Urban Forestry Commission & Interdepartmental Team Annual Meeting

Inclusive Engagement Principles

June 2, 2021; 1:00 PM – 4:00 PM

Steve Hamai | Sam Keller | Vicky Raya – Environmental Justice and Service Equity, SPU

Agenda

- Welcome & Introductions
- Recap of 2020 Annual Meeting
- SDCI/OSE Racial Equity Toolkit
- 10-minute Break
- Community Engagement Continuum
- Wrap-up
- Closing

Ground Rules

Engage in active listening

Act and communicate with respect

- No “fixing”
- Make this a brave place to share stories (privacy)
- Step up – engage and push past comfort to your growing edge
- Step back – ask yourself W.A.I.T. = Why am I Talking?

Recognize that this topic may be difficult and emotionally taxing

The goal is not to agree – it is to gain a deeper understanding

Use “I” statements & speak from your own experiences

Expect and accept non-closure – be willing to sit with discomfort

Small Group Breakouts - 10 minutes

- Name
- Race
- Gender pronouns
- Organization
- Original Peoples Acknowledgement
- Favorite plant at home

When we look across every type of human indicator of well-being in this country whether that be life expectancy, income, job status, wealth, health, educational level, neighborhoods, involvement (or lack thereof) with the criminal justice system, etc.,

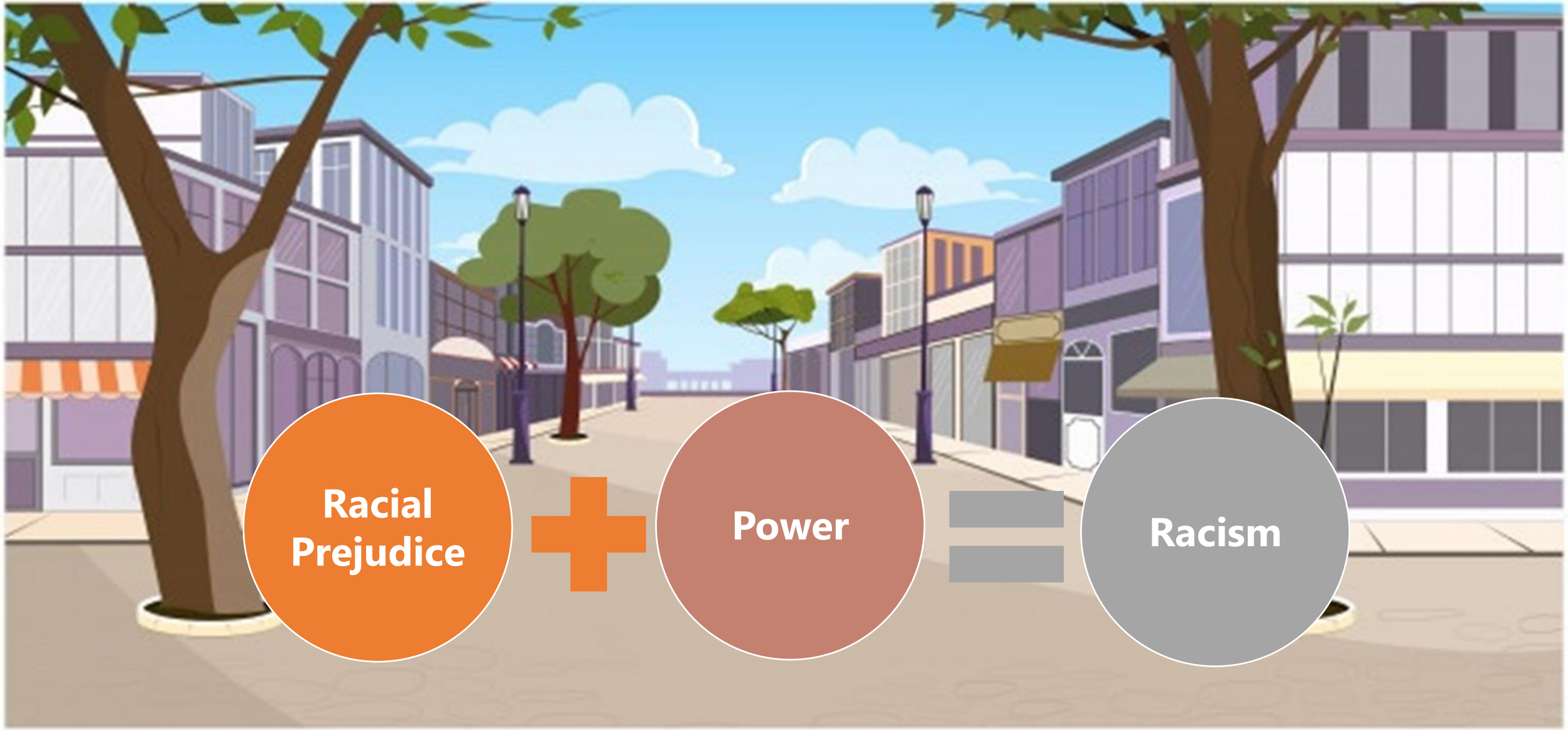
RACE

Is the Single, Strongest Predictor of Outcomes.

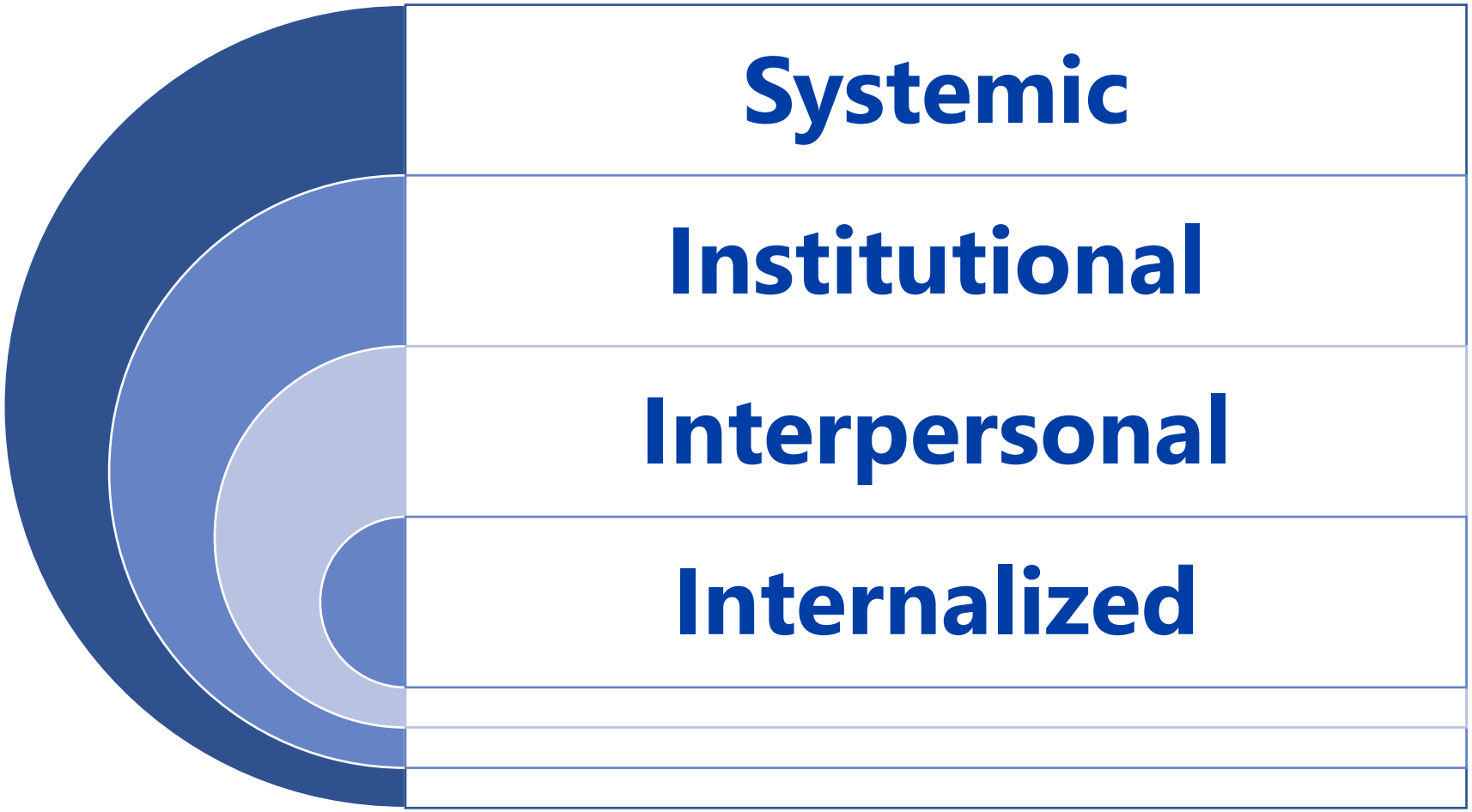
POWER →

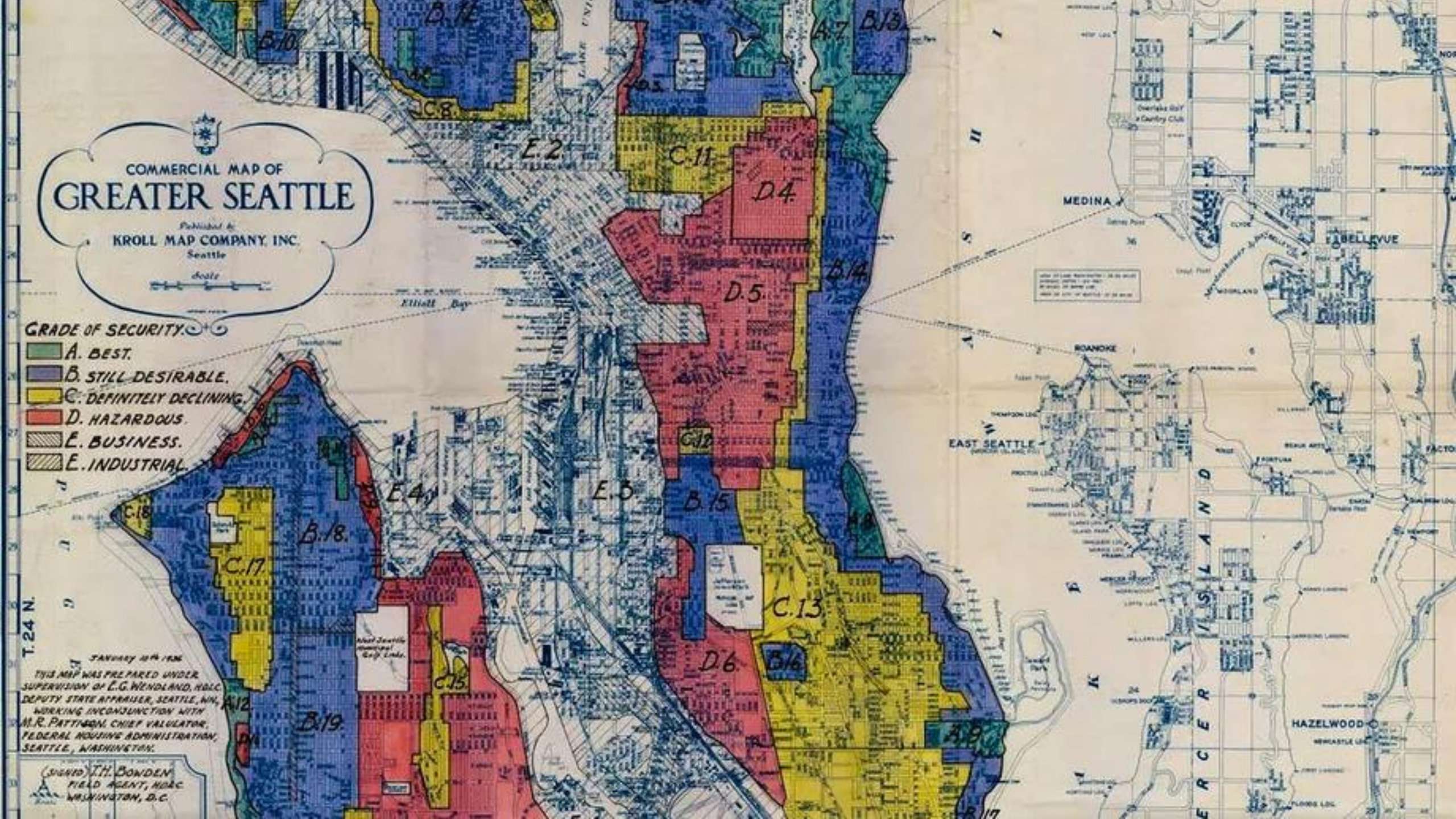
The ability to DEFINE REALITY for yourself and for others

- **The ability to set standards for what is considered appropriate behavior**
- **The ability to make and enforce decisions**
- **Access to resources**


Racial Prejudice
Power
Racism

Racism is a system of power.




COMMERCIAL MAP OF
GREATER SEATTLE
Published by
KROLL MAP COMPANY, INC.
Seattle
Scale
GRADE OF SECURITY.
A. BEST.
B. STILL DESIRABLE.
C. DEFINITELY DECLINING.
D. HAZARDOUS.
E. BUSINESS.
E. INDUSTRIAL.
JANUARY 10th 1936
THIS MAP WAS PREPARED UNDER SUPERVISION OF E.G. WENDLAND, HOLC DEPUTY STATE APPRAISER, SEATTLE, WN, WORKING IN CONJUNCTION WITH M.R. PATTISON, CHIEF VALUATOR, FEDERAL HOUSING ADMINISTRATION, SEATTLE, WASHINGTON.
(SIGNED) T.H. BOWDEN
FIELD AGENT, HOLC
WASHINGTON, D.C.
Elliott Bay
Lake Union
Lake Washington
MEDINA
BELLEVUE
ROANOKE
EAST SEATTLE
HAZELWOOD
MERCER ISLAND
T. 24 N.
B.10
B.11
B.12
B.13
B.14
B.15
B.16
B.17
B.18
B.19
C.8
C.11
C.12
C.13
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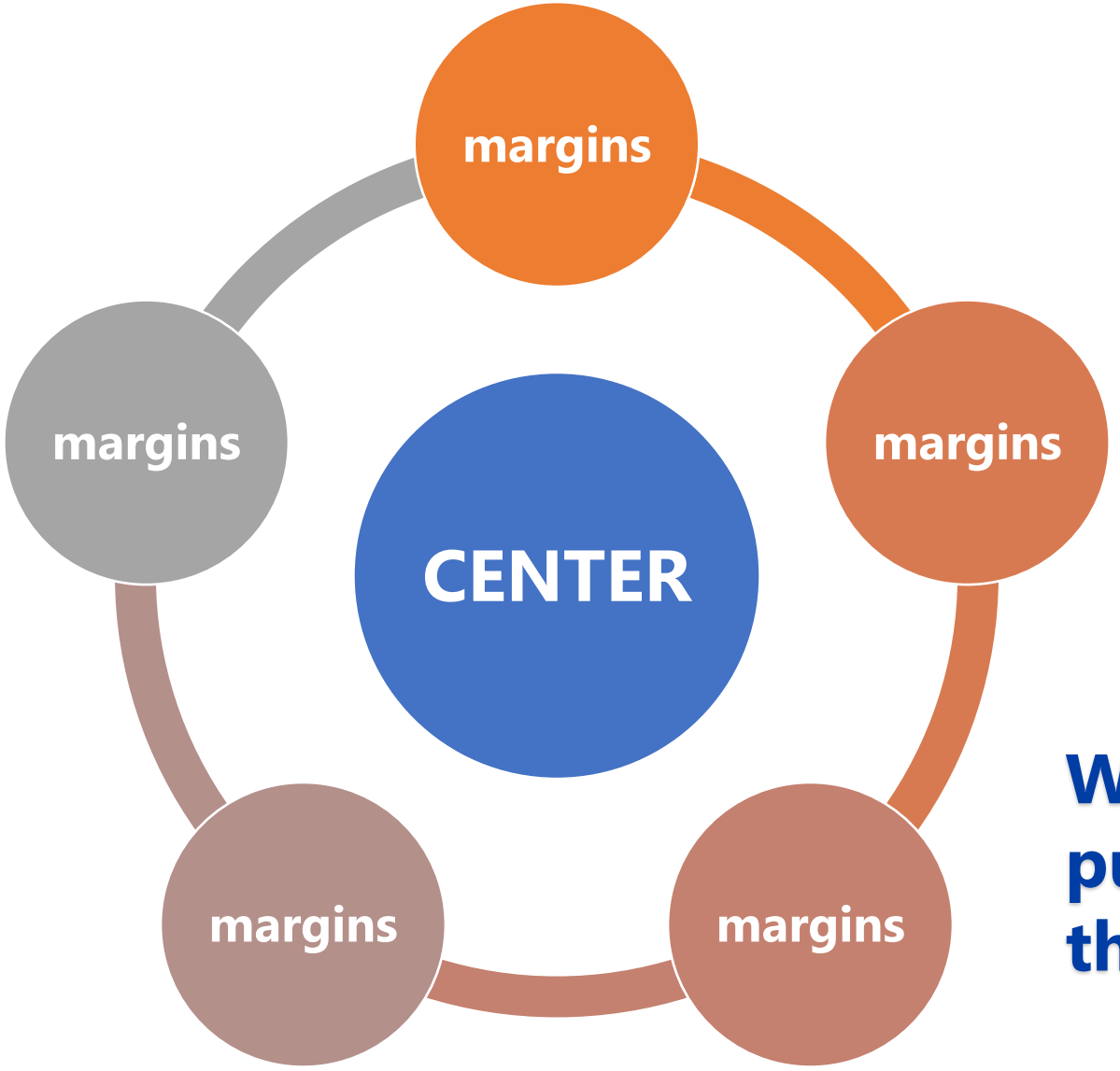
C.18
D.4
D.5
D.6
E.2
E.3
E.4

Who lives at the center?



Who is pushed to the margins?

Share Out

Share your key takeaways from session #1

A Racial Equity Toolkit for Tree Protections

Photo by John Skelton

Seattle Department of Construction & Inspections

Urban Forestry Commission/IDT

Charlie Spear I June 2, 2021

SDCI PURPOSE AND VALUES

Our Purpose

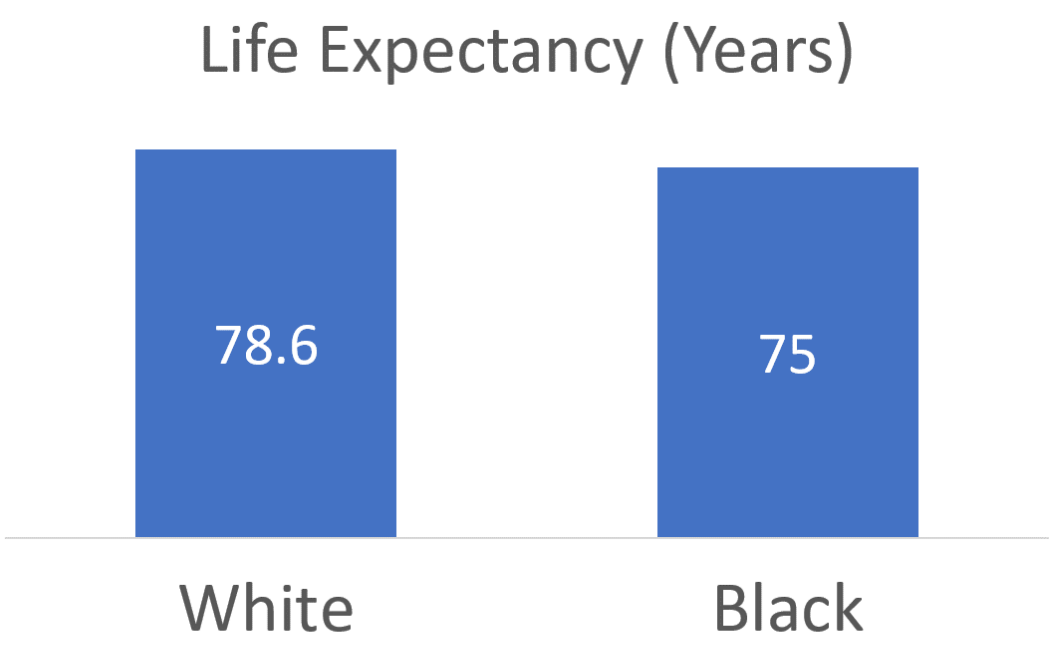
Helping people build a safe, livable, and inclusive Seattle.

Our Values

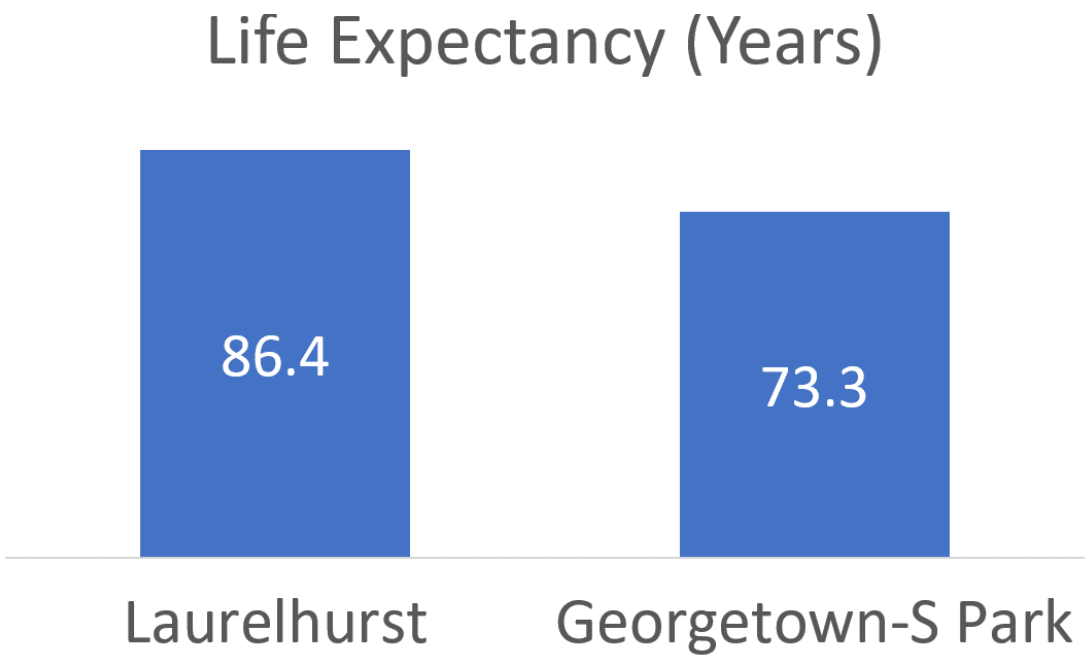
- Equity
- Respect
- Quality
- Integrity
- Service

“**Racism** is a **serious threat** to the public’s **health**.”

–US Centers for Disease Control



–Robert Wood Johnson Foundation



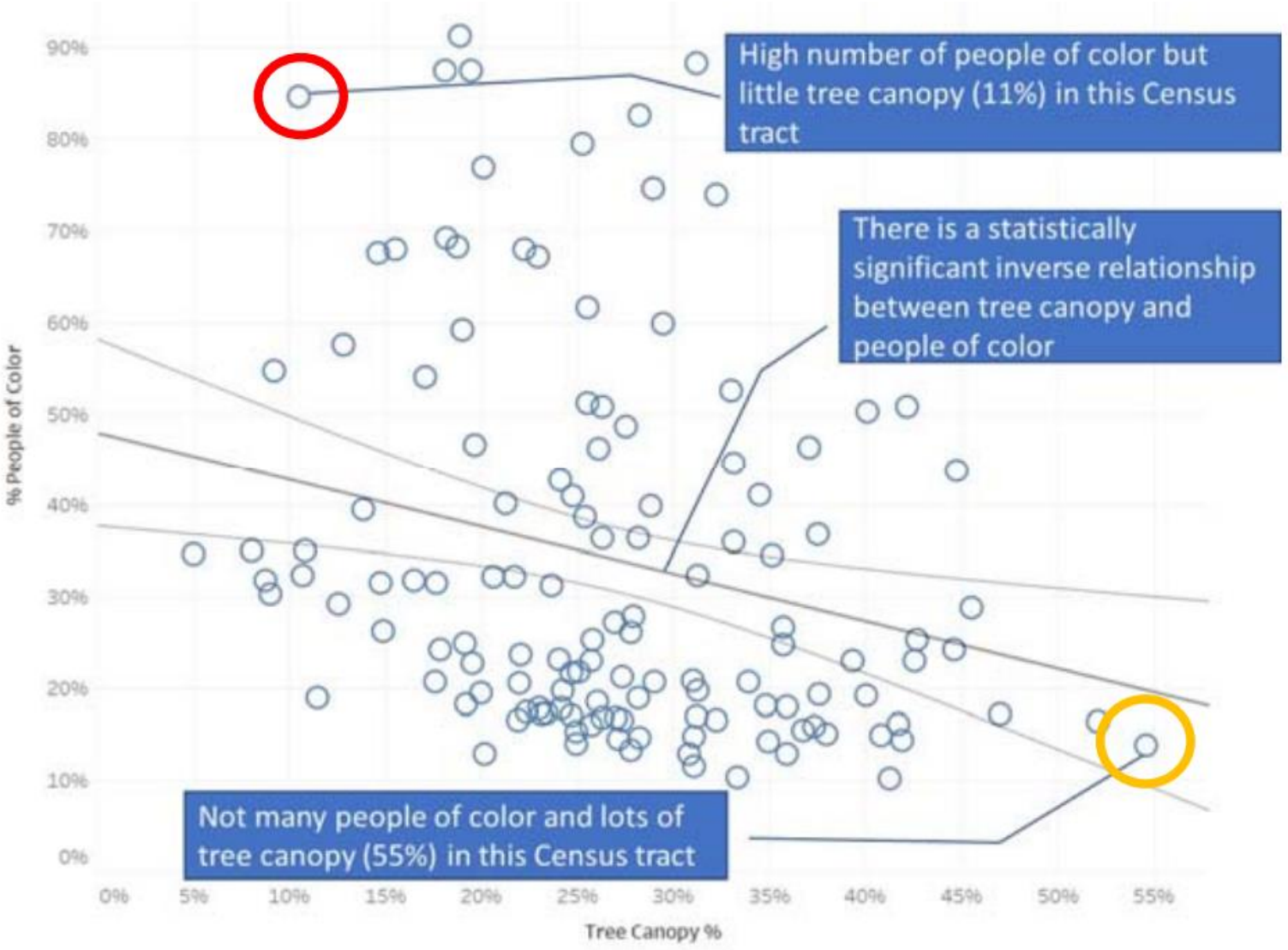
–Duwamish Valley Action Plan

Race is the best predictor of a person living near contaminated air, water, or soil.

–Seattle Equity and Environment Agenda

Tree canopy tends to be lower in areas with more BIPOC and low-income people.

–Seattle 2016 canopy study



EXPOSURE TO URBAN FORESTS

- boosts the immune system
- lowers blood pressure
- reduces stress
- improves mood
- increases ability to focus
- accelerates recovery from surgery or illness
- increases energy level
- improves sleep

–State of New York

TODAY'S PRESENTATION

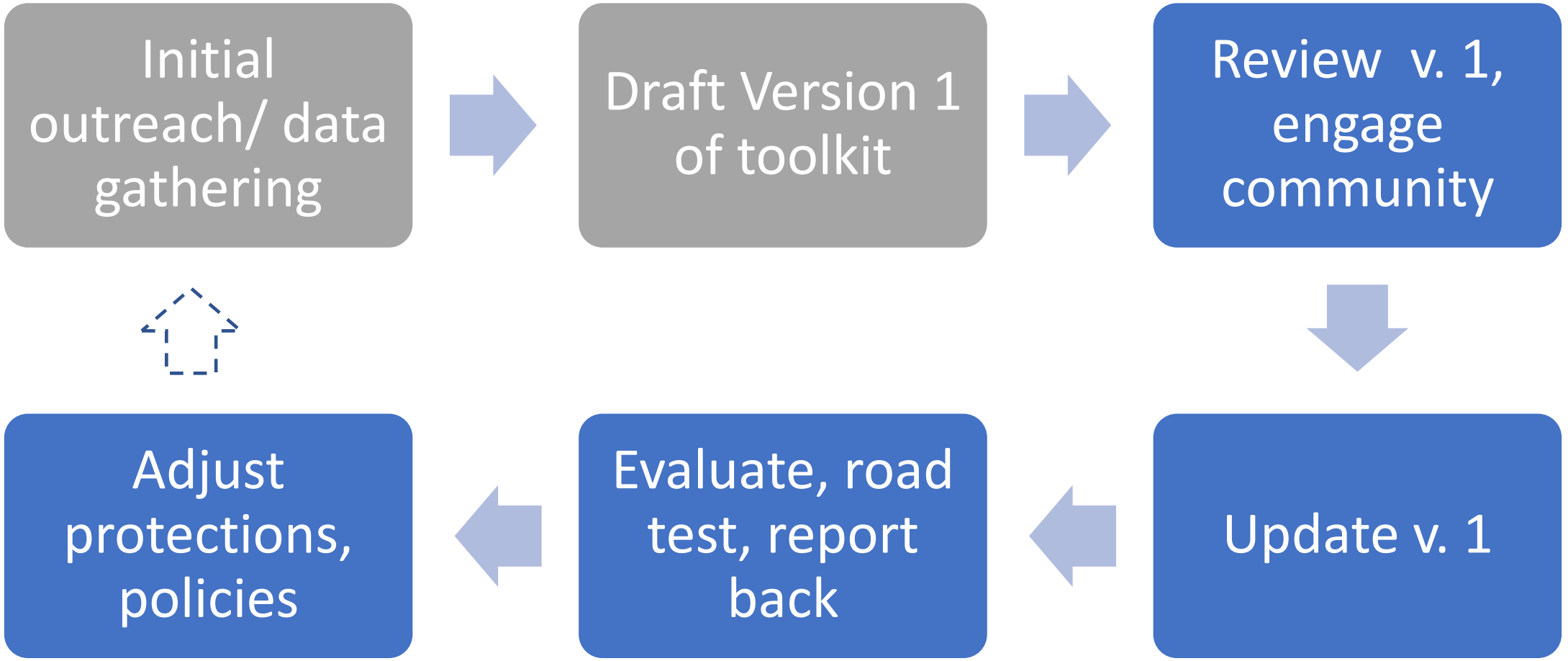
- Tree protections update
- Racial Equity Toolkit process
- Racial equity outcomes
- RET findings and strategies
- What's next

TREE PROTECTIONS UPDATE

Changes to explore include …

- Expand the definition to include all exceptional trees over 24"
- Add an "in-lieu" payment as an alternative to replacing an exceptional tree
- Require a simple permit to remove a "significant" tree
- Require mitigation for any "significant" trees removed
- Explore ways to clarify and streamline the permit process
- Update draft Director's Rule for tree protections

WHERE WE ARE NOW

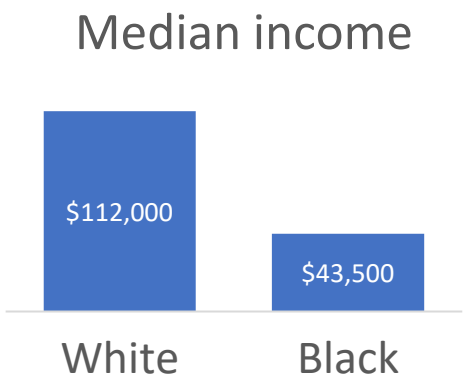


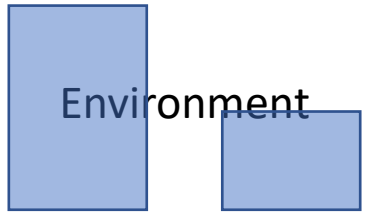
RACIAL EQUITY OUTCOMES

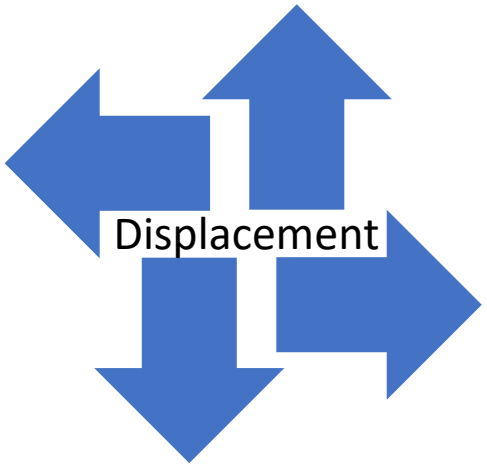
- Ensure that urban forestry services and benefits are distributed equitably across communities.
- Assume responsibility for mitigating historical impacts of City action.
- Reduce impacts to BIPOC communities due to having fewer trees.
- Reduce burdens of enhanced tree protections on BIPOC communities and businesses.

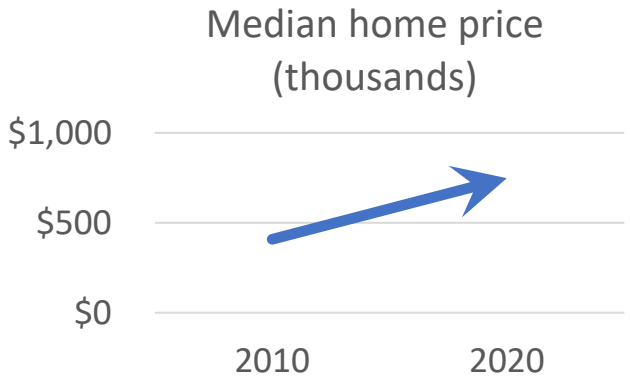
LESSONS FROM THE DATA WE HAVE

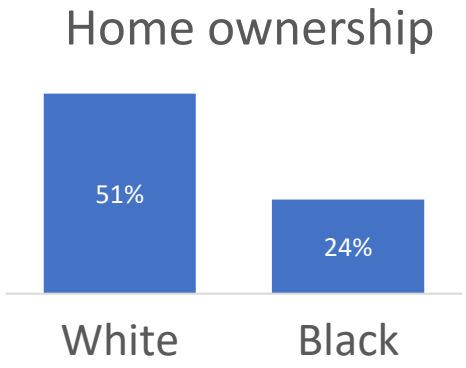
SOCIAL AND ECONOMIC CONTEXT

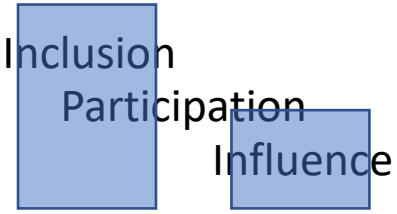












ROOT CAUSES

- Centuries of barriers
  - Legacy of slavery
  - Segregation
  - Labor discrimination
  - Redlining
- Continuing discrimination in workplace and hiring
- Language barriers
- Exclusion from processes
- Distrust, disillusionment
- Lack of resources to participate
- Green ceiling

BENEFITS AND BURDENS

BEWARE OF FALSE DILEMMAS

The City is committed to nurturing its urban forest for BIPOC and other communities **AND** meeting its other priorities.

Photo: Will Newton, Washington Post

BENEFITS

- Protect tree canopy: protect mature trees, replace trees, simplify codes, raise bar for service providers, possibly fund targeted tree planting
- Age and species diversity = increased urban forest health
- Improve compliance, administration, enforcement of tree protections
- Support data collection
- Clarity for service providers, residents

BURDENS

- Large, mature trees require maintenance
- Cost of new permit fee
- Cost of tree replacement or payment-in-lieu
- Care of newly planted trees
- Potential impacts on land area available for development, possibly affecting housing availability and cost
- Additional work and delays for builders, again potentially impacting availability and costs
- Could reduce flexibility for property owners
- Complexity of regulations and Increased requirements might impact BIPOC companies

ADVANCE OPPORTUNITY, MINIMIZE HARM

Photo: treemama.org

ADDRESSING IMPACTS/CONSEQUENCES

- Use exceptions to land use codes
- Consider low-income waivers, discounts and subsidies for things like permit fees, payments-in-lieu and maintenance costs
- Explore alternative funding sources
- Set fees and payments to be equitable yet effective
- Consider using payment-in-lieu to plant trees in BIPOC communities
- Focus on simplifying and streamlining regulations wherever possible

STRATEGIES TO ADDRESS ROOT CAUSES

- Focus preservation and planting on low-canopy BIPOC neighborhoods
- Use data such as home purchases and market-rate rentals by race and income; undertake studies if necessary and feasible
- Explore program to mitigate burdens associated with tree establishment and maintenance in BIPOC communities
- Consider low-income tree maintenance subsidies: value of trees as assets to the community

PARTNERSHIP STRATEGIES

- Engagement and outreach plan focused on BIPOC communities and on impacts of regulatory changes
- Culturally and linguistically appropriate communications to convey proposals and elicit input
- Continue to communicate and engage as we implement

RE-ALIGNMENT STRATEGIES

- Get new tree data and use it to advance racial equity (e.g., where we need more trees)
- ID impacts of protections in practice. Example: Get data to evaluate impact (if any) on cost of housing, particularly for disadvantaged BIPOC communities
- Do studies if necessary and feasible

WHAT'S NEXT?

OUTREACH AND ENGAGEMENT PLAN

Concurrent efforts

Who: BIPOC communities

How: DON Community Liaisons

Who: Other key stakeholders

How: Listening sessions

QUESTIONS?

Charlie Spear

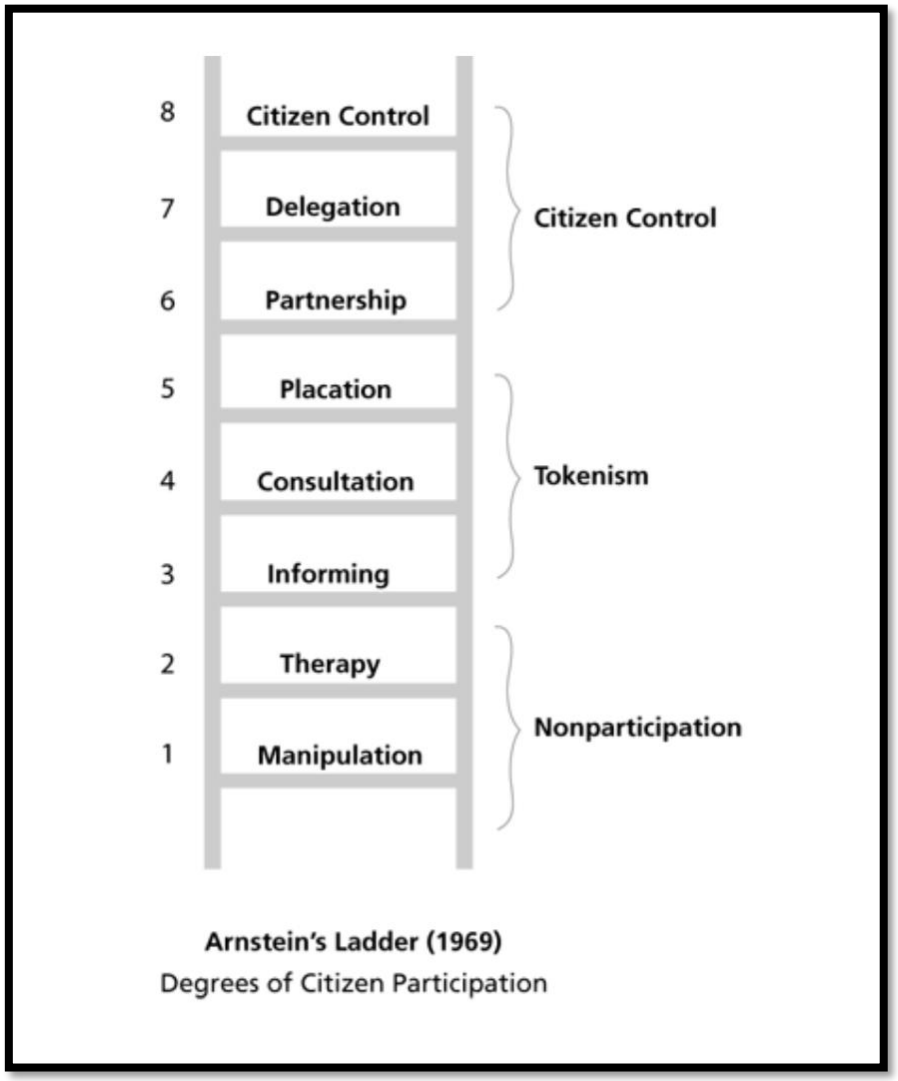
charles.spear@seattle.gov

www.seattle.gov/sdci

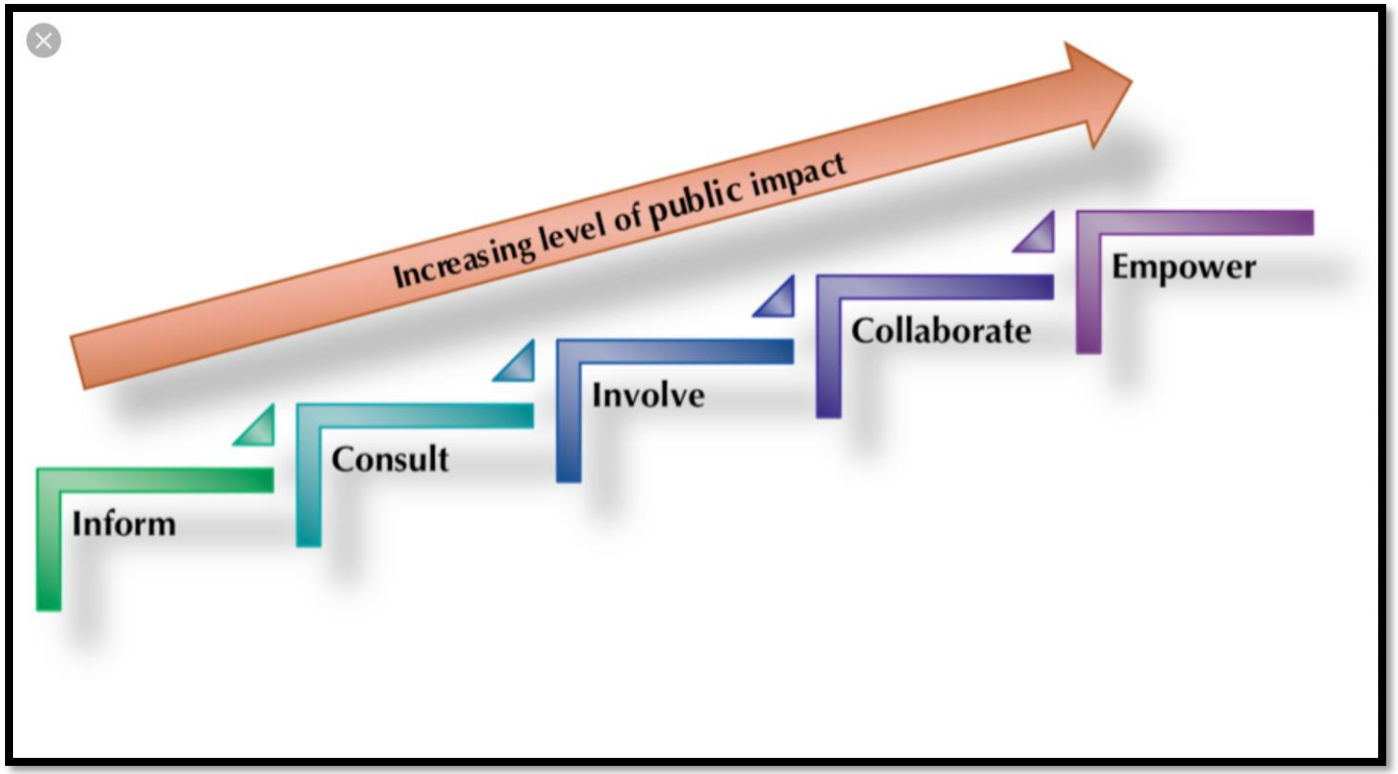
10-minute break

Community Engagement Continuum

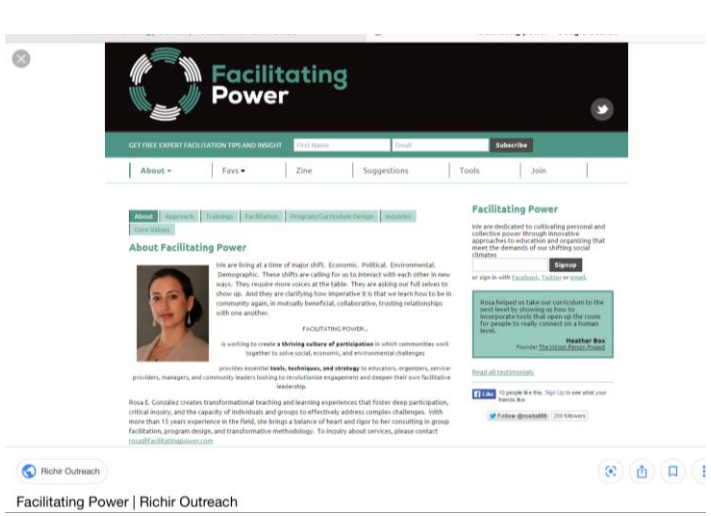
Where are we?

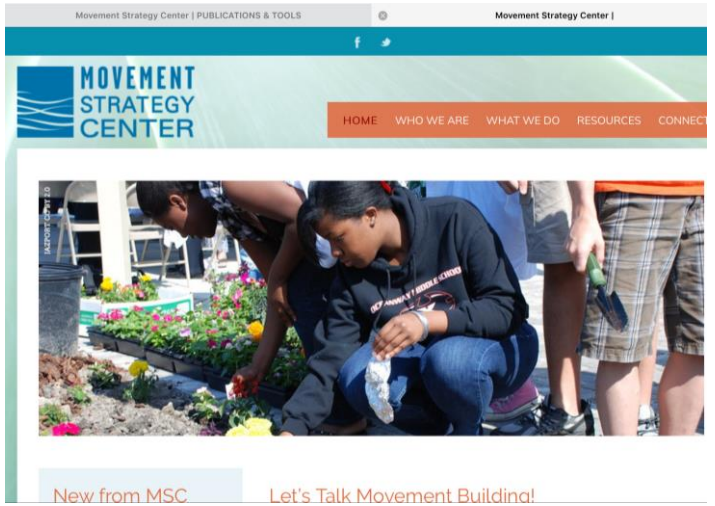


Arnstein's Ladder (1969)
Degrees of Citizen Participation



Stance towards community	0 IGNORE	1 INFORM	2 CONSULT	3 INVOLVE	4 COLLABORATE	5 DEFER TO
Impact	*Marginalization*	*Placation*	*Tokenization*	*Voice*	*Delegated Power*	*Community Ownership*
Community Engagement Goals	Deny access to decision-making processes	Provide the community with relevant information	Gather input from the community	Ensure community needs and assets are integrated into process and inform planning	Ensure community capacity to play a leadership role in implementation of decisions	Foster democratic participation and equity by placing full decision-making in the hands of the community; bridge divide between community and governance
Message to Community	***"Your voice, needs, and interests do not matter"***	***"We will keep you informed"***	***"We care what you think"***	***"You are making us think (and therefore act) differently about the issue"***	***"Your leadership and expertise are critical to how we address the issue"***	***"It's time to unlock collective power and capacity for transformative solutions"***
Activities	Closed-Door Meetings Misinformation Systematic Disenfranchisement Voter Suppression	Fact Sheets Open Houses Presentations Billboards Videos	Public Comment Focus Groups Community Forums Surveys	Community Organizing & Advocacy House Meetings Interactive Workshops Polling Community Forums	MOUs with Community-Based Organizations Community Organizing Citizen Advisory Committees Open Planning Forums with Citizen Polling	Community-Driven Planning Consensus Building Participatory Action Research Participatory Budgeting Cooperatives
Resource Allocation Ratios	**100%** systems admin	**70-90%** to systems admin **10-30%** to promotions and publicity	**60-80%** to systems admin **20-40%** to consultation activities	**50-60%** to systems admin **40-50%** to community involvement	**20-50%** to systems admin **50-70%** to community partners	**80-100%** to community partners and community-driven processes that ideally generate new value and resources that can be invested in solutions





CREDIT WHERE CREDIT IS DUE

- Developed by Rosa Gonzalez of Facilitating Power, in collaboration with Movement Strategy Center and the Building Healthy Communities Initiative drawing content from other public participation tools

Breakouts: Self-Assessment

You will have 30 minutes and come back to share out

In small groups, share thoughts on the following, share airtime

- Self-assessment (take a moment to reflect)
- Where are we now?
- Where do we want to be?
- What is my role as commissioner or core team member
- How do we work together to arrive at shared goals and strategies?

Large Group Share Out

- Self-assessment (take a moment to reflect)
- Where are we now?
- Where do we want to be?
- What is my role as commissioner or core team member?
- How do we work together to arrive at shared goals and strategies?

Wrap-up

- Takeaways
- Future learning
- Evaluation

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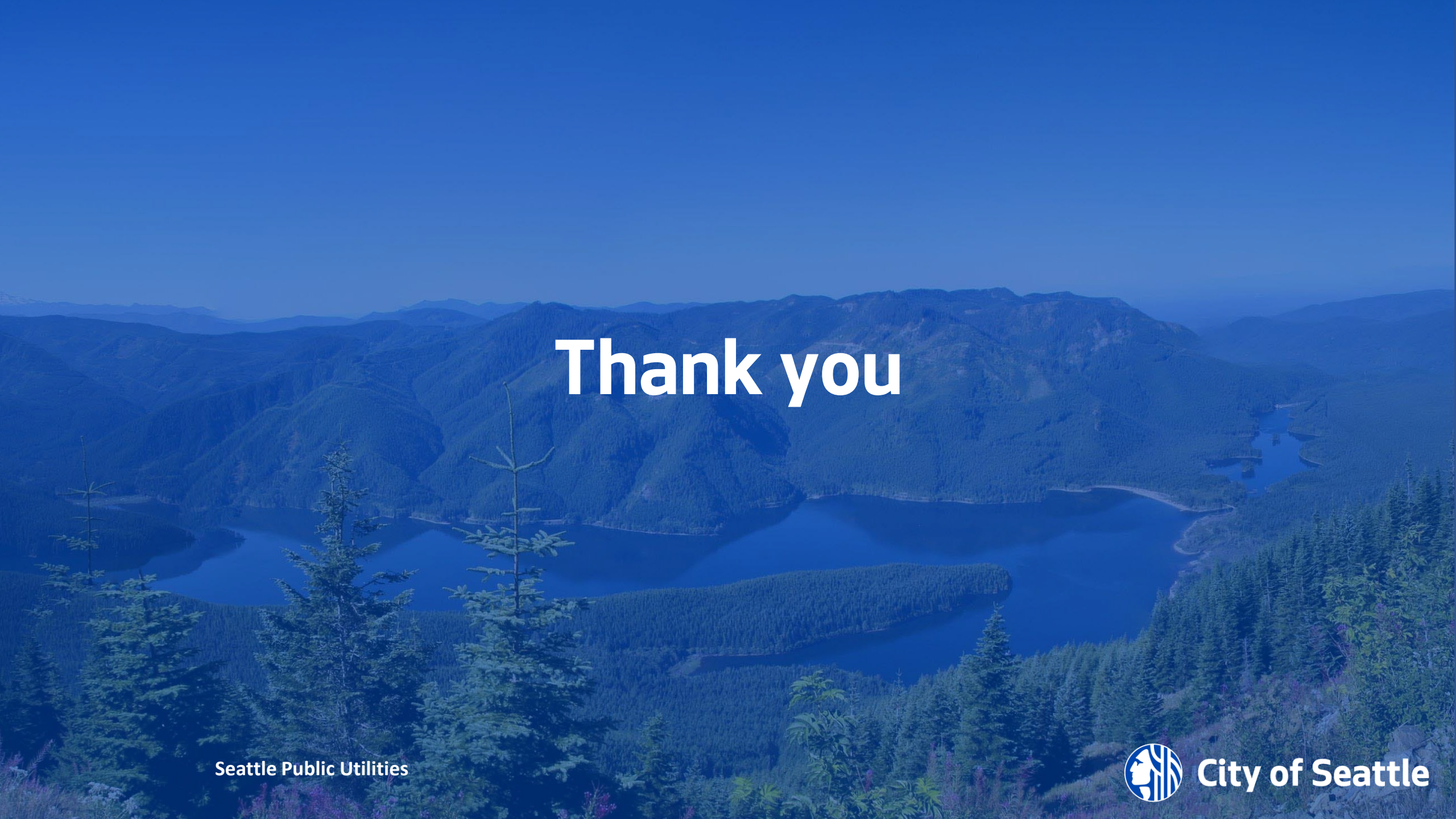
Thank you