

Advancing Racial Equity

Housing and Racial Equity Implementation Strategies for Affordable Housing

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Government Alliance on Race and Equity

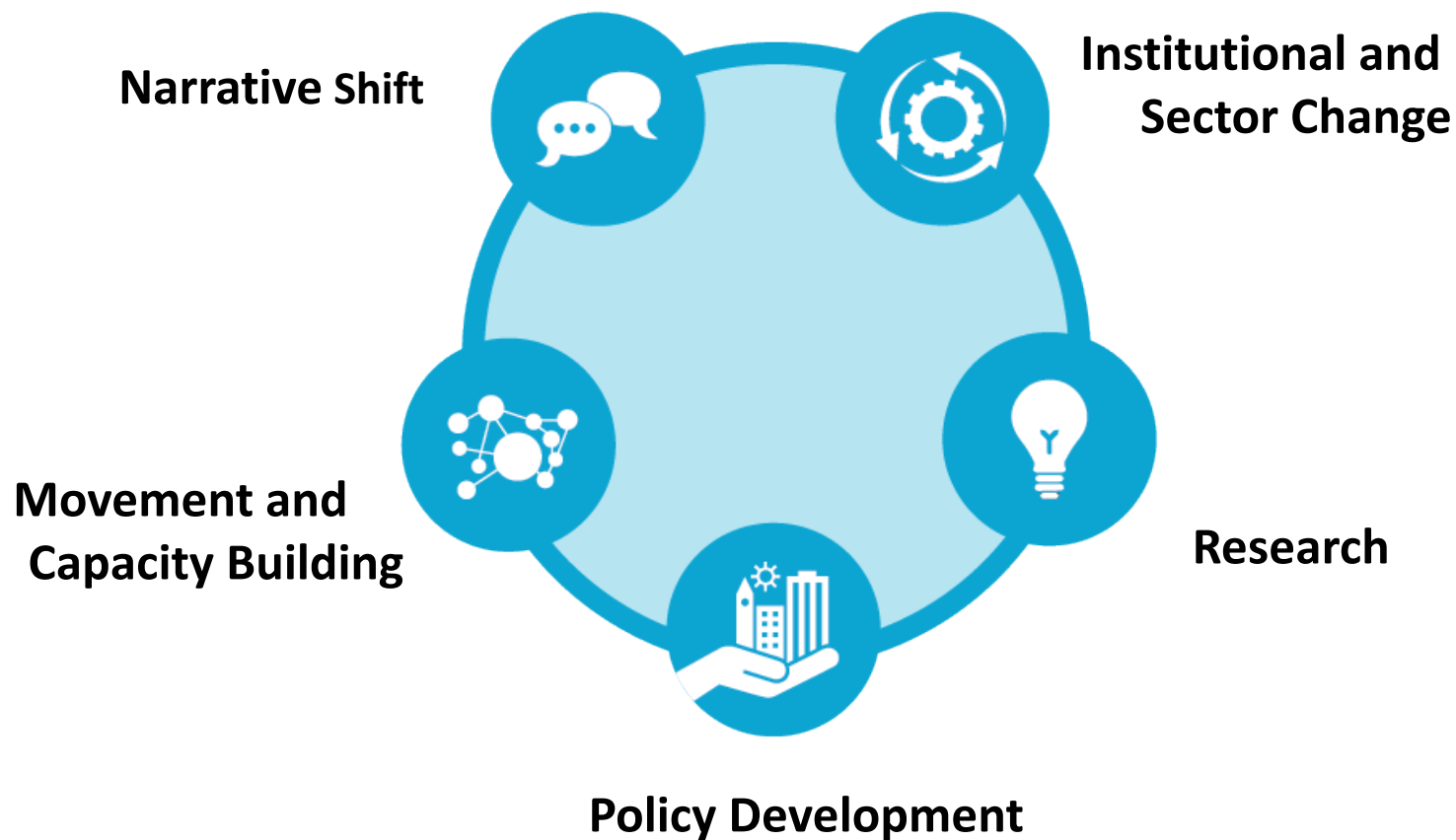


WE HAVE UNITED

race forward 

Csi & CENTER FOR
SOCIAL INCLUSION

Our Five Functions



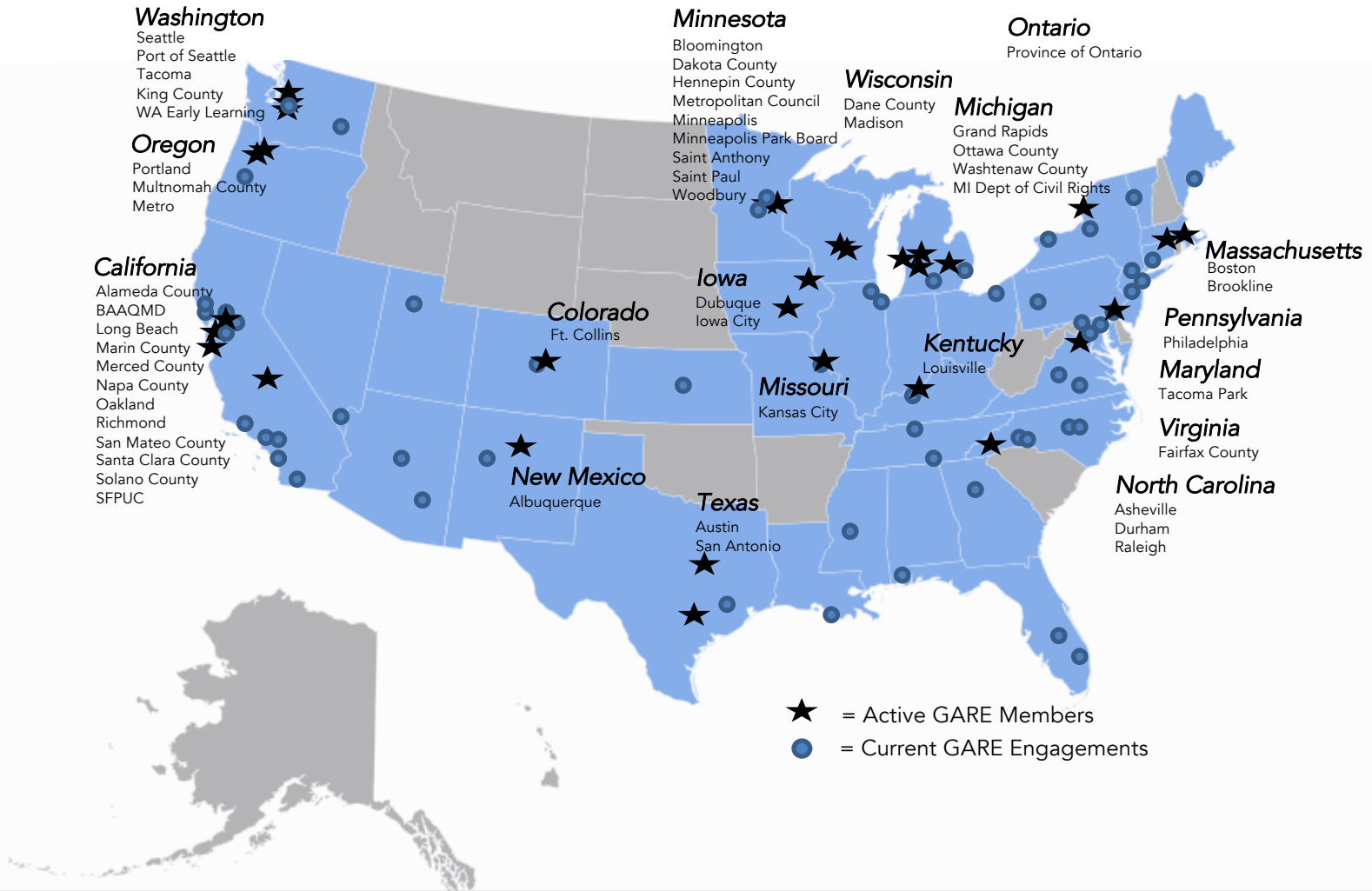
Government Alliance on Race and Equity

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



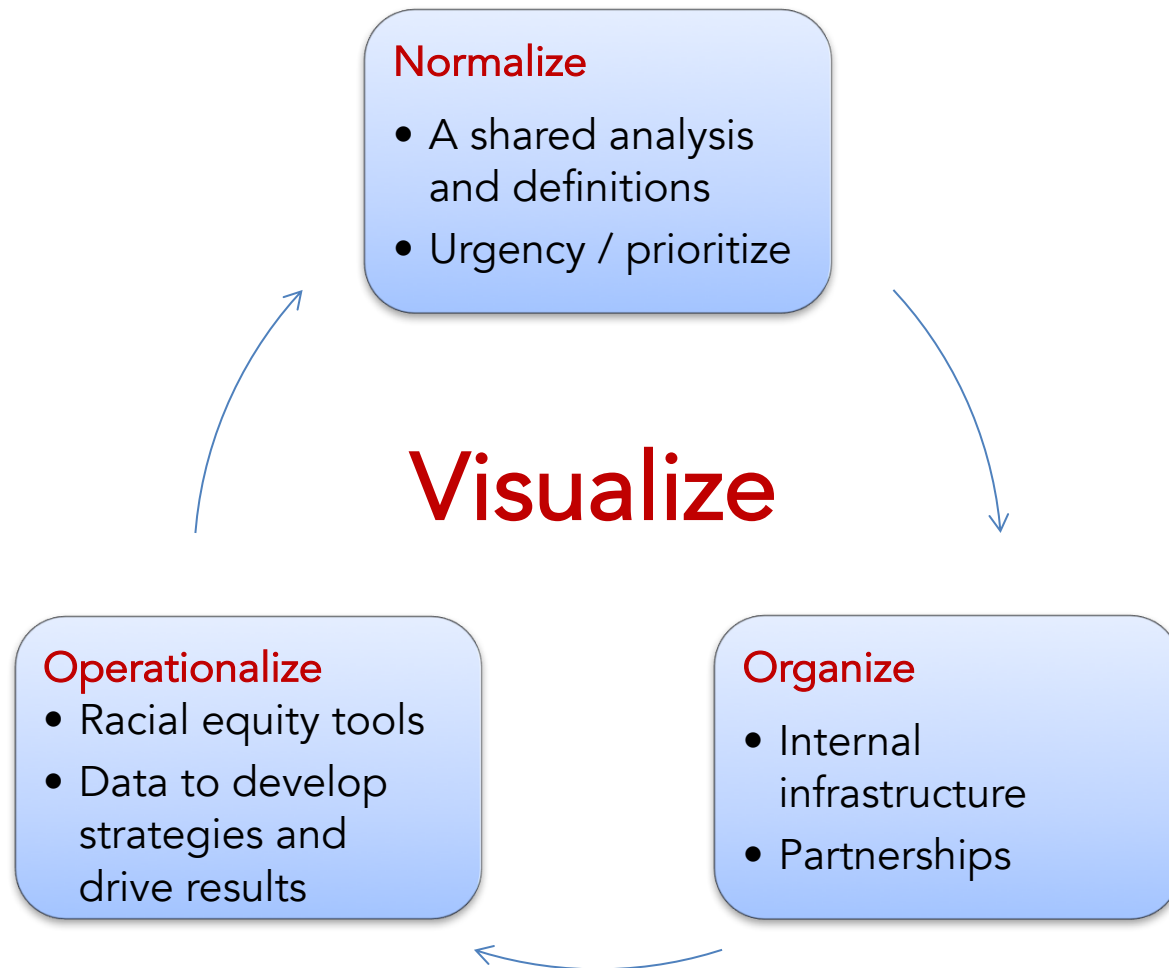
Government Alliance on Race and Equity



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

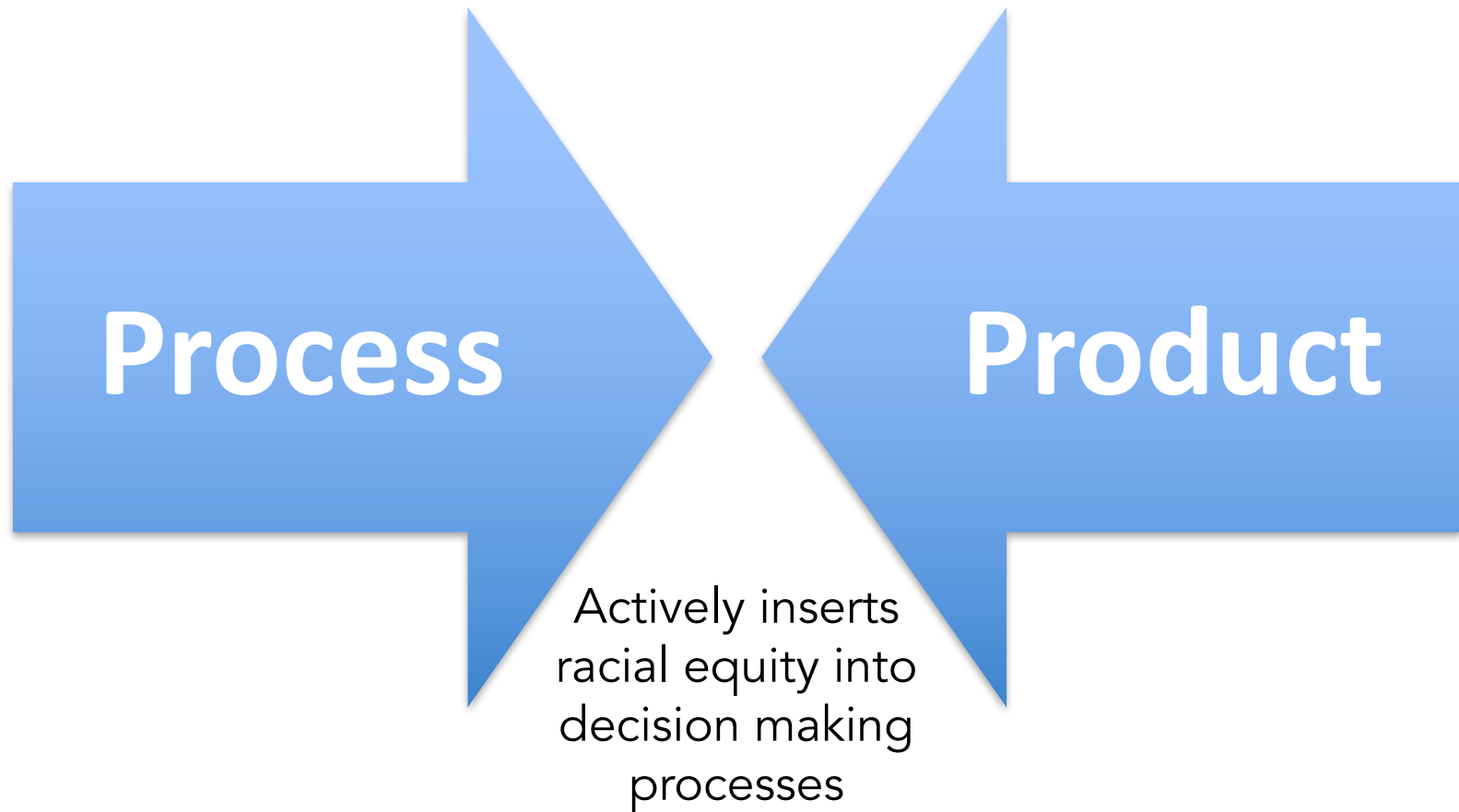


Operationalize

Turning theory to action

Racial equity tools

What is a Racial Equity Tool?



Who should use a Racial Equity Tool?



Elected officials



Government staff



Community

Transactional approaches

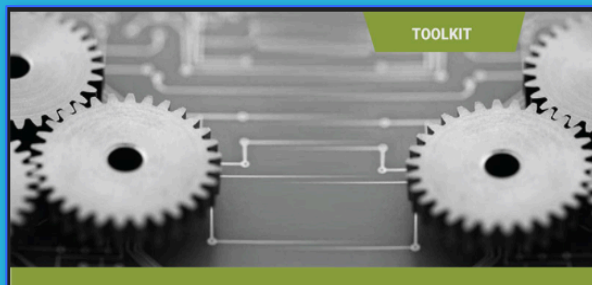
- Issue-based
- Help individuals negotiate existing structures.
- Solutions “transact” with institutions
- Short-term gains for communities, but leave the existing structure in place

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?





TOOLKIT

Racial Equity Toolkit

An Opportunity to Operationalize Equity



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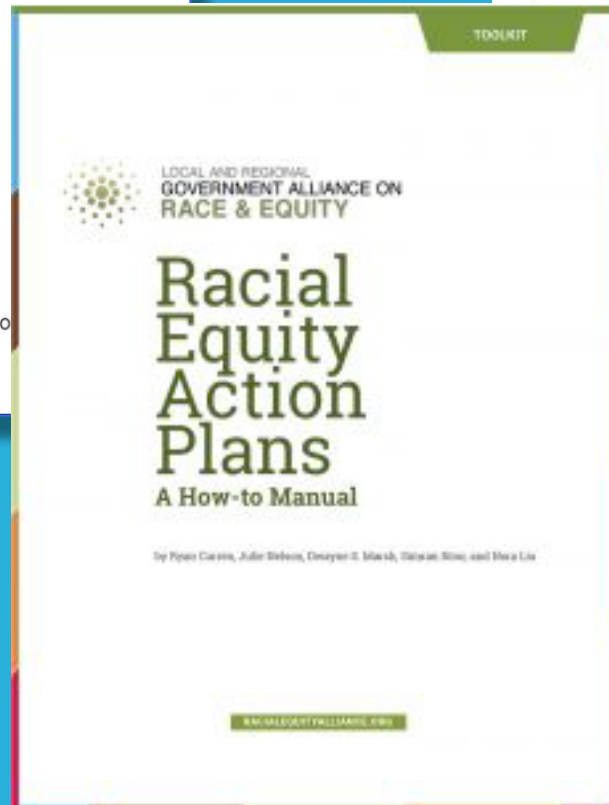
REPORT

Equitable Development as a Tool to Advance Racial Equity



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TOOLKIT



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Racial Equity Action Plans

A How-to Manual

By Peter Carrin, Julie Wilson, Danyel D. Mack, Sharon Ross, and Nora Liu

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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.

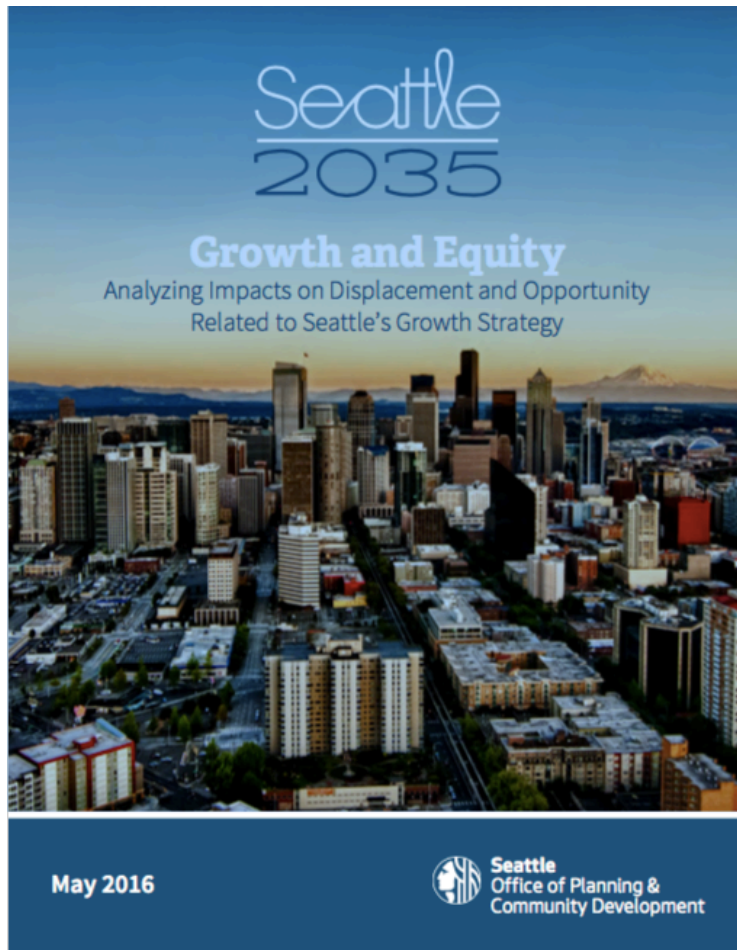
Equitable Development

- **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.



What is a Racial Equity Tool process?







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.



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.



Promote transportation and connectivity

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



Develop healthy and safe neighborhoods

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



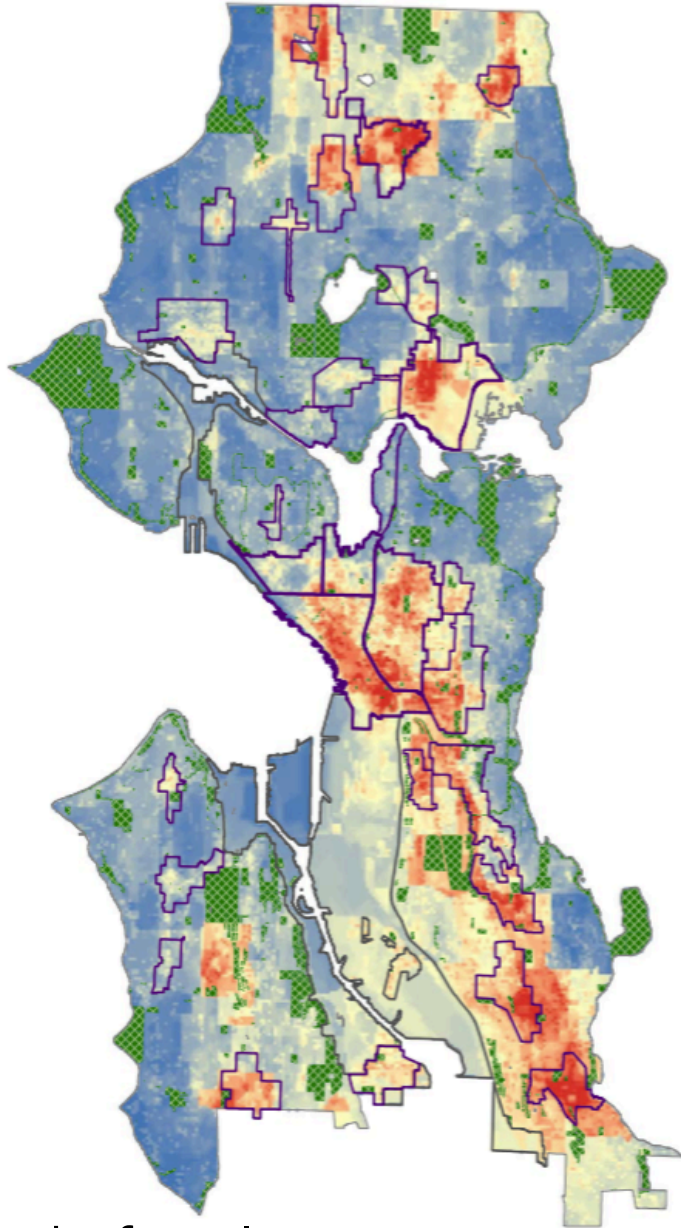
Equitable access to all neighborhoods

Leverage private development to fill gaps in amenities and increase the supply and variety of housing choices.

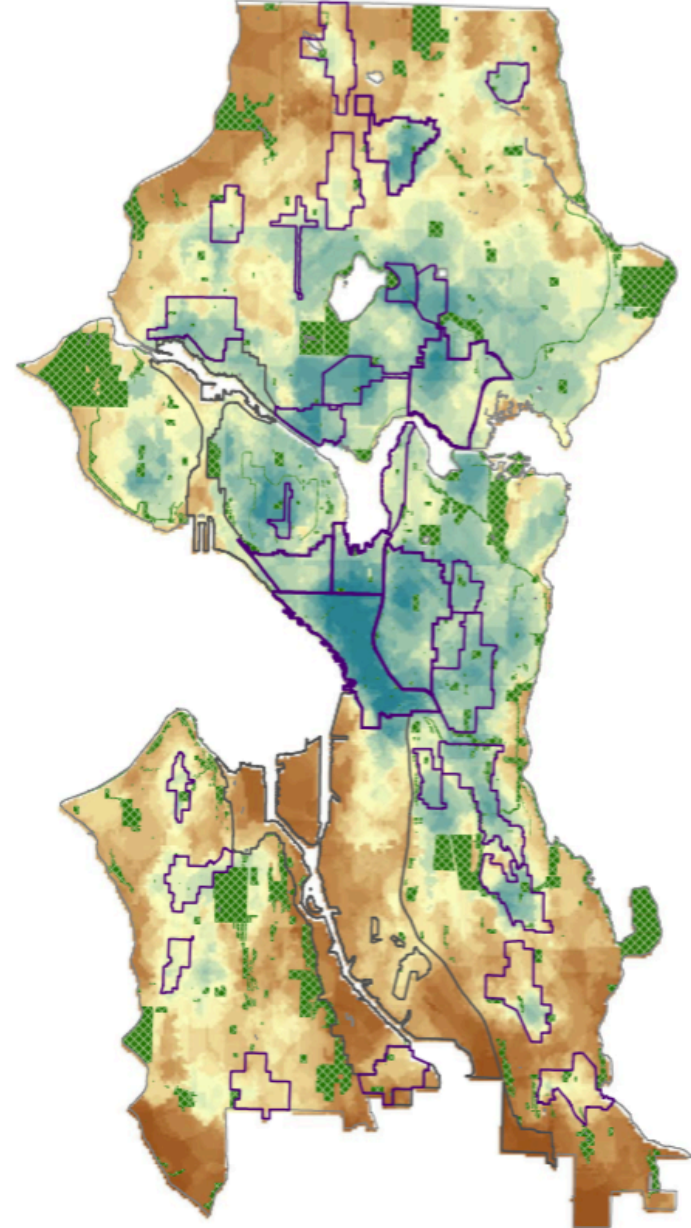
What is a Racial Equity Tool process?



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

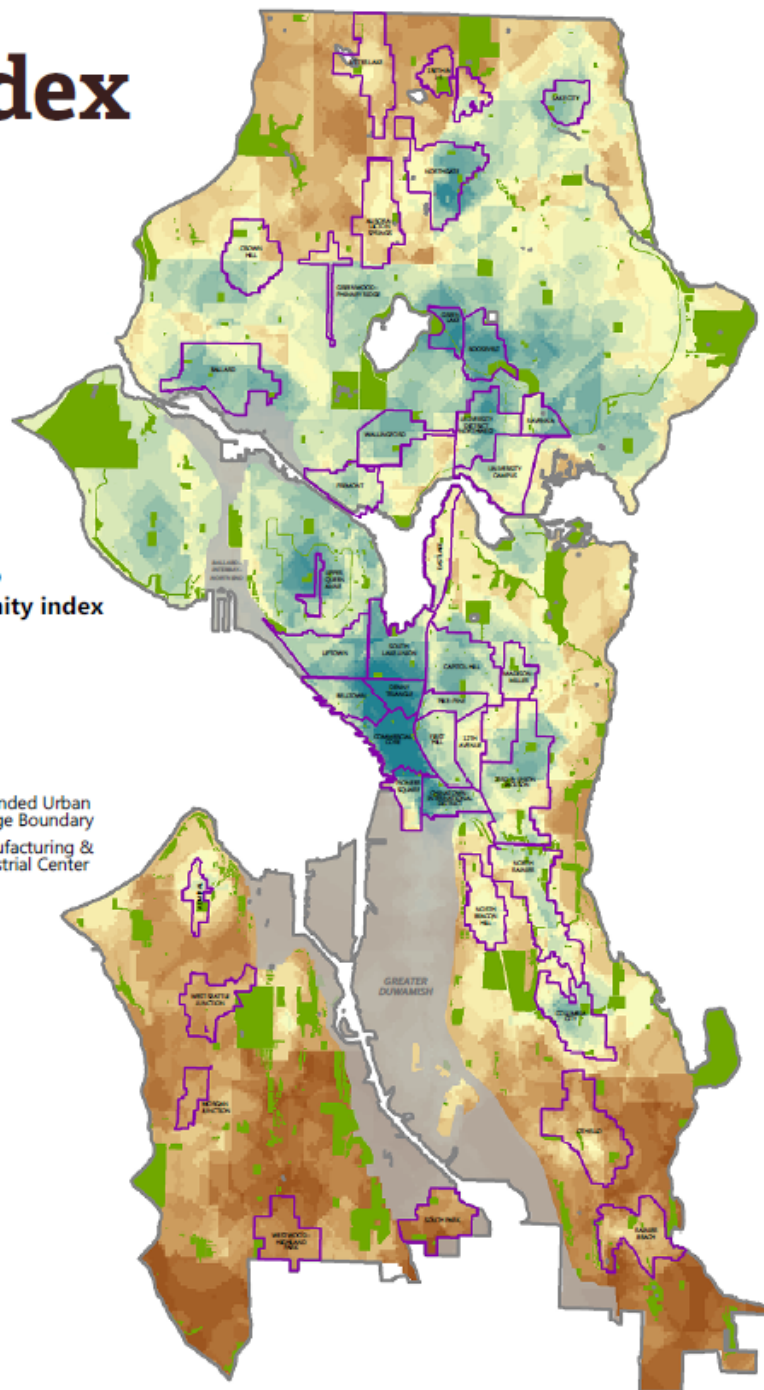
Access to
opportunity index

High

Low

Expanded Urban
Village Boundary

Manufacturing &
Industrial Center



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

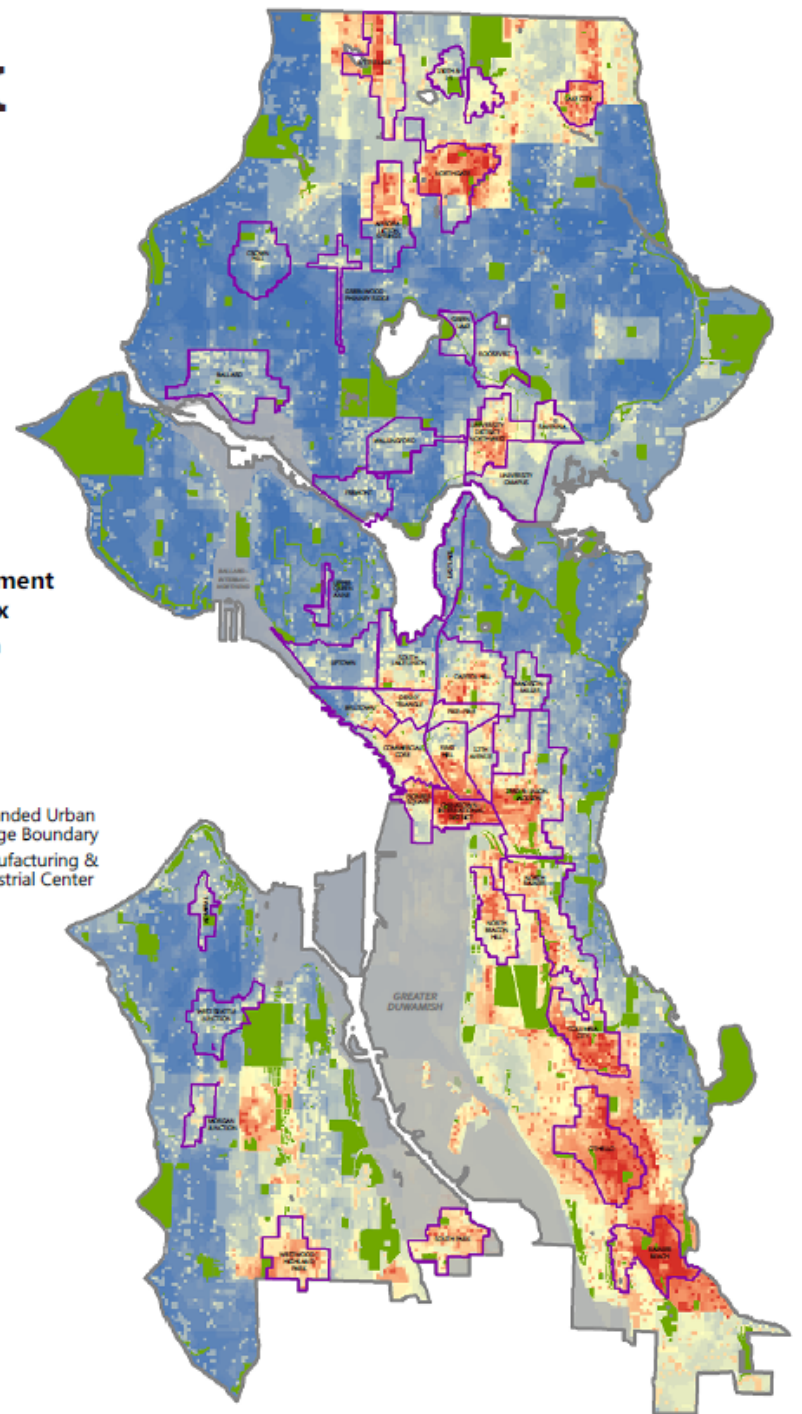
Displacement
risk index

High

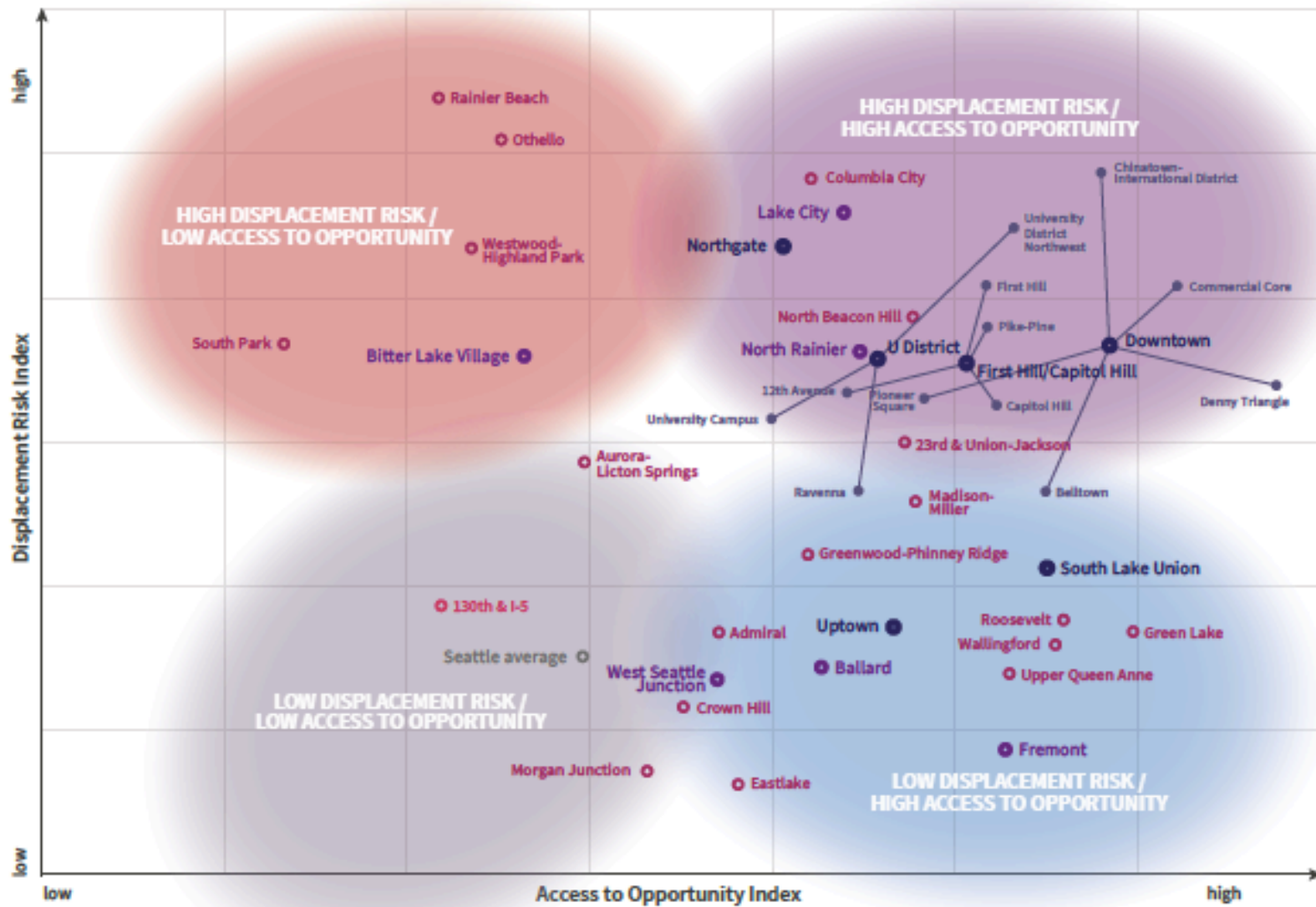
Low

Expanded Urban
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Manufacturing &
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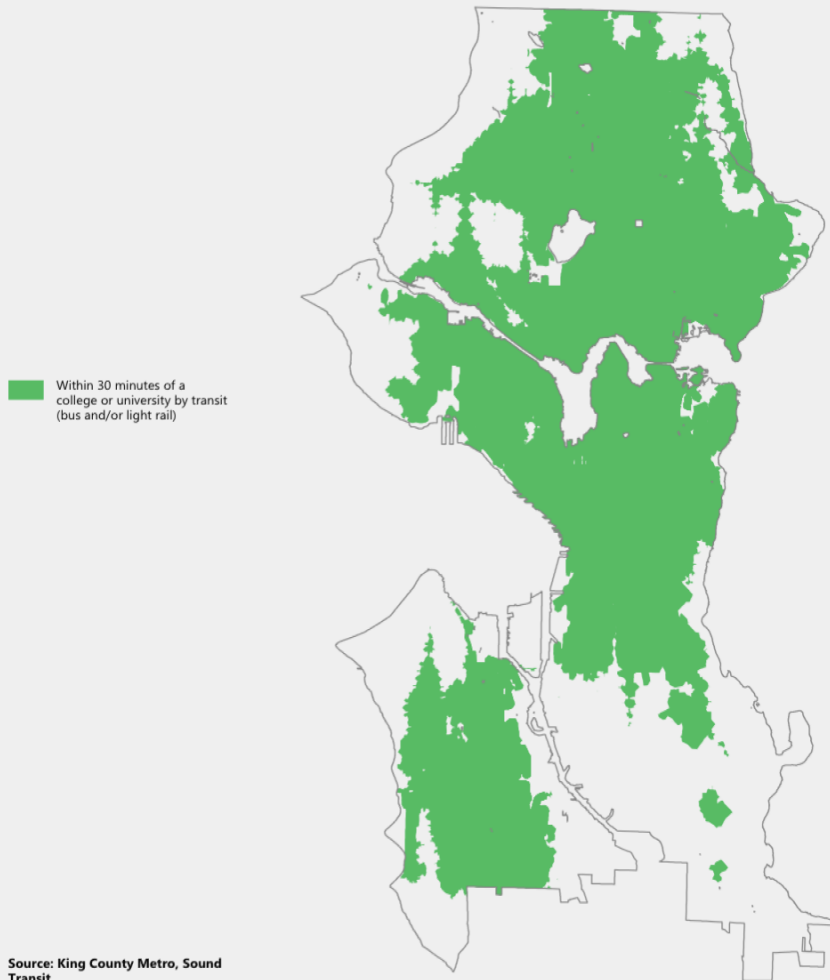
Equity Typology



- Urban Center
- Hub Urban Village
- Residential Urban Village
- Potential New Residential Urban Village
- Urban Center Village

ACCESS TO COLLEGE/UNIVERSITY

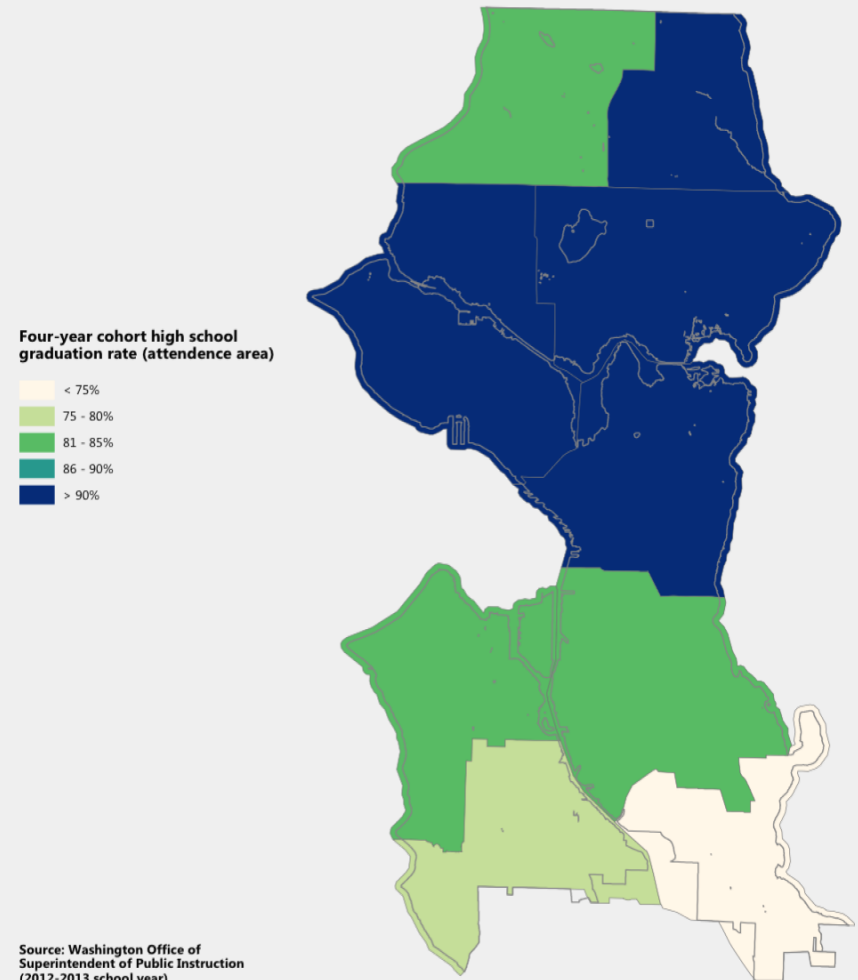
Access to Opportunity Index



Source: King County Metro, Sound Transit

HIGH SCHOOL GRADUATION RATE

Access to Opportunity Index



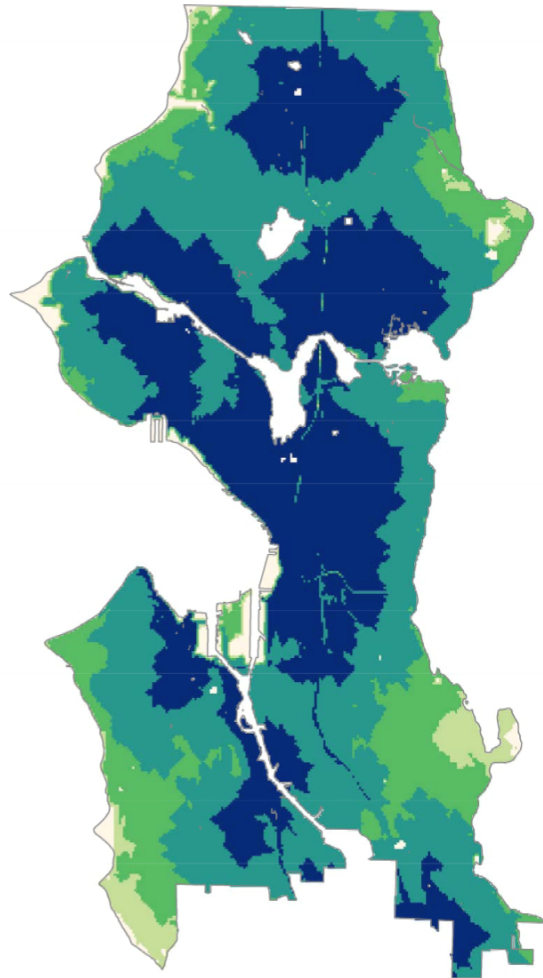
Source: Washington Office of Superintendent of Public Instruction (2012-2013 school year)

PROXIMITY TO REGIONAL JOB CENTER

Displacement Risk Index

Travel time to designated King County Urban Centers and Manufacturing & Industrial Centers (minutes)

- < 5
- 5 - 10
- 11 - 15
- 16 - 20
- > 20



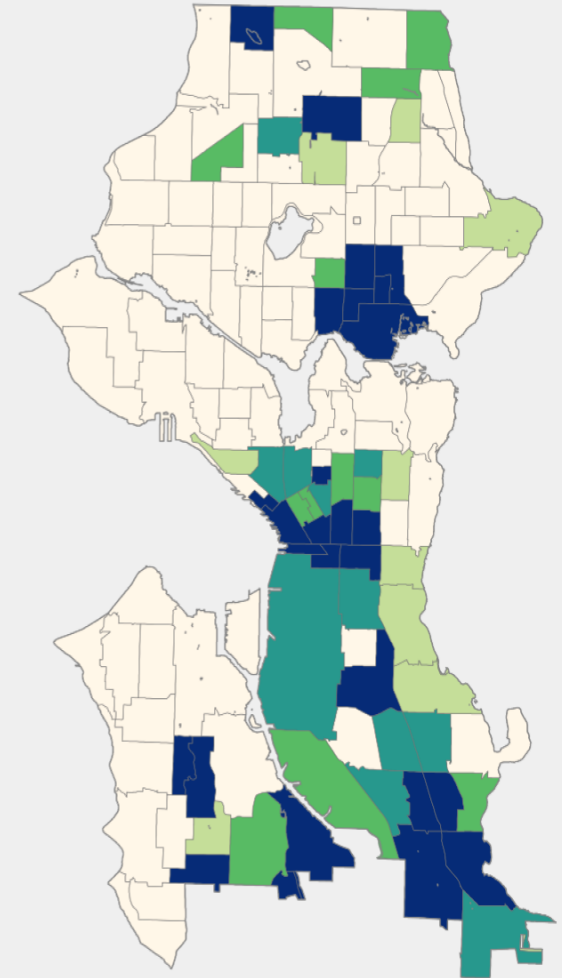
Source: King County

HOUSEHOLD INCOME

Displacement Risk Index

Percentage of the population with income below 200% of the Federal poverty level (Census tract)

- < 25%
- 25% - 30%
- 31% - 35%
- 36% - 40%
- > 40%



Source: 2008-2012 American Community Survey

What is a Racial Equity Tool process?



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
-

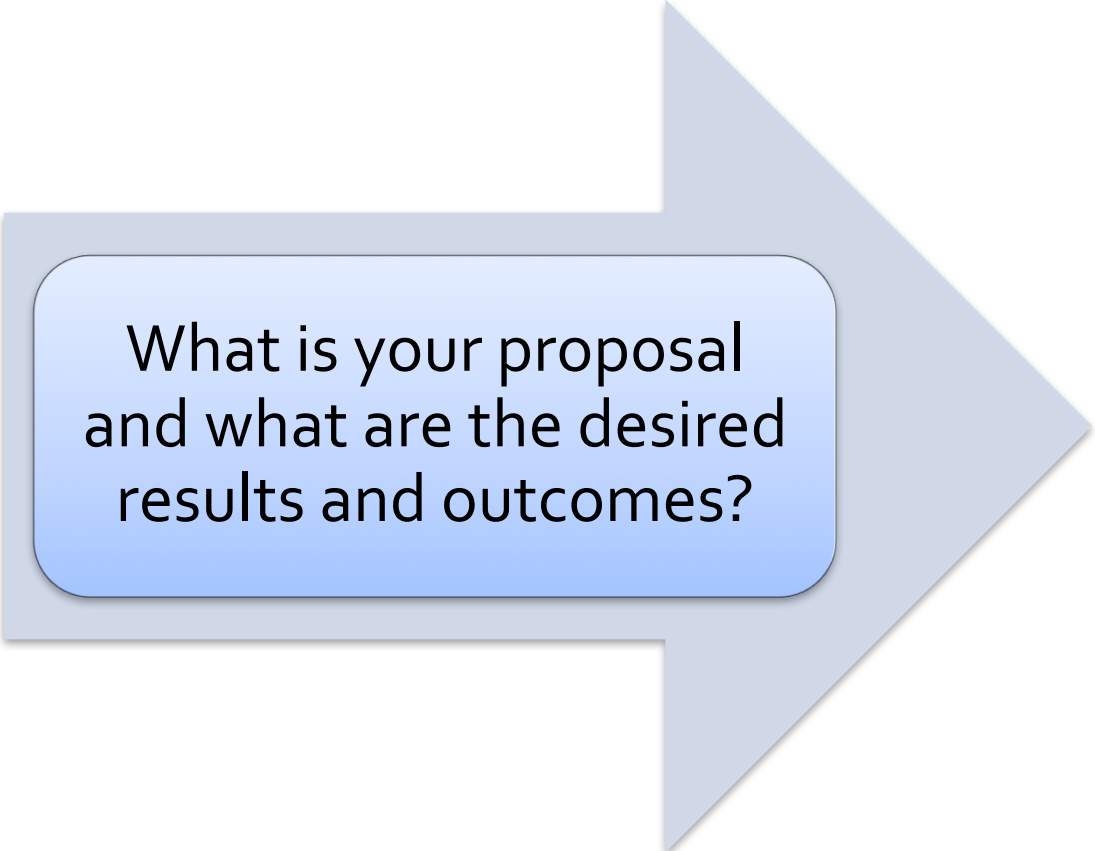
Prevent Residential, Commercial and Community Displacement

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

#1



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?


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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