

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

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

**Department/Office: Office of Sustainability and Environment**

**Name of policy, program, etc. analyzed: Acceleration of conversion from heating oil to efficient electric heat pumps**

**Names and titles of key staff that led this RET process: Christine Bunch, Climate and Energy Advisor**

**Dates of RET process (e.g., 8/2015 – 10/2015): 7/2018 - present**

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)**

The most racially equitable outcomes include: 1. Reducing energy burden while supporting health for low-income people of color; 2. Providing workforce opportunities for people of color through HVAC training programs and supporting the oil dealer workforce transition to heat pump installations.

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

OSE met with a number of key stakeholders, including those that work directly with households with lower incomes and people of color. Byrd Barr Place, a non-profit, that serves low-income households with the LIHEAP program; Puget Sound Sage works with residents and businesses for climate, economic and racial justice; Emerald Cities who works with Labor, energy efficiency/environmental organizations and affordable housing providers; internal stakeholders such as the Office of Housing, Office of Immigrant and Refugee Affairs, Office of Economic Development, Seattle City Light to better understand additional stakeholders and partnership opportunities

**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).**

Key benefits include:

- Reduced energy burden – heating oil is expensive and usually has to be paid for all at once, at time of fill up. Prices are volatile.
- Reduce future hazards of oil tank leakage. Through data obtained from PLIA and Seattle Fire Marshal, identified that leakage rate is about 1 in 4
- Provides air-conditioning - improved comfort, resilience during extreme heat events/wildfire smoke.
- Earmarking funds for HVAC training for young POC and women to enter the trades.

Burdens:

- Identified that low-income households would bear the brunt of a tax as the oil dealers will likely pass on to the customer. Feedback from Front and Centered and Byrd Barr Place identified a solution to help mitigate by placing a credit for the annual tax burden, on the Seattle City Light bill. So that there are no additional forms to fill out, OSE will work with HSD and SCL to ensure that a \$180 credit is placed on the bill automatically.

**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)**

**Workforce development:** OSE has had conversations with Emerald Cities and the Office of Housing to identify how tax revenue can support inclusive workforce development opportunities, including training and to establish labor standards for the rebate program and the low-income conversion program. Also, have had conversations with Gensco, the heat pump distributor who was awarded the oil rebate program administration contract, to discuss how more women and minority owned small businesses can be included in the contractor pool. Together, we intend to be more intentional in recruiting a more diverse pool of contractors.

**PLIA tank insurance:** Daylighted the heating oil policy and leak issue with PLIA, Gov's office and Rep. Fitzgibbon in a number of meetings. This resulted in PLIA moving from an insurance program to a grant and loan program – and submitted a bill to the legislature in Jan. 2020. OSE advocated for provisions in the bill that protect low-income homeowners and that provides them with greater access to grants to cover leaks and decommissioning of tanks. The bill is making its way through committees.

**Minimize tax burden impact:** Work now to

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

- Fiscal accountability – ensuring that funds dedicated to training, workforce development and outreach, low-income conversions, etc. are used for that purpose
- Commitment to approve additional resources if necessary to protect people with lower incomes
- Supporting with staff resources

**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)**

- Create a dashboard that includes updates and milestones
- Conduct in-person meetings with key stakeholders to update on progress and solicit feedback/new ideas for improvement

**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)**

It revealed that the City has too many income-qualified programs that are not directly aligned with one another. Each program is treated separately and requires separate forms/sets of income eligibility. For

example, the Utility Discount Program eligibility is based on 70% of state median income, while the Office of Housing weatherization program is based on 80% of Area Median Income (AMI).