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SUSTAINABILITY & ENVIRONMENT

RACE & SOCIAL JUSTICE INITIATIVE

RSJI

2018 ACCOMPLISHMENTS

Sustainability & Transportation Committee - May 7, 2019

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2018 RSJI Highlights

Advancing environmental justice, building community capacity, deepening racial equity partnerships and investments, and shaping environmental programs.

- Racial equity learning & staff development
- Grants, contracting, & purchasing
- Partnerships & engagement
- Programs & policies

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Racial Equity Learning & Staff Development

Annual all-staff Equity & Environment Agenda workshop.

Racial equity learning at all-staff and management team meetings.

Turning Commitment into Action

- Partnership with Office of Arts & Culture, Office of Civil Rights, Seattle Public Utilities, and OSE
- Build a network of advocates for racial equity among HWLs who influence the City's policy/programs.
- Bring together City staff, partner organizations, and City advisory boards, to build accountability and trust.

Commitment to diversify OSE staff to reflect the communities we serve.

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Community Capacity & Leadership

Environmental Justice Committee helps the City advance programs with strong ownership and collaboration from communities of color and connections to community-based solutions.

- Reviewed City initiatives, including Drive Clean Seattle, Outside Citywide, Transportation Equity, and Environmental Justice Fund.
- Partnering with OSE's climate team to identify community-led solutions to reduce GHGs from residential sector.
- Completed project with Ethiopian Community in Seattle (ECS) and the UW to create a multigenerational gathering space, using EJC-developed principles.

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Community Capacity & Leadership

Environmental Justice Fund awarded $347,525 to nine projects led by and benefiting communities most affected by environmental issues.

King Conservation District/Seattle Community Partnership Grants Program awarded $395,458 to advance racial equity and natural resource protection.

Launched 5-part series, **Seattle Environmental Justice in Action**, to amplify people of color-led actions community environmental justice leadership.

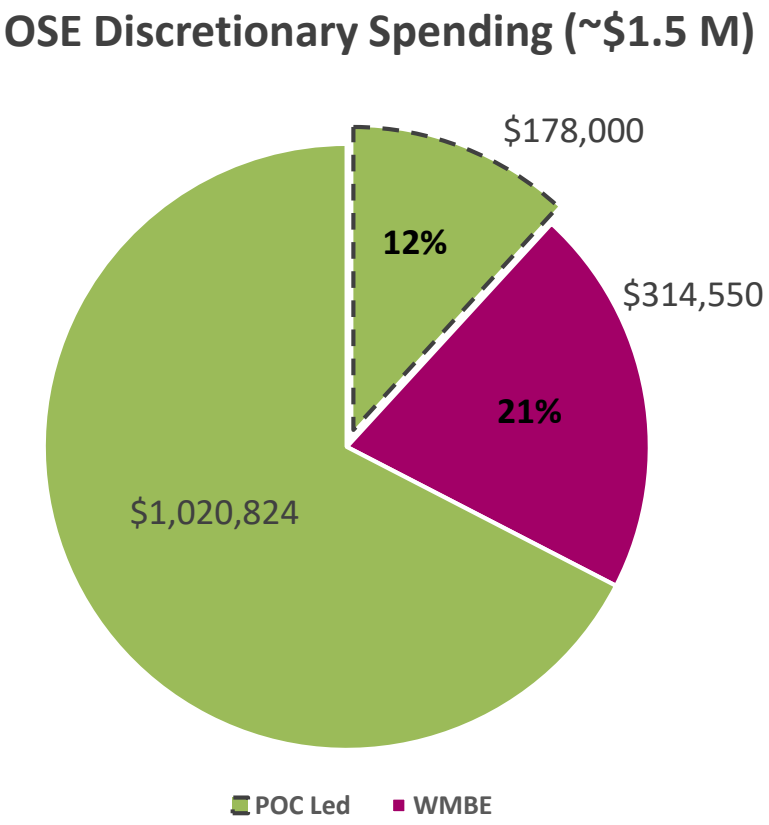
- A Common Acre
- Cham Refugees Community
- Delridge Neighborhood Development Association
- FEEST
- iUrban Teen
- Na'ah Illahee Fund
- Rainier Valley Corps
- Somali Health Board
- Seattle Globalist
- South Park Information and Resource Center (SPIARC)
- Sustainable Seattle
- Young Women Empowered (Y-WE)
- Zero Waste Washington

Women & Minority-Owned Business Enterprises (WMBE)

Exceeded WMBE purchasing goal (60%), with 74% WMBE utilization for purchasing ($151,850).

Met half WMBE consultant goal (20%), with 10% WMBE utilization for consultants ($162,700).

- Increase in contracts with Fresh Bucks retailers to expand Fresh Bucks with Sweetened Beverage Tax impacted consultant dollars.
- Emphasis on community contracts for racial equity and engagement expertise. **Additional $178,000 (12%) contracted with people of color-led organizations and/or businesses not eligible for or registered as WMBE.**



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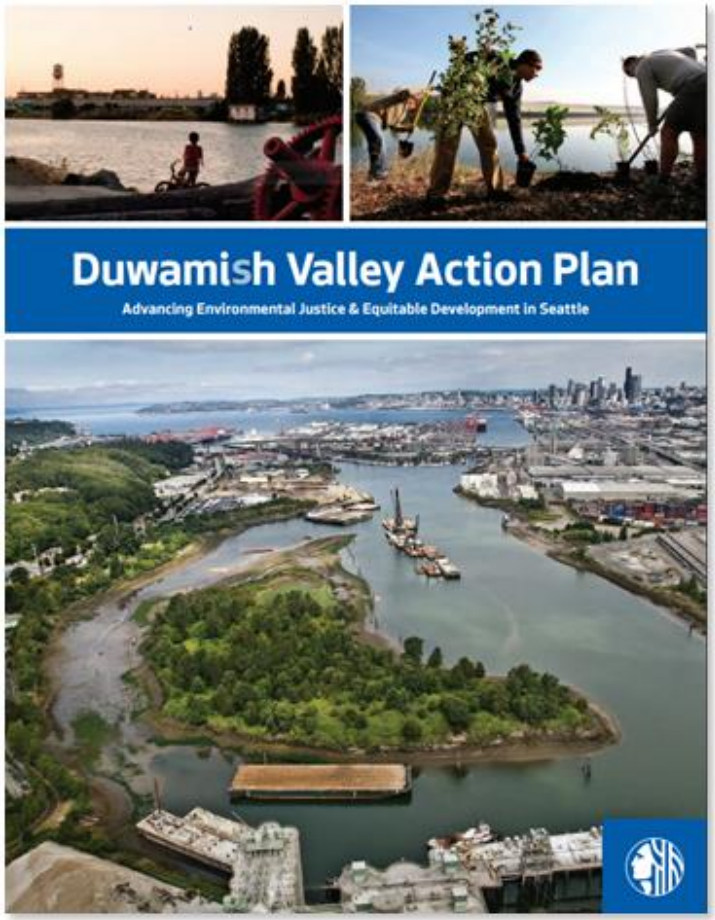
Duwamish Valley Program

Duwamish Valley Action Plan



Racial Equity Outcomes

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Programs & Policies

Connected **40+ Duwamish Valley households with indoor air quality resources**—majority people of color, immigrants, limited-English, and very low income.

Increased percentage of Fresh Bucks Rx participants who are people of color by 23%, from 62% in 2017 to 77% in 2018.

Prioritizing low income households and people of color in policy to convert 18,000 oil-heated homes to clean electricity. **Launched pilot to fully fund conversion of 100 oil-heated homes to clean electricity in Duwamish Valley**, informing a citywide rollout.

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Racial Equity Toolkits

Equity & Environment Agenda—foundation for racial equity outcomes

RET teams—subject lead, racial equity expertise, and OSE leadership

Shared learning—engagement and communication across office

Electric Vehicle Readiness Ordinance: Design the EVRO to minimize potential burden on communities of color.

Urban Forest Management Plan: Engage communities of color in the update of the Urban Forest Management Plan.

Fresh Bucks Enrollment: Ensure food gap edibility criteria is inclusive and offers equitable enrollment opportunities for communities of color.

Fresh Bucks Engagement: Utilize inclusive communication and outreach to connect more communities of color to Fresh Bucks.

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Fresh Bucks Enrollment & Engagement RETs

Fresh Bucks is a healthy food access program that offers fruit and vegetable benefits for lower-income communities.

- Fresh Bucks Match
- Fresh Bucks Vouchers

2018 expansion goals:

- Launch strategies aimed at closing the food security gap
- Give customers more choice by increasing venues offering Fresh Bucks
- Develop systems to streamline programming and allow for greater growth

Fresh Bucks Enrollment & Engagement

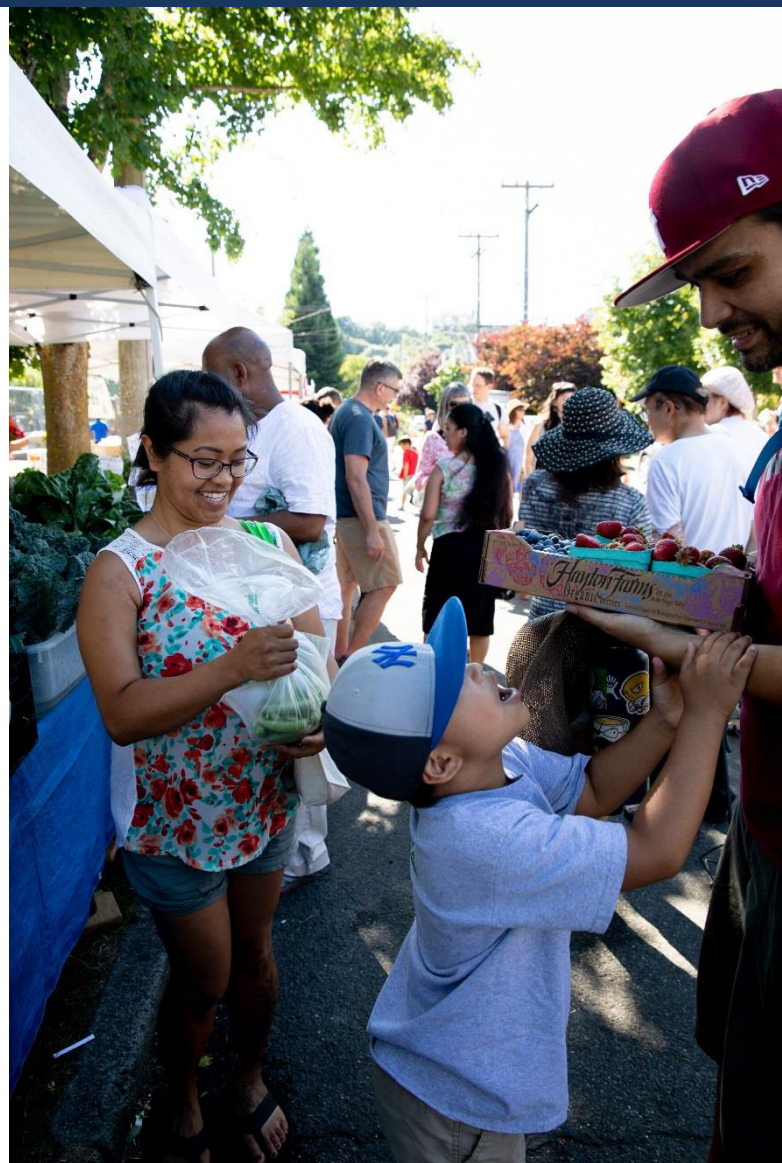
RET Process

Interdepartmental RET team, with community representation.

- Robyn Kumar, Narita Ghumman, and Tiffany Anderson (OSE)
- Natalie Thompson (HSD)
- Joaquin Uy (OIRA)
- Tanika Thompson (Got Green)
- Jihan Rashid (Somali Health Board)

RET Team met four times to **identify focus communities and information gaps** and determine ways to engage community and synthesize findings.

Engaged focus communities through listening sessions (at affordable housing events, community events) and surveys and with program stakeholders through focus groups and 1-on-1 interviews.



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Fresh Bucks Enrollment & Engagement RETs

Racial Equity Outcomes

Eliminate racial disparities in access to healthy foods for low-income Hispanic, Black/African American, American Indian/Alaska Native (AIAN), Native Hawaiian Pacific Islander (NHPI) communities and immigrants and refugees, particularly those with language barriers.

- Food Gap eligibility **criteria is inclusive** of RSJ communities.
- **Enrollment process gives equitable opportunities** for benefits enrollment for RSJ communities, particularly those with language barriers.
- **Communication strategies increase access opportunities for RSJ communities**, particularly those with language barriers.
- Operates to **build capacity and leadership** within RSJ communities, particularly those with language barriers.

Fresh Bucks Enrollment & Engagement

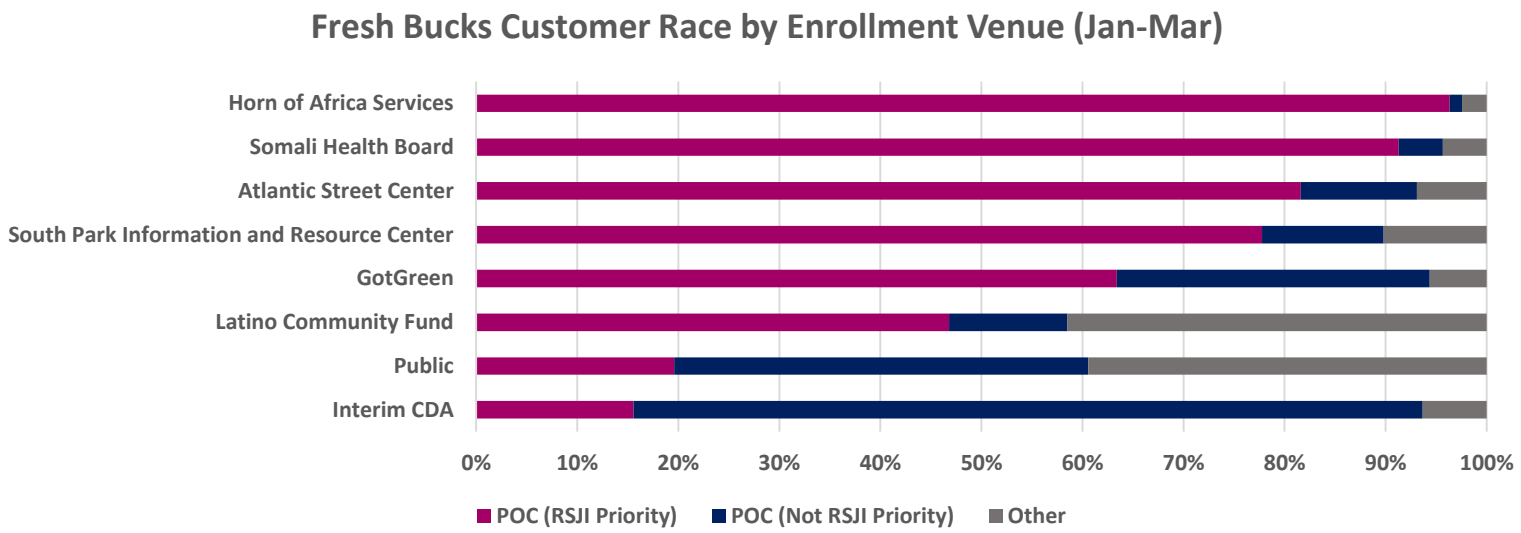
RETs Learning & Outcomes

Continuous community engagement and feedback into Fresh Bucks

Partnerships with community to inform Fresh Bucks best practices.

Multi-prong and community-based enrollment and outreach – one size does not fit all.

Integrate **racial equity success metrics** into key performance indicators.



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Urban Forestry Racial Equity Toolkit

Hopes for the Urban Forest Management Plan Update

- Data-driven approach to integrate new canopy cover and street inventory data
- Robust inclusive engagement
- Impacts of climate change
- Measurable actions / accountability

Emphasis on equity

- Build upon past racial equity work
- Dedicate most resources to engaging historically under-represented communities
- Seek input prior to drafting goals or actions
- Be transparent

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Urban Forestry Racial Equity Toolkit

RET Process

Interdepartmental Inclusive Engagement Team produced RET with support from SPU's Environmental Justice and Service Equity Team (EJSE).

- Vicky Raya, Jana Dilley (SPU)
- David Bayard (SCL)
- Brennon Staley (OPCD)
- Chanda Emery (SDCI)
- Sandra Pinto de Bader (OSE)

IDT performed stakeholders analysis; discussed benefits and burdens, and developed engagement process for the Plan update.

Developed partnership with SPU Community Connections and Department of Neighborhoods Community Liaisons to undertake inclusive community engagement.

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Urban Forestry Racial Equity Toolkit

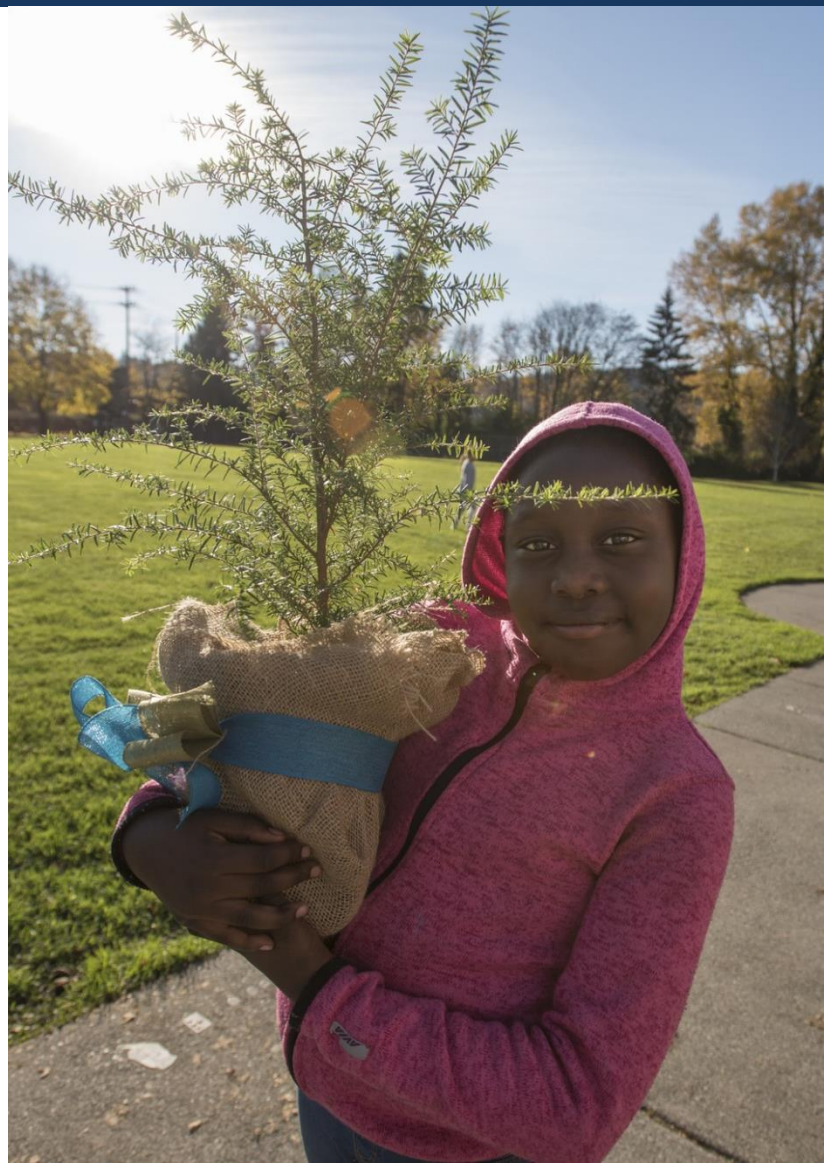
Racial Equity Outcomes

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.

Communities of color, immigrants, native peoples, people with low incomes, youth, and limited English proficiency individuals will inform urban forestry policies, programs, and services.

The 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.

The City's urban forestry team will partner with communities to collect and connect stories and experiences into the Plan's goals and leverage the creativity of residents to find urban forestry solutions.



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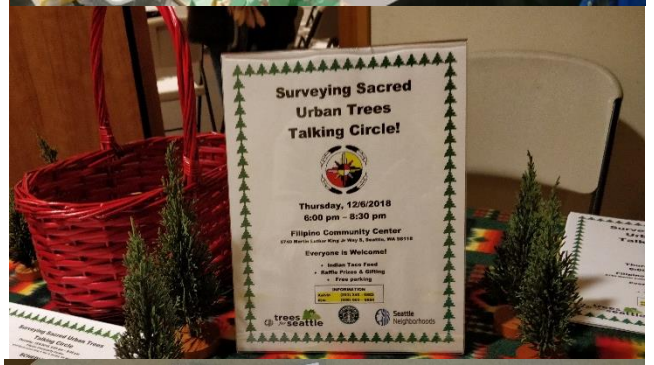
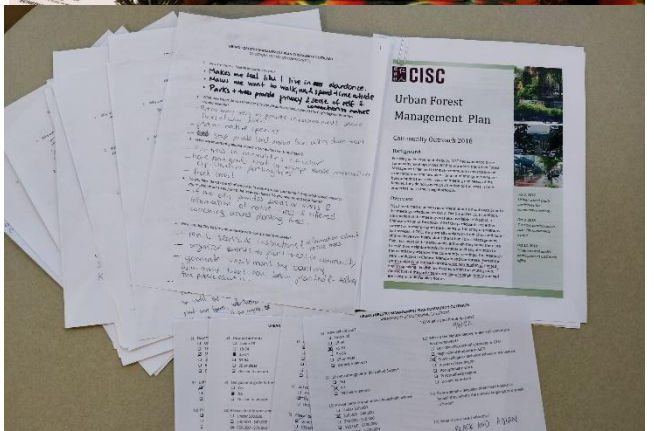
Urban Forestry Racial Equity Toolkit





Learning & Outcomes

Reached more than 150 people of color, including members of 15+ tribes.

Horn of Africa Services: Door-to-door conversations, love trees, lack of trust in City, fear of getting in trouble.

Chinese Information Service Center: community meetings, trees good for the environment, concerns about safety and allergies.

Department of Neighborhoods Community Liaisons

- **African American and Latinx**: community meeting, more trees to clean air, more City presence in community to build trust.
- **Native American:** Talking circle, sacredness of western red cedars and conifers, spiritual connection to trees, concerns about climate impacts.

Challenges & Opportunities

Partnerships with community-led organizations are key to engaging communities of color in meaningful ways.

The way we report WMBE goals doesn't reflect important investments in community expertise, which builds capacity and leadership of people of color.

Contracting and grantmaking need to be simple to reach smaller organizations.

Qualitative and quantitative metrics are both needed to measure impact. Each brings its own benefits and challenges.

Racial equity work is never done. It's a process that builds and expands over time.