

# KING COUNTY EQUITY IMPACT REVIEW TOOL

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*REVISED OCTOBER 2010*

**Contacts for questions about use of this tool:**

Gloria Albetta  
Matías Valenzuela

[Gloria.Albetta@KingCounty.gov](mailto:Gloria.Albetta@KingCounty.gov)  
[Matias.Valenzuela@KingCounty.gov](mailto:Matias.Valenzuela@KingCounty.gov)



**King County**

## Introduction

Through adoption of the *King County Strategic Plan 2010-2014: Working Together for One King County*, King County has transformed its work on equity and social justice from an initiative to an integrated effort that applies the countywide strategic plan's principle of "fair and just" intentionally in all the county does in order to achieve equitable opportunities for all people and communities.

The *Equity and Social Justice Ordinance* establishes definitions and identifies specific approaches necessary to implement and achieve the "fair and just" principle. The ordinance calls for King County to "consider equity and social justice impacts in all decision-making so that decisions increase fairness and opportunity for all people, particularly for people of color, low-income communities and people with limited English proficiency or, when decisions that have a negative impact on fairness and opportunity are unavoidable, steps are implemented that mitigate the negative impact."

The Equity Impact Review (EIR) tool is both a process and a tool to identify, evaluate, and communicate the potential impact - both positive and negative - of a policy or program on equity. Relevant definitions from the Equity and Social Justice Ordinance include:

"Equity" means all people have full and equal access to opportunities that enable them to attain their full potential.

"Community" means a group of people who share some or all of the following: geographic boundaries, sense of membership, culture, language, common norms and interests.

"Determinants of equity" means the social, economic, geographic, political and physical environment conditions in which people in our county are born, grow, live, work and age that lead to the creation of a fair and just society. Access to the determinants of equity is necessary to have equity for all people regardless of race, class, gender or language spoken. Inequities are created when barriers exist that prevent individuals and communities from accessing these conditions and reaching their full potential.

This tool, which consists of 3 Stages, will offer a systematic way of gathering information to inform planning and decision-making about public policies and programs which impact equity in King County. The 3 Stages are as follows:

- Stage I      What is the impact of the proposal on determinants of equity?**  
The aim of the first stage is to determine whether the proposal will have an impact on equity or not.
- Stage II      Assessment: Who is affected?**  
This stage identifies who is likely to be affected by the proposal.
- Stage III      Impact review: Opportunities for action**  
The third stage involves identifying the impacts of the proposal from an equity perspective. The goal is to develop a list of likely impacts and actions to ensure that negative impacts are mitigated and positive impacts are enhanced.

# Stage I: What is the impact on determinants of equity?

The aim of this stage is to screen whether the policy or program will have an impact on equity. If the proposal does not focus on a determinant of equity do not proceed to the other stages.

Policy or program title:

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Department and/or division:

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A. Describe the proposal (include objectives and general geographic area of focus)

B. What are the intended outcomes of this policy or program?

## Stage I: What is the impact on determinants of equity? (continued)

**Stage One lists determinants of equity that may be affected by the proposed program/policy that you are considering.**

Review this list and circle the determinants of equity that apply to your policy or program. *If your answer is none, then you are done.*

**Equity in county practices** that eliminates all forms of discrimination in county activities in order to provide fair treatment for all employees, contractors, clients, community partners, residents and others who interact with King County;

**Job training and jobs** that provide all residents with the knowledge and skills to compete in a diverse workforce and with the ability to make sufficient income for the purchase of basic necessities to support them and their families;

**Community economic development** that supports local ownership of assets, including homes and businesses, and assures fair access for all to business development and retention opportunities;

**Housing** for all people that is safe, affordable, high quality and healthy;

**Education** that is high quality and culturally appropriate and allows each student to reach his or her full learning and career potential;

**Early childhood development** that supports nurturing relationships, high-quality affordable child care and early learning opportunities that promote optimal early childhood development and school readiness for all children;

**Healthy built and natural environments** for all people that include mixes of land use that support: jobs, housing, amenities and services; trees and forest canopy; clean air, water, soil and sediment

**Community and public safety** that includes services such as fire, police, emergency medical services and code enforcement that are responsive to all residents so that everyone feels safe to live, work and play in any neighborhood of King County;

**A law and justice system** that provides equitable access and fair treatment for all;

**Neighborhoods that support all communities** and individuals through strong social networks, trust among neighbors and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood;

**Transportation** that provides everyone with safe, efficient, affordable, convenient and reliable mobility options including public transit, walking, car pooling and biking.

**Food systems** that support local food production and provide access to affordable, healthy, and culturally appropriate foods for all people;

**Parks and natural resources** that provide access for all people to safe, clean and quality outdoor spaces, facilities and activities that appeal to the interests of all communities; and

**Health and human services** that are high quality, affordable and culturally appropriate and support the optimal well-being of all people;

**Proceed to Stage II**

## STAGE II: Who is affected?

This stage identifies who is likely to be affected by the proposal. Use data to identify the population groups that will experience a differential impact. Are the impacts disproportionately greater for communities of color, low-income communities, or limited English proficiency (LEP) communities? At the end of this stage you will be able to identify which communities will benefit and which communities are burdened.

### RESOURCES

The following resources can help you determine who may be impacted throughout the county.

- King County 2000 Census data <<http://www5.kingcounty.gov/KCCensus>>
- GIS maps in public folders <Public folders → Executive → Equity → Resources → ESJI Maps>
- Department or division specific data
- Data on clients or consumers of services
- Data on community partners or contractors who provide services (they may also be a source of data)
- Relevant research or literature

**Stage II – A. Equity Assessment** (provide a map and a detailed description using tables, charts or graphs for each item):

Is your proposal (please check one of the following):

- |   |                                      |
|---|--------------------------------------|
| <input type="checkbox"/> A county-wide proposal                           | <b><i>If yes: Go to S.II.A.1</i></b> |
| <input type="checkbox"/> A proposal focused on a specific geographic area | <b><i>If yes: Go to S.II.A.2</i></b> |
| <input type="checkbox"/> A capital project                                | <b><i>If yes: Go to S.II.A.3</i></b> |
| <input type="checkbox"/> A proposal focused on a special population       | <b><i>If yes: Go to S.II.A.4</i></b> |
| <input type="checkbox"/> An internal county proposal                      | <b><i>If yes: Go to S.II.A.5</i></b> |

**S.II.A.1.** IF COUNTY-WIDE PROPOSALS: identify population characteristics and maps relevant to the population most directly affected (attach maps or other data as necessary).

*[When S.II.A.1 is complete, proceed to S.II.B.1]*

**S.II.A.2.** IF SPECIFIC GEOGRAPHIC REGION(S): identify the demographics of the area, particularly by race/ethnicity, income level and limited English proficiency (attach maps or other data as necessary).

*[When S.II.A.2 is complete, proceed to S.II.B.2]*

**S.II.A.3.** IF CAPITAL PROJECT: identify both population characteristics and maps relevant to the entire County as well as geographic areas or specific populations that are specifically targeted in this proposal (attach maps or other data as necessary).

*[When S.II.A.3 is complete, proceed to S.II.B.3]*

**S.II.A.4.** IF SPECIAL POPULATION(S) (not defined geographically): identify the demographics of the population, particularly by race/ethnicity, income level and limited English proficiency (attach maps or other data as necessary).

*[When S.II.A.4 is complete, proceed to S.II.B.1]*

**S.II.A.5.** IF INTERNAL COUNTY PROPOSAL: identify the demographics of the department, division, or area of focus for the proposal, particularly by race/ethnicity and income level as the data is available.

*[When S.II.A.4 is complete, proceed to S.II.B.1]*

## **Stage II – B. Analysis**

Using the assessment information above, review and interpret your findings to determine which population group(s) will benefit and which will not.

**S.II.B.1.** Please list race/ethnicity and low income groups positively or negatively affected by the proposal. (These are the groups identified above in responses to SII.A.1, 2, 3, or 4)

**S.II.B.2.** *If the proposal is not county-wide*, provide information for why you selected this geographic area instead of other areas of the County where the impact on low-income communities, communities of color, and LEP communities may be equal or greater.

**S.II.B.3.** *For capital projects*, will this project have a negative or positive impact on the surrounding community or increase the current burdens to that community? (YES or No)  
If yes, please describe.

## **Proceed to Stage III**

# Stage III: Impact Review: Opportunities for Action

## A. Actions to mitigate/enhance negative/positive impact

**Stage III.A involves identifying the impacts of the proposal from an equity perspective. The goal is to develop a list of likely impacts and actions to ensure that negative impacts are mitigated and positive impacts are enhanced.**

Complete Column 1 of the Stage III.A worksheet using the responses listed in Stage II.B.1. Columns 2 and 3 are a detailed discussion of the positive and negative impacts of the proposal on the identified population groups by race/ethnicity, income and limited English speakers. In Column 4, describe any recommendations or actions which arise from your discussions about impact. These might include:

- Ways in which the program/policy could be modified to enhance positive impacts, to reduce negative impacts for identified population groups;
- Ways in which benefits of modifying program/policy to remove differential impacts outweigh the costs or disadvantages of doing so;
- Ways in which existing partnerships could be strengthened to benefit the most affected.

## STAGE III.A. WORKSHEET

| <b>(1)</b><br><b>Population(s)</b><br><b>Affected</b><br><b>Disproportionately</b><br><small>(populations from S.II.B.1 list)</small> | <b>(2)</b><br><b>Describe</b><br><b>Potential Positive Impact</b><br><b>(Beneficial)</b> | <b>(3)</b><br><b>Describe</b><br><b>Potential Negative Impact</b><br><b>(Adverse)</b> | <b>(4)</b><br><b>Actions to enhance positive or</b><br><b>mitigate negative/other comments</b><br><small>(these responses also complete the first column of S.III.B worksheet)</small> |
|---|--|---|--|
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**Proceed to Stage III.B**



## **Stage III.B: Prioritization of Actions**

**The goal of this stage is to prioritize the actions that are needed to enhance or mitigate the impacts.**

It may prove impossible to consider all potential impacts and identified actions. In this stage, participants are encouraged to prioritize or rank the actions based on the likelihood to impact equity. For each of the actions the following should be considered:

- the costs of the action
- is the impact on equity high or low
- what needs to happen to increase the feasibility of the action
- what other resources are needed
- who will implement the action
- the timing of the actions

**Proceed to Stage III.C**

## **Stage III.C: Recommendation(s) and Rationale**

**The goal of Stage III.C is to propose set of recommendations for modifying the proposal. When modifications are not possible, the option of not proceeding with the proposal needs to be addressed.**

Occasionally, it is possible to find a single, clear solution which will provide the optimum impact. However, in most cases a series of options will be defined and presented. Recommendations should be prioritized as appropriate.

**S.III.C.1. Based on your review of actions in Stage III.B, please list your recommendations for the policy/program and why you chose them. Please describe the next steps for implementation.**

**S.III.C.2. Who participated in the equity impact review process?**