

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 – in partnership with the Urban Forestry Core Team (OPCD, SPU, SDCI, SPR, SCL, and SDOT)

Name of policy, program, etc. analyzed: 2018 Urban Forest Management Plan Update

Names and titles of key staff that led this RET process: **Vicky Raya (Lead, SPU)**, Jana Dilley (SPU), David Bayard (SCL), Brennon Staley (OPCD), Chanda Emery (SDCI), and Sandra Pinto de Bader (OSE)

Dates of RET process: 3/6/18 – 4/17/18

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.

Please respond to the following questions on a separate document (no more than two pages). 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. Seattle ensures clean, healthy, resilient, and safe environments in the places where communities of color, immigrants, native peoples, refugees, people with low-incomes, youth, and limited-English proficient individuals live, learn, work, and play. Urban forestry policies and programs leverage community assets; address cumulative impacts of multiple environmental hazards and social, economic, and racial burdens related to urban trees; prepare communities to adapt to climate change; and support connections between residents, workers, government agencies and industries.
2. The updated Urban Forest Management Plan will explore partnerships, policies, and programs to increase participation of communities of color, immigrants, native peoples, people with low incomes, youth, and limited English proficiency individuals in urban forestry careers.
3. Through the inclusive engagement process for the Urban Forest Management Plan update, communities of color, immigrants, native peoples, people with low incomes, youth, and limited English proficiency individuals will inform urban forestry policies, programs, and services.
4. As we update the Urban Forest Management Plan, the City's urban forestry team will partner with Equity and Environment Initiative communities to collect and connect stories and experiences into the Plan's goals and leverage the creativity of residents to find urban forestry solutions.

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

This toolkit process was led by SPU's Environmental Justice and Service Equity Team (EJSE) along with SPU's Trees for Seattle team. The departments engaged include OSE, OPCD, SDCI, and SCL. Stakeholders were engaged through regular meetings prepared and run by SPU over the course of about two months. Team members made group decisions and reviewed documents outlining the team's discussions and decisions on how to move forward with the creation of the new Urban Forest Management Plan.

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)

- Seattle's history of redlining has led to a pattern of communities of color disproportionately living in areas that were considered less desirable. Many of these areas are near highways, industrial areas, and have lower canopy cover.
- Ownership of street trees and associated maintenance responsibility has implications for the health, size, safety, and longevity of street trees; putting the maintenance responsibility on the adjacent property owner can come with a large price tag, especially towards the end of the trees' life.
- Trees mitigate environmental conditions such as poor air quality. The City might have missed opportunities to use tree investments to mitigate other issues such as industrial pollution that disproportionately affects Equity and Environment Initiative focus communities.
- For issues related to new development we need to consider how decisions impact both housing affordability and livability. Tree requirements can impact cost of development and increase property values making housing less affordable.
- There is a lack of racial diversity in higher-paid jobs in urban forestry; under-represented groups tend to be clustered in the lowest-paid jobs. There is not a strong career ladder for advancement in the urban forestry industry, which also applies to City jobs.

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)

The key outcome of this toolkit process was the shaping of the engagement process for the Urban Forest Management Plan, and an intentional phasing of efforts to engage communities historically under-represented in urban forestry prior to any plan writing. This allows the community's voice to most strongly influence the shaping of goals and actions. A second phase of engagement will be held after a draft plan is produced to allow the public to review and comment on the plan.

Several key principles were identified that shaped the engagement approach. They are:

- We are committed to intentional engagement with historically under-represented communities prior to plan update drafting.
 - o The focus communities for this effort are those defined by the City's Equity and Environment Initiative (EEI): people of color, native peoples, low-income populations, linguistically isolated households, and foreign-born populations.
 - o We seek to engage with these communities city-wide.
 - o The bulk of available resources for engagement will be dedicated to seeking input from these communities.

- Traditional stakeholder groups will also be given opportunities to provide input prior to plan drafting, but fewer resources will be spent reaching those groups.
- All stakeholders will be engaged at a collaborative level. This means we will be asking for their input and feedback, but decision-making will be reserved for elected officials.
 - o We are committed to reviewing and valuing all feedback equitably.
 - o We will provide transparency by making all comments publicly available and posting a summary with staff feedback regarding resource availability and feasibility of submitted suggestions.
- Participants in the first round of engagement will be asked if they wish to participate in the second round of engagement.

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

The Core Team will be briefing the Urban Forest Management Team on the proposed actions for the updated plan. Management Team will elevate to departmental leadership and ultimately, the Mayor will approve the draft plan prior to submitting it to City Council. The expectation is to have City Council adopt the plan therefore supporting the implementation of the plan's actions.

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)

We will be seeking feedback on the draft plan, including action items, from key stakeholders and community members who have expressed interest. As part of our inclusive engagement process we have asked the community what the best methods to engage them in the future are. We are working to identify and engage the best messengers for outreach to EEI focus communities.

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 team looked at how our team's position, socio-economic composition, perspective, and implicit bias influence the direction or intent of The UFMP update effort. Our finding included:

- Bias toward "trees are important"
- There are no self-identified people of color on the planning team which leads to perspectives that may not account for the wide range of barriers, potential impacts and priorities of communities of color
- The team has a mandate around urban forestry
- The team has historically been more focused on urban forestry conditions of the north end of the city versus the south end.
- The team has technical knowledge and understand a wide range of issues confronting our urban forest which many community members don't have.

The team realized that our targeted community is not aware of your current planning efforts and that there are groups that carry more influence on issues related to urban trees, including:

- A small group of tree advocates, who tend to be older, whiter, and more affluent than the general public. This group is very vocal and active; has a high degree of access to decisionmakers and time to participate; perspectives tend to focus on conditions and solutions for north Seattle with Tree PAC and Friends of Seattle's Trees being the most influential groups.

- Developers are another influential group represented by organizations such as the Master Builders.
- Neighborhood groups have a large presence due to their having time and resources to advocate for trees. They tend to view their perspectives as held by everyone. On the other hand, the Duwamish Valley is more organized due in part to strong City support and work there.
- The Urban Forestry Commission was created to advise the Mayor and City Council on issues related to urban trees; individual members who also participate in advocacy groups reflect and champion the views of tree advocates.
- Environmental non-profit organizations are engaged.
- All of the above groups are very influential because the average person (especially in underserved communities) doesn't normally engage on these issues.