

## 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:** Resilient Seattle

**Names and titles of key staff that led this RET process:** Jessica Finn Coven, Director

**Dates of RET process** (e.g., 8/2015 – 10/2015): 6/2017-12/2017

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)**

- Center the resilience strategy on the stories and experiences of communities of color. Ensure policies and programs in the strategy build on local cultural assets and leverage the creativity and expertise of local residents to find solutions to Seattle's resilience challenges.
- Involve communities most impacted in decision-making process.
- Promote policies/programs that reduce pollution, prepare for climate impacts, and increase access to open space in communities of color. Advance economic opportunity, particularly high-quality jobs, strong small businesses and entrepreneurial opportunities.
- Advance people of color-lead strategies that prevent residential, commercial and community displacement. Couple environmental, transit, or other investments in areas at high-risk of displacement with anti-displacement strategies.

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

The City's Environmental Justice Committee (EJC) served as an advisory body for this effort. The EJC will in turn, engage the communities they work with in the development of our resilience strategy. In addition, we partnered with Community Liaisons to engage residents about key questions related to Seattle's resilience and partnered with the Globalist to have 10 young people of color document Seattle's resilience through photos.

**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)**

Benefits:

- Build capacity and power for CBOs representing people of color by compensating them through the EJC for their role in the resilience strategy;
- Specific policies and programs designed to address racial disparities
- City investment in community assets identified by people of color to strengthen their communities.
- Create a model for how city government can benefit by focusing on building power for our residents of color.

**Burden:**

- Could increase displacement risk if environmental investments are made in neighborhoods currently considered "affordable" without strategies to keep communities in place.
- Many of our CBOs and community leaders are overburdened by the City asking them to engage in new initiatives.

**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)**

1. Work on budget strategies to invest in those programs identified by community members as ones that strengthen their communities so that the City can support the community-led programs that are already working.
2. Gear the Resilience Strategy to invest in ways that build equity, centered on fairness rather than sameness for all neighborhoods in Seattle.
3. Couple monetary or programmatic investments with anti-displacement strategies so that new investments in communities don't contribute to pushing out existing residents.
4. Increase the City's partnership with the EJC but also create space for equity-focused advisory groups (like the EJC, and EDI advisory group) to interact and strategize themselves so that these groups can build their own power and capacity.

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

Since the Director of our office served as the lead on this RET and in developing the actions we are comfortable that OSE leadership will support their implementation.

**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 aim to release a resilience strategy by the summer of 2018. To ensure accountability, we will bring drafts back to our EJC to ask that we've captured and articulated their priorities correctly. We will also develop a process of community report backs so that community members are able to see the impact of their engagement. One of the key issues we'd like to work with the EJC on is the development of performance indicators so that we can measure our progress over time.

**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 RSJI work would greatly benefit from formalized partnerships with other equity and resilience focused advisory groups, like the EDI Interim Advisory Board and the Arts EDI Committee and determine how these groups can leverage each other's strengths and to ensure we're not overburdening the CBOs or individuals who are represented on multiple committee.