

## RACIAL EQUITY TOOLKIT

### *A Tool To Help You Deepen Your Racial Equity Analysis During Each Phase of Planning*

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#### **General Information**

- Title of policy, initiative, program, budget issue: NE 130<sup>th</sup> & NE 125<sup>th</sup> Mobility and Safety Project
  - Description: This project will establish a new multimodal corridor to connect light rail riders to the future ST NE 130th St light rail station by improving transit travel time and reliability, safety, access, bus stop amenities, and pedestrian and bicycle facilities. The project area includes NE 130th St from approximately 1st Ave NE to 5th Ave NE including the NE 130th St I-5 overpass, Roosevelt Way NE from 130th St to 10th Ave NE, and NE 125th St from 10th Ave NE to Lake City Way NE.
  - Department: SDOT
  - Contact Name: Janet Loriz
  - Contact Email: janet.loriz@seattle.gov
  - Type (Policy, Initiative, Program, or Budget Issue): Capital Project
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#### **Step 1. Set Outcomes.**

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

*RET TIP: This response should be completed by department leadership in consultation with the RSJI Advisor, Change Team Leads, and Change Team. Contact your division's Change Team Liaison for questions.*

Our goal is to address the barriers faced by BIPOC communities in accessing the future NE 130th St light rail station and to improve transportation options and safety along the NE 130th /Roosevelt Way NE/NE 125th corridor. To achieve this, we will:

1. Collaborate with BIPOC communities to understand the challenges they face in accessing the NE 130th St light rail station.
2. Partner with Metro to support BIPOC communities in navigating transit services, including Metro Flex, the on-demand neighborhood transit service.

3. Recognize the reliance of BIPOC communities on various transportation modes, including private vehicles, for their daily needs and work.
4. Enhance accessibility and safety for pedestrians, cyclists, and travelers along the NE 130th /Roosevelt Way NE/NE 125th corridor and around the future light rail station.
5. Adjust the design of roadways and intersections to reduce fatal and serious injury crashes for all users and minimize conflicts between buses and bicyclists.
6. Implement transit priority treatments and improve bus service along the NE 130th and NE 125th corridor to enhance transit reliability for BIPOC communities.
7. Ensure that project objectives are responsive to community needs and priorities.
8. Align project objectives with the goals and strategies outlined in the Office of Planning and Community Development's Station Area Plan, specifically Goal 7 (ensuring safety and convenience for pedestrians, cyclists, and transit users), Goal 8 (ensuring transportation investments complement future land use changes), and Goal 13 (providing residents with excellent access to regional educational and employment opportunities).
9. Reflect the priorities identified by the community in the NE 130th and NE 148th St Stations: Multimodal Station Access Plan, which include upgrading sidewalks, bike facilities, and street crossings in the neighborhoods near the future light rail and improving the NE 130th St overpass for walking and biking.

Align project priorities with SDOT TEF tactics, including:

Equity Elements and Drivers	Transportation Equity Strategies	Status at 30% Design	Status at 90% Design
<b>Safety</b> <i>Equity Strategy Driver</i>	<b>39.5</b> - Conduct neighborhood BIPOC focus groups and/or surveys to create a community contextual definition of what fall under critical information.	Conducted a survey on the proposed project design (10%) that was translated into all Tier 1 languages. Part of the survey asks how people currently use the area, how their travel may change with this project, and what they like or would change about the project.	
	<b>40.2</b> - Identify locations for new or upgraded pedestrian crossing opportunities to support access to transit.	Bike and Ped crossings are being installed at 8 <sup>th</sup> Ave and 10 <sup>th</sup> Ave, with additional Ped crossings installed at 130 <sup>th</sup> and 3 <sup>rd</sup> Ave, 125 <sup>th</sup> and 12 <sup>th</sup> Ave, 125 <sup>th</sup> and 20 <sup>th</sup> Ave and 125 <sup>th</sup> and 23 <sup>rd</sup> Ave.	Bike and Ped crossings are being installed at: <ul style="list-style-type: none"> <li>• Roosevelt and 8<sup>th</sup> Ave NE</li> <li>• Roosevelt and 10<sup>th</sup> Ave NE with the first roundabout proposed in the City of Seattle</li> </ul> Enhanced pedestrian crossings are proposed at: <ul style="list-style-type: none"> <li>• 130<sup>th</sup> and 3<sup>rd</sup> Ave</li> <li>• 125<sup>th</sup> and 12<sup>th</sup> Ave</li> <li>• 125<sup>th</sup> and 20<sup>th</sup> Ave</li> <li>• 125<sup>th</sup> and 23<sup>rd</sup> Ave</li> </ul>
	<b>40.1</b> - Emphasize and incorporate pedestrian safety into the street character and design process; ensure staff are trained and educated on how to do this.	The Sound Transit 130 <sup>th</sup> St Infill Station will bring an estimated 3,300-3,700 daily riders with 90% of them arriving by walking, biking, rolling, or transit. Pedestrian safety and street character has been a key design lens, especially influencing the pedestrian crossings and east/west connections on the corridor.	This project includes a roundabout at Roosevelt Way NE and 10th Ave NE to improve traffic flow and safety for cyclists, pedestrians, SOVs, and transit. This is the first roundabout proposed in the City of Seattle and is designed to create a safer street and intersection design to prevent serious and fatal crashes.

<b>Mobility and Transportation Options</b> <i>Equity Strategy Driver</i>	<b>40.5</b> - Collaborate with community-based organizations to map key target areas where there are higher populations of vulnerable communities, and use this map to prioritize investments for improved crosswalk opportunities.	<p>We have contracted Lake City Collective, a local BIPOC group, to help inform our outreach strategies, connect us with the communities they serve, and provide direct outreach to their communities about the project.</p>	
	<b>41.7</b> - Develop tech, low-tech and language accessible options to share calendar of SDOT public outreach events to community, also create an internal process and location to gather comments from public meetings.	<p>Project information and events are shared via our email list, website updates, and direct contact with stakeholders. We have placed a-frame signs throughout the project area to alert the community to opportunities for feedback. As events are planned, we will add signage to a-frame announcing the event and post event flyers in community spaces in addition to other communication methods. Primary project materials are translated into Tier 1 languages plus Punjabi and Arabic based on community needs.</p> <p>The design team consists of transportation planners and civil engineers with expertise in multi-modal transit design.</p>	<p>The design team consists of transportation planners and civil engineers with expertise in multi-modal transit design. This team includes members from Capital Projects, Transit and Mobility, Policy and Planning, Project Development, Communications and Public Engagement, ROW Maintenance and Urban Forestry, and Seattle Public Utilities.</p>

	<p><b>35.2</b> - Assess first-/last-mile connections as part of the transit system; this is part of access to transit and its costs should not be measured separately; it should be a part of the package for any transit access improvement.</p>	<p>Bike facilities are being installed along the corridor, with permanent concrete barrier protection.</p> <ul style="list-style-type: none"> <li>130th St, 1st Ave to 5th Ave: Raised shared use path on the north side</li> <li>Roosevelt Way, 5th Ave to 8th Ave: Two-way protected bike lane on the north side</li> <li>Roosevelt Way/125th St, 8th Ave to 32nd Ave: Directional protected bike lanes</li> </ul>	<p>A raised 12-ft wide path is being installed on the north side of NE 130th St across the I-5 overpass (1st Ave NE to 5th Ave NE) with a planted buffer from 1st Ave NE to 3rd Ave NE. This shared use path will connect residents west of I-5 to the future light rail station at 130<sup>th</sup> and 5<sup>th</sup> and connect cyclists to the bike network connecting east to Lake City Way.</p>
<p><b>Infrastructure, Planning, and Maintenance</b> <i>Equity Strategy Driver</i></p>	<p><b>19.2</b> - Identify opportunities to repurpose some travel lanes for transit, biking, and also smaller, lighter-weight vehicles and devices to create more travel options with the Seattle Transportation Plan.</p>	<p>This project will install bus lanes to support the key east-west transit corridor:</p> <ul style="list-style-type: none"> <li>An eastbound BUS ONLY lane on the 130th St overpass (between approximately 1st Ave NE and 5th Ave NE) to reduce delay for eastbound buses approaching the 5th Ave NE stop, across from the planned 130th St Light Rail Station</li> <li>A westbound Business Access and Transit (BAT) lane on 125th St from 32nd Ave to 30th Ave to serve westbound thru buses and right turning vehicles at Lake City Way and 30th Ave NE, substantially decreasing transit delay and improving safety and operations for all users.</li> </ul>	<p>The lane configurations are moving forward from the 30% proposal.</p>
	<p><b>19.4</b> - Focus maintenance resources in communities and neighborhoods currently underserved by government that have significant maintenance needs; use findings from the racial equity assessment.</p>	<p>The project will repair existing sidewalks throughout the corridor (approx. 900 square yards in priority locations defined by MOD's Sidewalk Safety Repair Program).</p>	

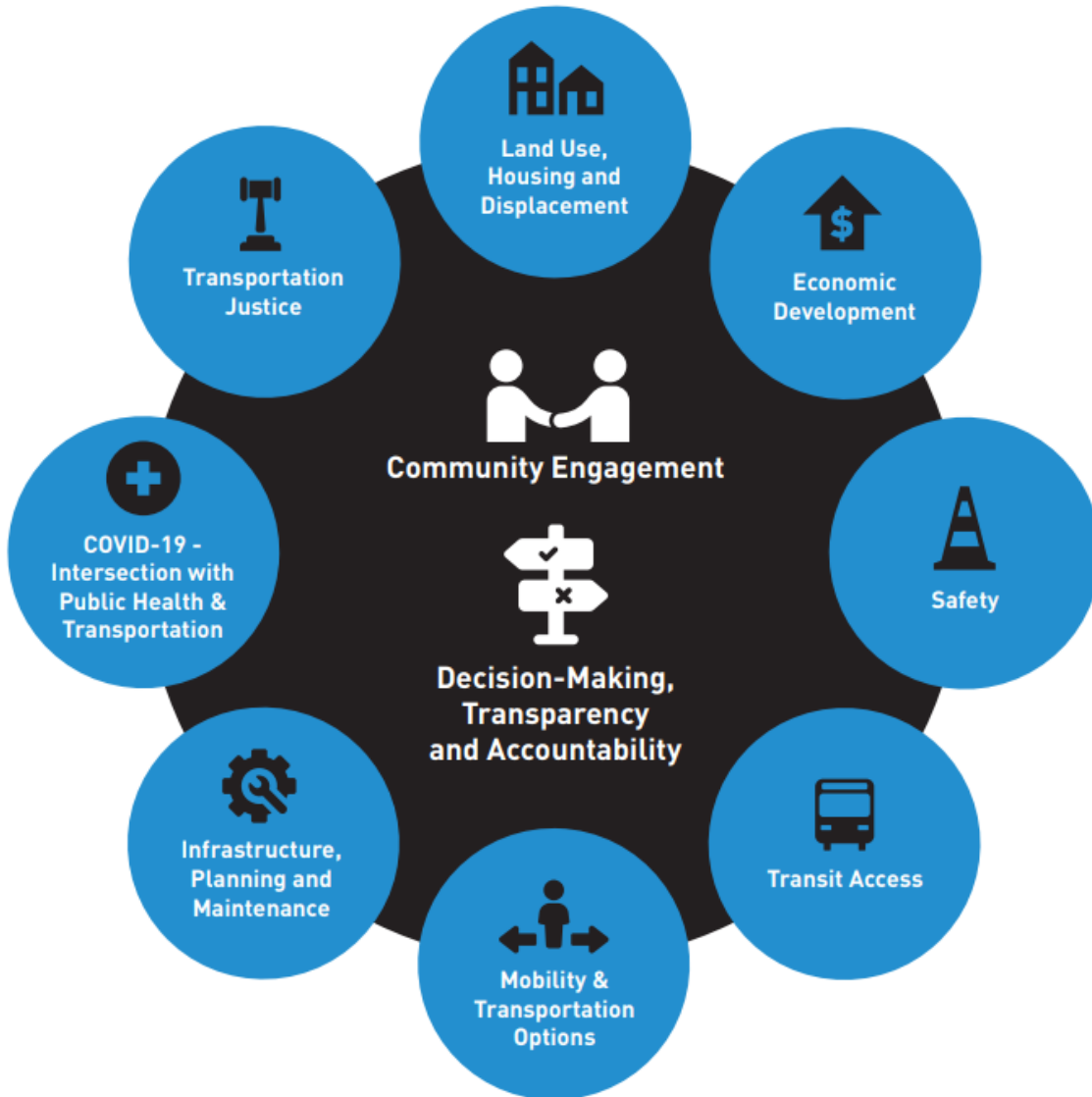
<p><b>Economic Development Equity Strategy Driver</b></p>	<p><b>20.5</b> - Consider travel time and air quality impacts of changes to roadway configurations. Use this information to make equitable investment decisions that consider travel time and air quality impacts and benefits, and to communicate those benefits and impacts to community.</p>	<p>The project includes the installation of new fiber optic cable along the length of the corridor as well as related upgrades to signal controllers, cabinets, and foundations to enable signal coordination and next-generation Transit Signal Priority (TSP). The project also includes signal upgrades for safety and accessibility, including:</p> <ul style="list-style-type: none"> <li>• Countdown pedestrian signals</li> <li>• 12" signal heads with reflective backplates</li> </ul> <p>In addition to TSP and signal coordination, the project will also implement signal timing modifications to reduce transit delay at Lake City Way NE. Where feasible, the project will also implement longer pedestrian signal phases (in accordance with Pedestrian Signal Policy and age friendly toolkit) for any intersections that need signal work/upgrades in the Lake City Urban Village extent and near transit stops.</p>	
	<p><b>23.2</b> - Conduct a cost-analysis and financial viability assessment of using durable, green (and low-carbon footprint) materials; examine short and long-term impact for building and maintaining.</p>	<p>A robust budget exercise was conducted to arrive at a design that fulfills the project scope and completes missing modal connections.</p>	
	<p><b>14.3</b> - Institute a regular practice of engaging in conversations with local BIPOC-owned businesses about displacement concerns and co-develop a strategy to address impacted commercial areas</p>	<p>We haven't yet identified BIPOC businesses, but we are engaging with businesses, religious institutions, and schools/education facilities along the project corridor to understand their needs and concerns. We have contracted the Lake City Collective, a local BIPOC organization, to support our engagement with BIPOC residents and businesses.</p>	

	during design of transportation or private development projects.		
<b>Community Engagement</b> <i>Fundamental Equity Strategy Element</i>	<p><b>04.3</b> - Create user-friendly ways and guidelines for SDOT staff and contractors on SDOT projects to convey project status information, from project identification in a long-term planning document, to project development, to construction and implementation.</p>	<p>The outreach team works closely with the project manager and technical staff to understand project designs and potential impacts. We use this information to inform plain-language public material creation, such as fact sheets, frequently asked questions, and outreach summaries.</p> <p>The public engagement team meets regularly with project staff and contractors to get the latest information and determine what needs to be shared publicly and what feedback is needed to inform next steps.</p>	
<b>Decision-Making, Transparency &amp; Accountability</b> <i>Fundamental Equity Strategy Element</i>	<p><b>29.1</b> - Create publicly accessible community-oriented visuals and neighborhood-specific snapshots to capture where SDOT has built infrastructure, dedicated investments, and collected community feedback; this should be utilized by SDOT, other City departments and transportation partners to inform future investment needs, and planning and programmatic efforts.</p>	<p>The <a href="#">project website</a> shares plan and section designs for the corridor that are high level and digestible for public consumption. There are additional links to all project materials for the public to review.</p> <p>Given the scale of work and multiple projects happening in this area, we are designing a landing website that provides basic information on each area project with links to the specific project pages.</p>	

# TRANSPORTATION EQUITY STRATEGIES

## 2 Fundamental Equity Strategy Elements

### 8 Equity Strategy Drivers



**1b.** Which racial equity opportunity area(s) will the issue primarily impact: Education, Community Development, Health, Environment, Criminal Justice, Jobs, and/or Housing?

Health, Environment, Jobs, Housing

**1c.** Are there impacts on: Contracting Equity, Workforce Equity, Immigrant and Refugee Access to Services, and/or Inclusive Outreach and Public Engagement?



Please describe: The public engagement consultant, The Vida Agency, hired for the project is a WMBE business and we are contracting the Lake City Collective, a local BIPOC group, to inform our outreach to BIPOC communities. The project area has a wide range of languages spoken and cultural organizations. We are translating all materials in Tier 1 languages plus Punjabi and Arabic to ensure inclusive and accessible outreach. No anticipated impacts to refugee or immigrant access to services, but we will continue to engage those communities to learn more.

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**Step 2. Involve stakeholders. Analyze data.**

**2a.** Are there impacts on geographic areas? (Y/N): [Click or tap here to enter text.](#)

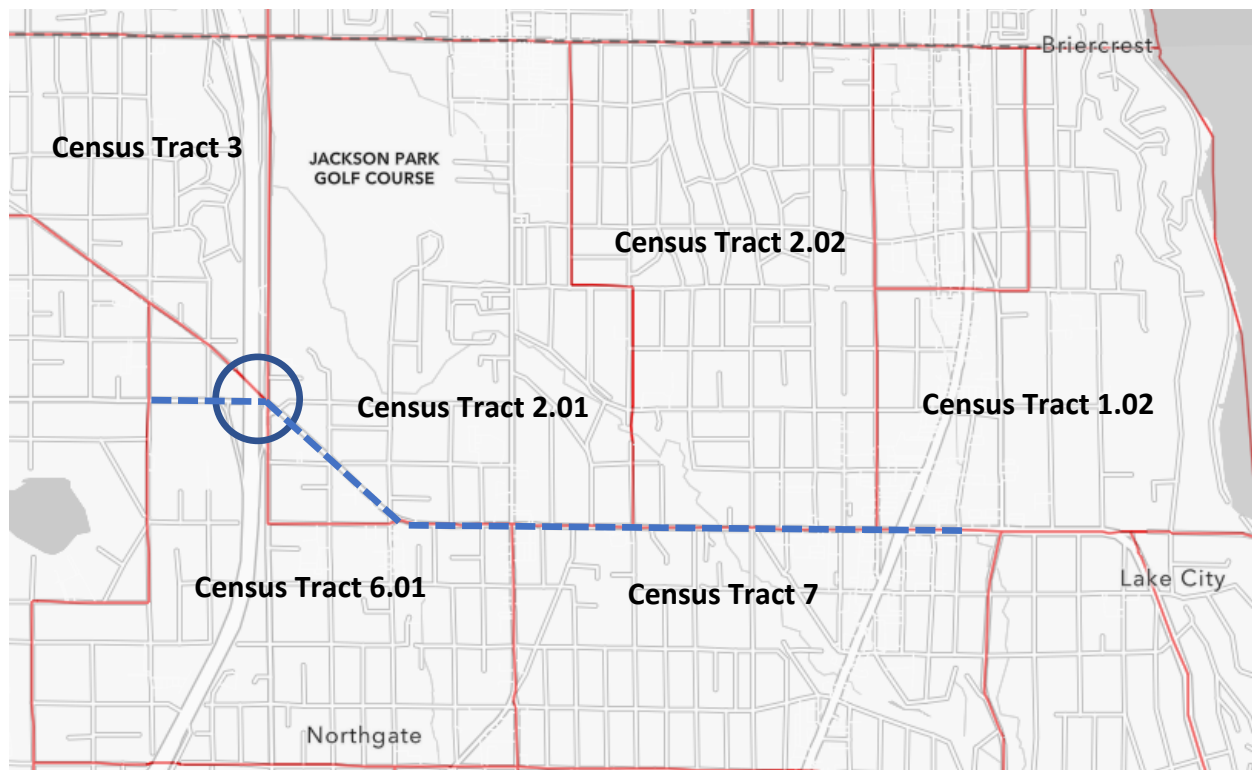
Check all neighborhoods that apply (*see map*):

<input type="checkbox"/> All Seattle Neighborhoods <input type="checkbox"/> Ballard <input checked="" type="checkbox"/> North <input type="checkbox"/> NE <input type="checkbox"/> Central	<input type="checkbox"/> Lake Union <input type="checkbox"/> Southwest <input type="checkbox"/> Southeast <input type="checkbox"/> Delridge <input type="checkbox"/> Greater Duwamish	<input type="checkbox"/> East District <input type="checkbox"/> King County (outside Seattle) <input type="checkbox"/> Outside King County Please Describe: <a href="#">Click or tap here to enter text.</a>
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**2b.** What are the racial demographics of those living in the area or impacted by the issue?

Below is a context map showing the census tracts adjacent to the NE 130th /Roosevelt Way NE/NE 125th corridor.

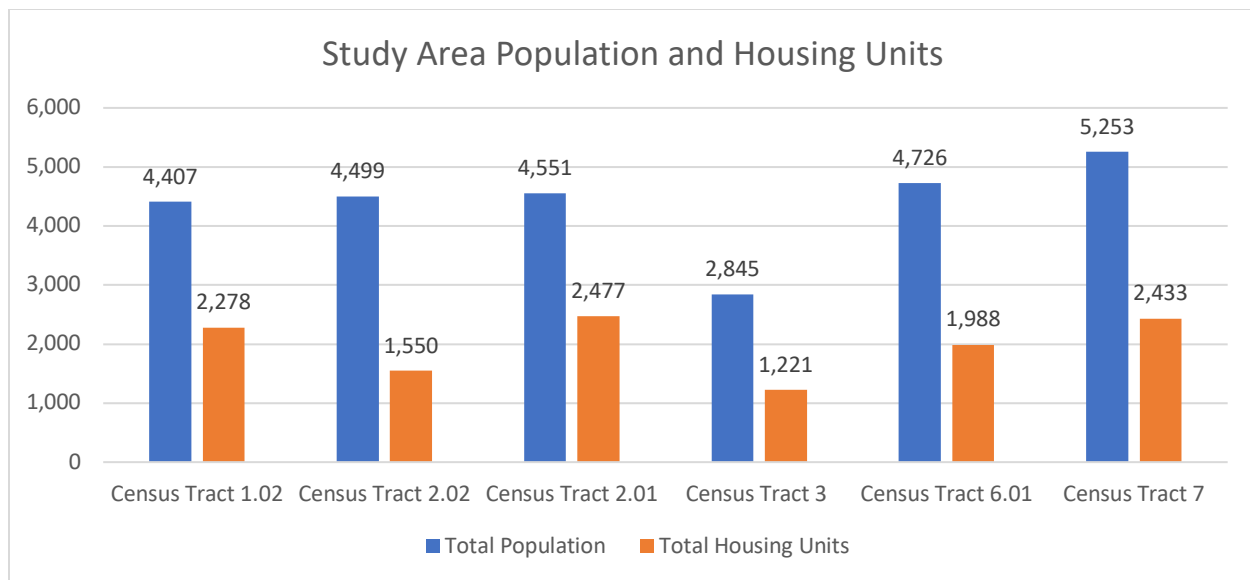
*Figure 1. Census Tracts Within the Study Area*



*Source: City of Seattle, 2023*

In Census Tract 1.02, there is a total population of 4,407 and 2,278 housing units. Census Tract 2.02 has a population of 4,499 with 1,550 housing units. Census Tract 2.01 has a population of 4,551 and 2,477 housing units. In Census Tract 3, there are 2,845 people and 1,221 housing units. Census Tract 6.01 has a population of 4,726 and 1,988 housing units. Finally, Census Tract 7 has a population of 5,253 and 2,433 housing units.

*Figure 2. Total Population and Housing Units by Census Tract*

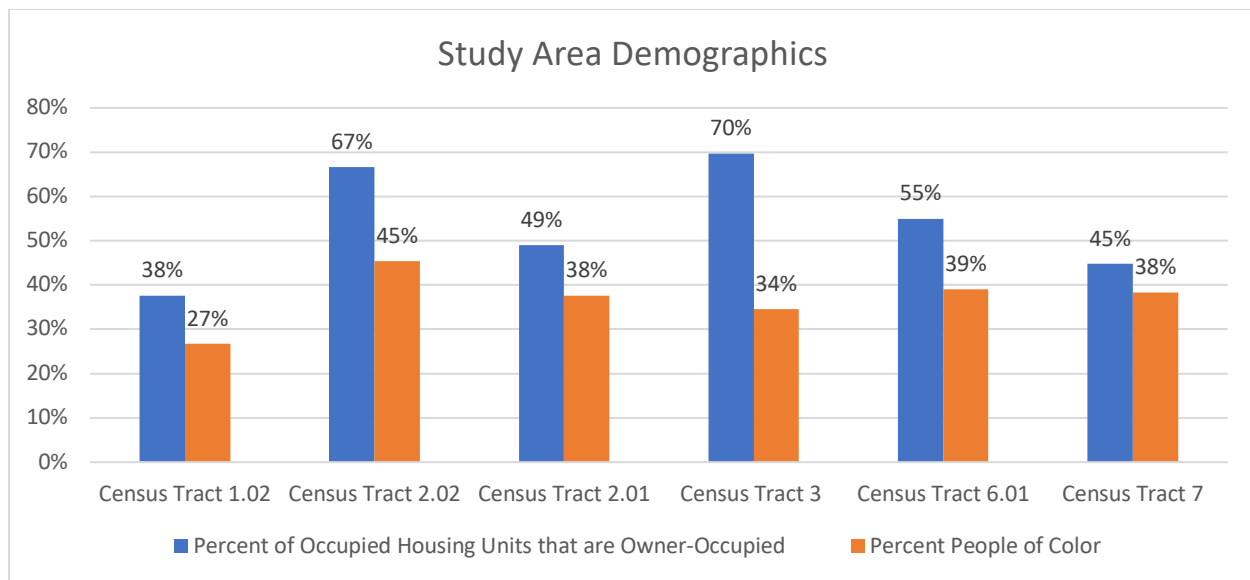


Source: City of Seattle, 2023

In Census Tract 1.02, 38% of the occupied housing units are owner-occupied, and 27% of the population consists of people of color. The housing density is 6.2 units per gross land acre. Census Tract 2.02 has a higher percentage of owner-occupied housing units at 67%, with 45% of the population being people of color. The housing density is 4.2 units per gross land acre. In Census Tract 2.01, 49% of the occupied housing units are owner-occupied, and people of color make up 38% of the population. The housing density is 5.5 units per gross land acre. Census Tract 3 has the highest percentage of owner-occupied housing units at 70%, and 34% of the population is people of color. The housing density is 4.1 units per gross land acre. In Census Tract 6.01, 55% of the occupied housing units are owner-occupied, with 39% of the population being people of color. The housing density is 5.6 units per gross land acre. Census Tract 7 has 45% of the occupied housing units being owner-occupied, and 38% of the population is people of color. The housing density is 7.6 units per gross land acre.

Census Tract	Total Population	Total Housing Units	Percent of Occupied Housing Units that are Owner-Occupied	Percent People of Color	Housing Units per Gross Land Acre
1.02	4,407	2,278	38%	27%	6.2
2.02	4,499	1,550	67%	45%	4.2
2.01	4,551	2,477	49%	38%	5.5
3	2,845	1,221	70%	34%	4.1
6.01	4,726	1,988	55%	39%	5.6
7	5,253	2,433	45%	38%	7.6

Figure 3. Study Area Demographics



Source: City of Seattle, 2023

From 2019 – 2022, community members worked with City staff to identify issues and opportunities, consider options for the future and articulate a vision and a series of implementation actions. The existing land use, dominated by single family residences, limits the opportunity to achieve the community’s vision for the station area as described in the [130<sup>th</sup> and 145<sup>th</sup> Station Area Plan](#).

*“The 130th and 145th Station Area is a lively, walkable and welcoming North Seattle neighborhood. Major streets have roomy, tree-lined sidewalks, and other green infrastructure. Bicycle infrastructure makes everyday trips to transit stations, schools and neighboring urban villages enjoyable and safe. An array of housing offers options affordable to a broad range of incomes and lifestyles. Small shops and cafes near the station cater to locals, commuters, students and visitors. Local and citywide lovers of nature, recreation and culture treasure the abundant greenspaces and unique cultural events so easily reached by walking, biking or transit.”*

As a response, City Council passed Ordinance 126457 on October 4, 2021 which included a land use amendment to the Seattle Comprehensive Plan, changing the land use immediately adjacent to the station area from Single-Family to a Commercial/Mixed Use & Multifamily uses, see [Figure 4](#). This will result in creased housing and job density adjacent to the future 130<sup>th</sup> St light rail station.

Figure 4. Amended Land Use Adjacent to the Station Area



and more concentrated development within corridors around frequent transit and large parks – plus additional changes to existing urban center and village boundaries and changes to place type designations.

130th and 145th station area: The EIS would study creating an urban village that includes areas west and east of I-5 near Sound Transit’s 130th Street light rail station. Zoning for the urban village includes Low-rise Residential (1, 2 and 3), Midrise Residential, and Neighborhood Commercial (2 and 3). This would merge an existing commercial node around Pinehurst with an expanded residential mixed-use area closer to the station.

CITY OF SHORELINE

NEIGHBORHOOD ANCHOR

See Comprehensive Plan EIS Alternative 5 - Combined for potential changes outside the Neighborhood Anchor and Urban Village.

URBAN VILLAGE

NE 145TH ST

NE 143RD ST

NE 137TH ST

NE 135TH ST

NE 130TH PL

NE 127TH ST

NE 125TH ST

NE 120TH ST

NE 117TH ST

NE 10TH AVE NE

NE 15TH AVE NE

NE 17TH AVE NE

NE 19TH AVE NE

NE 20TH AVE NE

NE 23RD AVE NE

NE 423RD ST

NE 424TH ST

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0 1,000 Feet

## Map Date: October 2022

15



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

This project is in early planning stages and launched community engagement in summer 2023. Events to involve community members and stakeholders are as follows:

### **Events**

- Lake City Farmer's Market tabling (2 events completed in 2023, additional events planned for 2024/2025)
- Lake City Summer Festival (planned for 2024/2025)
- Pop-up events at neighborhood locations – grocery stores, parks, libraries, community centers (2 pop-up events completed in 2023, additional events planned for 2024/2025)
- Door to door outreach to businesses and residences along corridor (conducted at each phase of project)
- Meetings and/or walks with key community groups and stakeholders. Community walk with Director Greg Spotts completed in 2023.
- Briefings with modal boards – Presented to Bike Board in 2023 and future boards in 2024
- Partner with BIPOC community-based organizations for events around the neighborhood, including contracting the Lake City Collective to increase engagement reach
- Coordination with area schools to attend events and connect with BIPOC and immigrant students/families

### **Materials**

- Survey of design options; include translated content
- Mailer; include translated content
- Yard signs; included translated content or QR code to website with translated content
- Focus groups with translators

### **Web**

- Include translated content on project webpage and image heavy materials

### **Advertising/Media**

- Social media and multi-cultural media campaign
- Social Media Geofence marketing in language

*RET TIP: Effective ways to include community members and stakeholders include, but are not limited to initiating or attending community meetings, focus groups, City Commissions and Advisory Board meetings, and Change Team meetings to gather community input. Example: If your plans result in a reduction of hours at a community center, include conversations with those who use the community center as well as staff who work there; or if your plans implement a new penalty fee, survey/consult with the population and demographic of people at risk of negative impact to learn the best way to minimize the negative impact.*



**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?

There is a relatively high percentage of non-white residents in this area relative to other parts of Seattle. The area includes a substantial amount of affordable housing, but lacks social services and amenities to support the needs of diverse populations.

*Example: Early conversations yielded discussions of racial inequities as related to the project. The higher than average POC populations in the project area aren’t necessarily tied to low-income or disadvantaged populations. These areas have been racially diverse for multiple generations.*

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

A lack of understanding of the diversity in north Seattle and needs of the diverse communities there leads to misperception that there is not a high need for supportive services.

*RET TIP: Consider examples like lack of affordability; lack of accessibility; lack of safety; lack of racially inclusive engagement; bias in process; barriers; etc.*

[Click or tap here to enter text.](#)

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### **Step 3. Determine Benefit and/or Burden.**

**3a.** How will the policy, initiative, program, or budget issue increase or decrease racial equity?

By providing access to the light rail station with new bus routing and bus stops, bike lanes and improved pedestrian facilities, people of color living in and working in the area will have improved mobility to access jobs, educational opportunities and goods and services in other parts of the City which will serve to increase racial equity.

**3b.** What benefits to the impacted community/demographic may result?

The community will enjoy improved access to transit and a safer experience as well because of the following features:

- New transit connection to the light rail station
- New bus stop amenities
- Protected bike lanes to access the light rail station
- Upgraded pedestrian ADA facilities so that all users can access the transit stops safely

**3c.** What are potential unintended consequences (both negative and positive potential impact)?

- Removal of travel lanes may cause increased congestion for vehicular traffic and buses during peak hours.
  - To address this potential impact, the project includes bus lanes at key locations as well as upgraded signal infrastructure to enable more efficient signal timing and coordination.
- Roadway improvements and enhancements in neighborhoods could exacerbate displacement and foreclose businesses due to rising rents and property values.
- If not thoughtfully planned, businesses could be negatively impacted during the construction phase of the project.

**3d.** Are the impacts aligned with your department’s community outcomes that were defined in Step 1?

Yes, the project is responsive to community feedback that identified a need for safety improvements, better transit connections, and improved mobility in the neighborhood. Safer crossings, separated walking/biking facilities, and a safer street design support the outcomes set in Step 1 as identified by the community.

Our public engagement plan includes strategies for identifying unintended consequences from the project through robust outreach, contracting BIPOC organizations to help connect to underserved communities, and providing language services proactively and upon request.

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#### **Step 4. Advance Opportunity or Minimize Harm.**

*RET TIP: You’ve identified racial equity issues/impacts resulting from your plans. Now think of HOW you will adjust your plans to AVOID the negative impacts, or MITIGATE (minimize) the negative impacts you’ve identified. Address each change you’ve made in response to identifying a negative/positive racial equity impact. If you have no choice at all, and must ACCEPT a negative impact, identify WHY you had to accept that impact and WHAT you would have needed to AVOID or MITIGATE the negative impact.*

**4a.** How will you re-align your work if the impacts of your work DO NOT align with desired community outcomes? Identify your re-alignment plans in the following three areas:

Program Strategies

- Engage residents (equitably represented) often throughout project design and construction phases through outreach events and materials. Provide multiple ways for residents to contact the project team so they can provide feedback to the team about issues that need resolution.
- Provide benefits that include enhanced safety, mobility and access for all road users and a "complete streets" environment to accommodate a variety of transportation modes.

#### Policy Strategies

- Consider transit-dependent/carless households in scope and budget prioritization
- Design project with safety for the most vulnerable users in mind (people walking, biking, taking transit, children, elderly, people with disabilities, etc.)
- Consider ways to minimize impacts to businesses, particularly those owned by/serving BIPOC individuals

#### Partnership Strategies

- Partner with King County Metro to ensure roadway modifications are integrated with transit operations and service deliveries
- Partner with WSDOT to design the section of the project across I-5 in WSDOT jurisdiction
- Partner with Sound Transit to tie this project's design into ST's design at 130th/5th Ave
- Partner with SPU and Parks to provide access to their Floodplain Park project by providing an enhanced pedestrian crossing at 23<sup>rd</sup> Ave
- Minimize community impacts (engagement requests, construction, etc.) by coordinating with partner agencies and departments; leverage engagement opportunities to streamline communications with stakeholders/community groups

**4b.** What strategies address immediate impacts to the community/demographic you're working with?

- Engage with and include a diverse and representative selection of the community in the public outreach effort to ensure equitable representation
- Continuous engagement with the community and adjacent properties to keep informed of potential impacts and work with them to address potential concerns

**4c.** What strategies address root causes of inequity listed in question 2e?

There is the potential for some parking or ADA accessibility displacement that may occur due to the changing bike and pedestrian improvements that could disproportionately affect BIPOC homeowners as well as some small and minority-owned businesses. SDOT is committed to conducting further outreach and collaboration to mitigate these concerns.

Partnerships:

Minimize community impacts (engagement requests, construction, etc.) by coordinating with partner agencies and departments; leverage engagement opportunities to streamline communications with stakeholders/community groups

Project:

Continue stakeholder outreach, consider any modifications and develop new methods to reflect changing social and public health landscape of the city.

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

We will work diligently and purposefully to keep the lines of communication open to residents and businesses and work with them to develop solutions to address any impacts on racial equity that arise. We will strive to be forward thinking to avoid impacts that may disproportionately burden BIPOC community members.

**4e.** How will you partner with stakeholders for long-term positive change?

We will continue to work with local community organizations, neighborhood institutions, modal advisory boards, and residents to engage community members on the project and aim to meet community needs in alignment with project objectives. We will also use partnerships with stakeholders and public feedback to prioritize future projects. We will share applicable public engagement findings with King County Metro and other agency partners and City departments as needed.

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

5a. How will you evaluate and be accountable?

RSJI specific strategies:

- Keep track of race data with regards to stakeholder participation vs. population, ensure and if necessary, pursue participation.
- Continue outreach efforts throughout different phases of the project and adjust for current social and political climates.
- Ensure that stakeholder participation and associated demographics are readily available to the public in a straightforward yet comprehensive document.

5b. How will you evaluate and report impacts on racial equity over time?

The project will evaluate TEF alignment at the 30/60/90 milestones, ensuring that the work is building on the established tactics and strategies.

5c. What is your goal and timeline for eliminating racial inequity?

This project aims to address racial inequity by enhancing transit accessibility for communities of color and immigrant/refugee populations and enhancing access to jobs, schools and community centers through improved transit, bike and pedestrian facilities. This work will be conducted over the next few years and the project benefits that aim to address racial inequity will last for years beyond the implementation timeline for the project.

5d. How will you retain stakeholder participation and ensure internal and public accountability?

Externally we share our project updates via a listserv of stakeholders and participants involved in previous engagement events for the project. All project materials, updates, and engagement summaries will be archived on the project webpage for reference. Internally we track stakeholder commitments to ensure that any commitments that were made during the project development phase to ensure they are followed through during the final design and construction phases of the project.

5e. How will you raise awareness about racial inequity related to this issue?

Through public engagement and strategic communications, SDOT will take the opportunity during the design and construction of this project to educate the public about the benefit of increased safe bicycle and pedestrian options, transit and housing availability in Seattle's diverse communities.

5f. What is unresolved?

*RET TIP: Consider things like resources and/or partnerships you still need to make changes.*

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## **Step 6. Report Back.**

6. Share RET analysis and report with Department leadership, RSJI Advisor, Change Team Leads, members involved in Step 1, and (if applicable) other teams/people working on the following phases of your project, program, or policy (e.g. PPD, PDD, CPRS).

The project team will review and update the RET (as well as scope modifications, as appropriate) during key project milestones (design, construction, closeout, etc.)