Racial Equity Toolkit

to Assess Policies, Initiatives, Programs, and Budget Issues

RACE & SOCIAL JUSTICE INITIATIVE

The vision of the Seattle Race and Social Justice Initiative is to eliminate racial inequity in the community. To do this requires ending individual racism, institutional racism and structural racism. The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.

When Do I Use This Toolkit?

Early. Apply the toolkit early for alignment with departmental racial equity goals and desired outcomes.

How Do I Use This Toolkit?

With Inclusion. The analysis should be completed by people with different racial perspectives.

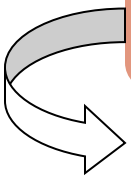
Step by step. The Racial Equity Analysis is made up of six steps from beginning to completion:

Step 1. Set Outcomes.
Leadership communicates key community outcomes for racial equity to guide analysis.

Step 2. Involve Stakeholders + Analyze Data.
Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity.

Step 3. Determine Benefit and/or Burden.
Analyze issue for impacts and alignment with racial equity outcomes.

Step 4. Advance Opportunity or Minimize Harm.
Develop strategies to create greater racial equity or minimize unintended consequences.



Step 5. Evaluate. Raise Racial Awareness. Be Accountable.
Track impacts on communities of color overtime. Continue to communicate with and involve stakeholders. Document unresolved issues.

Step 6. Report Back.
Share information learned from analysis and unresolved issue with Department Leadership and Change Team.

Racial Equity Toolkit Assessment Worksheet

Title of policy, initiative, program, budget issue: Public EV Charging Stations

Description: SCL

Department: Customer Energy Solutions_____ **Contact:** __Landon Bosisio_____

☐**Policy** ☐**Initiative** ☒**Program** ☐**Budget Issue**

Step 1. Set Outcomes.

1a. What does your department define as the most important racially equitable community outcomes related to the issue?

(Response should be completed by department leadership in consultation with RSJI Executive Sponsor, Change Team Leads and Change Team. Resources on p.4)

In 2020, Seattle City Light finalized the Transportation Electrification Strategic Investment Plan (TESIP) to guide City Light in centering equity as a critical component of the utility's transportation electrification programs. TESIP outlines City Light's commitment to addressing environmental inequities and engaging communities to minimize harm and maximize the benefits of transportation electrification.

The equity outcomes outlined in TESIP's are intended to guide all of City Light's strategic investments in transportation electrification (TE)**:**

1. Community Collaboration - Environmental justice communities see their wants and needs reflected in City Light transportation electrification programs.

2. Healthy Planet, Healthy Lives - Reduce tailpipe emissions that impact local air quality and public health where environmental justice communities live, learn, work and play. Reduce carbon emissions that have a disproportionate burden on the most vulnerable populations and communities.
3. Equitable Access - Environmental justice communities learn about our transportation electrification programs, can readily understand and access materials and resources, see themselves reflected in communication and participate in and benefit from City Light's transportation electrification programs.
4. Community Assets - City Light's programs invest in infrastructure that are community assets so environmental justice communities can enjoy the benefits of transportation electrification in their current neighborhoods.
5. Economic Opportunities and Youth Pathways - City Light enables environmental justice communities to participate in and benefit from the local transportation electrification economy by providing youth, apprenticeship and job pathways with good labor standards and livable wages.
6. Electricity Affordability - Widespread transportation electrification increases revenue to put downward pressure on electricity prices.

City Light's Clean Energy Equity Plan further details the utility's Just Transition Principles, which are intended to support the objective that all utility customers equitably benefit from the transition to clean energy.

1. City Light is committed to racial diversity, social justice, and the equitable provision of services to all.
2. City Light recognizes past and current energy injustices and understands that taking a restorative approach should guide us to advance energy justice by conferring benefits first to communities most burdened by these injustices.
3. City Light's approach is rooted in community-centered collaboration and engagement to design equitable, inclusive solutions.
4. City Light is dedicated to reducing pollutants that impact public health where communities live, work, learn, play, and worship.
5. City Light will make decisions that are transparent to all communities and customers.

The Public Charging Business Case, largely informed by TESIP and City Light's Clean Energy Equity Plan defines its program goals and outcomes as:

1. Provide broad access to EV charging through deployments of up to 2,000 public EV charging ports by 2030; public EV charging keeps pace with demand.
2. Increase equitable and affordable access to public EV charging in all communities, including those not prioritized by public investment to combat discrimination and foster sustainable economic growth.
3. Improve EV drivers' and EVSP's customer experience and improve the reliability of chargers in all City Light territories.
4. Inform, engage, and build partnerships with City and key community stakeholders within City Light's territory, on the Program's goals and activities to combat discrimination and foster sustainable economic growth.

1b. Which racial equity opportunity area(s) will the issue primarily impact?

☑/☒	Opportunity Area	☑/☒	Opportunity Area

	Education		Criminal Justice
☑	Community Development	☑	Jobs
☑	Health		Housing
☑	Environment	☑	Service Equity

1c. Are there impacts on:

☑/☒	Areas of Impact	☑/☒	Areas of Impact
☑	Contracting equity	☑	Immigrant and Refugee Access to Services
☑	Workforce equity	☑	Inclusive Outreach and Public Engagement

Please describe:

The public charging program – in line with the program's second overarching goal – will work to ensure affordable and accessible public charging in historically marginalized and overburdened communities. These communities are largely located in, or live near, transportation corridors and experience higher rates of poor air quality and health outcomes. This would include transportation network company (TNC) drivers who work in these transportation corridors and are disproportionately immigrants. Public charging can increase the viability of owning a zero-emission vehicle and lead to reduced emissions over time.

Working with community, City Light plans to support a community co-creation program for public charging, and maintain and likely expand City Light's charging station network with the goal of ensuring affordable access to public charging, equitable and thoughtful siting of chargers, and expansion of workforce opportunities and contracting behind the installation and ongoing maintenance of chargers through the EVICP program.

City Light intends to incentivize more public charging built by the private sector and provide an additional incentive for public chargers installed within overburdened communities. This portion of the program will also involve outreach to potential 'site hosts' for public charging, such as local businesses, to support them through the process of installing a charger.

Public chargers support zero emission vehicles, indirectly reducing climate and air pollution. This is especially impactful in communities who disproportionately bear the burden of poor air quality.

City Light will also leverage the Washington state clean fuel program to collect credits and reinvest earnings into overburdened communities (as designated by the state). Lastly, the program team will require data reporting of incentivized stations to ensure reliability and to encourage data-informed decision making for future infrastructure development.

Step 2. Involve stakeholders. Analyze data.

2a. Are there impacts on geographic areas? ☒ Yes ☐ No

Check all neighborhoods that apply *(see map on p.5)*:

1. ☒ Seattle neighborhoods
2. ☒ Ballard

3. ☒ North
4. ☒NE
5. ☒ Central
6. ☒ Lake Union
7. ☒ Southwest
8. ☒ Southeast
9. ☒ Delridge
10. ☒ Greater Duwamish
11. ☒ East District
12. ☒ King County (outside Seattle)
13. ☐ Outside King County

Please describe:

- Shoreline
- Seattle
- Skyway
- Burien
- Renton
- Tukwila
- SeaTac

2b. What are the racial demographics of those living in the area or impacted by the issue?

(See Stakeholder and Data Resources p. 5 and 6)

Overall City Light Customer Demographics

City Light serves a diverse demographic profile, encompassing various age groups, income levels, and residential areas. In a recent City Light presentation using CSAT longitudinal study data, it was estimated that City Light services more than 914,637 people, 50.48% of all customers identify as male while 49.52% identify as female with an overall median household income of $68,613.

The same study also revealed 80% of households speak English, 4% speak Spanish, 4% speak Chinese, 3% Vietnamese, 0.5% speak Korean, 0.5% speak Tagalog, 1% speak Amharic. More than 25% of customers held a bachelor's degree or higher with more than 53% of individuals attending some college or higher learning institution in 2023. 49% of customers live in single family residences, 35% in apartments, 10% in condos, 3% in townhouses, 1% in duplexes, and 3% in other types of residences with 55% of these residents owning the property and 44% renting.[12]

[1] City Light customer experience team. (2022, August). "2023 City Light Customer Demographics".

[2] 2023 CSAT Longitudinal Study. DHM Research. The survey assesses customer satisfaction, measures program awareness, and gauges perceptions of various energy sources.

In Figure 1 we detail the franchise cities that City Light serves, and in Table 1 and Table 2 we look more closely at 2022 estimates for select franchise cities' demographics and households to understand the racial diversity that our region represents. City Light does not serve the entirety of all cities and numbers represented in this toolkit should be seen as estimates and not exact to City Light territory.

Figure 1 Seattle City Light Customer Service Area Map[3]

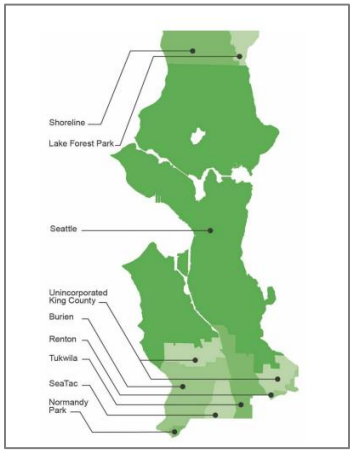


Table 1. Demographics of select City Light franchise cities, King County and Washington State[4]

Location	Total population	White alone	Black or African American alone	American Indian and Alaska Native alone	Asian alone	Native Hawaiian and Other Pacific Islander alone	Some Other Race alone	Two or More Races	Hispanic or Latino (of any race)
Seattle	749,267	59.40%	5.80%	0.30%	18.10%	0.20%	0.80%	7.00%	8.40%
Burien	51,505	49.00%	7.90%	0.20%	14.00%	0.30%	0.30%	6.30%	21.90%
Shoreline	58,213	63.40%	6.40%	0.40%	15.60%	0.50%	0.50%	6.00%	7.20%
Renton	104,060	37.00%	11.70%	0.50%	31.50%	0.50%	1.40%	7.90%	9.50%
Bryn Mawr-Skyway CDP	18,032	29.60%	29.80%	0.30%	25.70%	0.10%	1.00%	7.10%	6.30%
King County	2,266,789	53.40%	6.50%	0.40%	20.70%	0.80%	0.70%	7.00%	10.50%
Washington State	7,785,786	63.50%	3.80%	0.90%	9.70%	0.70%	0.70%	6.70%	14.00%

State of Washington, City of Seattle, Renton and King County data was gathered from U.S. Census Bureau. "ACS Demographic and Housing Estimates", American Community Survey, ACS 1-Year Estimates Data Profiles for 2022 estimates. City of Burien, Shoreline, and Byn Mawr-Skyway CDP data was gathered from U.S. Census Bureau, "ACS Demographic and Housing Estimates", American Community Survey, ACS 5-Year Estimates Data Profiles, showing 2022 estimates. Demographic data shown is from Hispanic or Latino and Race estimates.

When looking broadly at City Light territory cities, more than 46% of individuals identify as a minority compared to 35% in Washington state. Renton and Skyway are two of the most diverse cities in City Light territory, with less than 40%

[3] Seatle City Light Transportation Electrification Strategic Investment Plan. TESIP.pdf (seattle.gov)

[4] 2022 American Community Survey. American Community Survey (ACS) (census.gov)

identifying as white alone. In the earlier 2017 RSJI toolkit, respondents to a survey associated EV ownership with being white. This would mean a large proportion of EV owners reside in Seattle, or more broadly King County. Data on EV title registration shows that EV ownership in Washington is highest in King County but the data is not broken out by race.

Table 2. Household ownership and rentals by select City Light franchise cities, King County and Washington state[5]

Location	Total households	Owner-occupied housing units	Renter-occupied housing units
Seattle	367,119	43.80%	56.20%
Burien	19,903	56.70%	43.30%
Shoreline	22,706	66.50%	33.50%
Renton	42,485	57.60%	42.40%
King County	945,040	55.60%	44.40%
Washington State	3,079,953	64.20%	35.80%

City of Seattle, Burien, Shoreline, Renton, and King County data was gathered from the U.S. Census Bureau. "Households and Families", American Community Survey, ACS 5-Year Estimates Subject Tables.

When looking across Washington state, approximately two-thirds (64 percent) of residents are owner-occupied housing units, but Seattle-alone shows less than half of its residents own their home. Seattle and Burien appear to have the highest rate of renter occupied housing. Unfortunately we were unable to pull household data for Bryn-Mawr Skyway to determine their rate of owner-occupied versus renter-occupied. Studies conclude that EV drivers rely on at-home charging[6] as their primary re-fueling resource, a necessity often made possible because they own their own homes, instead of renting.

2c. How have you involved community members and stakeholders?

(See p.5 for questions to ask community/staff at this point in the process to ensure their concerns and expertise are part of analysis.)

The program team approached collecting feedback from four broad segments: EV drivers that have used City Light-owned chargers and provided feedback on PlugShare or Google, informal stakeholder interviews with franchise cities or electric vehicle service providers (EVSPs), and previous community feedback gathered for TESIP, and by Vida Agency[7], TRC[8] and Kambo Energy[9].

A fourth segment is our current planning, which will involve working with program partners like ECOSS, Department of Neighborhoods, and Kambo Energy to build out continual and routine community feedback at community events or through individualized workshops. Included in this fourth segment is City Light's interactive tool which customers can suggest EV charging stations, and our team can use to gauge community interest in potential charging sites[10]. It's

[5] See 4

[6] Nicholas, Michael, et al. (2019, January). "Quantifying the electric vehicle charging infrastructure gap across U.S. Markets". https://theicct.org/sites/default/files/publications/US_charging_Gap_20190124.pdf

[7] Vida. Seattle City Light External - Vida Agency_Findings Presentation_Final_PME_10_3122.pdf (sharepoint.com)

[8] TRC. Seattle City Light External - SCL Public Charging Evaluation_Presentation_03.22.23_Final_clean.pdf (sharepoint.com)

[9] Kambo Energy. 2023 June. Seattle City Light External - Community Engagement with Seattle EJ Communities - Kambo.pdf - All Documents (sharepoint.com)

[10] Suggest a Potential Public Electric Vehicle Charging Station in the Seattle City Light Service Area (arcgis.com)

important to note City Light has gathered limited community input at the current phase of the program so as not exhaust community resources.

A critical component of our public charging program will include a community co-creation workstream. It's our intention to work with Kambo and potentially others to identify communities interested in charging station co-creation with City Light. We then intend to design and host community workshops around EVs, chargers, and integrate with portfolio wide electrification programs such as residential and fleet charging to encourage continual feedback from the communities we serve.

Our team understands there are data gaps around EV ownership by racial groups, and charging deserts in pockets of both well-served and underserved neighborhoods. Managing this data gap of demographic data and EV ownership such as lack of information on EV ownership racial demographics, and the knowledge gaps within communities on EVs and charging will be important to do through community engagement workshops. Rather than a traditional 'public relations' campaign, an iterative approach to community engagement will be necessary for the public charging program. This iterative process will allow our team and community to remain in sync as we all manage the rapid evolution of the EV market, changing transportation and energy needs of City Light's communities and the need for continuous community input and education as technological changes emerge.

2d. What does data and your conversations with stakeholders tell you about existing racial inequities that influence people's lives and should be taken into consideration?

(See Data Resources on p.6. King County Opportunity Maps are good resource for information based on geography, race, and income.)

Summary:

- Reliability of charging stations is a key community concern.
- Current charging infrastructure is a barrier to EV ownership, but if more charging stations were available, it could influence customers to drive EVs more frequently and purchase EVs in the future.
- Charging stations can potentially signal neighborhood gentrification, displacement, traffic, and new parking limitations.
- Continuous community feedback and forming lasting key stakeholder relationships will be integral to the success of public charging, particularly for City Light-owned chargers.
- Communities do not distinguish charging programs, so public charging, multifamily, and fleets programs should take a holistic outreach approach.
- Engagement with community leaders on any proposed location of charging stations (or siting) is critical.
- Neighborhoods that are racially diverse and non-white, and historically marginalized by redlining show a lack of charging infrastructure.
- A lack of public charging infrastructure may also indicate the presence of high-income earners and the prevalence of at-home charging.

Input from stakeholders

The previous RSJI toolkit from 2017 cited a City Light customer survey, in which respondents associated EV ownership or EV drivers with being white, and male[11], with the 2018 Electric Vehicle Charging in the Right-of-Way (EVCROW) toolkit similarly cited California's 2017 EV Consumer Survey, where 64% of the respondents identified as White/Caucasian[12]. Unfortunately, EV ownership data by race in Washington state is not available. Although we do not have this data, we can speak to some of the leading concerns for EV adoption and using public charging, which are reliability of public chargers, the cost of EVs, and range anxiety.

Based off existing customer (who are EV drivers) input on PlugShare[13] and previous community engagement efforts, reliability is a critical concern amongst customers. Users frequently report instances of broken equipment, such as malfunctioning chargers or broken ports, issues with payment, and non-EVs occupying parking spots meant for EVs to use while charging. The feedback of broken hardware, on top of failed or inadequate charging sessions all point towards "reliability" meaning hardware, software, payment systems, and station design all needing to be in sync for a positive charging experience. Similar stories in media, like "What's behind the epidemic of unreliable EV chargers"[14] further the narrative of stations being unreliable.

Consistent with PlugShare comments, and echoing media headlines, was **community input to City Light and from Vida Agency, TRC, and Kambo Energy about the reliability of stations and network failures**. The unreliability of stations is also seen as a contributing factor to range anxiety for drivers. Other important input included:

1. Public chargers fill an important gap for EV drivers and future EV drivers. There's a need for increased availability and convenient locations of chargers, but parking in Seattle is limited and station placement could take up a parking spot or interrupt bike lanes.
2. Charging stations can signal multiple impacts, including potential neighborhood gentrification and displacement,[15] traffic, and new parking limitations.
3. For charging stations incentivized by 3rd parties, engagement with community leaders on any proposed location (or siting) of the station is critical.
4. The cost of an EV is prohibitive for many, particularly those that live in overburdened communities where high-mileage drivers live, or for multi-unit dwelling residents.
5. Generally, communities understand the value of EVs and their impact on climate change, but there are concerns about how and whether EV manufacturing may contradict Seattle's climate change goals.

[11] 2017 SCL Public Charging Stations RSJI Toolkit

[12] Center for Sustainable Energy. (2017, June). Summary Documentation of the Electric Vehicle Consumer Survey, 2013–2015 Edition. https://cleanvehiclerebate.org/sites/default/files/attachments/CVRPConsumerSurvey2013-15Reference.pdf

[13] PlugShare. https://plugshare.com/. PlugShare is a community-based tool that guides users to available charging locations around the world

[14] John, Jeff. 2023, December 12. "What's behind the epidemic of unreliable EV chargers?" https://www.canarymedia.com/articles/ev-charging/whats-behind-the-epidemic-of-unreliable-ev-chargers.

[15] Underlined by DOE case study: U.S. Department of Energy. (2021). "Electrifying Seattle with Equity." https://afdc.energy.gov/case/3102

6. Community members want information and education on EVs and chargers. A one-stop website with information for the EV-curious, EV-purchaser, and the EV-owner would be appreciated by all studied segments.
7. Current charging infrastructure is a barrier to EV ownership, but if more charging stations were available, it could influence customers to drive EVs more frequently and purchase EVs in the future.
8. Communities do not distinguish charging programs, so public charging, multifamily, and fleets should take a holistic outreach approach. Outreach should also include transit updates as community members fold chargers into larger transit and mobility needs.

As an overarching takeaway from the community feedback is: (1) concerns over charger reliability, (2) EV and non-EV drivers alike want more charging stations but EV drivers were more worried than non-EV drivers that chargers could signal gentrification in neighborhoods[16], (3) community consistently asks for more education and outreach regarding public charging, and (4) City Light should look to the Department of Neighborhoods (DON) for more meaningful outreach. The program intends to work with DON to produce materials that are accessible, culturally relevant, and translated into multiple languages. **Key components of program implementation will include various opportunities for communities to provide continuous feedback, goals to establish long-lasting community relationships, and accountability metrics to ensure program is meeting goals**.

During conversations with charging providers, they recognized concerns that their business model does not always pursue installations in disadvantaged communities, and that it's a concern for program managers. But as they relayed to us, they would install where there are incentives, and particularly so if there were adders (higher rebates for installs in disadvantaged communities). One consideration that charging providers raised for stations installed in disadvantaged communities, is how utility incentives—while not intended to indicate utility ownership-- may be perceived as such. Specifically, stations could be perceived as a public investment and City Light might be held responsible for stations that are broken or inoperable. Stations owned and operated by City Light undergo more rigorous site selection and community engagement than 3rd party owned stations. Community does not distinguish between the two and might be critical of sites and level of engagement with 3rd parties such as charging providers. **The long-term ownership and operation plan of charging infrastructure is thus a known concern that community members have raised, and one that charging providers recognized as a familiar concern**.

In 2020, the Seattle Department of Transportation in partnership with other City and external partners developed a EVSE Roadmap for Shared Mobility Hubs[17] which provided metrics for equity and program strategies for EVSE deployment within the region. These resources are helpful in informing program design, and it is important to leverage these resources as to not exhaust community feedback and outreach.

Data insights

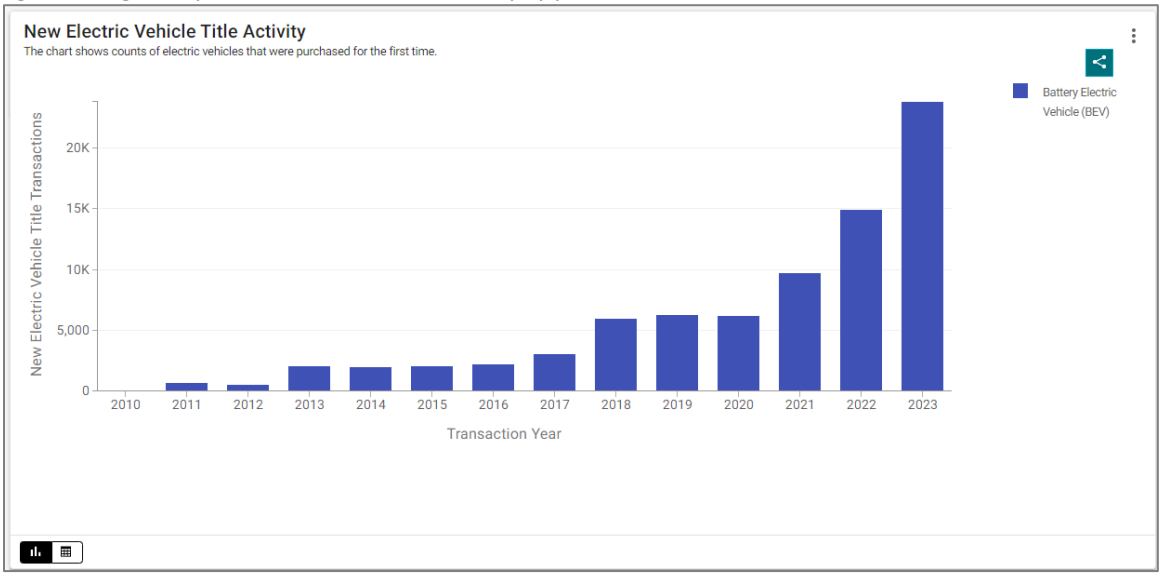
Data on EV ownership by race in Washington and around the existing racial inequities of public charging is sparse. While Figure 2 shows the level of EV ownership in King County has risen exponentially since our 2017 RSJI toolkit, we cannot see the new EV title registrations by race or address.

[16] Seattle City Light - Vida Agency_Findings Presentation_Final_PME_10_3122.pdf - All Documents (sharepoint.com)

[17] Seattle Department of Transportation. (2020). "EVSE Roadmap for Shared Mobility Hubs". SDOT_EVSE_Roadmap_for_Shared_Mobility_Hubs.pdf (seattle.gov)

Looking at demographic data, **South King County is among the most racially diverse areas within City Light's service territory**.

Figure 2. King County new electric vehicle title activity by year



https://data.wa.gov/d/2h2e-g4je *This bar chart recaps the titling of new Electric Vehicles, filtered Battery Electric Vehicles (BEVs). It shows counts of transactions recording initial ownership of them.*

Table 3. Number of new electric vehicle titles by select City Light franchise cities, King County, and Washington state in 2022 & 2023

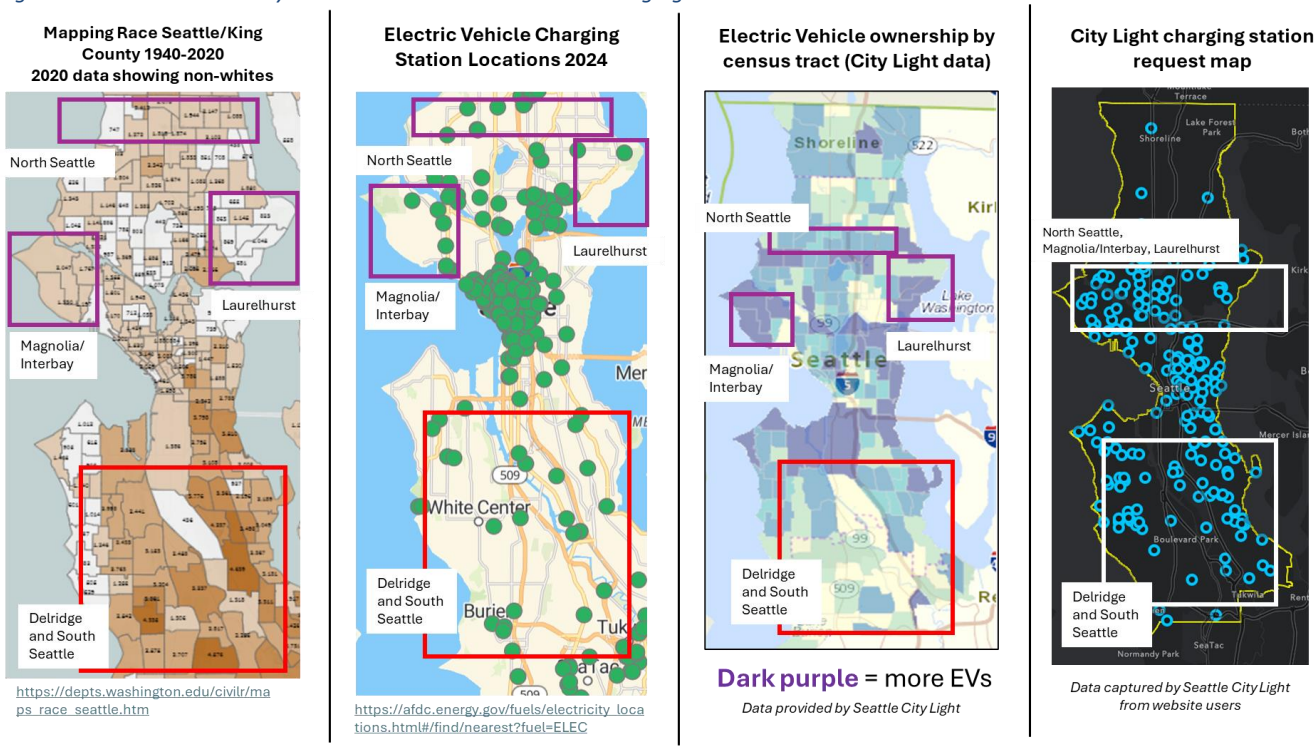
Location	Count of BEVs in 2022	Count of BEVs in 2023	Vehicle Type
Seattle	4,386	6,220	Battery Electric Vehicle
Shoreline	251	407	Battery Electric Vehicle
Burien	116	195	Battery Electric Vehicle
Renton	711	1,268	Battery Electric Vehicle
King County	14,884	21,979	Battery Electric Vehicle
Washington State	26,195	40,139	Battery Electric Vehicle

https://data.wa.gov/d/2h2e-g4je *This table summarizes the number of new Electric Vehicles, filtered Battery Electric Vehicles (BEVs), with a 2022 transaction date year. It shows counts of transactions recording initial ownership of them.*

In Figure 3, we show a side-by-side comparison of demographics in City Light's service territory against charging station deployment from the Alternative Fuel Data Center (AFDC), EV ownership by census, and a charging station request map. This snapshot shows the complicated relationship between public charging and existing racial inequities in Seattle, and

likely the broader City Light service territory. Areas like North Seattle, Magnolia/Interbay and Laurelhurst are shown to be more white, in the purple boxes, and lack public charging stations as shown on the AFDC map, but have a high concentration of EV-owners. This lines up with our 2017 RSJI toolkit where survey respondents associated EV ownership with being white, and ICCT's 2019 report[18] that many EV owners rely on at-home charging. Areas in south Seattle are shown to be more non-white, lack public charging stations, and lack EV-ownership. EV ownership and station availability aside, it's important to point out that the City Light charging station request map shows requests for stations in north and south Seattle.

Figure 3. 2020 census data by non-whites in Seattle and 2024 charging station locations in Seattle



The presence of transportation network company (TNC) and taxi drivers is another key consideration for evaluating existing racial inequalities and access to adequate infrastructure. TNCs are now an integral part of transportation services[19] and in Seattle, TNCs and taxis support traffic moving to and from SeaTac Airport and around the Puget Sound region. With their increased mileage, TNC drivers produce three times the emissions as a personal light-duty vehicle[20]

[18] https://theicct.org/sites/default/files/publications/US_charging_Gap_20190124.pdf

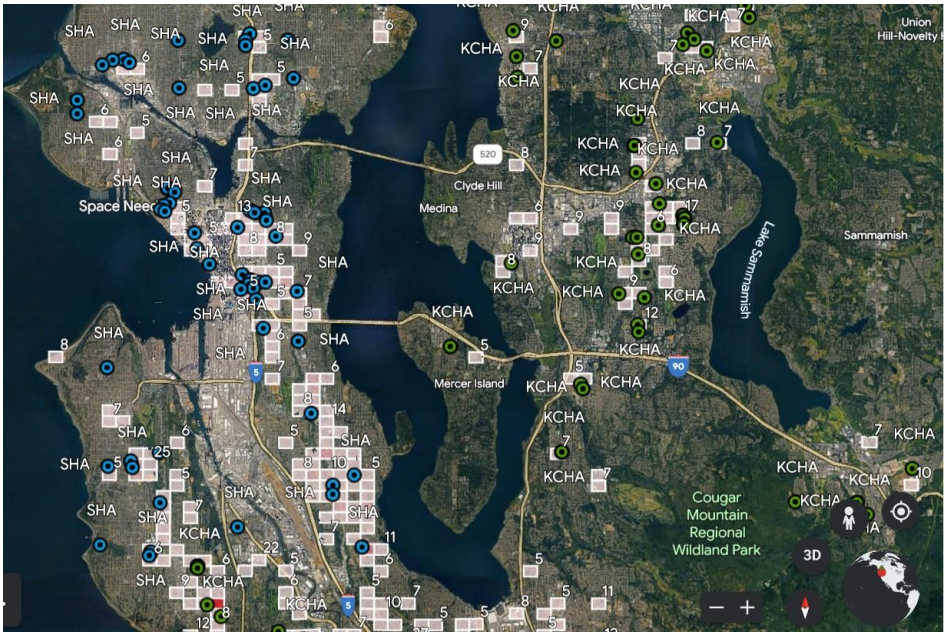
[19] Baker, Dwayne. "Transportation Network Companies (TNCs) and public transit: Examining relationships between TNCs, transit ridership, and neighborhood qualities in San Francisco". https://www.sciencedirect.com/science/article/abs/pii/S2213624X20300924.

[20] Mohanty, Sudeshna. (2023, June). "Understanding the Clean Miles Standard Regulation for Ridehailing Companies". https://rmi.org/understanding-the-clean-miles-standard-regulation-for-ride-hailing-companies.

and are a key sector to electrify. Companies like Uber and Lyft announced zero-emissions commitments in 2020.[21, 22] Despite corporate commitments to encourage electric vehicle adoption, 96% of TNC-affiliated vehicles that operate in the City are not electric.[23] We anticipate more TNC and taxi drivers driving EVs, however, and increasing demand for charging options in proximity to popular pick-up or drop-off destinations, in addition to locations near where drivers live. Many drivers reside in south King County or south Seattle, as shown in Figure 4, often within or close to King County or Seattle Housing Authority properties.

A study commissioned by the City showed that 72% of drivers identified as foreign born and 73% identified as Black, Hispanic, Asian or other. Drivers were nearly three times more likely to be immigrants than workers across King County and most of them speak a language other than English at home.[24] Uber and Lyft are accused of discriminating against drivers with who are not white and speak with accents,[25] so it is important that City Light recognizes the cultural identities of TNC drivers and seek to engage with drivers' communities in a way that is not burdensome.

Figure 4. Location of TNC driver registrations in King County with regional housing authorities shown



[21] Uber, "Millions of trips a day, zero emissions and a shift to sustainable packaging". https://www.uber.com/us/en/about/sustainability/.

[22] Lyft, "Leading the Transition to Zero Emissions: Our Commitment to 100% Electric Vehicles by 2030". https://www.lyft.com/blog/posts/leading-the-transition-to-zero-emissions.

[23] Seattle Department of Fleets and Administrative Services. (April 2023). "Vehicle Safety Inspections by Engine Type for IDT."

[24] Parrott, James A., and Michael Reich. (2020, July). "A Minimum Compensation Standard for Seattle TNC Drivers." https://www.seattle.gov/documents/Departments/LaborStandards/Parrott-Reich-Seattle-Report_July-2020%280%29.pdf

[25] Allyn, Bobby. "Uber Fires Drivers Based on "Racially Biased" Star Rating System, Lawsuit Claims". https://www.npr.org/2020/10/26/927851281/uber-fires-drivers-based-on-racially-biased-star-rating-system-lawsuit-claims\

Knowing that EV sales and public charging station availability[26] are intrinsically linked, having charging stations readily available for the future of EVs and TNC drivers is critical. Corporate commitments are not enough, having public charging stations readily available would be a deciding factor in electrifying TNC drivers.

Beyond corporate commitments and encouragement to adopt EVs, we also know that electrifying our vehicles is critical to reducing greenhouse gas emissions[27] and a healthier future. A 2023 study of California's registered EVs showed reduced pollution and improved respiratory health in zip codes where EVs were registered.[28]

In City Light territory, historically redlined neighborhoods face higher rates of pollution. A 2023 study[29] overlayed the 2010 census data with the Home Owners' Loan Corporation (HOLC) redlining regions to monitor air pollution by demographics and HOLC's historic grading system. The concentration of ultrafine particulate matter (UFPs) jumped 29% in areas ranked Undesirable (a grade of D) from those deemed Desirable (a grade of A). The study asserted what has been said repeatedly about environmental racism. Decades of infrastructure buildout, like highways[30], and continuous exclusions[31] have exacerbated environmental hazards like increased pollution in our service territory, and we cannot forget that the Environmental Protection Agency declared superfund site[32] in the lower Duwamish. Being able to provide public charging, and encourage EV adoption, particularly in marginalized communities serves as a strategy in reducing greenhouse gas emissions and improving the air quality and health outcomes of our customers.

Ultimately, existing data and previous community engagement and input reminds us that racially diverse and marginalized neighborhoods are often underserved because of a complex history of government regulation and institutional practices, resulting in quantifiable and negative outcomes.

2e. What are the root causes or factors creating these racial inequities?

Examples: Bias in process; Lack of access or barriers; Lack of racially inclusive engagement

The root causes and/or factors creating these racial inequities are redlining, high capitol cost associated with EVs, a lack of access to charging stations, and perceived safety or security at public charging stations.

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[26] Nilsen, Ella. (2021, June). "The fastest way to get more people to buy electric vehicles". https://www.vox.com/22463219/electric-vehicles-charging-station-infrastructure.

[27] Abrams, Zara. (2023, February). "Study links adoption of electric vehicles with less air pollution and improved health". https://keck.usc.edu/news/study-links-adoption-of-electric-vehicles-with-less-air-pollution-and-improved-health/.

[28] See 26.

[29] Bramble, Kaya, et al. (July 2023). "Exposure Disparities by Income, Race and Ethnicity, and Historic Redlining Grade in the Greater Seattle Area for Ultrafine Particles and Other Air Pollutants" https://ehp.niehs.nih.gov/doi/full/10.1289/EHP11662.

[30] Berger, Knute. (2021, April). "The legacy of racism built into Northwest highways and roads". https://crosscut.com/opinion/2021/04/legacy-racism-built-northwest-highways-and-roads.

[31] Segregated Seattle. (Date unknown). https://depts.washington.edu/civilr/segregated.htm#:~:text=From%20the%201910s%20through%20the,covering%20more%20than%2034%2C000%20properties.

[32] Duwamish River Superfund Site. https://kingcounty.gov/en/legacy/depts/health/environmental-health/healthy-communities/duwamish-fishing/superfund.

Throughout the 21st century there were a suite of government and non-governmental policies intended to segregate, disenfranchise, and decrease access to resources and opportunities for people of color. Policies like redlining, racial covenants, 1944 GI Bill, exclusionary zoning practices, the Urban Renewal Program, and discriminatory private lending practices. These policies reinforced and normalized racism, which created communities that lacked resources and opportunities, were publicly defunded and unplanned for, and were polluted by surrounding unwanted land-uses.

For example, in the Central Area during the 1960s, the City of Seattle forcibly removed Black and Filipino residents from their land under the Urban Renewal Act. Land previously owned by New Hope Missionary Baptist Church was seized through this program and is now valued at over $2 million[33]. Additionally, large transportation investments such as Interstate 5 cutting directly though historically diverse neighborhoods such as Central District and Chinatown International greatly impacted the cultural identities within these areas. Residents in the Chinatown International District have voiced they feel like a "dumping ground for Seattle's development".[34]

In

Figure 5 we show a Seattle Times created map of redlined neighborhoods against a current AFDC map of where chargers are installed to show the lack of infrastructure investments in historically redlined neighborhoods. Similar to Figure 3, understanding station deployment by racial inequities is complicated. Neighborhoods like Delridge, Georgetown and Beacon Hill, which were deemed "Hazardous" by the Home Owners' Loan Corp, are among the most sparse for charging stations. Rainer Beach, an area shown as "Definitely declining" also shows fewer chargers. Neighborhoods around Central District and Capitol Hill, which were historically redlined, appear to be faring better with public charging stations. Interestingly, "Best" neighborhoods, like Magnolia (along the water), Laurelhurst, and "Still Desirable" in west Seattle and north Seattle, are also lacking in public chargers. It is important to reiterate that over 80% of residents charge at home and the aforementioned neighborhoods have a large amount of single-family homes within the district[35]. A 2019 article in BlastPoint also observed charging deserts and the link of station placement to historic redlining practices in Pittsburgh, they also touched on the complex market assumptions that EVPS may be using to place chargers in more populous and dense areas[36]. **It's important to reiterate that a lack of charging infrastructure (or a 'charging desert') can mean a neighborhood is a historically marginalized one or a historically wealthy one.**

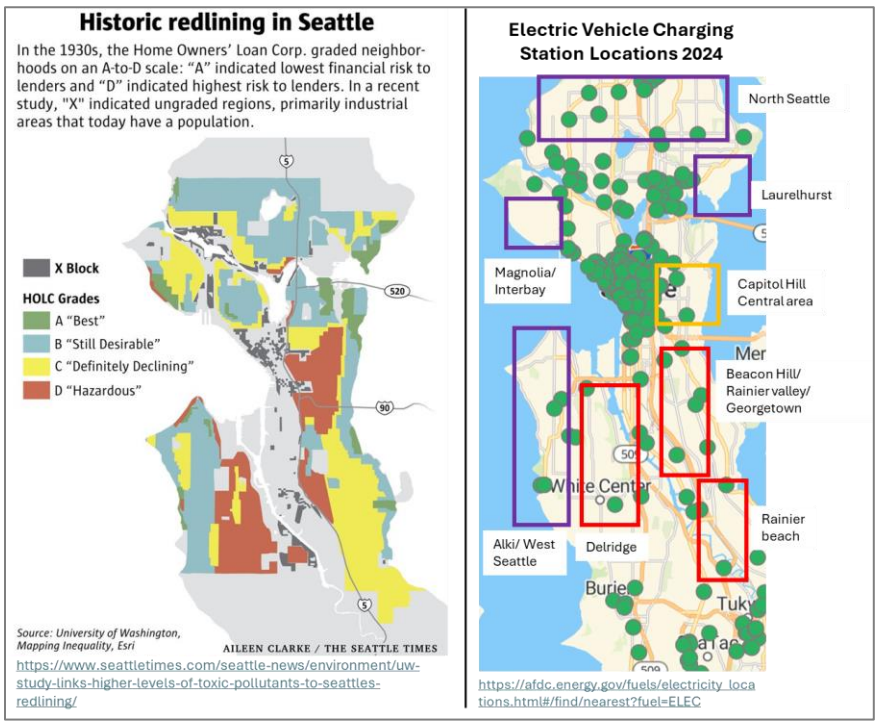
Figure 5. Historic Redlining and 2024 Charging Station locations

[33] Jeffrey Robert. 2021. "Right Past Wrong of Racist 'Urban Renewal' and pay reparations to Seattle's Black community". Right past wrongs of racist 'urban renewal' and pay reparations to Seattle's Black community | The Seattle Times.

[34] Berger Knute. 2021. "The legacy of racism built into Northwest highways and roads". https://crosscut.com/opinion/2021/04/legacy-racism-built-northwest-highways-and-roads.

[35] Seattle City Light - Vida Agency_Findings Presentation_Final_PME_10_3122.pdf - All Documents (sharepoint.com).

[36] Ellsworth, Janeen. 2019, July 16. "EV Charging Deserts: Where They Are & Why They Might Exist". https://blastpoint.com/blog/ev-charging-deserts-where-they-are-why-they-might-exist/.



Beyond access to public chargers, we know marginalized communities face challenges in accessing services, including reliable transportation options, which reinforces systemic disparities in community development.[37] Research continues to showcase the current impacts of income-level and poor air quality in historically redlined neighborhoods.[38,39] Neighborhoods that have been systemically underserved or marginalized are identified as "overburdened communities" in this program and are shown by several mapping tools, such as the Racial and Social Equity Composite Index Current[40] for Seattle neighborhoods and the Washington State Environmental Health Disparities Map.[41]

Financial barriers, like the cost of-, or ability to finance the purchase of- an EV limit the adoption of EVs, and is felt more so in overburdened communities. The higher capital costs associated with EV ownership coupled with limited access to relevant incentives poses a substantial barrier for large scale adoption. Even once an EV is purchased, the cost of installing electric vehicle supply equipment (EVSE) can be prohibitive for many households—either for owners or renters. For those living in multi-unit dwellings (MUD), EVSE chargers may not be available, making public charging the

[37] Lane, Haley, et al. "Historical Redlining Is Associated with Present-Day Air Pollution *Environ. Sci. Technol. Lett.* 2022, 9, 4, 345–350.
[38] Breda, Isabella. 2023, July 6. "UW study shows Seattle's historically redlined communities have worse air quality." https://www.seattletimes.com/seattle-news/environment/uw-study-links-higher-levels-of-toxic-pollutants-to-seattles-redlining/.
[39] Kaya Bramble, et al. 2023. July. "Exposure Disparities by Income, Race and Ethnicity, and Historic Redlining Grade in the Greater Seattle Area for Ultrafine Particles and Other Air Pollutants." Environmental Health Perspectives. doi:10.1289/EHP11662. https://ehp.niehs.nih.gov/doi/abs/10.1289/EHP11662.
[40] Racial and Social Equity Composite Index Current. https://www.arcgis.com/apps/mapviewer/index.html?panel=gallery&layers=3a6bcc7fa4c14c4daabdb1cd8f329758.
[41] Washington Tracking Network. "Washington Environmental Health Disparities Map." https://doh.wa.gov/data-and-statistical-reports/washington-tracking-network-wtn/washington-environmental-health-disparities-map

only option. For MUD residents, this gap in infrastructure can be especially challenging. Unlike single-family homes with private driveways, MUDs may lack dedicated parking spaces or the ability to install personal charging stations. As a result, the intersection of economic inequality and the financial constraints associated with EV adoption contributes to disparities in EV ownership within City Light territory.

The prevalence of theft and vandalism at public charging stations poses a deterrent to the widespread deployment and accessibility of public charging and may signal an unsafe site. In the pilot phase of City Light's Public Charging program, the South Park charging stations, which are in an overburdened community, were never able to become operational due to continual cable cutting and cord theft. Customers in the area are now left with a gap in public charging services available in their area. Unfortunately, the prevalence of vandalism contributes to EVSP reluctance to install chargers in areas where the risk of theft and vandalism is high, thus creating a cycle of insufficient infrastructure development, limiting access to EV charging for customers in these regions. In addition, safety is of particular concern for drivers using public charging as they are potentially vulnerable to crime if they choose to remain in their vehicle while it is plugged in.

Step 3. Determine Benefit and/or Burden.

Given what you have learned from data and from stakeholder involvement…

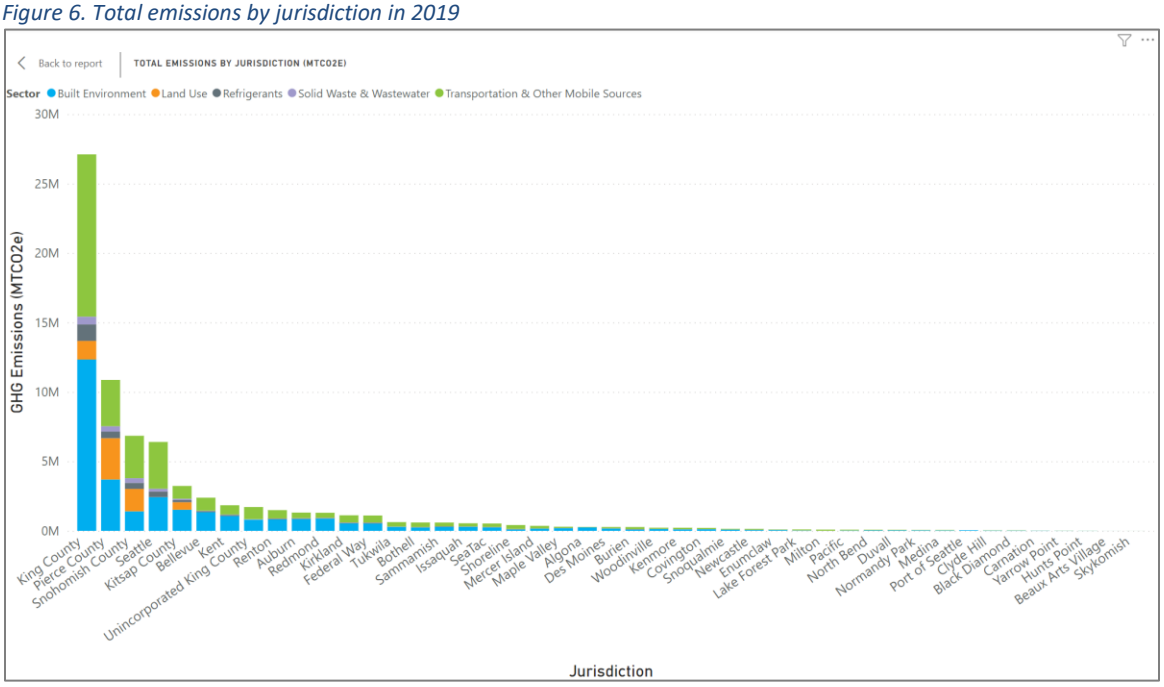
3. How will the policy, initiative, program, or budget issue increase or decrease racial equity? What are potential unintended consequences? What benefits may result? Are the impacts aligned with your department's community outcomes that were defined in Step I.?

Summary

- King County has the most EVs in Washington State. More public EV charging is necessary to meet and accelerate the EV adoption rate.
- Public EV charging, particularly in overburdened or marginalized communities, is an important component to adding more EVs to our roads, reducing GHG emissions, and reducing racial inequities.
- City Light-owned station utilization data provides a clear example of how public charging stations placed in overburdened or historically marginalized communities can see high use, potentially benefiting the surrounding neighborhood.

The public charging program's goals include providing broad access to EV charging to accelerate EV adoption. The program also wants to ensure equitable and affordable access to the chargers incentivized and installed. **We know more people are buying and driving EVs in King County, and we believe providing more public charging stations will further the EV adoption rate in our service territory and King County. Encouraging EV adoption is one way to reduce greenhouse gas emissions (GHG), specifically tailpipe emissions from passenger vehicles.** While Washington state's vehicle registration data shows King County has the fastest rate of EV adoption, 2019 data shows King County as the largest contributor GHG emissions in the State, see Figure 6. Given this data, we understand that greenhouse gas is a contributor to climate change, which exacerbates poor air quality in our region, and this can disproportionately impact overburdened communities.

Figure 6. Total emissions by jurisdiction in 2019



King County greenhouse gas emissions. https://kingcounty.gov/en/legacy/services/environment/climate/actions-strategies/strategic-climate-action-plan/emissions-inventories.

King County's Puget Sound Regional Emissions analysis reported "on-road transportation activities accounted for 24% and 28% of King County's total communitywide GHG emissions in 2019 and 2020, respectively".[42] On road includes passenger vehicles, freight trucks and transit vehicles. In Seattle, over 60% of GHG emissions come from transportation.[43] **Accelerating the EV adoption rate in King County through public charging, particularly charging in overburdened or marginalized communities, is an important component to adding more EVs to our roads, reducing GHG emissions, and reducing racial inequities**.

Adding to this focus on reducing racial inequities, our program seeks to encourage charging station installations in charging deserts, with installations in overburdened communities receiving additional incentives. Placing charging stations in overburdened communities will be co-identified with these very same communities to ensure overall success.

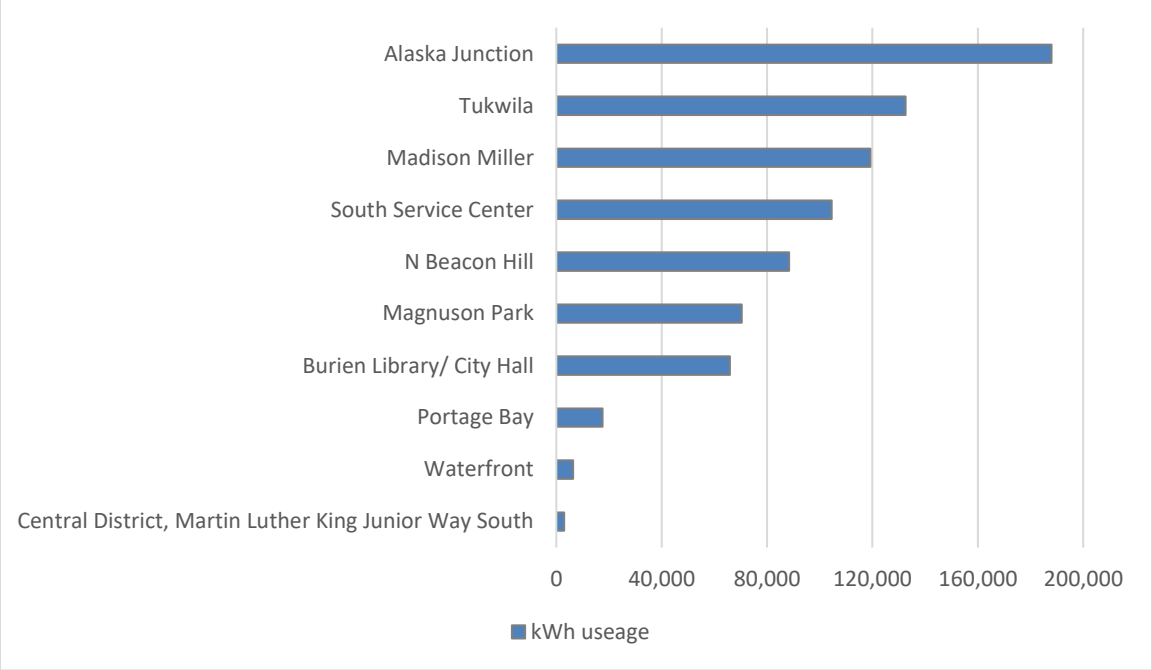
The previous 2017 City Light public charging RSJI toolkit wrote "there could be unintended consequences in terms of larger benefits for current EV owners, which tend to be whiter. More specifically, stations in North Seattle could see higher use, and therefore benefit more from the City's development." Since then, while operating City Light's public EV chargers, the program has found the opposite to be true of current station utilization data. In Figure 7, City Light station utilization data from 2021 through January 2024 only shows one North Seattle station in the top 10 sites by energy use.

[42] Cascadia Consulting Group. (2022, August) "Communitywide Geographic Greenhouse Gas Emissions: Puget Sound Regional Emissions Analysis." https://your.kingcounty.gov/dnrp/climate/documents/2022/king-county-geographic-ghg-emissions-inventory-and-wedge-report-09-2022.pdf.

[43] Seattle Office of Sustainability and Environment. "Total Annual Emissions By Sector." https://app.powerbigov.us/view?r=eyJrIjoiNjBlNzE2OTItMDc1OC00OWQ2LTgwYTQtMDZiMzUyNjNhYmJlIiwidCI6Ijc4ZTYxZTQ1LTZiZWItNDAwOS04Zjk5LTM1OWQ4YjU0ZjQxYiJ9.

In fact the second most utilized charging site is Tukwila, in south King County. **City Light-owned station utilization data provides a clear example of how public charging stations placed in overburdened or historically marginalized communities can experience high utilization, potentially benefiting the surrounding neighborhood.**

Figure 7. Top 10 City Light-owned charging sites by total kWh dispensed from 1/1/2021 - 1/5/2024



As utilization at City Light's charging stations increase, new opportunities become available for City Light to accumulate clean fuel credits through Washington state's clean fuel program, which would in turn will be reinvested in overburdened communities and additional transportation electrification efforts (as directed by the state). **In our 2023 business case, the public charging program estimated nearly 7,000 credits could be earned from now through 2030 through public charging** (see *Table 4* to learn more).

Table 4. Clean Fuel Program Credits (estimate)

Program Year	Sum of Total kWh delivered by DCFC and L2	Potential Credits Generated[44]	Potential Credits Generated from City Light-owned chargers[45]
1	14,350,000	16,984	680
2	16,168,800	19,044	761
3	18,235,939	21,251	850
4	20,587,333	23,741	950
5	23,264,304	26,547	1,062
6	26,314,414	29,550	1,182

[44] Calculated using Washington State Department of Ecology's CFP credit estimator provided to and edited by City Light.

[45] We assume City Light-owned chargers occupy 4% of the public charging station market of 8,000 ports.

7	29,792,427	32,913	1,317
Total	**148,713,216**	**170,029**	**6,801**

Despite our best efforts to maximize benefits and reduce racial inequities and disparities, our program will face unintended consequences, some potential unintended consequences are:

1. If the program were to be scaled back or cut and City Light-owned public stations were the only ones being maintained, replaced, and installed, we would face outdated and delayed technology being deployed. City Light is not capable of imploring the latest most capable technology in the market due to costs. For example, City Light's charging DCFC infrastructure was largely manufactured in 2020 and have a 50 kW capacity; as of 2023 150-350 kW are available on the market. It's unlikely that City Light could acquire and install updated technology on par with technological advancements and we would remain years behind the best technology available to our customers. If City Light remained as is, we might also find third-party installations happening in more populated areas instead of overburdened or even wealthy communities. As shown in earlier figures, the highest density of chargers is around the downtown corridor. Public charging likely would not expand at the level necessary to meet expected demand and/or be sparse enough geographically to make it difficult to impossible to affordably operate an EV in certain neighborhoods.

2. If the program were to find itself with high program participation from a lot of different EVSPs, we face the potential of stations being left behind when (or if) EVSPs go out of business. The transportation electrification market has yet to reach full maturity and can be turbulent. We have seen companies such as of Car2Go pull out of the North American market[46], Proterra (an electric bus company) file for bankruptcy[47], and Greenlots bought by Shell[48]. From personal experience, Efacec pulled out of the North American market and our team has dealt with the challenges of acquiring parts or assistance for two City Light-owned Efacec charging stations.

3. If the program were to attract a high-level of attention, engagement and interest from customers within overburdened communities, program participants may choose to install L2s over DCFCs because L2s are more affordable. Our program team is concerned that customers willing to install stations in overburdened communities will install L2s over DCFCs because they are responsible for all the upfront costs of a charger installation. L2s are substantially more affordable than DCFC and often require less effort to install and maintain. If customers decide to install L2s over DCFCs in overburdened or historically marginalized communities (to save on costs), they risk the long-term consequences of outdated technology and significantly longer charging times

[46] Nickelsburg, Monica. (2019, December 18). "Car2gone: Share Now to exit North America, leaving Seattle with no free-floating car-sharing service." https://www.geekwire.com/2019/car2gone-share-now-shuts-north-america-leaving-seattle-no-free-floating-car-sharing-services/.

[47] Reuters. (2023, August 7). "EV Firm Proterra Files for Chapter 11 Bankruptcy Protection". https://money.usnews.com/investing/news/articles/2023-08-07/ev-firm-proterra-files-for-chapter-11-bankruptcy/.

[48] Moloughney, Tom. (2021, November 3). "Greenlots Renamed: Will Soon Become Shell Recharge Solutions". https://insideevs.com/news/545338/greenlots-renamed-shell-recharge-solutions/.

for EVs. This would only exacerbate existing racial inequities around access to transportation in historically marginalized and overburdened communities.

4. If the program finds itself installing charging stations more heavily in overburdened communities, communities and/or neighborhoods may become gentrified, largely because EV ownership is tied to high-income, predominantly white, homeowners. This potential gentrification of a neighborhood could lead to distrust of City Light's programming and more consequential, displace residents from their neighborhood.

Step 4. Advance Opportunity or Minimize Harm.

4. How will you address the impacts (including unintended consequences) on racial equity?

What strategies address immediate impacts? What strategies address root causes of inequity listed in Q.6? How will you partner with stakeholders for long-term positive change? If impacts are not aligned with desired community outcomes, how will you re-align your work?

Educational resources and EV charging public awareness campaign: Though details for our program resources are still in development, our program team will work to create multi-lingual resources, that cover topics beyond EVSE's and into EV ownership and key considerations for charging. These include challenging the perception that EV's cost too much[49], or that charging stations signal gentrification because City Light-owned charging stations show that south King County stations are among the most utilized stations (see Figure 7) and their placement has not led to gentrification.

Program participant toolkit: Though details for our program resources are still in development, our program team will work to create multi-lingual resources on topics such as selecting a charging station site, selecting the appropriate hardware, what a site host agreement is, and how to select an EVSP, and charging station data 101.

Workforce development: To encourage the long-term sustainability of our transportation electrification portfolio, and for our region, we will promote and encourage the growth of our Minority and Women's Business Enterprises (WMBE) and Electric Vehicle Installation Certification Program (EVICP). We want to be able to identify interested WMBE contractors, cover training costs, and encourage connections between them and local contractors or EVSE technicians, or site hosts**.**

Clear EVSP program requirements: To ensure the longevity and sustainability of infrastructure installed under our program, we will work to ensure program participant agreements clearly detail requirements for a networked EVSP, with warranty, data sharing, and City Light's clean fuel credit reporting responsibilities clearly outlined.

Community co-created program: While details have not been determined at the time of this toolkit, a substantial component of our program will be community-driven and led, with Kambo Energy managing our community

[49] Borras, Jo. "New York Times Gets Electric Car Costs Very Wrong." https://cleantechnica.com/2022/08/18/new-york-times-gets-ev-pricing-very-wrong/

partnerships and relationships. It's our hope that a strong community input model will help build buy-in and trust for City Light's program and future infrastructure investments. This community involvement may also serve to support greater security/investment in neighborhoods that have experienced cable theft, and to help mitigate the concerns of displacement or gentrification.

Continued installation of City Light-owned stations: Our program team will continue to build out and maintain EV charging stations across City Light territory with an explicit commitment to placing chargers in overburdened communities and areas overlooked by the private sector. It's our belief that by maintaining ownership, we are better equipped to manage costs and the affordability of chargers. We also believe owning chargers helps our staff remain informed about the EVSE industry.

Data-informed program design and deployment: Our program team is committed to using our station utilization data, and finding ways to leverage relationships to examine station deployments across our region to design and adjust our public charging program. We will also look our own incentives to track installations in overburdened communities. For example, we have reached out to King County unincorporated program managers to understand their participatory budgeting process for infrastructure investments, and Washington state's department of commerce to understand their mapping tools[50]. City Light is also working to launch a public-facing EV hosting capacity map for customers to better understand their projects.

Program Strategies? _____

Policy Strategies? _____

Partnership Strategies? _____

Step 5. Evaluate. Raise Racial Awareness. Be Accountable.

5a. How will you evaluate and be accountable?

How will you evaluate and report impacts on racial equity over time? What is your goal and timeline for eliminating racial inequity? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about racial inequity related to this issue?

The public charging program will be evaluated by a third-party evaluator, and we suggest the evaluation occur on an annual basis or previous to major program changes or milestones, with a mixed-methods approach. Our team will be able to support the evaluator's collection of quantitative data, as program applications, clean fuel credits, and station reporting will be managed by us.

[50] Washington State Department of Commerce. "Publicly Available Application Grant Tool". https://ev-station-grants-wacommerce.hub.arcgis.com/pages/tool.

We recommend our existing data collection efforts be leveraged by the outside evaluator, and hope to see case studies and customer satisfaction surveys produced for post-installation feedback. Our recommendations are listed below Table 5.

Table 5. Evaluation recommendation from program design

Goal/Outcome	Suggested measures for evaluation
Provide broad access to EV charging through deployments of up to 2,000 public EV charging ports by 2030; public EV charging keeps pace with demand.	• Change in the number of public stations on AFDC between time periods; consider types of public stations and total stations by select franchise cities' total population • Growth in program applications between time periods and applications by location • Number of stations fully funded under City Light and stations funded partially by City Light and other grants (and whether location of stations impacts funding sources) • Number of registered EVs and Stations – a ratio score – in City Light territory and by select franchise cities; also consider the number of registered EVs by total population of a city • Total clean fuel credits generated and re-invested over time by City Light
Increase equitable and affordable access to public EV charging in all communities, including those not prioritized by private investment.	• Ability to meet annual growth target for L2 and DCFCs in City Light territory • Comparison of City Light-owned charger pricing against surrounding stations' pricing • Number of stations within City Light territory that report their fee structure and whether the stations are free; suggest reviewing completed projects as program matures • Number of WMBE contractors introduced to EVICP training
Improve EV drivers' and EVSP's customer experience, and improve the reliability of chargers in City Light territory	• Total number of sessions, energy delivered, and revenue generated by stations participating in our program • Total number of failed sessions and reported issues by stations enrolled in our program • Qualitative analysis of customer input/feedback from emails, PlugShare, and Google.

Inform, engage, and co-develop with City and underserved community stakeholders within City Light's territory, on the Program's goals and activities.	• Number of stations installed as a result of community engagement • Number of sites recommended and number of stations found in locations where community recommended sites • Number of site assessments completed in overburdened communities and whether final decisions was to move forward with a charger or to not

5b. What is unresolved?

What resources/partnerships do you still need to make changes?

There is a great deal of community engagement and charging provider outreach the program is currently lacking. Through Kambo partnership, program team fully intends partner with key stakeholders, potential site hosts, and charging providers to guarantee harmonious and seamless charger installation and integration with existing neighborhood services, character, and dynamics. We recognize the need to engage key community organizations such as nonprofits and libraries.

We acknowledge more partnership is needed with internal departments such as Department of Neighborhoods, Community Development, SDCI, and Seattle Department of Transportation.

Step 6. Report Back.

Share analysis and report responses from Q.5a. and Q.5b. with Department Leadership and Change Team Leads and members involved in Step 1.

Creating Effective Community Outcomes

Outcome = the result that you seek to achieve through your actions.

***Racially equitable* community outcomes = the specific result you are seeking to achieve that advances racial equity in the community.**

When creating outcomes think about:

- What are the greatest opportunities for creating change in the next year?
- What strengths does the department have that it can build on?
- What challenges, if met, will help move the department closer to racial equity goals?

Keep in mind that the City is committed to creating racial equity in seven key opportunity areas: **Education, Community Development, Health, Criminal Justice, Jobs, Housing, and the Environment.**

Examples of community outcomes that increase racial equity:

OUTCOME	OPPORTUNITY AREA
Increase transit and pedestrian mobility options in communities of color.	Community Development
Decrease racial disparity in the unemployment rate.	Jobs
Ensure greater access to technology by communities of color.	Community Development, Education, Jobs
Improve access to community center programs for immigrants, refugees and communities of color.	Health, Community Development
Communities of color are represented in the City's outreach activities.	Education, Community Development, Health, Jobs, Housing, Criminal Justice, Environment
The racial diversity of the Seattle community is reflected in the City's workforce across positions.	Jobs
Access to City contracts for Minority Business Enterprises is increased.	Jobs
Decrease racial disparity in high school graduation rates	Education

Additional Resources:

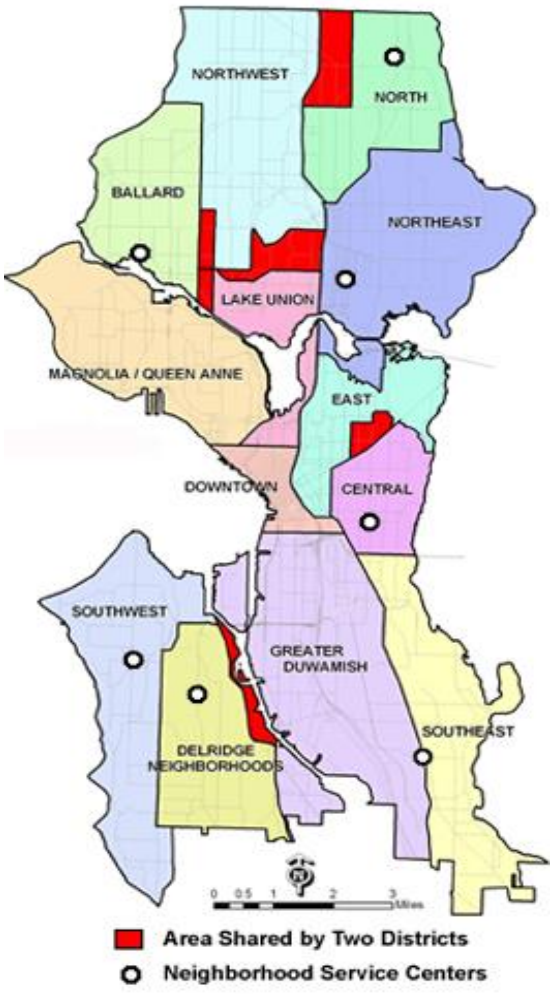
- **RSJI Departmental Work Plan:** http://inweb/rsji/departments.htm

- **Department Performance Expectations:** http://web1.seattle.gov/DPETS/DPETSWEbHome.aspx
- **Mayoral Initiatives:** http://www.seattle.gov/mayor/issues/

Identifying Stakeholders + Listening to Communities of Color

Identify Stakeholders

Find out who are the **stakeholders** most affected by, concerned with, or have experience relating to the policy, program or initiative? Identify racial demographics of neighborhood or those impacted by issue. *(See District Profiles in the Inclusive Outreach and Public Engagement Guide or refer to U.S. Census information on p.7)*



Once you have indentified your stakeholders ….

Involve them in the issue.
Describe how historically underrepresented community stakeholders can take a leadership role in this policy, program, initiative or budget issue.

Listen to the community. Ask:
1. What do we need to know about this issue? How will the policy, program, initiative or budget issue burden or benefit the community? *(concerns, facts, potential impacts)*

2. What factors produce or perpetuate racial inequity related to this issue?

3. What are ways to minimize any negative impacts (harm to communities of color, increased racial disparities, etc) that may result? What opportunities exist for increasing racial equity?

Tip: Gather Community Input Through…

- Community meetings
- Focus groups
- Consulting with City commissions and advisory boards
- Consulting with Change Team

Examples of what this step looks like in practice:

- A reduction of hours at a community center includes conversations with those who use the community center as well as staff who work there.
- Before implementing a new penalty fee, people from the demographic most represented in those fined are surveyed to learn the best ways to minimize negative impacts.

For resources on how to engage stakeholders in your work see the **Inclusive Outreach and Public Engagement Guide:** http://inweb1/neighborhoods/outreachguide/

Data Resources

City of Seattle Seattle's Population and Demographics at a Glance:
http://www.seattle.gov/dpd/Research/Population_Demographics/Overview/default.asp
Website updated by the City Demographer. **Includes: Housing** Quarterly Permit Report • **Employment data** • 2010 Census data • **2006-2010 American Community Survey** • 2010 Census: Demographic highlights from the 2010 Census; Basic Population and Housing Characteristics Change from 1990, 2000, and 2010 – PDF report of counts of population by race, ethnicity and over/under 18 years of age as well as a total, occupied and vacant housing unit count; Three-page subject report – PDF report of detailed population, household and housing data • American Community Survey: **2010 5-year estimates and 2009 5-year estimates** • Census 2000 • Permit Information: Comprehensive Plan Housing Target Growth Report for Urban Centers and Villages; Citywide Residential Permit Report • Employment Information: Comprehensive Plan Employment Target Growth Report for Urban Centers and Villages; Citywide Employment 1995-2010 • The Greater Seattle Datasheet: a report by the Office of Intergovernmental Relations on many aspects of Seattle and its region.

SDOT Census 2010 Demographic Maps (by census blocks): Race, Age (under 18 and over 65) and Median Income http://inweb/sdot/rsji_maps.htm

Seattle's Population & Demographics Related Links & Resources (From DPD website: http://www.seattle.gov/dpd/Research/Population_Demographics/Related_Links/default.asp)

Federal

- American FactFinder: The U.S. Census Bureau's main site for online access to population, housing, economic, and geographic data.
- Census 2000 Gateway: The U.S. Census Bureau's gateway to Census 2000 information.

State

- Washington Office of Financial Management: OFM is the official state agency that provides estimates, forecasts, and reports on the state's population, demographic characteristics, economy, and state revenues.

Regional

- Puget Sound Regional Council: PSRC is the regional growth management and transportation planning agency for the central Puget Sound region in Washington State.

County

- King County Census Viewer: A web-based application for viewing maps and tables of more than 100 community census data indicators for 77 defined places in King County.
- King County Department of Development and Environmental Services: the growth management planning agency for King County.
- Seattle & King County Public Health - Assessment, Policy Development, and Evaluation Unit: Provides health information and technical assistance, based on health assessment data

- King County Opportunity Maps: A Study of the Region's Geography of Opportunity. Opportunity maps illustrate where opportunity rich communities exist, assess who has access to those neighborhoods, and help to understand what needs to be remedied in opportunity poor neighborhoods. Puget Sound Regional Council.

City

- The Greater Seattle Datasheet: A Seattle fact sheet courtesy of the City of Seattle's Office of Intergovernmental Relations.

Other

- Seattle Times Census 2000: articles, charts related to Census 2000 and the Seattle/Puget Sound region.

Glossary

Accountable- Responsive to the needs and concerns of those most impacted by the issues you are working on, particularly to communities of color and those historically underrepresented in the civic process.

Community outcomes- The specific result you are seeking to achieve that advances racial equity.

Contracting Equity- Efforts to achieve equitable racial outcomes in the way the City spends resources, including goods and services, consultants and contracting.

Immigrant and Refugee Access to Services- Government services and resources are easily available and understandable to all Seattle residents, including non-native English speakers. Full and active participation of immigrant and refugee communities exists in Seattle's civic, economic and cultural life.

Inclusive Outreach and Public Engagement- Processes inclusive of people of diverse races, cultures, gender identities, sexual orientations and socio-economic status. Access to information, resources and civic processes so community members can effectively engage in the design and delivery of public services.

Individual racism- Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals including white people internalizing privilege and people of color internalizing oppression.

Institutional racism- Organizational programs, policies or procedures that work to the benefit of white people and to the detriment of people of color, usually unintentionally or inadvertently.

Opportunity areas- One of seven issue areas the City of Seattle is working on in partnership with the community to eliminate racial disparities and create racial equity. They include: Education, Health, Community Development, Criminal Justice, Jobs, Housing and the Environment.

Racial equity- When social, economic and political opportunities are not predicted based upon a person's race.

Racial inequity-When a person's race can predict their social, economic and political opportunities and outcomes.

Stakeholders- Those impacted by proposed policy, program or budget issue who have potential concerns or issue expertise. Examples might include: specific racial/ethnic groups, other institutions like Seattle Housing Authority, schools, community-based organizations, Change Teams, City employees, unions, etc.

Structural racism - The interplay of policies, practices and programs of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.

Workforce Equity- Ensure the City's workforce diversity reflects the diversity of Seattle