



# SEATTLE CITY COUNCIL

## Community Economic Development Committee

### Agenda

Friday, January 24, 2020

2:00 PM

Council Chamber, City Hall  
600 4th Avenue  
Seattle, WA 98104

Tammy J. Morales, Chair  
Andrew J. Lewis, Vice-Chair  
Debora Juarez, Member  
Alex Pedersen, Member  
Kshama Sawant, Member  
Lisa Herbold, Alternate

Chair Info: 206-684-8802; [Tammy.Morales@seattle.gov](mailto:Tammy.Morales@seattle.gov)

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Council Chamber Listen Line: 206-684-8566

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206-684-8888 (TTY Relay 7-1-1), email [CouncilAgenda@Seattle.gov](mailto:CouncilAgenda@Seattle.gov), or visit  
<http://seattle.gov/cityclerk/accommodations>.



**SEATTLE CITY COUNCIL**  
**Community Economic Development Committee**  
**Agenda**  
**January 24, 2020 - 2:00 PM**

**Meeting Location:**

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

**Committee Website:**

<http://www.seattle.gov/council/committees/community-economic-development>

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This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

*Please Note: Times listed are estimated*

**A. Call To Order**

**B. Approval of the Agenda**

**C. Chair Report**

(3 Minutes)

**D Public Comment**

(8 minutes)

**E Items of Business**

1. **Office of Arts and Culture (ARTS) - Overview and Discussion of the 2020 Workplan**

Supporting Documents: [Presentation](#)

**Briefing and Discussion** (20 minutes)

**Presenters:** Randy Engstrom, Director, Erika Lindsay, Calandra Childers, Tina LaPadula, Matthew Richter, and Alex Rose, ARTS; Diana Falchuck, ARTS and OCR

2. **Equitable Development Initiative (EDI) - Overview and Discussion of the 2020 Workplan**

Supporting Documents: [Presentation](#)

**Briefing and Discussion** (20 minutes)

**Presenters:** Samuel Assefa, Director, Ubax Gardheere, and Michael Blumson, Office of Planning and Community Development (OPCD)

3. **Seattle Office for Civil Rights (OCR) - Overview and Discussion of the 2020 Workplan**

Supporting Documents: [Presentation](#)

**Briefing and Discussion** (20 minutes)

**Presenters:** Mariko Lockhart, Director, Mike Chin, Loren Othon, Caedmon Cahill, and Latrice Ybarra, OCR

**4. Office of Economic Development (OED) - Overview and Discussion of the 2020 Workplan**

Supporting Documents: [Presentation](#)

**Briefing and Discussion** (20 minutes)

**Presenters:** Bobby Lee, Director, Karl Stickel, Nancy Yamamoto, Theresa Barreras, and Pedro Gomez, OED

**5. OED, ARTS, EDI, and OCR - Conversation Around Building Community Wealth**

**Briefing and Discussion** (20 minutes)

**Presenters:** Randy Engstrom, Director, ARTS; Samuel Assefa, Director, and Ubax Gardheere, OPCD; Mariko Lockhart, Director, OCR; Bobby Lee, Director, OED

**F. Adjournment**





## Legislation Text

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**File #:** Inf 1585, **Version:** 1

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Office of Arts and Culture (ARTS) - Overview and Discussion of the 2020 Workplan



# ARTS Overview

Community Economic Development Committee

Friday, January 24, 2020



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# Commitment to Racial Equity

**Seattle.gov**  
Mayor Jenny A. Durkan

Search Menu

ARTS at King Street Station

Civic Poet

> Creative Youth

> Cultural Space

Ethnic Artist Roster

> Grants

Langston Hughes Performing Arts Institute

Mayor's Arts Awards

> Professional Development

> Public Art

Racial Equity

## Racial Equity

### Commitment to Racial Equity


*The Seattle Office of Arts & Culture commits to an anti-racist work practice that centers the creativity and leadership of people of color - those most impacted by structural racism - to move toward systems that benefit us all. We also acknowledge that we are on Indigenous land, the traditional territories of the Coast Salish people.*

We envision a city of people whose success, safety and health are not pre-determined by their race. A city where all artists, performers, writers and creative workers have the freedom, agency and platform to share and amplify their stories, art, cultures and experiences. At the same time, we acknowledge that our actions - both conscious and unconscious, past and present - have benefited some communities while limiting opportunities and outcomes for communities of color. We work toward our vision by addressing and working to eliminate institutional racism in our [programs](#), policies and practices.

In alignment with the City's [Race and Social Justice Initiative](#), we seek new solutions that use arts as a strategy to drive not only our office, but the City as a whole toward racial equity and social justice. We will continue to break barriers and build arts-integrated tools that challenge the status quo, and push us toward the inclusive society we envision. If you have any questions about our commitment, or would like to know more about the work we are doing, please call us at 206.684.7171 or email at [Arts.Culture@Seattle.gov](mailto:Arts.Culture@Seattle.gov).

### About

Our programs centering racial equity and social justice began in 2004 when the City also adopted the first ever [Race and Social Justice Initiative](#). In conjunction with the Office for Civil Rights (OCR), ARTS has increased our resources and commitment




### Ricky Reyes

Racial Equity Coordinator

Phone: [\(206\) 233-7177](tel:(206)233-7177)

Email: [rick.reyes@seattle.gov](mailto:rick.reyes@seattle.gov)



### Kathy Hsieh

Cultural Partnerships and Grants Manager

Phone: [\(206\) 733-9926](tel:(206)733-9926)

Email: [kathy.hsieh@seattle.gov](mailto:kathy.hsieh@seattle.gov)

### Racial Equity news on our blog



OFFICE OF ARTS & CULTURE  
SEATTLE



# ARTS 2020 Workplan

- Cultural Investments
- Creative Youth Development
- Cultural Space Program
- Inclusive Creative Industries Strategy
- Racial Equity and Culture Building



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SEATTLE





# Building Community Wealth through Cultural Investments

- Grants
- Public Art
- Cultural Facilities
  - Langston Hughes Performing Arts Institute
  - ARTS at King Street Station



Image: yəhaw' Grand Opening at King Street Station, 2019



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# Investing in the Future



Image: Student Showcase courtesy Seattle Public Schools, 2019

- Creative Youth Development
  - The Creative Advantage
  - Career Connected Learning



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## Cultural Space Program

- Arts & Cultural Districts
- The CAP Report
  - 30 Ideas for the Creation, Activation, & Preservation of Cultural Space
- Build Art Space Equitably (B.A.S.E) Cohort
- Structure for Stability



Image: Youth building Tiny Cultural Space at Sawhorse Revolution, 2019



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Image: "Estelita's Library" Structure, 2019



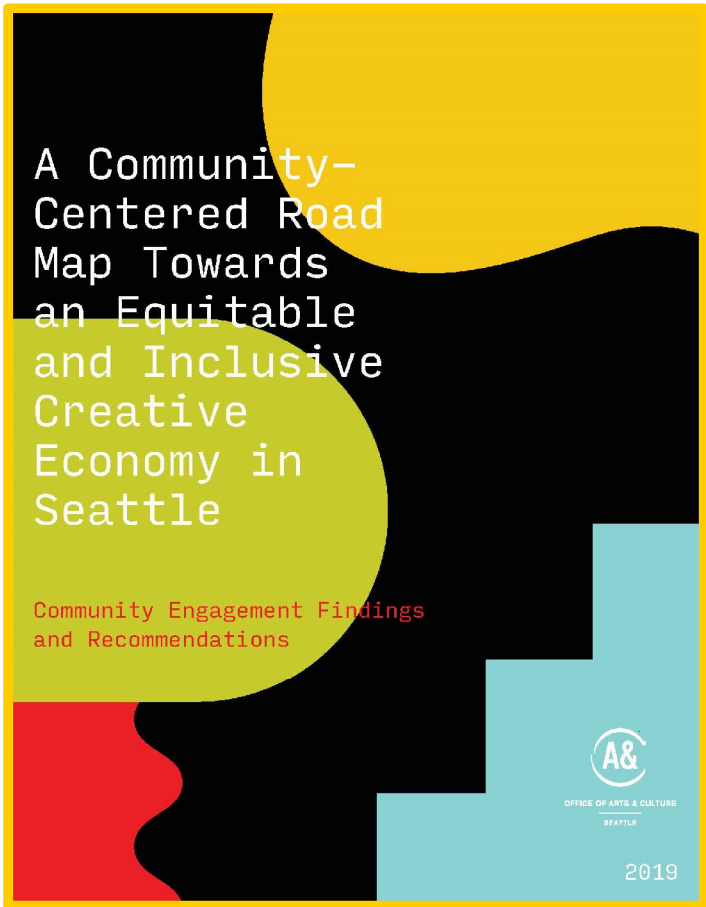
Image: Rendering of "Estelita's Library", 2019



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# Inclusive Creative Industries Strategy



## CITY OF SEATTLE SPECIAL EVENTS VISION & STRATEGY 2020 – 2025

Draft 4.5  
12/03/19



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# Building Equitable Community Wealth

- Race and Social Justice Initiative
- Creative Strategies



Image: "Shape of Trust", 2019



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# Questions



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Equitable Development Initiative (EDI) - Overview and Discussion of the 2020 Workplan



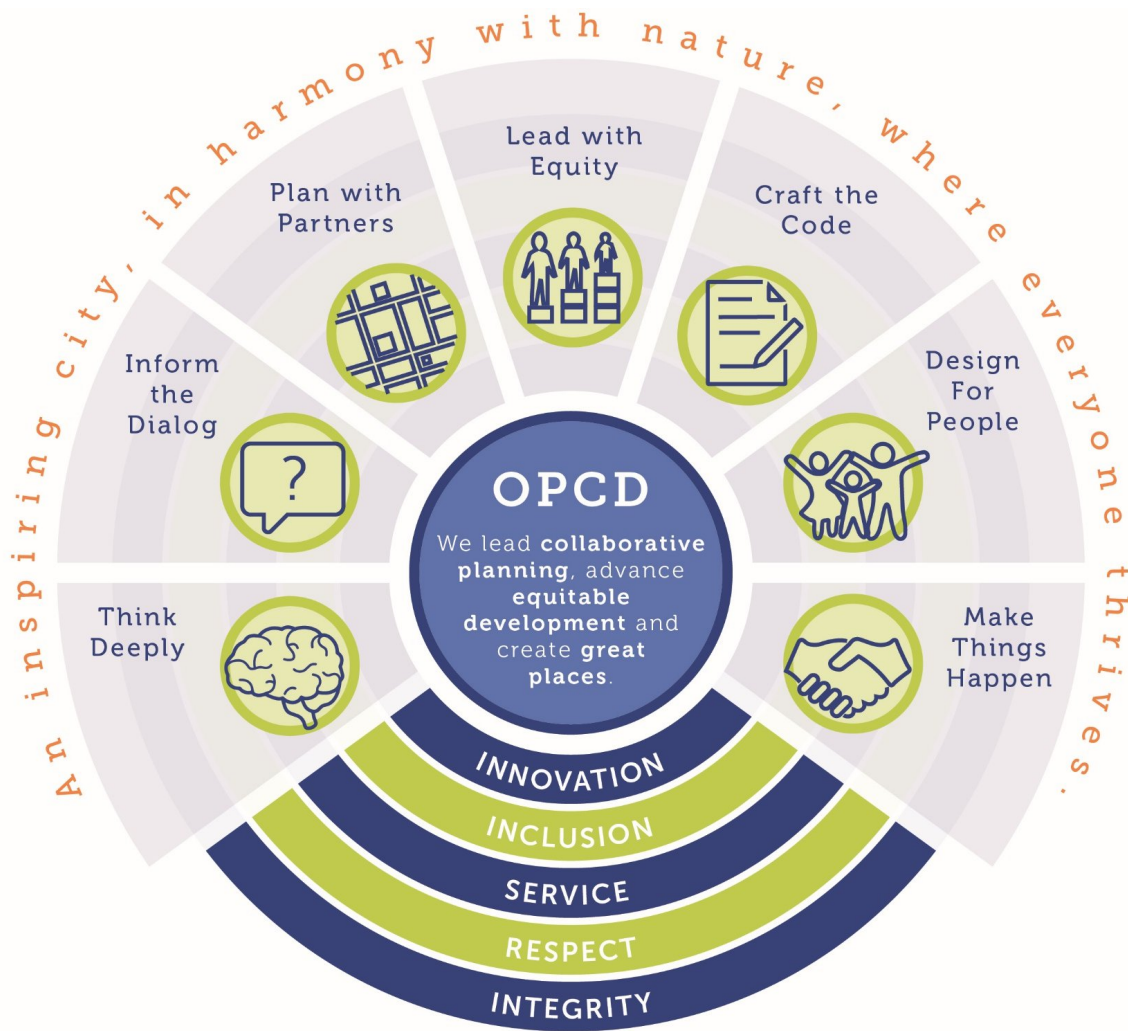
# Office of Planning and Community Development's Equitable Development Initiative

January 2020

## Community and Economic Development Committee EDI

### Briefing:

- EDI & EDI Fund background
- Current Status/2020 Workplan



## Vision

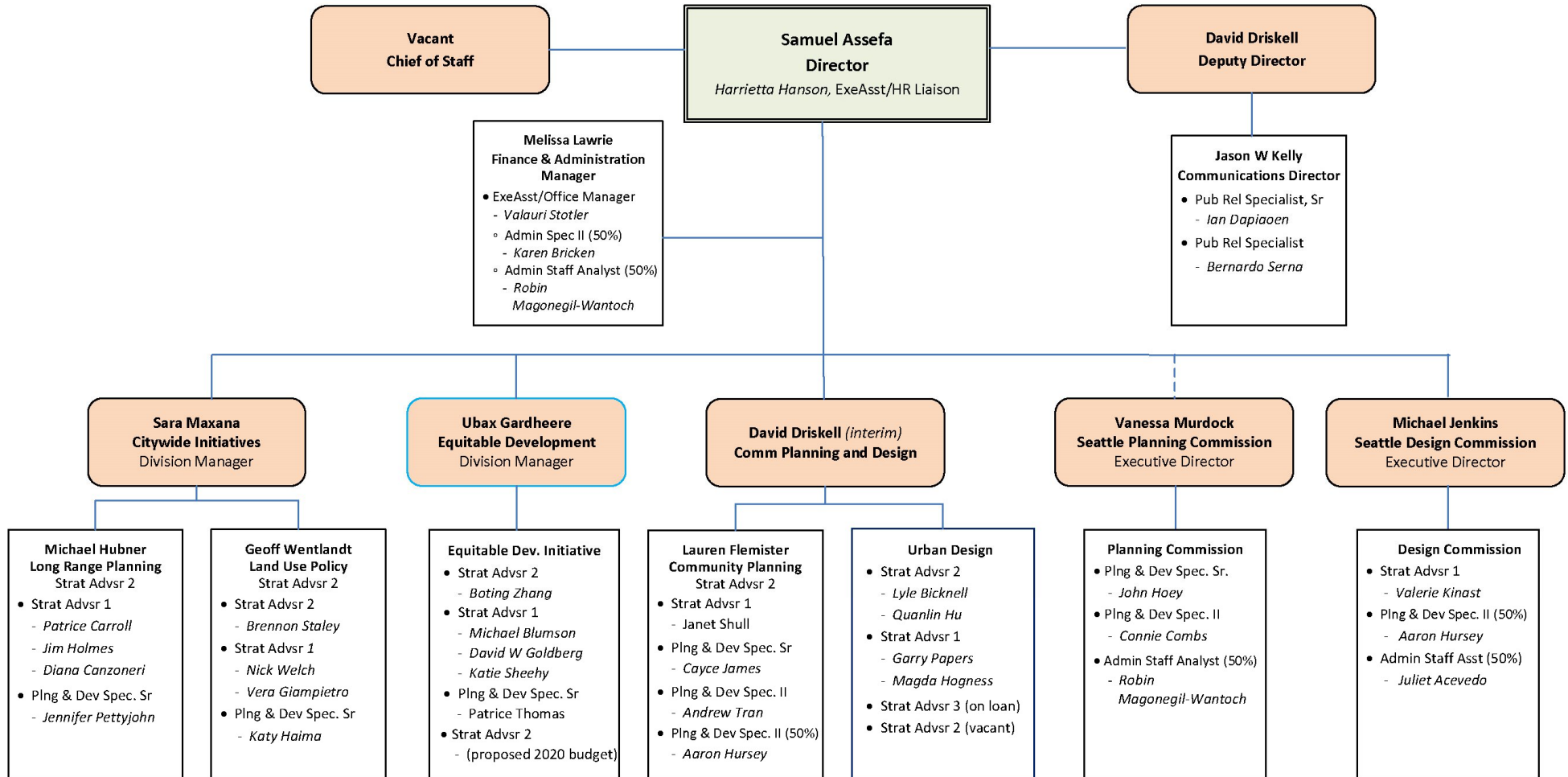
An inspiring city, in harmony with nature, where everyone thrives.

## Mission

We lead collaborative planning, advance equitable development, and create great places.

OPCD

# Organization





# OPCD Budget

|                     | 2020 Adopted Budget |      |
|---------------------|---------------------|------|
|                     | Funding             | FTE  |
| Planning            | \$29,543,063        | 38.0 |
| Planning Commission | \$609,037           | 3.5  |
| Design Commission   | \$571,108           | 3.5  |
| Total               | \$30,723,208        | 45.0 |

OPCD

# 2020 Work Plan

- Comprehensive Plan update
- Light rail expansion/station-area planning
- Industrial lands
- U District MHA implementation
- Housing Choices / AMIHAC
- Accessory Dwelling Units implementation
- Duwamish Valley Action Plan
- Crown Hill Community Plan
- I-5 lid feasibility study
- Outside Citywide
- Design guidelines / urban design
- Demographics and GIS analysis
- Demographics and GIS analysis
- Equitable Development Initiative

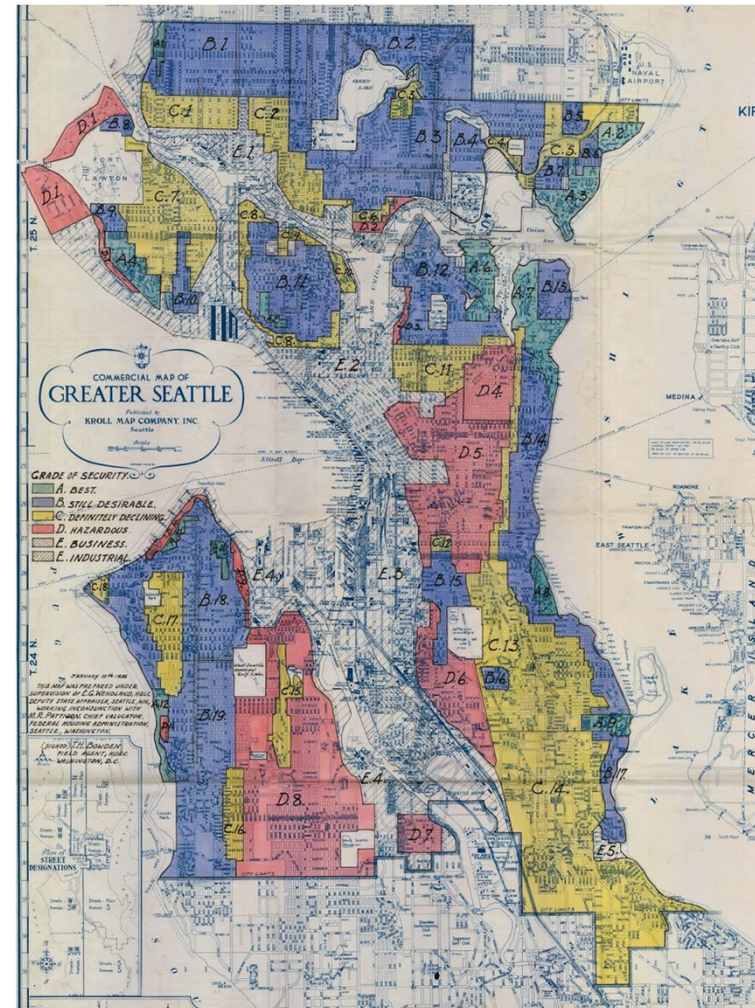
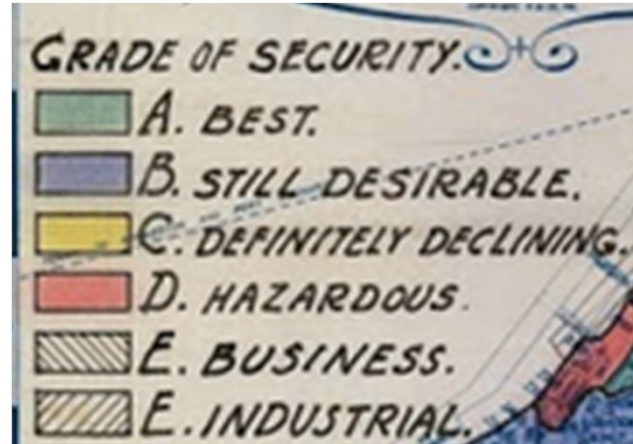
OPCD

# Equitable Development Initiative

- Equity Analysis to inform the growth strategy in the Comprehensive Plan
- Race and Social Equity Goals and Policies in the Comprehensive Plan
- Equitable Development Implementation Plan
- Equitable Development Fund for Community-driven Projects

# Redlining in Seattle

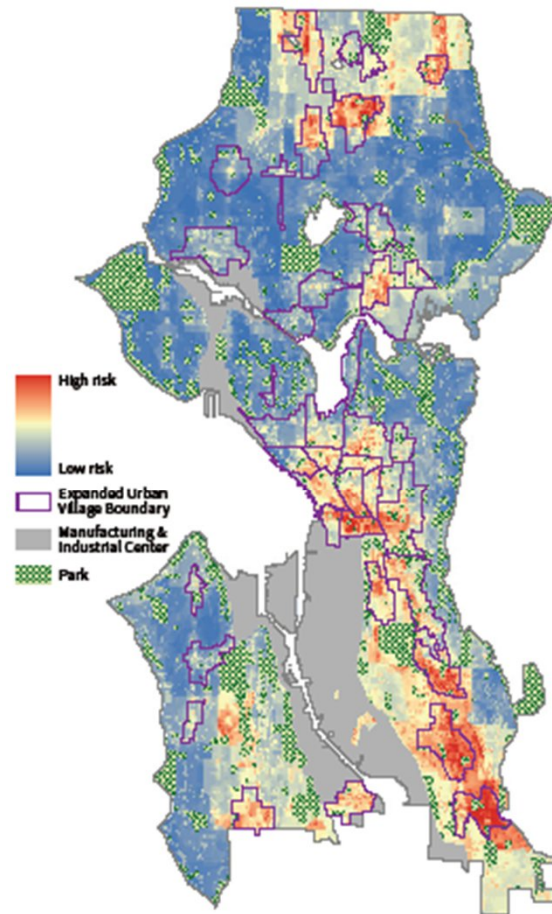
Investment decisions made by previous generations contributed to the inequities communities experience today.



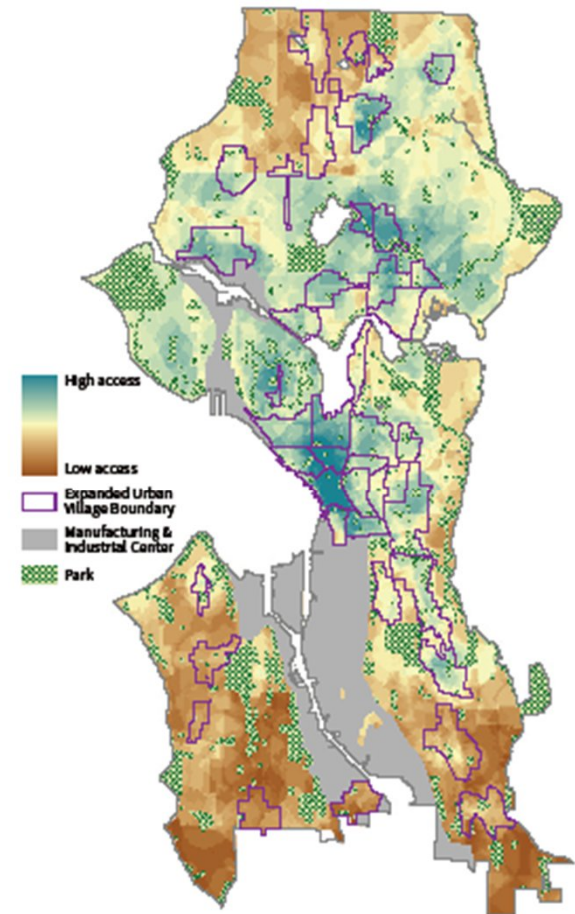
OPCD

# Equity Analysis of Seattle's Growth

- Displacement Index
  - ✓ Vulnerability
  - ✓ Amenities
  - ✓ Development capacity
- Access to Opportunity Index
  - ✓ Education
  - ✓ Economic Opportunity
  - ✓ Transit Access
  - ✓ Civic Infrastructure



Displacement Risk Index



Access to Opportunity Index



# Equitable Development Initiative

## Growth with Equity

- Prioritize marginalized populations
- Race and social equity lens
- Address displacement
- Distribute the benefits and burdens of growth equitably
- Increase opportunities for low-income households
- Economic and ownership opportunities



# Equitable Development Framework: Strong People, Strong Communities

Strategies to achieve community stability and resilience in the face of displacement and great neighborhoods with access by all:



Advance economic mobility and opportunity



Promote transportation mobility and connectivity



Prevent residential, commercial, and cultural displacement



Develop healthy and safe neighborhoods



Build on local cultural assets



Provide equitable access to all neighborhoods

# Equitable Development Initiative Monitoring

- Provide public with info on how Seattle is doing in achieving our equitable development goals
- Provide community stakeholders and organizations with data they can use in their work to advance race and social equity
- Provide information to aid City in making policy, planning, and investment decisions  
such as **Mayor's Executive Order to mitigate displacement** or data for **Racial Equity Toolkit** for the Comprehensive Plan Update



OPCD



# Two types of indicators, phased launch

- 1) **Community indicators** to gauge progress toward equitable development and reduction of racial disparities
- 2) **Indicators of displacement and heightened displacement risk** to help the City respond nimbly to reduce and mitigate displacement.

## Equitable Development Monitoring Program

Phase 1: Community Indicators

Phase 2: Heightened Displacement Risk Indicators (HDRI)

# Equitable Development Initiative Fund

Investment in targeted place-based strategies

## FUNDING

- \$16M from City Plaza sale and
- \$430,000 CDBG annual through 2020
- \$5M annually from Short-Term Rental tax
- \$15 Million from sale of Mercer Mega Block

## WHY

Address historic and market inequities through investing in projects and programs that mitigate displacement and increase access to opportunity.

## HOW

- Community Capacity Development
- Project Development

OPCD

# EDI Project List By Funding Round

| 2018 Funding Round                           | 2019 Funding Round              |
|--|---------------------------------|
| African Women Business Alliance              | Byrd Barr Place                 |
| Africatown Community Land Trust              | Central Area Youth Association* |
| Black and Tan Hall                           | Cham Refugees Community         |
| Chief Seattle Club                           | Chief Seattle Club*             |
| Duwamish Valley Affordable Housing Coalition | Duwamish Tribal Services        |
| Ethiopian Community of Seattle               | Hope Academy*                   |
| Filipino Community in Seattle                | Lake City Collective            |
| Refugee and Immigrant Family Center          | Friends of Little Saigon*       |
| United Indians of All Tribes Foundation      | Queer the Land                  |
| West African Community Council               | Rainier Valley Midwives         |
|  | Rainier Beach Action Coalition* |
|  | Wing Luke Museum                |

## Original Financial Strategies Projects

Landmark Project – Friends of Little Saigon

Multicultural Community Center – Multicultural Coalition

Othello Square – HomeSight

Rainier Beach Food Innovation Center – Rainier Beach Action Coalition

William Grose Center – Africatown/Black Community Impact Alliance

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# Community Wealth and Ownership – Project Examples

- Duwamish Longhouse



- Rainier Beach Food Innovation Center



OPCD

# Community Wealth and Ownership – Project Examples

- Black and Tan Hall



- Midtown Plaza/Liberty Bank



OPCD

# Community Wealth and Ownership – Project Examples

- African Women Business Alliance



- Lake City Collective



OPCD

# 2020 EDI Workplan

- \$15 Million from Mercer Mega Block
- Finalize Permanent Advisory Board
- Coordinate Strategic Investment Fund
- 2020 EDI Fund cycle
- EDI Monitoring Phase 1 and 2 Reports
- Provide contract Management and Technical Assistance for 25 EDI projects
- Racial Equity Analysis for the next major Comp Plan update

# Questions?

- Samuel Assefa – [Samuel.Assefa@seattle.gov](mailto:Samuel.Assefa@seattle.gov)
- Ubax Gardheere – [Ubax.Gardheere@seattle.gov](mailto:Ubax.Gardheere@seattle.gov)





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Seattle Office for Civil Rights (OCR) - Overview and Discussion of the 2020 Workplan

# Seattle Office for Civil Rights 2020 Work Plan Presentation Community Economic Development Committee

01/24/2020

Seattle Office for Civil Rights



**City of Seattle**

# Overview

1. Vision, Mission, Values
2. SOCR's Strategic Plan
3. Goals
4. Building Community Power, Trust, and Wealth



# SOCR Vision

A city of liberated people where communities historically impacted by racism, oppression and colonization hold power and thrive.



# SOCR Mission

To end structural racism and discrimination through accountable community relationships and anti-racist organizing, policy development, and civil rights enforcement.



# SOCR Values

Authenticity in working towards racial equity and practicing and applying principles of anti-racism.

Community-led solutions and accountable community relationships

Integrity

Collaboration

Thoughtful Planning





# SOCR'S Strategic Plan

- Goal 1: Institutional Culture Shift
- Goal 2: Workforce Equity
- Goal 3: Housing Access
- Goal 4: Criminal Justice
- Goal 5: Advance Civil Rights



# Goal 1: Institutional Culture Shift

To guide and support the City of Seattle to center race in policy making, power sharing, and developing accountable community relationships and racially just practices.

Transforming internal culture requires thoughtful focus on individual behavior, technical tools, and racially just outcomes.



# Goal 1: Institutional Culture Shift

## Self-Insight

Directors Forum

RSJI Summit

Shape of Trust

## Technical Expertise

RSJI Citywide Training

Racial Equity Toolkit TA

Caucusing

Affinity Groups

Gender Justice Training

## Community Impact

Develop accountable community relationships.



## Goal 2: Workforce Equity

To ensure that SOCR is a workplace where individuals can thrive, that addresses structural issues through transparent and honest communication, and where we are in accountable relationships with each other and the communities most impacted by structural and institutional racism.



# Goal 2: Workforce Equity

## Self-Insight

Healing circles and other processes

Professional Development

## Institutional Change

Merit Pay

Change Team

Improve internal communication

Meaningful performance evaluations

Commit to examining IRO



# Goal 3: Housing Access

To ensure that all people, especially those most impacted by racism and discrimination in housing which manifests as displacement and homelessness, are sheltered safely and affordably in a way that meets their needs.





# Goal 3: Housing Access

## Policy Development

Community Preferences Guidelines

Equitable Development Initiative

Anti-Displacement Workgroup

## RSJ Analysis and Advisement

Comprehensive Plan & Chinatown ID RETs

RSJL Liaison to OH and OPCD

## Civil Rights Implementation

Enforcement of the Open Housing & Fair  
Chance Ordinances

## Community Impact

Reduce neighborhood displacement and  
increase access to affordable housing.



## Goal 4: Criminal Justice

Reduce the harms of the current criminal legal model by increasing institutional understanding, ensuring community support before proposing new policies, and investing in practices that offer a path towards replacing the current system.



# Goal 4: Criminal Justice

## Policy Development

Reentry Work Group Recommendations

Zero Youth Detention Initiative

Community-driven harm reduction efforts

Transformative solutions to criminal legal system

## Civil Rights Implementation

Education & enforcement of Fair Chance Housing

## Community Impact

Investments in community-based alternatives



# Goal 5: Advance Civil Rights

Center race in the development of new laws, and advance racial equity through the implementation of current civil rights laws, using proactive enforcement and community partnerships. Work to reduce barriers to access and promote self-determination.



# Goal 5: Advance Civil Rights

## Policy Development

Community-driven development of legal protections

## Civil Rights Implementation

Restorative practices

Proactive enforcement strategies

Commit to examining IRO in provision of services

Inclusive outreach and education

## Community Impact

Improve outcomes for complainants and mitigate unintended consequences of civil rights enforcement.



# How can SOCR build community power & wealth?

## Connecting to Our Values

- Share planning and decision-making power with organized anti-racist communities of color.
- Ensure engagement with communities most impacted by institutional racism.
- Acknowledge and work to repair City government's role in causing harm to communities most impacted by its policies and practices.
- Consistently ensure high levels of community input, participation and leadership in policy development, execution, and implementation.
- Operate with consistency, accountability and in alignment with our stated values.

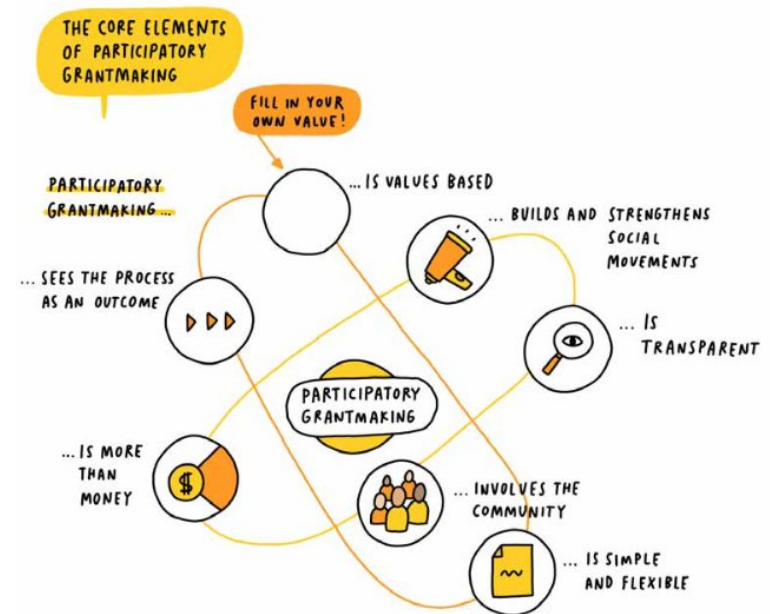




# Building Power: Collaborative Grantmaking

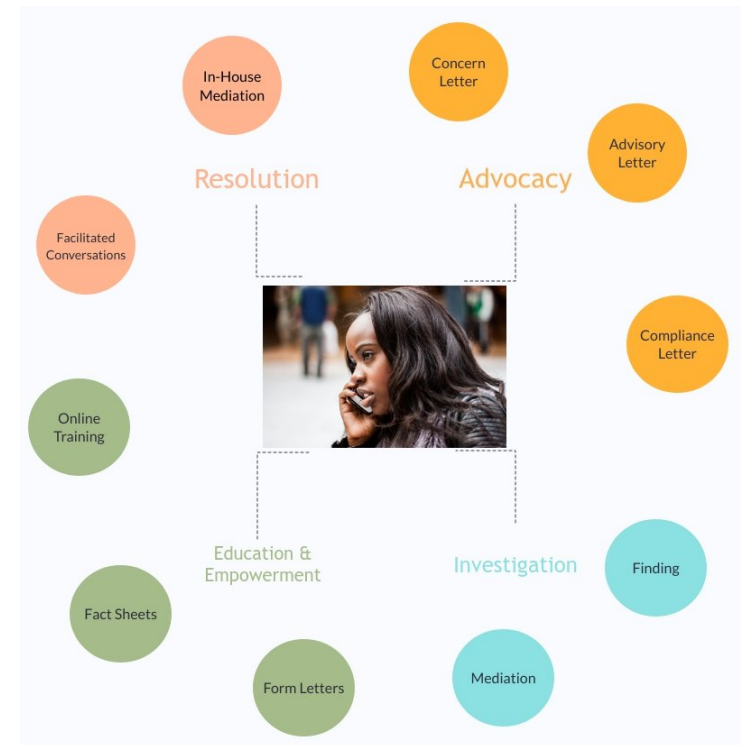
Collaborative grantmaking to distribute 1 million dollars to Community groups.

- Funding decisions made democratically by participants with agreed upon values.
- Process will value & prioritize youth and individuals most impacted by mitigating barriers to participation



# Building Trust: Alternative Enforcement

Develop a Restorative Practice Model that centers healing and resolution by providing alternative options to address and remediate discrimination.



# Building Wealth: Housing Access

- Equitable Development Initiative
- Comprehensive Plan 2043 and RET
- Anti-Displacement Workgroup
- Community (Housing) Preference Policy and Guidelines



# Thank you.

Contact us at:  
Seattle Office for Civil Rights  
[seattle.gov/civilrights](https://seattle.gov/civilrights)  
810 3<sup>rd</sup> Avenue Suite 750  
Seattle, WA 98104  
206.684.4500





## Legislation Text

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Office of Economic Development (OED) - Overview and Discussion of the 2020 Workplan

# Office of Economic Development

Building an inclusive economy where underserved entrepreneurs and workers can build wealth and benefit from Seattle's prosperity.

January 24, 2020

Office of Economic Development

Slide 1



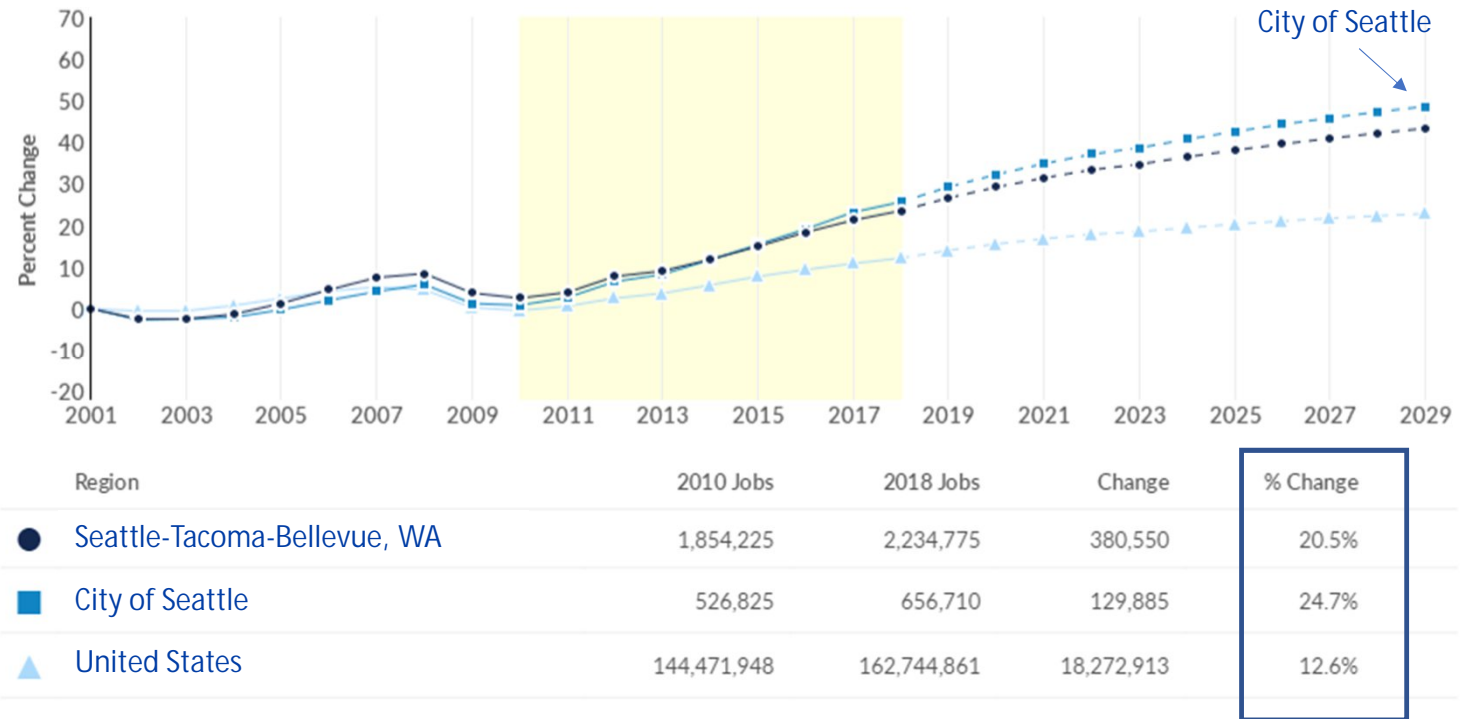
**City of Seattle**



# Seattle is Growing and Prospering.



Since 2010, job growth in the city of Seattle has outpaced the metro and the nation.



Source: Emsi 2019.1

But the prosperity has not been shared evenly.



**Job Distribution by Median Wage,  
King County, WA  
2001**

In 2001 the largest  
occupation was  
Retail Salesperson.



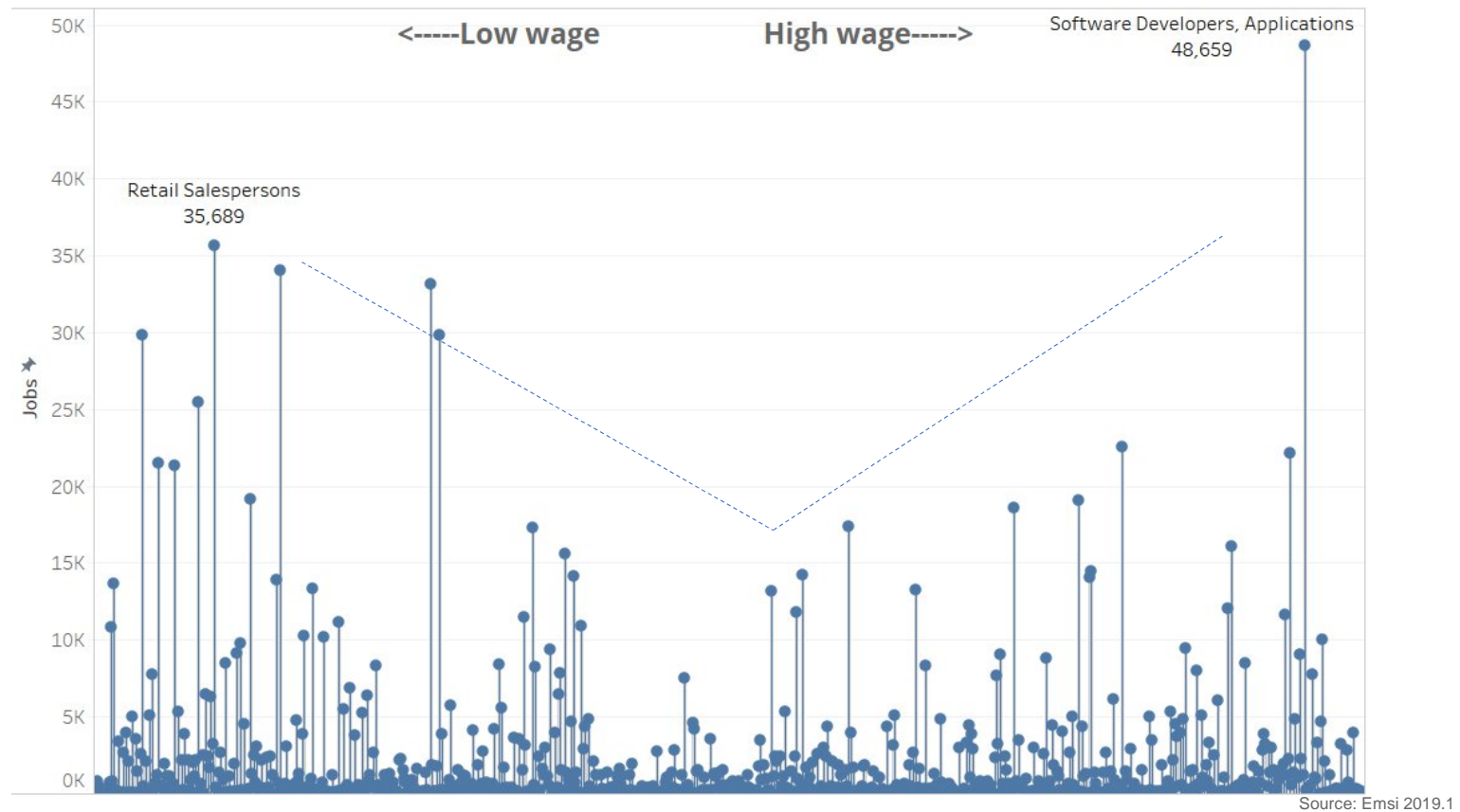
Source: Emsi 2019.1



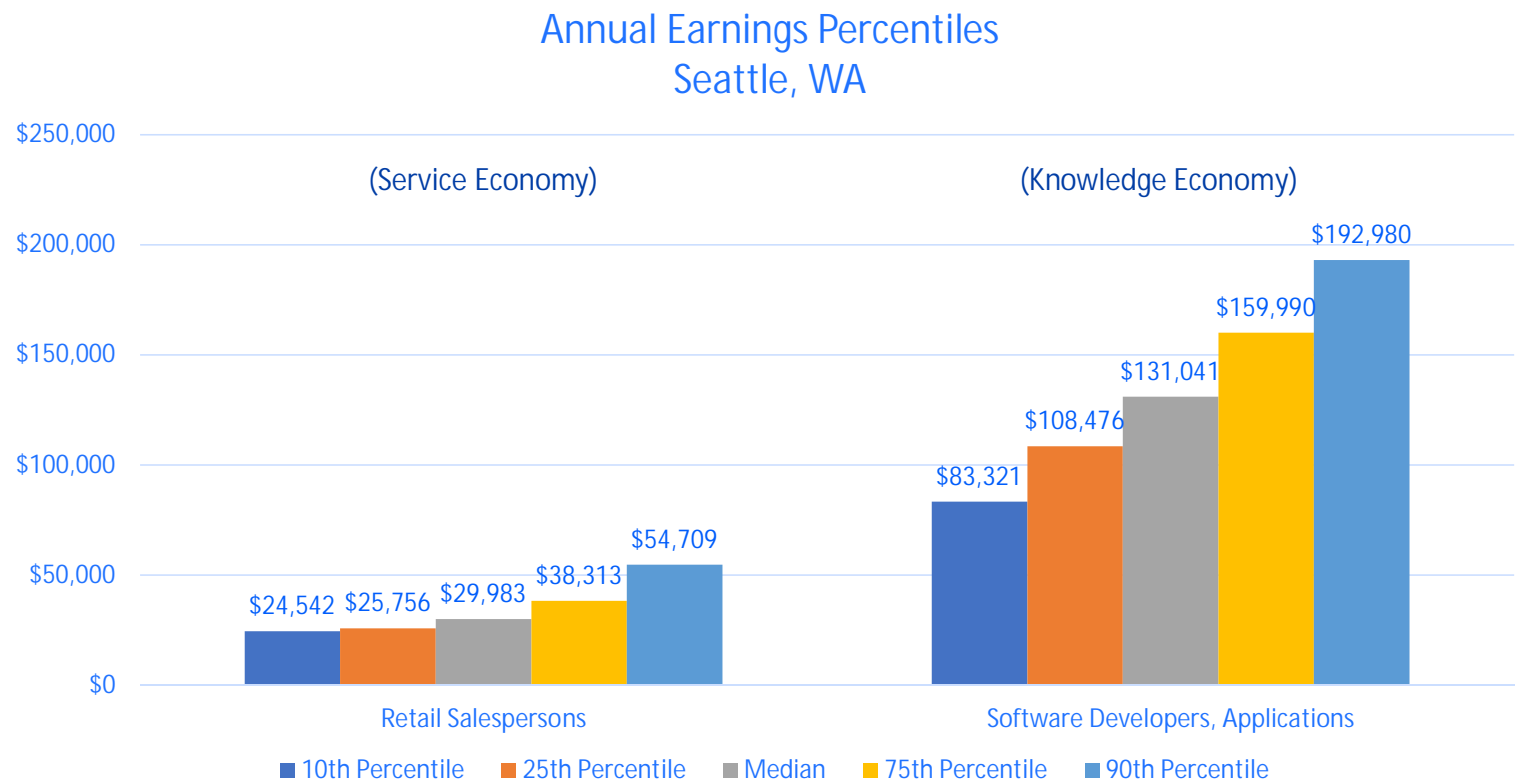
**Job Distribution by Median Wage,  
King County, WA  
2019**

Since then, the number of Software Developers, Applications has increased 175%.

Retail Salespersons are still the second largest occupation.



The highest earning Retail Salespersons earn less than the lowest earning Software Developers.



Source: Emsi 2019.1

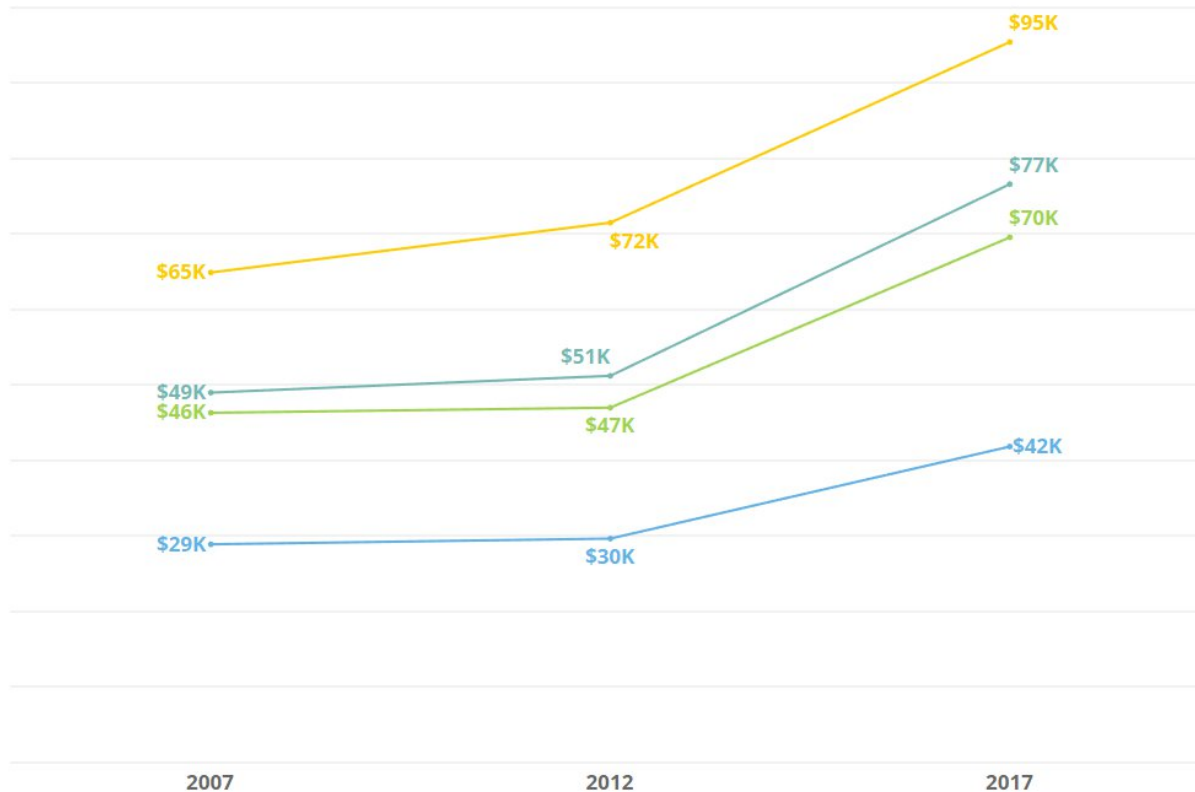
## Income growth 2007-2017

White: +\$30K  
Asian: +\$28K  
Latino: +\$24K  
Black: +\$13K

### Median Household Income

Asian, Black, Hispanic or Latino, and White Households  
City of Seattle  
2007-2017

White Alone, not Hispanic or Latino  
Asian  
Hispanic or Latino (of any race)  
Black or African American



Source: American Community Survey 1-year estimates. Not adjusted for inflation.





OED is built to generate  
community wealth.







LOCAL

## City of Seattle gives lifeline to vulnerable small businesses

It's called the Small Business Stabilization Pilot Program and it provides \$25,000 grants to so-called "micro-businesses" at risk of closing.



# Entrepreneurship & Small Business Development Team: Stabilization Fund Pilot, CBAT & Ballard Fire







## Neighborhood Business District Team: Only in Seattle

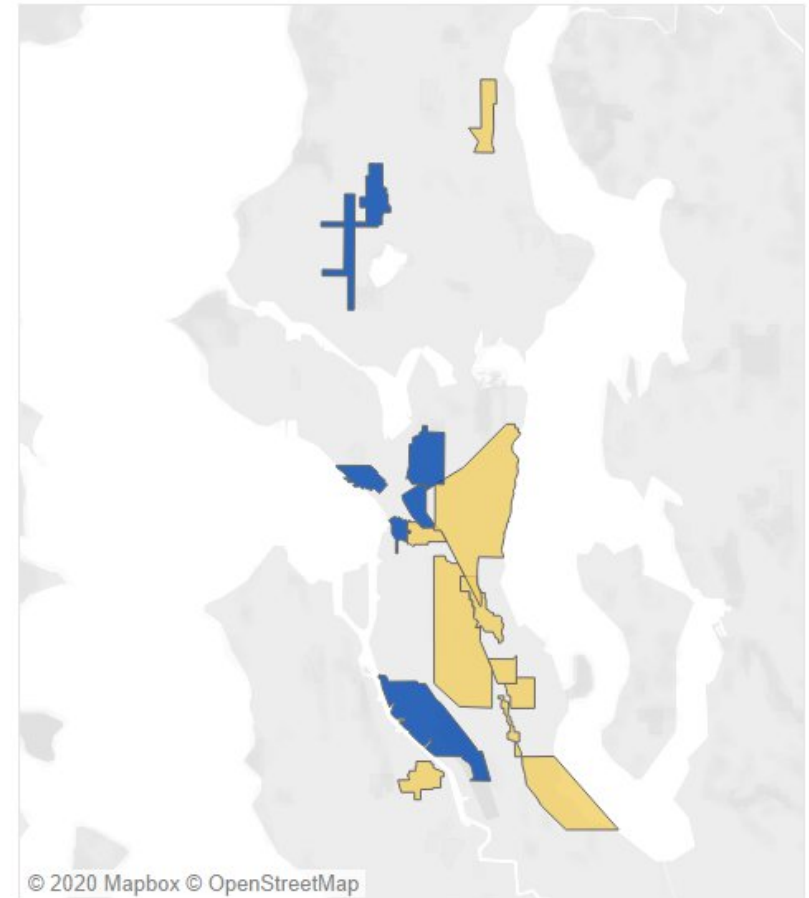


City of Seattle

## Neighborhood Business District Team: Only in Seattle Districts and Grants 2019

| District          | Action Plan | Public Space | Total       |
|-------------------|-------------|--------------|-------------|
| Chinatown - ID    | \$140,000   | \$80,000     | \$220,000   |
| Central Area      | \$140,000   | \$75,000     | \$215,000   |
| MLK/Othello       | \$140,000   |              | \$140,000   |
| Rainier Beach     | \$75,000    | \$35,000     | \$110,000   |
| Beacon Hill       | \$50,000    |              | \$50,000    |
| Lake City         | \$83,000    | \$40,000     | \$123,000   |
| South Park        | \$50,000    |              | \$50,000    |
| Hillman City      | \$50,000    |              | \$50,000    |
| Mt Baker Station  | \$48,000    |              | \$48,000    |
| Capitol Hill      | \$80,000    | \$10,000     | \$90,000    |
| Georgetown        | \$0         | \$50,000     | \$50,000    |
| First Hill        | \$30,000    | \$35,000     | \$65,000    |
| Pioneer Square    | \$18,000    |              | \$18,000    |
| Greenwood/Phinney | \$40,000    |              | \$40,000    |
| North Aurora      | \$40,000    |              | \$40,000    |
| Belltown          | \$10,000    |              | \$10,000    |
| Crownhill*        | \$10,000    |              | \$10,000    |
| Total Grants      | \$1,004,000 | \$325,000    | \$1,329,000 |

\*Not included on map



**Yellow = Equity District**



# Key Industry Team

## Recent Accomplishments

- New Arena at Seattle Center (KeyArena)
- Georgetown Crossroads Project
- Worked closely with the Port of Seattle and others to secure federal funding for the Ballard Locks
- Targeted Industry Sectors:
  - Clean Energy - EV Sector
  - Manufacturing & Maritime
  - Technology & Media
  - Biotech & Global Health
- Mercer Property
- Industrial Land
- International Trade



***Congratulations, GrowHire  
Program Graduates!***



# Workforce Development Team

## Recent Accomplishments

- Connected over 1400 low-income individuals with job placement assistance and career navigation
- Established new Healthcare Industry Leadership Table representing 27 employers and 14 community support partners
- Career Connected Learning Grant program to support over 700 youth with career connected learning experiences
- Established a Memorandum of Understanding with other key departments to coordinate and align youth employment activities and investments for stronger outcomes





### Recent Accomplishments

- Development of Inclusive Creative Industries Program
- Annually coordinate ~500 film productions and ~500 major special events
- 400 participants in film, music career days
- Increased nightlife business outreach by 180% (2019)

## Office of Film + Music and Special Events Accomplishments

A photograph of two women in a kitchen or food preparation area. They are both wearing white hairnets and black t-shirts with the 'WOW CHOCOLATES' logo in pink. The woman on the left is wearing a pink hairnet, and the woman on the right is wearing a white hairnet. They are both smiling and holding boxes of colorful chocolates. In the background, there are potted plants on a shelf and a poster on the wall that says 'Stop Germs, Stay Healthy!'.

# Building Community Wealth in 2020 and Beyond



# Wealth Creation Strategies – Future Work

- Broaden “Only in Seattle” economic development strategies to focus on wealth creation, job centers, and transit-oriented development in neighborhoods at risk for displacement
- Provide Stabilization Fund for small businesses
- Provide legal, accounting, marketing, and lease support for small businesses
- Conduct citywide business study to gather real-time understanding of small business challenges
- Recession Planning: Dislocated Workers Program





Thank you!





## Legislation Text

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**File #:** Inf 1589, **Version:** 1

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OED, ARTS, EDI, and OCR - Conversation Around Building Community Wealth