Working in Partnership for Equitable Development

Can we grow with prosperity and stability?

Nora Liu, Community Development Manager
Seattle Department of Planning and Development
The region’s population is becoming increasingly diverse: 1990
The region’s population is becoming increasingly diverse: 2000
The region’s population is becoming increasingly diverse: 2010
Race and Ethnicity
by Eric Fischer:

New York

Red is White
Blue is Black
Green is Asian
Orange is Hispanic
Gray is Other

Dot is 25 people

from Census 2000
Chicago

Red is **White**
Blue is **Black**
Green is **Asian**
Orange is **Hispanic**
Gray is Other

Dot is **25 people**

from Census 2000
Detroit

Red is **White**
Blue is **Black**
Green is **Asian**
Orange is **Hispanic**
Gray is Other

Dot is **25 people**

from Census 2000
Seattle

Red is White
Blue is Black
Green is Asian
Orange is Hispanic
Gray is Other

Dot is 25 people

from Census 2000
Seattle’s Neighborhoods with Race Covenants

Alki Ballard/Sunset Hill Beacon Hill Bitter Lake Blue Ridge Broadmoor Broadview Bryant Capitol Hill Duwamish Eastlake Greenlake Greenwood Haller Lake Hawthorne Hills Hillman City Lake City Lakeridge Laurelhurst Loyal Heights

Detroit’s Physical Barrier

Madrona Magnolia Maple Leaf Matthews Beach Montlake Olympic Hills North Beach/Blue Ridge North College Park Northgate Pinehurst Queen Anne Queen Anne, lower Queen Anne, north Ravenna Sandpoint Sheridan Beach Squire Park Victory Heights View Ridge Wedgewood West Seattle/High Point Windermere
Kirwan Institute’s “Neighborhoods of Opportunity” data
Comprehensive Opportunity
Education
Economic Health
Housing
Transportation/Mobility
Health & Environment
Displacement in Seattle
1990 - 2010

Population Density by Race Categories
## Seattle’s Central District change from 1990 to 2010

<table>
<thead>
<tr>
<th>Central District, Seattle Demographic Change</th>
<th>1990</th>
<th>2000</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>White -- % Total Population</td>
<td>35%</td>
<td>50%</td>
<td>60%</td>
</tr>
<tr>
<td>Black -- % Total Population</td>
<td>51%</td>
<td>36%</td>
<td>23%</td>
</tr>
<tr>
<td>Asian -- % Total Population</td>
<td>11%</td>
<td>12%</td>
<td>11%</td>
</tr>
<tr>
<td>Native American -- % Total Population</td>
<td>1%</td>
<td>3%</td>
<td>2%</td>
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</tbody>
</table>

The chart below shows the percentage changes in various demographic groups from 1990 to 2010 in Seattle’s Central District.
Race and Social Justice Initiative

What it is: The Race and Social Justice Initiative envisions a city where racial disparities have been eliminated and racial equity achieved. The mission of the Race and Social Justice Initiative is to end institutionalized racism in City government and to promote multiculturalism and full participation by all its residents, and to partner with the community and other institutions to create racial equity.

✧ Partners: Initiated by Mayor Nickels (2005), supported by Council
  – All City staff
  – Change Teams: RSJI leadership in each department
  – Core Team: Citywide RSJI leadership
  – King County
  – Community

✧ Tools:
  – Mandatory trainings for all staff
  – RSJI Budget & Policy Filter
  – RSJI Tool Kit
  – Inclusive Outreach and Public Engagement

Rewards
✧ A shared vision & goals toward an equitable city
✧ Common framework, language, tools, collective impact
✧ Shared leadership, increased sustainability

Plan for
✧ Race is a “hot” topic, needs time for buy-in
✧ Leadership must be courageous, creative and committed
Collective Impact:
“Large-scale social change requires broad cross-sector coordination, yet we remain focused on isolated intervention of individual organizations.”

John Kania & Mark Kramer

Systemic, Upstream Change:

Change institutions and structural interactions to eliminate imbedded racial inequity

Change policies and programs to contribute to community conditions that support equity

Change individual behaviors/treat problems resulting from outcomes of racial inequity

- Affordable Housing
- Safe Neighborhoods
- Living Wage Jobs
- Quality Education
- Access to Healthy Foods & Physical Activity
- Access to Healthcare
- Access to Transportation
- Healthy Environment
- School drop-out retrieval
- Homeless Shelters
- Food stamps
- Child care subsidies and Head Start
- Displacement
- Increased influence of / Accountability to Communities of color
- Pro-Equity Tools
- Explicit Goals
- Partnerships
- Changes in how institutions and structures work
- Tracking Outcomes
- Partnships
Planning Outreach & Engagement Liaisons

What it is: Outreach and engagement conducted in a culturally-specific manner allowing comfort and familiarity while navigating the city's processes. Its goal is for historically under-represented communities to be fully engaged in policy making decision and able to make decisions that shape their futures. A fully engaged populace.

✧ Partners:
  – POELs are expert "bridge-builders" who are members of their cultural community, fluent in their respective languages, and are bi-cultural and bi-lingual. They are consultants who are compensated for their work. This arrangement creates a high level of neutrality and trust for the POELs as they work with community members.

✧ Tools:
  – Very clear communications, including key documents
  – Simultaneous interpretation equipment
  – Innovative mechanisms such as electronic polling, engaging mapping exercises, etc

Rewards
✧ A diversity of voices and interests at the table
✧ Communities eager to partner
✧ Policies and decisions that reflect a broad spectrum of interests

Plan for
✧ Reaction to the shift in power dynamics
✧ Cost in resources and time
✧ Leadership must be fearless, creative, consensus building and committed
Community Development Equity Toolkit

- Community Engagement and Capacity
- Community Fabric
  - Maintain or increase economic and cultural diversity and support cross-cultural integration of community
  - Minimize displacement, maximize inclusion
  - Promote land uses that benefit the neighborhood
  - Encourage a built environment that serves the diverse needs of the neighborhood
- Housing
- Economic Vitality
- Public Safety
- Parks, Open Spaces and Community Facilities
- Cultural Resources
- Transportation
- Sustainable Infrastructure, Health, Open Space, Environment
Healthy Living Assessment
Framework ... Indicators ... Questionnaire ... Asset Map

If you use light rail, how do you most often travel to the station nearest to where you live?

- A. Walk/Pedestrian
- B. Bike
- C. Ride
- D. Drive your car and park nearby

Percent of residential area within ½ mile of a supermarket/grocery store that accepts EBT (food stamps) and WIC

Rationale: Having a supermarket within ½ mile of one’s home is associated with lower rates of obesity and overweight

Benchmark/Established Standards: All residents have a supermarket or other healthy food store within ½ mile

Percent of residents living within ½ mile of a supermarket or other healthy food store that accepts EBT (food stamps) and WIC

Shop, gather, and recreate. This map represents those areas. Dots represent specific areas while the bubbles represent general areas of activity.
Invest in Community Anchors

What it is: Those things that are essential to a strong and healthy community, and that may provide an anchor in the face of displacement pressures.

- Strong business districts that provide culturally specific good and services for its diverse community
- Housing that meets financial and family size needs of the community
- Places of community gathering, where people can come together, to problem solve, to celebrate, to reinforce cultural identity.
Community Cornerstones
a HUD Challenge Grant Project

Multi-pronged effort that addresses key community priorities raised during neighborhood planning in Southeast Seattle

✧ Strengthen the multicultural business district at Othello
✧ Create the leadership and groundwork for a multicultural community center
✧ Create affordable family sized housing

Partners
✧ HUD Sustainable Communities Initiative
✧ Business owners and residents at the Othello neighborhood
✧ Non-profit and for profit housing developers
✧ Leadership of the immigrant and refugee communities

Rewards
✧ Anti-displacement
✧ Shift in the power dynamic

Beware:
✧ Time and resources needed
INVEST IN COMMUNITY STABILITY & ECONOMIC MOBILITY:

• A new model of transit oriented development that prioritizes employment, education and entrepreneurship.
Seattle’s Comprehensive Plan
Making Race and Social Equity the Overarching Core Value of the Plan

What it is:

✧ Defining race and social equity; and equitable development
✧ Incorporating race and social justice in the vision and in the goals and policies of each element
✧ Incorporating an equity analysis of the growth strategies
✧ Equity metrics that will be analyzed and reported on annually
A vision for our future

Race and Social Equity:

• We will have achieved race and social equity when all who are experiencing poverty, communities of color, and historically marginalized communities can attain those resources and opportunities that improve their quality of life and enable them to reach their full potential.

• It is our shared responsibility to address the history of inequities in the systems we work in and their on-going impacts in our communities.

• Together we will leverage our collective resources to create communities of opportunity for everyone, regardless of race or means.
Equitable Development:

- Public and private investments in neighborhoods to meet the needs of those affected by poverty, communities of color, and historically marginalized communities,
- taking into account past history and current conditions,
- so that future outcomes are equitably distributed,
- both for the people currently living and working there, as well as for new people moving in.
And all communities determine their own futures