



KING COUNTY EQUITY & SOCIAL JUSTICE

Working toward fairness and opportunity for all

Governing for Racial Equity Conference King County's Equity Impact Review Tool

December 13, 2012



KING COUNTY

History

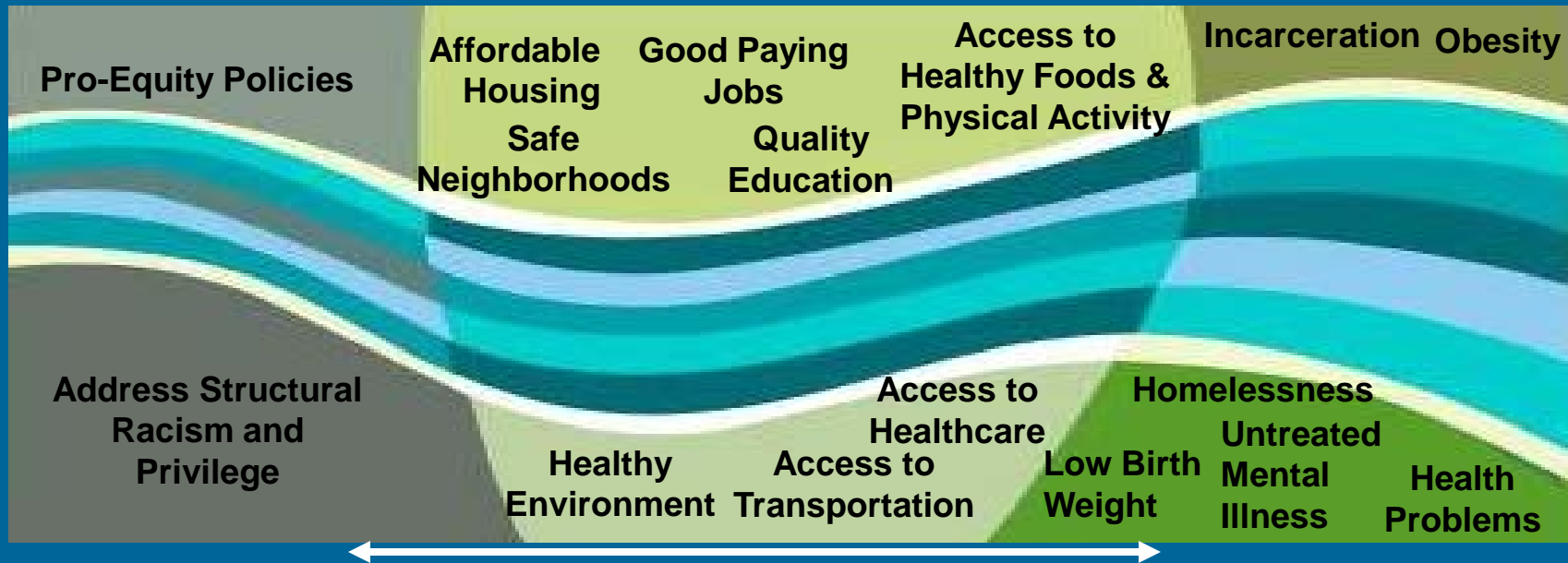
- 2006: King County 1 of 16 Place Matters teams sponsored by Joint Center for Political & Economic Studies to improve health equity
 - February 2008: Launch of King County Equity & Social Justice Initiative
 - April 2008: KC Board of Health adopted a resolution pledging its support to ESJI goals
 - October 2008: Equity Impact Review tool released
-

The “Stream”

Societal Level

**Community
& Policy Level**

**Individual &
Family Level**



Political structures & institutional practices that assure fairness & opportunity for all

Social, economic, & physical conditions that allow people to reach their full potential

Services for individuals and families to treat problems

Community
partnerships

Delivery of
county services

**Equity &
Social Justice
in King County**

Policy planning and
decision making

Progress on Equity and Social Justice in King County

- “Fair and just” - guiding principle for County Strategic Plan
- ESJ Ordinance unanimously approved by KC Council
 - Establishes definitions and identifies approaches to implement the "fair and just" principle of the countywide strategic plan. .
 - Expands the inter-agency team to include all agencies and branches of County government
 - Reports annually on ESJ measures and results to King County elected leadership, employees and the public.

King County Ordinance 16948

ESJ Foundational Practices

- Raise and sustain ESJ visibility
 - Focus on determinants of equity
 - Consider ESJ in all decision-making
 - Foster an organization that promotes opportunity
 - Collaborate, collaborate, collaborate
 - Build capacity to engage all communities
-

Inter-Branch Team

Executive Departments

- Adult & Juvenile Detention
- Community & Human Svcs.
- Development & Envir. Svcs.
- Executive Office
- Perform. Strategy & Budget
- Executive Services (HR)
- Information Resource Mgmt.
- Natural Resources & Parks
- Public Health
- Transportation

Separately Elected Depts.

- Assessor's Office
- District Court
- Superior Court
- Elections
- King County Council
- Prosecuting Attorney
- Sheriff's Office

What *is* Equity?

A system of fairness



“All people have full and equal access to opportunities that enable them to attain their full potential.”

Inequity

Differences that are...

...Systematic

...Patterned

...Unfair

“Differences in well-being that disadvantage one individual or group in favor of another. These differences are systematic, patterned and unfair and can be changed. Inequities are not random; they are caused by past and current decisions, systems of power and privilege, policies and the implementation of those policies.”

What influences equity?

Social factors +

Economic factors +

Environmental factors

= ***Determinants*** of equity

King County serves all residents by promoting fairness and opportunity and eliminating inequities.

King County Strategic Plan-Fair And Just Guiding Principle



- 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
- Quality education
- Access to health and human services
- Healthy built and natural environments
- Family wage jobs and job training
- Early childhood development
- Strong, vibrant neighborhoods
- Economic development

DETERMINANTS OF EQUITY

EIR tool for **decision-making**

1. Screening for impacts on determinants of health and equity
 2. Determining who is impacted
 3. Identifying and prioritizing enhancing/mitigating actions; making recommendations
-

Who takes part in this process?

TEAM

Champion on equity

Content expert

Policy or program perspective

Demographic, technical, or analytic expertise

Questions to consider:

Is there a likely or potential impact on equity?

Will the results be valued in the final decision?

Are there sufficient data?

Will the results be timely?

Stage One

Screen proposal for impacts on
Equity

Social factors +

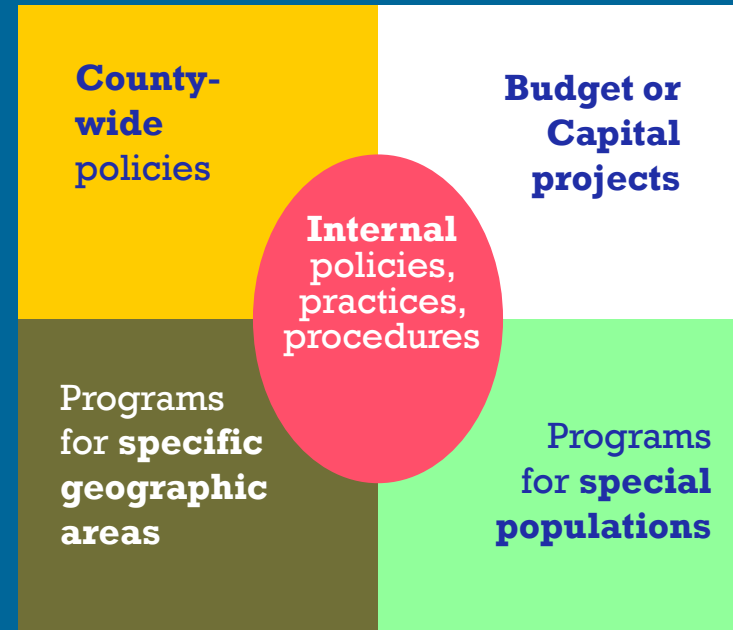
Economic factors +

Environmental factors

= ***Determinants*** of equity

Stage Two

1. Determine type of proposal



2. Identify and collect data
3. Analyze data

possible **DATA** SOURCES

2010
Census

Dept./
Div. data

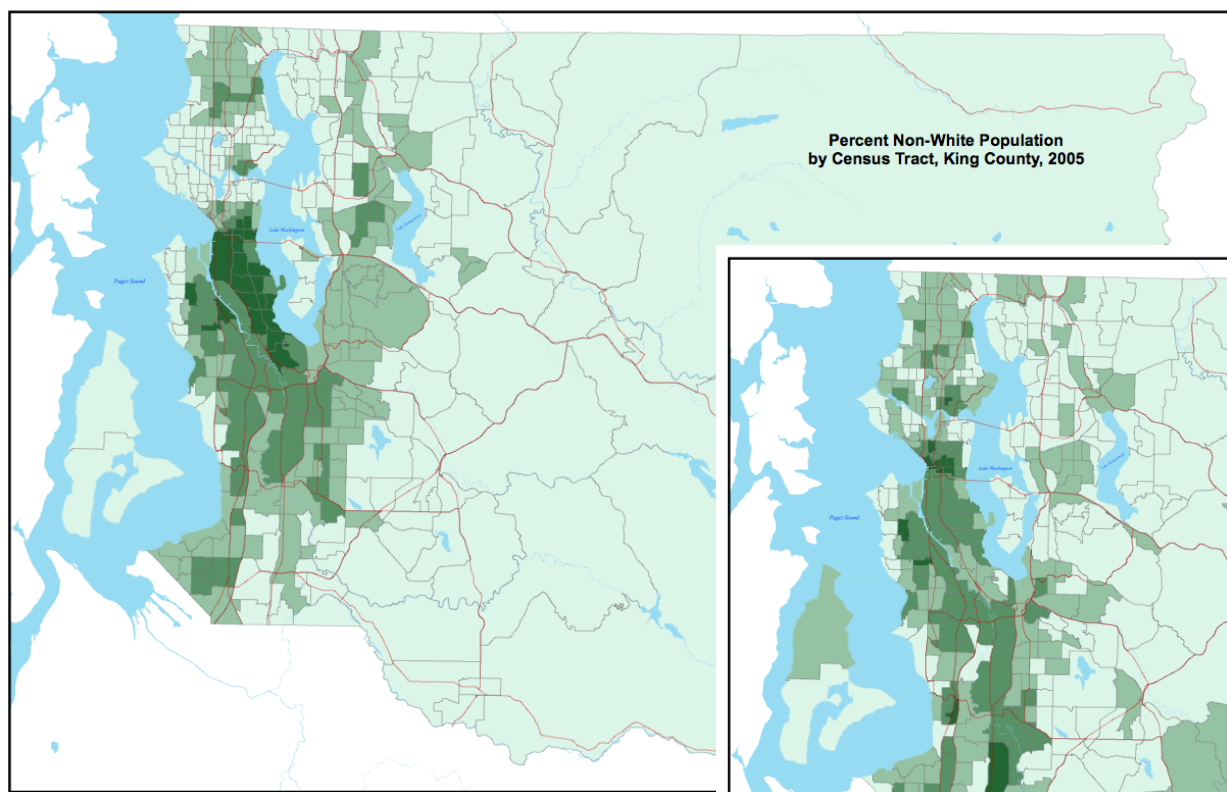
Client/
consumer
data

Communities
Count

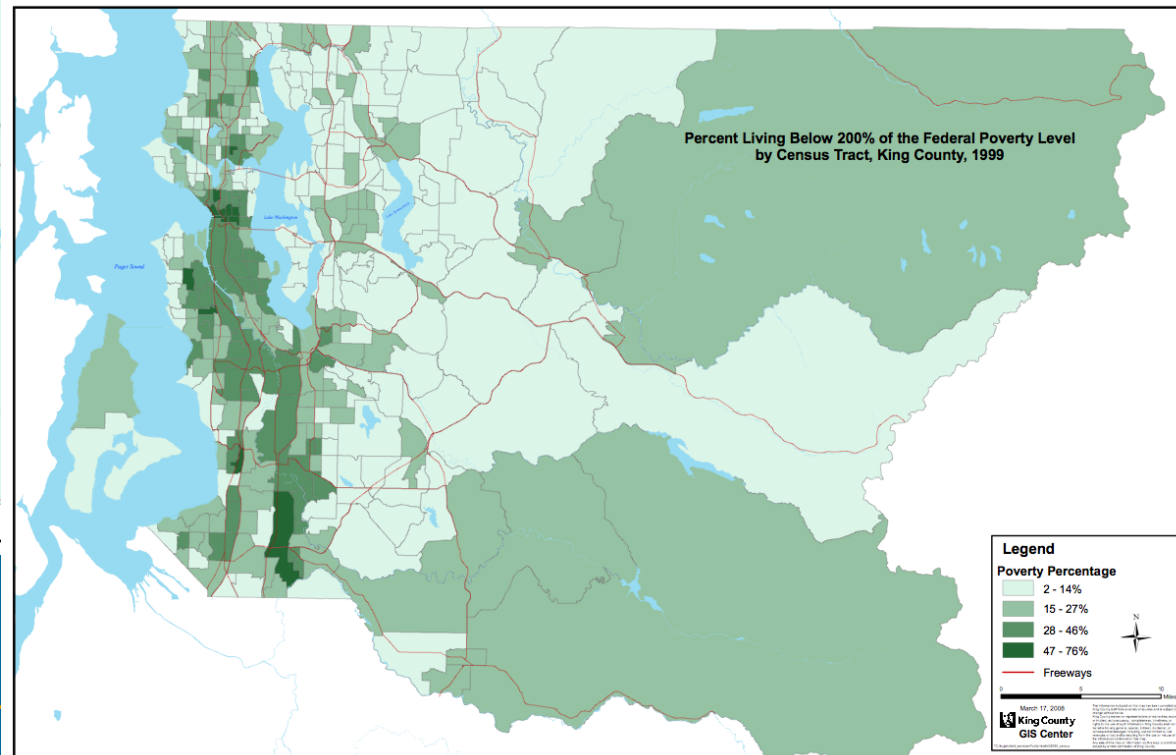
Identify who is impacted: **positively**

& **negatively**

Percent Non-White Population
by Census Tract, King County, 2005



Percent Living Below 200% of the Federal Poverty Level
by Census Tract, King County, 1999



Are there differential impacts for...



Stage Three

Step C: **proposing recommendations** to modify the proposal

Step B: **prioritizing actions** from Step A based on: likely impact on equity, feasibility, resources required

Step A: **identifying impacts** from an equity perspective, propose enhancements/mitigation actions

Worksheet A

(1) Population affected	(2) Potential positive impact	(3) Potential negative impact	(4) Enhancing/ mitigating actions
Groups identified in Assessment	+ Equity	- Equity	Recommendations

Worksheet B

(1) Identified actions	(2) Likely impact	(3) Needed to increase feasibility?	(4) Resources needed to implement?
Actions identified in Stage 3.A	High Low	What are potential barriers? Any partners to leverage?	Who will implement? What costs involved? Timing?

Recommendations

Consider the entire review process...

...Are modifications feasible?

...If not, should we go ahead with the proposal?

Prioritize the options that are available

Discuss next **steps toward implementation**

Using the EIR Toolkit

Informing budgets

Policy decisions

Decision making

Budget decisions

Based on equity considerations & prevention opportunities:

- PAO developed one year pilot project to expand truancy prevention education & enhance juvenile detention diversion
 - Parks Division maintained youth recreation programs in White Center
 - Sheriff's Office re-opened Skyway and White Center storefronts in response to community concerns
-

Policy decisions

- DOT included social equity as a primary focus of its Transit Strategic Plan that determines how transit services allocated
 - DNRP – policy decision to keep selected parks open & invest in parks improvement in underserved, low-income, racially diverse communities
 - EH – studied impact of decision to eliminate Rodent Control services outside City of Seattle
-

Other decision making

- District Court used an EIR to expand the eligibility criteria for pilot of Veterans' Court track in Regional Mental Health Court
- Department of Judicial Administration – EIR during policy development phase for Drug Court's new Transitional Housing Project
- Office of Economic and Financial Analysis integrated measures by income and ethnicity into KC economic outlook

Resources

King County Equity & Social Justice Web Site

www.kingcounty.gov/equity

[King County Strategic Plan 2010–2014](http://www.kingcounty.gov/exec/strategy/StrategicPlan/CountyStratPlan.aspx)

<http://www.kingcounty.gov/exec/strategy/StrategicPlan/CountyStratPlan.aspx>

Communities Count

www.communitiescount.org

Contacts:

Gloria.Albetta@kingcounty.gov

Ngozi.Oleru@kingcounty.gov

Matias.Valenzuela@KingCounty.gov
