	<ul style="list-style-type: none"><li>• Investment Strategy Plan adopted</li></ul>	<ul style="list-style-type: none"><li>• Comprehensive Plan signed</li><li>• \$16M EDI fund announced</li></ul>	<ul style="list-style-type: none"><li>• EDI fund subcabinet formed</li><li>• EDI manager hired</li></ul>

# EDI timeline

2017			
Q1	Q2	Q3	Q4
EDI groups form: <ul style="list-style-type: none"><li>• interim advisory board</li><li>• investment committee</li></ul>	<ul style="list-style-type: none"><li>• Briefing to Council</li><li>• EDI Indicators project begins</li><li>• EDI fund application &amp; advisory board announced</li><li>• EDI internal implementation working group forms</li></ul>	<ul style="list-style-type: none"><li>• Regular meetings of various EDI groups</li></ul>	<b>State of Equity in Seattle Report published</b>



**Together we can leverage our collective resources to create communities of opportunity for everyone, regardless of race or means.**



**And all communities are able to determine their own futures.**