

City of Seattle

## Racial Equity Toolkit (RET) Summary Sheet: Cover Sheet and Questions

*Please fill in below to identify the RET completed:*

**Department/Office:** Office of Sustainability & Environment (OSE)

**Name of policy, program, etc. analyzed:** Duwamish Valley Program

**Names and titles of key staff that led this RET process:**

- Alberto J. Rodríguez, Duwamish Valley Advisor (OSE)
- David Goldberg, Senior Planner (OPCD)
- Sudha Nandagopal, Equity & Environment Program Manager (OSE)
- Michael Davis, Director, Environmental Justice & Service Equity Division (SPU)
- Dionne Foster, Policy Advisor (OPI/MO)
- Tim Wolfe, Division Director (DON)

**Dates of RET process** (e.g., 8/2015 – 10/2015): 11/2016 – 6/2017 (still in process)

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.

For questions about using this Summary Sheet, please contact your OCR RSJI Liaison.

**1. List the racial equity outcome(s) that you set in Step 1 of the RET process. (Max 300 characters)**

**A.** Reduce health disparities and cumulative impacts present in the Duwamish Valley related to air and water quality, soil contamination, noise pollution, access to healthy food, and climate change adaptation that disproportionately affect *Duwamish Valley residents and workers\**.

**B.** A safe, connected, and accessible Duwamish Valley, with a focus on South Park and Georgetown, with amenities and physical improvements that benefit *Duwamish Valley residents and workers\**.

**C.** City policies and investments in the Duwamish Valley proactively mitigate displacement risk so *Duwamish Valley residents and workers\** enjoy a robust life and prosper in place.

**D.** *Duwamish Valley residents and workers\** have economic mobility and opportunity through access to education, training, funding, and support programs, as well as pathways out of poverty through jobs and careers related to environmental policy and program and project development.

**E.** *Duwamish Valley residents and workers\** meaningfully influence the design and participate in decision-making processes regarding City policies, programs, and services benefitting/affecting the Duwamish Valley. City decision-makers are responsive and accountable to Duwamish Valley residents and workers.

**F.** City programs, projects, investments, and engagement strategies are led, centered, and support the diverse cultures, stories, and experiences of *Duwamish Valley residents and workers\**. City policies and programs in the Duwamish Valley invest directly in leadership development, capacity building, and community-led solutions.

*\*The DVP's focus will be on communities of color, immigrants, refugees, people with low incomes, youth, limited-English proficiency individuals, women- and minority-owned businesses, and people of color-led organizations*

**2. Which stakeholders (groups and/or key individuals) did you engage in this RET? In what ways did you engage them? (Max 600 characters)**

CITY STAFF: the DAT Core Team (OSE, OPCD, SPU-EJSE, DON, and MO) and Sudha Nandagopal (OSE) convened in December 2016 to put together draft RET outcomes for the DVP. These draft outcomes were presented to all DAT members (18 City departments) at the 1/03/2017 retreat for their input; these will be adopted after receiving input from *Duwamish Valley residents and workers\**.

COMMUNITY: Seven Latino, Vietnamese, and Somali community members from South Park and Georgetown interacted directly with Duwamish Valley Action Team (DAT) members during the DAT retreat (1/03/2017) and helped us ground ourselves in racial equity. We plan to vet the outcomes with them and the general community in South Park and Georgetown in February-March 2017.

Lastly, DAT members will form “working groups” in March 2017 to develop proposals to submit 2018 budget requests for 2-8 projects that reflect shared City-community priorities. Each working group will perform a racial equity analysis that includes responding to Step 3 and Step 4 of the RET Assessment Worksheet to ensure these projects advance the racial equity outcomes of the DVP.

**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)**

Expected benefits include:

- Improved air quality
- Increased and improved pedestrian and bike mobility and transit
- Increased and improved access to parks and nature
- Increased investment in City programs, projects, and services

- Increased influence in City decision-making

Possible burdens:

- Increased displacement risk

**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)**

- Focus our community engagement efforts to collect input and receive guidance/direction, first & foremost, from communities of color in the Duwamish Valley that the City normally doesn't hear from: Latino, Vietnamese, & Somali
- Do a racial equity analysis for all DVP-related efforts (programs, projects, & investments)
- Ensure City programs, projects, investments in the Duwamish Valley are reflective of community priorities & ensure accountability by creating a Duwamish Valley Action Plan

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

The Mayor's Office is very much involved in all DVP-related activities and decision-making. For example, Dionne Foster (MO/OPI), is an active member of the DAT's Core Team. In addition to that, the newly-created Capital Cabinet has chosen the Duwamish Valley Program as their pilot project. Capital Cabinet directors agreed to staff and support the DAT, and to communicate the importance of its work to their respective staff. Lastly, Core Team directors (OSE, OPCD, SPU, OPI, and DON), plan to meet regularly to better support the DVP & ensure its success.

**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)**

CITY STAFF: We will keep DAT members informed on a monthly basis through regular meetings, one-on-one conversations, and such. DAT working groups will also share the findings of their respective racial equity analysis to the entire DAT in May 2017.

COMMUNITY: This year, we plan to do report-backs/updates: 1) May – June 2017; these report-backs will focus on the priorities that were advanced through the 2018 budget process; 2) August 2017; these report-backs/updates will focus on the priorities that will be included in the Duwamish Valley Action Plan for 2019 and beyond; 3) In September 2017, we will host a City-community celebration for the release of the Action Plan; 4) Lastly, we plan to update the Action Plan, at least every other year and we will be designing report-back/update strategies for this in late 2017.

**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)**

The City's decision-making process and structure (DAT, Core Team, Capital Cabinet, MO, etc.) is not conducive to a true partnership with *Duwamish Valley residents and workers*\*. Working through the many years of distrust takes time and we currently don't prioritize this time investment.

The City is taking action toward advancing environmental justice and racial equity in the Duwamish Valley, but our efforts can only go so far. In order to affect structural transformation and eliminate health disparities in the Duwamish Valley, we will need to forge partnerships with other public agencies (e.g. King County, Port of Seattle, etc.), philanthropy, and community.