Advancing Racial Equity
Housing and Racial Equity Implementation Strategies for Affordable Housing

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Our Five Functions

- Narrative Shift
- Institutional and Sector Change
- Movement and Capacity Building
- Research
- Policy Development
Government Alliance on Race and Equity

A national network of government working to achieve racial equity and advance opportunities for all.

- Lead network of 60 jurisdictions at the forefront
- Emerging network of 150+ jurisdictions in 30 states
- Working together with tools to put theory into action
Racial Equity

• Race does not predict one’s success, while also improving outcomes for all

• We must:
  ✓ Target strategies to focus improvements for those worse off
  ✓ Move beyond “services” and focus on changing policies, institutions and structures
National best practice

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

Organize
- Internal infrastructure
- Partnerships

Visualize
Operationalize
Turning theory to action
Racial equity tools
What is a Racial Equity Tool?

Process

Product

Actively inserts racial equity into decision making processes
Who should use a Racial Equity Tool?

- Elected officials
- Government staff
- Community
Transactional approaches

- Issue-based
- Help individuals negotiate existing structures.
- Solutions “transact” with institutions
- Short-term gains for communities, but leave the existing structure in place

Transformative approaches

- Cut across multiple institutions
- Focus on policy and organizational culture
- Alter the ways institutions operate
- Shifting cultural values and political will to create racial equity
What is a Racial Equity Tool process?

1. Desired results
2. Analysis of data
3. Community engagement
4. Strategies for racial equity
5. Implementation plan
6. Communications and accountability
Racial Equity Toolkit
An Opportunity to Operationalize Equity

Equitable Development as a Tool to Advance Racial Equity


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RACE & EQUITY

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Equitable Development

• **Strong communities and people.** People and communities with stability and resilience in the face of real displacement pressures.

• **Great places with equitable access.** A city with an equitable distribution of great neighborhoods full of strong amenities that provide equitable access throughout.
Equitable Development

• **Quality of life outcomes** are equitably experienced by the people currently living and working in a neighborhood, as well as for new people moving in.

• **Public and private investments, programs, and policies** meet the needs of residents, including communities of color, advance racial equity, and take into account past history and current conditions.
Achieving the Vision

Systemic approach to drive equitable outcomes: A clear policy framework to develop, implement and measure

- Fair and just inclusion of all residents in a region’s economic, social and political life.
- Authentically engage-transfer leadership to historically impacted communities.
- Affect structural changes to address the history of inequality.
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Equitable Development Framework: Strong People, Strong Communities

Community stability and resilience in the face of displacement pressures and great neighborhoods throughout the city that provide equitable access to all can be achieved through these equitable development measures:

- **Advance economic mobility and opportunity**
  Promote local economic opportunities and enhance community-serving establishments. Provide access to quality education, training, and quality living wage jobs.

- **Promote transportation and connectivity**
  Prioritize investment in effective and affordable transportation that supports transit-dependent communities.

- **Prevent residential, commercial and cultural displacement**
  Enact policies and programs that allow marginalized populations, businesses, and community organizations the ability to stay in their community.

- **Build on local cultural assets**
  Respect local community character, cultural diversity and values. Preserve and strengthen cultural communities.

- **Develop healthy and safe neighborhoods**
  Create neighborhoods that enhance community health through access to public amenities, healthy food, and safe environments.

- **Equitable access to all neighborhoods**
  Leverage private development to fill gaps in amenities and increase the supply and variety of housing choices.
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Equity Analysis

Risk of Displacement

Access to Opportunity
Access to Opportunity Index

Education
- High-performing elementary / middle school (reading and math)
- Above-average high school graduation rate
- Transit time to university / college
- Proximity to library

Economic opportunity
- Number of jobs within two-mile radius
- Change in median home value 2000-2013

Transit access
- Proximity to frequent bus service
- Proximity to current/future light rail/streetcar

Civic infrastructure
- Proximity to community center
- Proximity to park

Health
- Proximity to public health facility
- Proximity to store with fresh produce
Displacement Risk Index

Vulnerability

Nonwhite population
Low English-speaking ability
Low educational attainment
Rental tenancy
Housing cost burden
Income below 200% of poverty

Amenities

Proximity to frequent bus service
Proximity to current or future Link light rail and streetcar
Proximity to regional job center
Proximity to already-gentrified or affluent neighborhood
Proximity to core businesses (grocery, pharmacy, restaurant/cafe)
Proximity to civic infrastructure (school, community center, park, library)

Development capacity and rent

Residential parcels with high development potential
Below-average median rent
Equity Typology

- High Displacement Risk / Low Access to Opportunity
  - Rainier Beach
  - Othello
  - Westwood-Highland Park
  - South Park
  - Bitter Lake Village

- High Displacement Risk / High Access to Opportunity
  - Columbia City
  - Northgate
  - North Beacon Hill
  - University District
  - Pike-Pine
  - First Hill
  - Capitol Hill
  - Chitowntown-International District
  - Commercial Core
  - 23rd & Union-Jackson
  - Madison-Miller
  - Greenwood-Phinney Ridge
  - South Lake Union
  - 130th & I-5
  - Seattle average
  - Aurora-Licton Springs
  - West Seattle Junction
  - Crown Hill
  - Morgan Junction
  - Eastlake
  - Fremont
  - Uptown
  - Roosevelt
  - Wallingford
  - Upper Queen Anne
  - Green Lake

- Low Displacement Risk / Low Access to Opportunity
  - Urban Center
  - Hub Urban Village
  - Residential Urban Village
  - Potential New Residential Urban Village

- Low Displacement Risk / High Access to Opportunity
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Advance Economic Mobility & Opportunity

Promote economic opportunities for marginalized populations and enhance community cultural anchors. Provide access to quality education, training, and living-wage career path jobs for marginalized populations.
Advance Economic Mobility and Opportunity

- **Effective Education** – Close racial disparities in educational success and attainment at all levels from Pre-K through post-secondary

- **Financial Security** - Close racial disparities in employment, wages and job sectors
  - Good jobs
  - Effective training
  - Open doors to high quality careers

- **Wealth** – Close racial disparities in access to wealth
  - Equitable homeownership

- **Strong Local Economy** – Close racial disparities in business sectors
  - Strong small businesses
Prevent Residential, Commercial and Community Displacement

The ability for Seattle to remain an international city and one that is culturally, racially and economically diverse requires an anti-displacement commitment to those structures that are vital to communities: their homes, those businesses that provide culturally essential goods, services and jobs, and those community anchors that provide support and strengthen cultural identity and preservation.
Prevent Residential Displacement

- **Manage Growth** – Equitably distribute growth so that marginalized communities are protected from increased indirect displacement risks of large scale community change.

- **Prevent Loss** – Equitable distribute burdens and benefits of rising housing costs and demolition, redevelopment, and conversion of affordable housing especially family sized units.
  
  - Create affordable housing – close racial disparities in rental and ownership housing cost burden, especially for families with children

  - Mitigate Increased Costs – equitably distribute burdens and benefits of property taxes, levies and bonds
What is your proposal and what are the desired results and outcomes?
Ask yourself “WHY?” 3-5 times

Why are there racial disproportionalities?
  Why else?
    Why else?
      Why else?

Example – obesity rates

What are the explanations at an individual, institutional and structural level?
What’s the data? What does the data tell us?
How have communities been engaged? Are there opportunities to expand engagement?
How are you advancing racial equity? Do you need to mitigate unintended consequences?
Identify key implementation strategies

Test Early Actions
build momentum with the small successes and pilots

Targeting Interim Stages
envision a set of outputs that can have broad ownership

Conquering Fear of the Perfect
build a stronger product through experimentation

Prioritizing (and Investments)
focus on areas – and leaders – that can be influenced
When we find solutions that work for those most vulnerable in our communities, we find solutions that work better for everyone.
Together we can leverage our collective resources to create communities of opportunity for everyone, regardless of race or means.

And all communities are able to determine their own futures.
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