

KING COUNTY EQUITY AND SOCIAL JUSTICE STRATEGIC PLAN

COMMUNITY ENGAGEMENT REPORT

DECEMBER 2015



King County

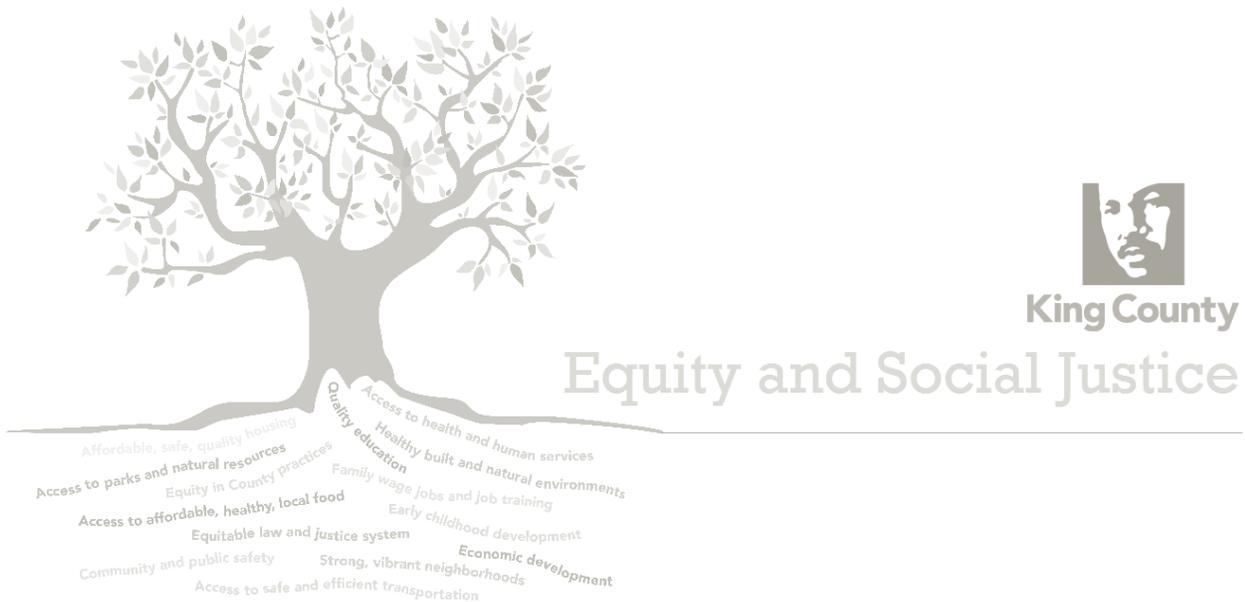
Equity and Social Justice

Affordable, safe, quality housing
Access to parks and natural resources
Equity in County practices
Access to affordable, healthy, local food
Equitable law and justice system
Community and public safety
Access to safe and efficient transportation
Access to health and human services
Healthy built and natural environments
Quality education
Family wage jobs and job training
Early childhood development
Strong, vibrant neighborhoods
Economic development

Acknowledgements

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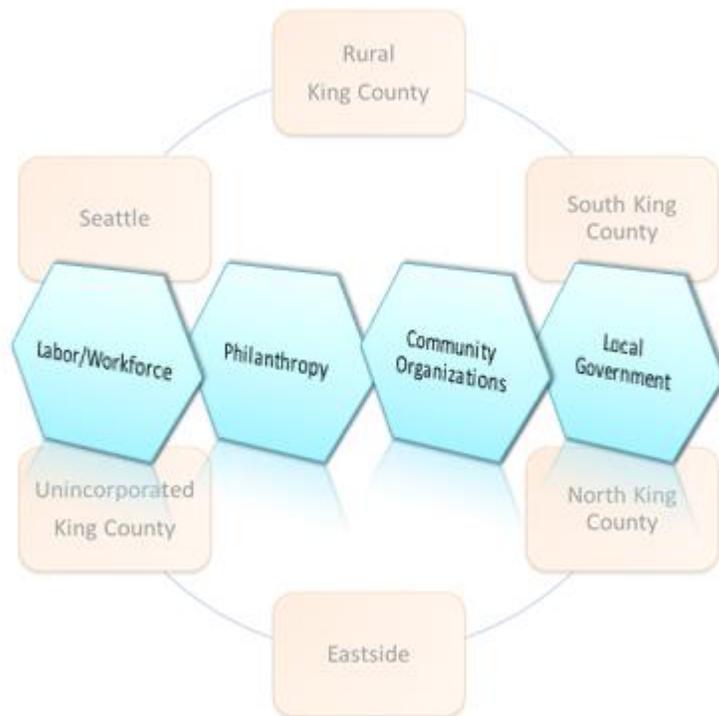
350 Seattle	EarthCorps	Latino Northwest	Shoreline Community College
African American Advisory Council to the City of Seattle	Earth Ministry	Communications	Sierra Club
Police Department	ECO Net	Leadership Eastside	Skyway Youth Network
All Girl Everything Ultimate Program	Equal Start Community Coalition	LeadersUp	Skyway Solutions
American Friends Service Committee-Seattle	Equal Justice Coalition	LGBTQ Allyship	Snoqualmie Tribe
Asian Pacific American Advocates	El Centro de la Raza	Leif Erikson Lodge	Snoqualmie Healthy Community Coalition
Asian Pacific Directors Coalition	Ending the Prison Industrial Complex-Seattle	Multi-Service Center	Somali Health Board
Assistance League of Seattle	ENSO	National Association for Black Veterans-Seattle	Somali Youth and Family Club
AtWork	EnviroIssues	National Association of Asian American Professionals	South King Council of Human Services
Big Brothers Big Sisters of Puget Sound	Environmental Professionals of Color	Native American Women's Dialogue on Infant Mortality	South King County Human Service Planners Group
Black Emerald City	Ethnic Heritage Council	Neighborhood House	South Park Information and Resource Center
Black Prisoners' Caucus	Faith Action Network	Nordic Heritage Museum	South Park Neighborhood Association
Blue Pony Youth Program	Federal Way Public Schools – Native American Education Program	Northwest Folklife	South Park Senior Center
Bulgarian Cultural & Heritage Center of Seattle	Feet First	OneAmerica	Southwest Youth and Family Services
Capitol Hill Housing	Fellowship of Reconciliation Youth	Open Doors for Multicultural Families	Soy Source
Catholic Community Housing Services of Western Washington	Filipino Community Center	Pacific American Advocates	St. Sava Serbian Orthodox Church
Center for MultiCultural Health	Forterra	Para Los Niños	State of Washington Commission on Asian Pacific American Affairs
Centerstone	Friends of Youth	Park Directors Network of King County	Sustainability Ambassadors
Child Care Resources	Gay City	Polish Home Association	Swedish Club
CHI Franciscan Health	Gender Justice League	Pride Foundation	Teamsters Local 117
Chinese American Citizens Alliance-Seattle	Germans from Russia Heritage Society	Project Feast	Technology Access Foundation
Church Council of Greater Seattle	Global Health Alliance	Puget Sound Clean Air Agency	The Arc of King County
City of Kent	Got Green	Puget Sound Educational Service District	The Nature Conservancy
City of Seattle Community Technology Program	Governing for Racial Equity Network	Puget Sound Educational Services	The North American Post
City of Seattle Mayor's Council on African American Elders	Green Lake Association for Chinese Poetry, Calligraphy and Painting	Race and Climate Justice	Transportation Choices Coalition
City of Seattle Office of Arts & Culture	Green River Coalition	Ravensdale Park Foundation	Tri-County Refugee Planning Committee
City of Seattle Office of Immigrant and Refugee Affairs	Green River College	Red Eagle Soaring Native Youth Theatre	Turkish American Cultural Association of Washington
City Vision	Healthy Auburn Task Force	Rising Tide Seattle	United Indians of all Tribes
Coalition of Immigrants, Refugees and Communities of Color	Highline Community College	Russian Community Center of Seattle	United Way of King County
Community Café Collaborative of Washington	Hopelink	SeaTac-Tukwila Food Innovation Network	University of Washington School of Nursing and Health Studies
Community for Youth	Housing Development Consortium Resident Services Affinity Group of Seattle/King County	Seattle Children's Hospital	Vashon Social Services Network
Compassionate Seattle	India Association of Western Washington	Seattle CityClub	Washington Defender Association
Connecting Communities Consortium	Interfaith Task Force on Homelessness	Seattle Colleges	Washington Global Health Alliance
Consulate of the Republic of Poland in Seattle	Iranian American Community Alliance	Seattle Commission for People with Disabilities	Washington State Department of Early Learning
Council on American-Islamic Relations Washington	Irish Heritage Club	Seattle Design Festival: Design for Equity	West Hill Community Association
Croatian Fraternal Union-Seattle	Kent Cultural Diversity Initiative Group	Seattle Foundation	White Center Community Development Association
Delta Dental of Washington	Kent School District	Seattle Goodwill Industries	Wing Luke Museum
DESC	King County Promotores Network	Seattle Indian Health Board	Workforce Development Council of Seattle-King County
Digital Equity Action Committee	King County Refugee Forum	Seattle People of Color and Indigenous Peoples Group	YMCA of Greater Seattle
Duwamish River Cleanup Coalition/Technical Advisory Group	King County Youth Advisory Council	Seattle Public Utilities	YouthCare
		Seattle Sister Cities Association	
		Seattle Youth Violence Prevention Initiative	
		SEIU 1199NW	
		Senior Services	

Overview

Development of an Equity and Social Justice Strategic Plan for King County provides an essential platform for accurately defining the disparities that currently exist in our communities and identifying the most promising solutions toward advancing social, economic and racial equity. It is also a critical opportunity to practice, from the outset, the change that we seek – to approach community engagement and inclusion as fundamental components to every aspect of our work. The Equity and Social Justice Strategic Plan will offer a blueprint for change mutually created by County government and the larger community. Toward that end, our process was designed to hear from people across sectors, geography and populations throughout King County *before* developing a draft. It is with their input and guidance that we set priorities, goals and strategies for the plan.

Between July and September 2015, King County employees from several departments and agencies conducted over 100 engagement sessions with individuals and groups representing community organizations, business, labor and philanthropy. We systematically posed the same questions at each session concerning the current state of equity, existing work and models for achieving equity, and emerging opportunities for King County to partner with others to advance equity regionally. We also collected responses to these questions via a Community Partner online survey.

Our process was designed to engage people across sectors, geography, and populations throughout King County.



The questions posed were intended to establish a baseline for equity conditions in King County.

1. What are the equity and social justice issues in your community and King County that we should collectively tackle?
2. What's working in your community to increase equity?
3. What are existing or emerging opportunities to increase equity in your community/King County?
4. As partners, what role could King County government play and what role could your group/organization play to further equity?

To illustrate our approach, following are early themes and strategies that we have developed for Partnerships, Collaboration and Engagement.

Major Themes

Current challenges to achieving equity in King County

- King County's existing system of services is built on past frameworks and data that are not relevant to current needs and populations in our communities.
- A lack of 'process equity,' or the extent to which people can equitably participate civically at critical points of decision-making in King County government.
- King County departments and agencies operate in silos. This undermines our ability to move toward more equitable outcomes, emphasizing a need for higher levels of collaboration and integration of our lines of work.

A pro-equity vision

- King County government is adaptive to an evolving and dynamic landscape of people, their needs *and* their assets.
- Community-based organizations are critical partners in King County's work to advance equity and social justice, and the County invests in those partnerships.
- King County's work is integrated, with a shared commitment across departments and agencies to equity and social justice as an ongoing practice and discipline used to measure the effectiveness of our work.
- King County acts as a leader and model for equity and social justice, and influences other institutions and sectors whose decisions lead to equity impacts in our communities.

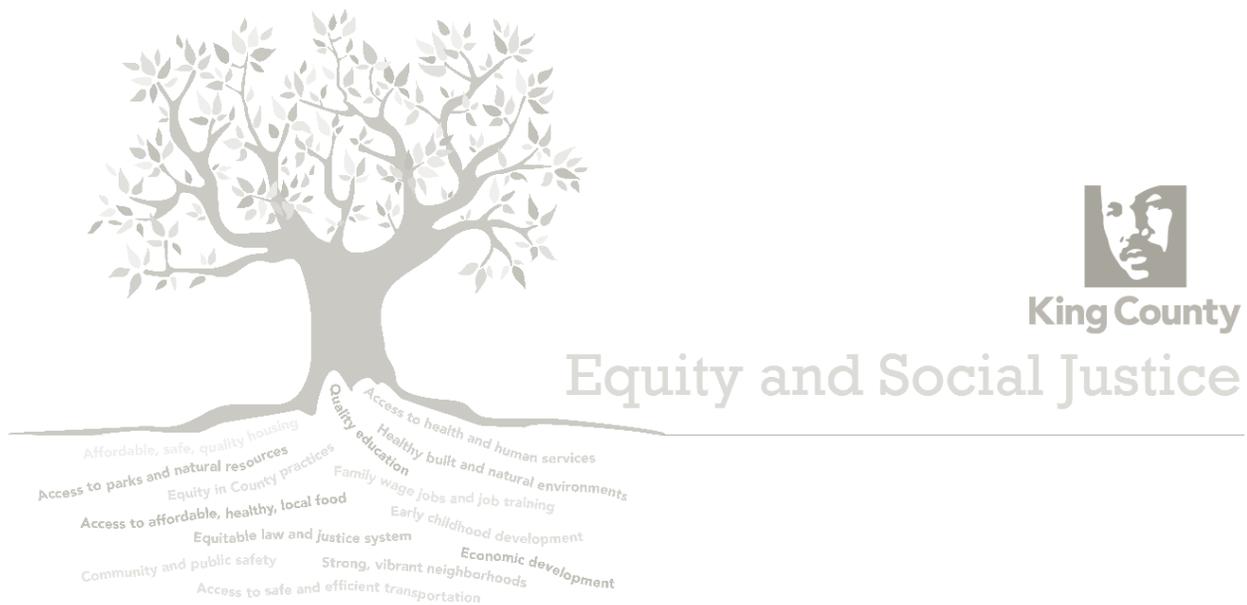
Unifying Strategies

- Systematically provide financial support to community-based organizations to leverage their expertise toward improving equity and social justice outcomes within King County government and in communities throughout our region.
- Provide non-monetary support to community-based partners (e.g. technical assistance, data sharing) that builds their internal capacities.
- Redefine King County's role as a partner to allow for ongoing collaboration with community organizations in setting policy and budget priorities, and in defining equity measures for our work.
- Act as a convener of organizations and sectors working toward shared, sustainable, community-driven solutions.

Next Steps

Our next phase of Community Engagement will be organized to elicit feedback to an early draft of the Equity and Social Justice Strategic Plan. Our intent is to produce a working draft in the first months of 2016.

As this process and its results have demonstrated, Community Engagement and Inclusion are essential to the County's success in adapting to a dynamic, changing landscape of community needs and priorities. A strategic plan that, among other pro-equity strategies, integrates Community Engagement and Inclusion as ongoing practices is based on our understanding that *how* we approach our work is just as important to *what* we seek to accomplish – a prosperous, inclusive and equitable King County.



ESJ SP - EXTERNAL INPUT SUMMARY

Education/Early Childhood Development	Environment/Climate	Health/Human Services	Housing	Jobs/Economic Security/Economic Development	Justice System/Public Safety	Transportation	Process Equity
Current State							
<p>Lack of diversity/inclusion</p> <ul style="list-style-type: none"> curriculum teaching staff cultural competency leadership <p>Racial disparities in education outcomes</p> <ul style="list-style-type: none"> drop out rates discipline matriculation to higher ed <p>Barriers/issues for specific populations</p> <ul style="list-style-type: none"> disabled tribal members immigrants and refugees <p>Poor connections among education system elements</p> <ul style="list-style-type: none"> K-12 to higher ed GED to formal ed afterschool programs to school <p>Lack of support services in school</p>	<p>Disparate conditions</p> <p>People of color and lower income households have:</p> <ul style="list-style-type: none"> more exposure to toxins less healthy food/food insecurity more time in transit to work more traffic impacts around their homes fewer trees more pavement environmental injustice <p>Widespread decline in biodiversity and natural resources</p> <ul style="list-style-type: none"> fish harvest, treaty rights 	<p>Lack of access to services</p> <ul style="list-style-type: none"> ex offenders youth children seniors undocumented tribal communities emancipated foster youth people of color <p>Underserved areas</p> <ul style="list-style-type: none"> Vashon Eastside South King County Rural Population moving to suburbs but services in Seattle <p>Community assets</p> <ul style="list-style-type: none"> mobile health program for homeless soccer programs late night youth programs school based health services family services 	<p>Rise in unaffordability</p> <ul style="list-style-type: none"> low-income seniors Eastside Tech sector driving up costs <p>Homelessness</p> <ul style="list-style-type: none"> LGBTQ youth overrepresented 	<p>Disparities in poverty/pay</p> <ul style="list-style-type: none"> Immigrants and refugees African Americans Hispanic Native populations Ex offenders Seniors Undocumented youth <p>No King County living wage ordinance</p> <p>Lack of economic opportunity for immigrants and refugees beyond first 90 day supports</p> <p>King County jobs inaccessible to people of color</p> <p>Limited funding to community-based organizations serving people of color</p> <p>Lack of small business/entrepreneurial opportunities, poor infrastructure, limited business development</p>	<p>Racial disparities</p> <ul style="list-style-type: none"> people of color and native people overrepresented in prison population people of color profiled and harassed by law enforcement native children at high risk of placement in foster care and incarceration <p>Lack of system supports/barriers</p> <ul style="list-style-type: none"> inadequate domestic violence training for sheriff deputies lack of reintegration for newly released inmates 	<p>Equity/policy intent established but actual resource allocation not fully realized</p> <ul style="list-style-type: none"> existing transportation funds skewed to car drivers disabled transportation services poorly serving rural residents <p>Public transit schedules not equitably distributed</p> <ul style="list-style-type: none"> not aligned with all work shifts insufficient access for seniors “hub and spoke” system not working in rural areas skewed toward areas of gentrification long commutes to work/education/services <p>Disconnected from larger economic development considerations and pro-equity strategies</p>	<p>King County engages vs partners</p> <p>Existing system of services built on past framework and poor data, not relevant to current populations and needs</p> <p>Existing services underutilized, esp. by non-English speakers</p> <p>King County staff unequipped culturally and linguistically</p> <p>Our most underserved have the least opportunity to make their voices heard</p> <p>Social media and technology are prevalent (promising, but not equitable)</p> <p>Meeting spaces for community-driven efforts are in short supply</p> <p>Community-based organizations</p> <ul style="list-style-type: none"> receive insufficient funding (e.g. South King County) led by people of color - inequitable funding opportunities
Vision							
<p>Cradle to career education pathway</p> <p>Racially/culturally responsive education institutions</p> <ul style="list-style-type: none"> curriculum practices staff restorative justice <p>Supported by</p> <ul style="list-style-type: none"> free pre-k weekend programs enrichment programs mentors scholarships summer meal program 	<p>Density increases are met with:</p> <ul style="list-style-type: none"> more trees more parks more transit options walkability health, affordable food art and culture <p>Our transition from fossil fuels to a clean energy future is inclusive, pro-equity, and economically just</p> <p>Neighborhoods and communities are designed as “healthy infrastructure”</p>	<p>Services equitably distributed</p> <ul style="list-style-type: none"> well funded easily navigated sustain existing programs that work integrated with other systems and institutions <p>People aware, availing themselves of services/screening</p> <ul style="list-style-type: none"> immigrant/limited English speaking populations <p>Specialized services</p> <ul style="list-style-type: none"> K-12, full time nurses in all schools transgender healthcare domestic violence survivor services <p>Culturally/linguistically appropriate services</p> <ul style="list-style-type: none"> South King County 	<p>Inclusive neighborhoods; mitigation strategies to address growth-related displacement</p> <ul style="list-style-type: none"> planning systems inclusionary zoning rent control development incentives building codes are pro-equity <p>Quality, inclusive, affordable housing options in all areas of King County</p> <ul style="list-style-type: none"> private-public collaborative development 	<p>Pro-equity economic opportunity</p> <ul style="list-style-type: none"> all have pathways to work options/opportunities; especially youth, variably abled, people of color, immigrants and refugees increase in minimum wage maternity/paternity leave equal pay for women progressive tax structure training/prep for employment for diverse youth <p>Public sector workforce in King County reflects diversity of population</p>	<p>Disparities</p> <ul style="list-style-type: none"> known understood resolved <p>Support services</p> <ul style="list-style-type: none"> visible available inclusive <p>Disproportionality is eliminated</p> <p>Restorative justice is the dominant approach to promoting public safety</p> <p>Schools are de-policed, closing the school-to-prison pipeline</p>	<p>Transportation is a right, an expectation</p> <ul style="list-style-type: none"> ORCA for all <p>Inclusive mobility for all ages, abilities and incomes</p> <p>“Complete” streets (amenities for all users) are everywhere they should be</p> <p>Walkable neighborhoods foster transit and non-motorized transportation modes</p>	<p>King County works with community partners and invests in those partnerships; direct funding and technical assistance</p> <p>Communities see public, civic, private sector leadership that reflects their diversity</p> <p>Partnerships and collaboration is a means toward more equitable ends; funding redistributed with a focus on support to small, community-based organizations</p> <p>Cultural organizations and ethnic communities are supported toward exchange, collaboration and integration via public events and meeting places (e.g. underutilized county facilities)</p>

Bullets reflect items specifically identified by respondents (e.g. particular populations, geographic area, sector)