



## **EQUITABLE DEVELOPMENT INITIATIVE ADVISORY BOARD**

### AGENDA

Wednesday, August 4, 2021

10:00 am - 4:00 pm

Webex

<b>Welcome &amp; Land Acknowledgement</b>	<b>10:00 - 10:05 AM</b>
<b>Wins over the past year</b>	<b>10:05 - 10:20 AM</b>
<b>Opening Remarks</b>	<b>10:20 - 10:30 AM</b>
<b>Equitable Development Monitoring Program</b>	<b>10:30 - 11:00 AM</b>
<b>Comprehensive Plan update</b>	<b>11:00 - 11:30 AM</b>
<b>Current &amp; External Planning &amp; Budgeting</b>	<b>11:30 AM - 12:30 PM</b>
<b>BREAK</b>	<b>12:30 - 1:30 PM</b>
<b>Board Priorities for EDI Fund</b>	<b>1:30 - 2:15 PM</b>
<b>2021-2022 Workplan</b>	<b>2:15 - 3:00 PM</b>
<b>Foundational &amp; Internal Work sessions</b>	<b>3:00 - 3:45 PM</b>
<b>Closing - vision for next year</b>	<b>3:45 - 3:55 PM</b>
<b>Public Comment</b>	<b>3:55 - 4:00 PM</b>
<b>ADJOURN</b>	<b>4:00 PM</b>

### **About the EDI retreat notes**

**These notes are a summary of what was discussed at the retreat, not a transcript.**

**There were no members of the public present and the meeting adjourned shortly before 4:00pm.**

# Equitable Development Wins Over the Past Year



## Remarks from Rico Quirindongo, OPCD's Interim Director

*Thank you! I haven't been able to share space with you and meeting in person. I'm looking forward to getting to know more if you and listen today. This work is one of the most important things the City has to offer, both from a policy and investment standpoint. We need to keep doing more like this! It's interesting to be a long-range planning office that also uplifts community. There is a huge need that we need to rise to the challenge. We've been through a difficult time and have a difficult time ahead, but I community gives me hope and gets me out of bed in the morning. I was born in the Central District and my parents made the difficult decision to leave. Express my thanks to all of you, my job is to fight harder to get us more funding and resources for this work.*

# Equitable Development Monitoring Program

Diana Canzoneri with OPCD presented about her work to create the program, which was called for in [City Council Resolution 31577](#)

Also see [OPCD's Community Indicators website](#).

## Community Indicators

### HOME

- Homeownership
- Housing cost burdens
- Affordability and availability of rental housing
- Family-size rental housing
- Rent- and income-restricted housing

### COMMUNITY

- Proximity to community centers
- Access to public libraries
- Proximity to grocery stores
- Access to parks and open space (to be included in next report)
- Air pollution exposure risk

### TRANSPORTATION

- Sidewalk coverage
- Access to frequent transit with night and weekend service
- Jobs accessible by transit
- Average commute time

### EDUCATION AND ECONOMIC OPPORTUNITY

- Performance of neighborhood elementary schools
- Unemployment
- Disconnected youth
- Educational attainment
- Poverty and near-poverty
- Full-time workers in or near poverty
- Business ownership



### Comments about additional data

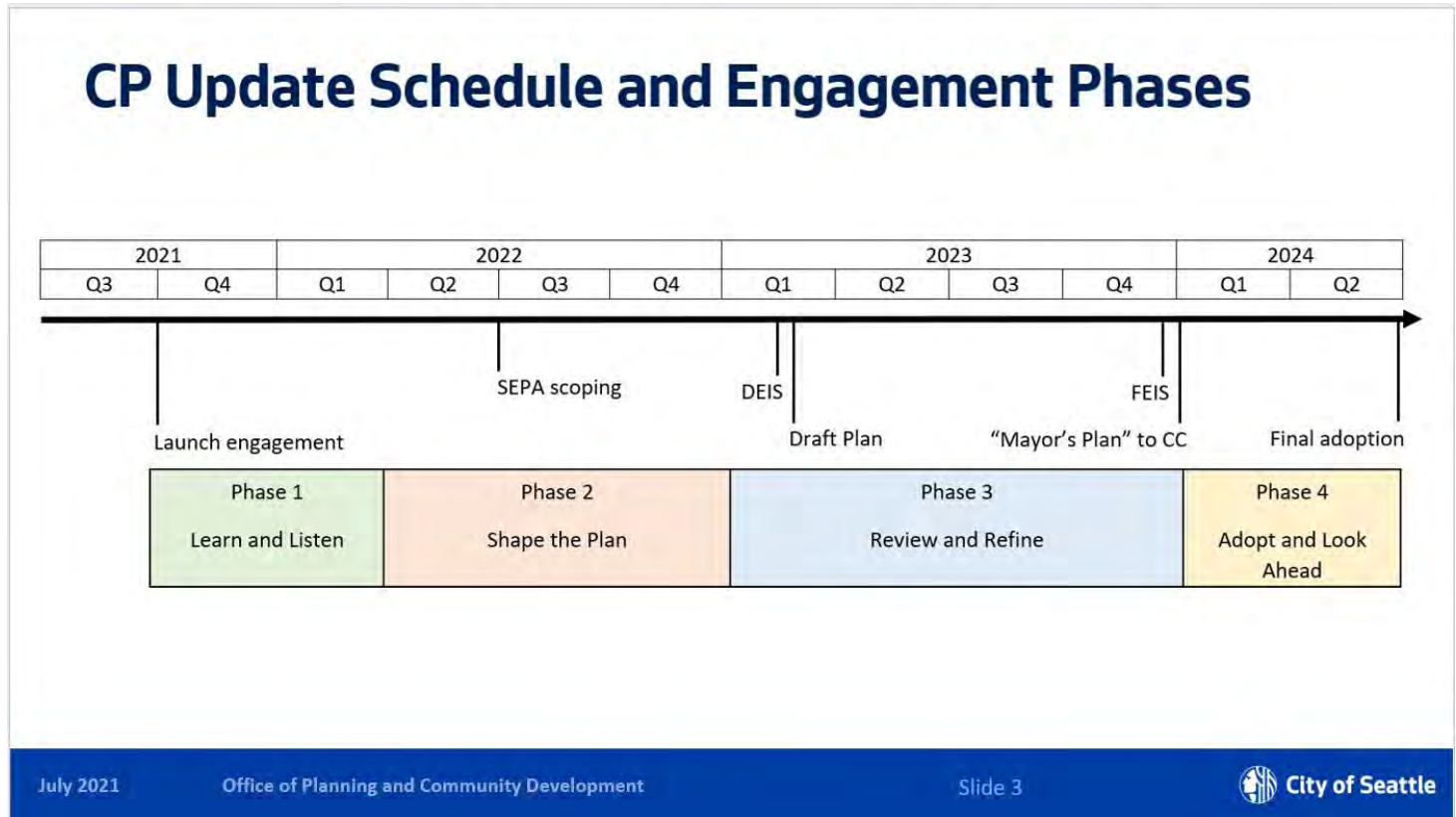
Notice of Intent to Sell by Office of Housing would be good to add. Also include all SHA and KCHA properties, and the new temporary shelters, motels, permanent supportive housing because City tends to condense poverty in specific locations in the city, such as the Aurora corridor and Lake City, for example.

### Question about how trailer parks are captured in Census data

Both the decennial Census and American Community Survey aim to include people living in locations such as RV parks, marinas, and similar locations. Persons living in such locations are enumerated as part of household population if the location typically requires payment for residing there. (The Census Bureau equates the household population to people living in housing units.) By extension, people living in mobile home parks would also be counted as part of the household population. However, in the case of people experiencing homelessness living in “makeshift tents or RV encampments,” they would be among the people whom the Census Bureau tries to count as part of the “group quarters” population. In the decennial Census this is done as part of a special Service-Based Enumeration operation.

# Comprehensive Plan Update

Michael Hubner, OPCD’s Long Range Planning Manager, presented a brief overview of the update process for the City’s Comprehensive Plan, which is just getting started. The community engagement plan is being developed now and will be brought back to the Advisory Board early in the fall to help shape the planning process.



## Questions & Answers

*Who will take the lead on environmental factors?*  
 Many policies in the current plan, we’ll review gaps, especially with environmental resilience.

The Environmental Impact Statement will be another dimension of analyzing environmental factors. We also will work with the Office of Sustainability and the Environment, as an example, on this review

*What will be the impacts of zoning, new technology re: buildable sites, groundwater & stormwater issues, environmental racism. How to make vulnerable communities as healthy as the rest of the city?*  
 Seattle Public Utilities is doing a citywide water plan, we’re talking about how to work with community around these issues

# Racial Equity Toolkit - Steps



*Are these viewed as running parallel, integrated?*

*What will be the asks of community members?*

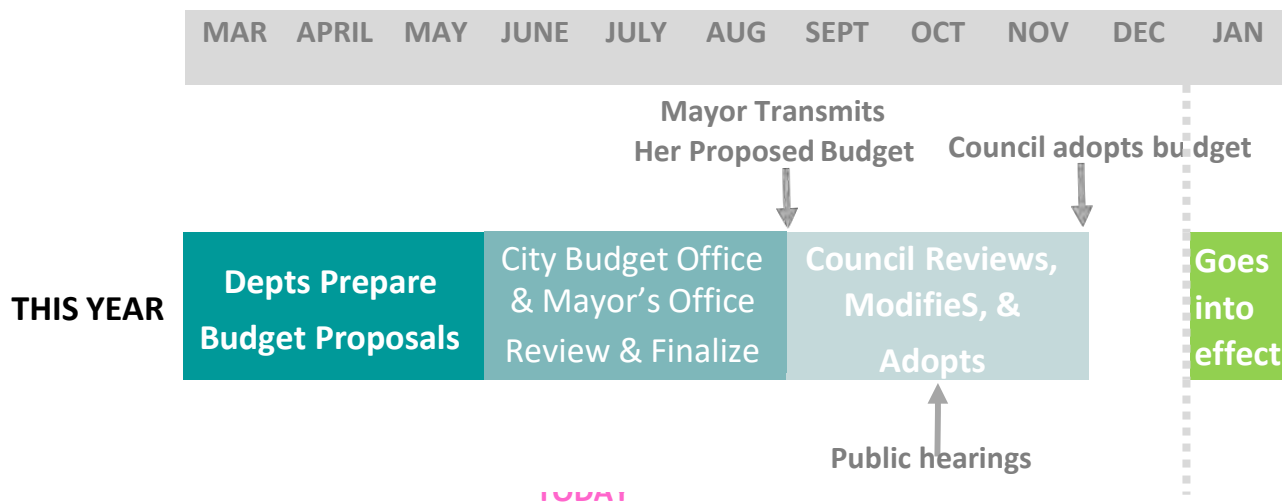
We're actively working on this now. Our intent is to do a much better job of being more integrated with the processes and engagement. Working mostly closely with SDOT for their transportation plan and engagement - joint outreach, joint partnerships. We recognize the burden on community and look forward to having this board help shape these decisions.

ST is also underway. The more we can integrate these processes, the better the outcomes will be.

# Current & External Planning & Budgeting

Melissa Lawrie, OPCD Budget Manager, presented an overview of the City budgeting process and explained the EDI budget components. More information about the 2022 budget will be released when the Mayor transmits the proposed budget to City Council.

## 3 Budget Process



### EDI budget: ongoing sources

- [Short Term Rental Tax](#)
- [Payroll Tax](#)
- Community Development Block Grants (CDBG)
- Unrestricted City General Fund (pays for EDI staff and consultant budget)

### EDI budget: one-time sources

- Civic Square sale (\$16M?)
- Mercer Megablock sale (\$15M)
- Strategic Investment Fund (\$30M)

## Questions & Answers

*What is the source of the unrestricted City General Fund? Who decides how it's allocated?*

It mostly comes from property taxes and parking fees. Departments submit requests to the Mayor's Office, which drafts the budget and submits it to City Council. The Council reviews the budget in the fall, makes adjustments and adopts the final budget. This year, OPCD has requested a few additional positions: an Indigenous Planner who would expand on the work of the awesome interns we've had, a Community Engagement Specialist, and a Data Analyst that would join the long-range planning team.

*Is the Short Term Rental Tax increasing as we recover from the pandemic?*

Yes. See the table on slide 17, which links to the City Budget Office's August Economic and Revenue Forecast

*Will the Payroll Tax increase with inflation?*

The way that the legislation was written, it does not increase with inflation, so that will likely need to be revisited.

*Is the Strategic Investment Fund strictly one-time funding?*

It currently is a one-time fund, but a number of elected officials seem to be interested in supporting similar types of work. It could be worth lobbying a new administration to make this funding ongoing.

## Discussion

*EDI AB budget letter*

EDI Advisory Board legislation includes a budget letter from the Board to the Director of OPCD (link to examples from Arts Commission) in March to inform the department's budget process.

The [Seattle Arts Commission](#) sends two letters one in the spring to inform the Mayor's budget and departmental requests. The second is in response to Mayor's proposed budget and goes to City Council. The Arts Commission is trying to do a better job of engaging Councilmembers and the Mayor's office to position our recommendations. They advocate for specific projects as well as broader programs and policies.

*EDI fund RFP & SIF review processes are underway.*

The EDI fund RFP received 78 applications, with a little over \$50M. Hope to have internal recommendations week of August 16 and announce awards at the end of the month.

SIF 100 applications over \$330M. Review process will take a little longer due to City Council proviso, which will require legislation to approve those recommendations. Staff are working with the Mayor's Office for this process.

*Staffing update*

Abesha joined our team to help build out scenarios of what we might do with the additional JumpStart funding. We're not sure about the funding amount, but we need to develop plans for the various funding amounts. We have structural bottlenecks in the City bureaucracy that we'll also need to think through. We've also got significant issues around ongoing capacity buildings vs. bringing new projects. Fundamental tension of the program.

## Board Priorities for EDI Fund

*While not formally required to submit a budget letter to Council, the Board might want to when it gets submitted to Council this fall.*

### What are the goals of the EDI Advisory Board in the overall budget?

When times are good, we have funds. When times are back, we lose funds. How can we mitigate disaster gentrification when there's less funding during economic downturns? How do we get less volatility in our funding sources?

Backfill should come from the general fund to get us to \$25M and for additional staffing that would be needed to manage these projects.

Federal Recovery Funds (ARPA - American Recovery Plan Act)- we need to guide how these funds get allocated. Arts Commission has guided allocation. In economic downturns, Black and Brown Communities are often first to lose funding while also most negatively impact. Need to advocate for additional funding!!! EDI sets a good example, but it certainly needs to be more regional.

*Q how much MHA funding does EDI receive?*  
None, it all goes to the Office of Housing

We need for ownership models & wealth-building.

Communities go to EDI because other departments don't center communities in the same way. EDI framework goes to root causes. OED and Arts implement projects that are quite similar. Creating an interdepartmental framework would be needed to address root causes more like how EDI does.

We used to have more regular meetings with other department heads to ensure that they could fund projects that needed additional support.

OH thinks of EDI as the 'tail wagging the dog' and has been a central tension of our relationship with the departments.  
EDI needs to exist because far too many projects would never move forward just relying on the OH funding pipeline.

Is every department supposed to have Racial Equity frameworks?  
Yes. But it's often performative rather than transformational

EDI fund score card that illustrates who's also being funded by other departments

*What is the overall budget that the EDI would like to work with?*  
Arts didn't include specific numbers, but that doesn't mean we can't.

We need to strengthen relationships with local tribes!!!

*Let's make a strong, specific ask of Council and the next administration*



## **What are other priorities?**

*We should hire an external consultant who could do an audit regarding the health and safety of BIPOC staff.*

### *Reimagining Seattle/Equitable Communities Framework*

How can we ensure all capital departments plan with community and make investments that maximize outcomes especially for BIPOC communities?

### *JumpStart*

Draft legislation included relationship with EDI but the final legislation did not include that. It's often hard for City Council to monitor and track how well things get implemented and the impacts on community.

### *What do we do if there isn't enough General Fund to pay for staff?*

That's likely an internal question. The Board wants to ensure that EDI funding (from all sources) goes directly to projects and that General Funds are used for administration.

### *Stipends for Board Members*

We sacrifice ourselves to advance this work. It's important that we are compensated for our work so that we can take care of ourselves and have the energy to do this work.

# The Genius of the Board & Opportunities for Growth

## What is your Genius?

I'm very detail-oriented. I worked from the ground up; started at the lowest level to now an Executive Director. ~your ability to take in information is like the ability to take on the super powers of other super heroes!~

I live in the gray area and see all the sides/ perspectives of things -> I'm intersectional while staying in line with my teachings from my elders and family.

Working with grassroots communities and bringing their perspectives and uplifting their voices, connecting our different skills.

I'm able to "set" the puzzle matching color, shade, shape, and number, making connections.

My curiosity, lived experience as an immigrant, working graveyard as an interpreter for Harborview and the court system, and Seattle Housing Authority, has given me a sense of a lot of people and places throughout the city. I also want to note that communities in Aurora are experiencing a lot of thefts.

I can be persuasive especially in support of community, keeping track of needs of the variety of community members and connecting them

I'm an impassioned learner with insatiable desire and accomplished generalist with a great ability to do organizational and service development, understanding people and managing teams. Desire of knowing brings joy and passion! Also knows how to get big projects built! Being able to open the black box of development into community projects.

I'm still on a journey of discovery. Bringing young people along with me through mentorship, lead with love and build connections, to teach as I'm also learning.

I thrive in spaces like this one and being in partnership with people who have shared values and expose me to new ideas and become more impassioned. We can change the world when we harness our shared power

I know how to navigate political conversations and move policies forward, it's something I'd love to share with the group.

## What would you like to learn or grow?

Learn how better to do politics

Learn the inner workings of land development so that we can disrupt it and move our own folk in.

How the City works. Have studied a lot about the history of the EDI but learning more, especially about how departments work together.

Excited to learn more about the Comprehensive Plan and advocating for our communities within that update process, especially being from Beacon Hill and being a community that's been more harmed than benefiting from the growth of the city.

Learn to read between the lines and thinking 10 years ahead about the investments needed for our communities

Understanding the viability of project applicants in the context of the development process -> be able to think like a developer to disrupt the process

Learning the pathway of money and funding with the political documents associated with ordinances and interpreting what that means. Also the boldness to get out there and pitch politically.

How to scale one-on-one connections into a broader network

City policies. Would love to learn about the planning side of OPCD, especially those that exacerbate displacement. Develop skills to be more forward thinking around long-range planning because there is a disconnect between our long-term goals and current policies and procedures.

The ability to actually build a project, a space, a building. Developers have a lot of power that they keep away from our communities. Building bridges and connecting coalitions...I tend to be more of a lone wolf.

## What skills are we missing?

Would like to see more recent immigrants and faith-based organizations, communities who aren't able to accept loans due to religious reasons

People in Georgetown are interested in being recognized as an EDI neighborhood

Someone north of the Ship Canal so it's not all on Cesar.

More people, like Evelyn, who know how to build projects. It's also helpful when we're reviewing proposals. Someone from the Chief Seattle Club would be great! They are also building connections in North Seattle.

Skyway and White Center, it's not part of the city but it's under consideration for annexation. take annexation as a cautionary tale because Lake City was annexed in the 60s and still experiences underinvestment.

Public health perspectives

# EDI Advisory Board Retreat

Facilitator: Monisha Harrell

Date: August 4<sup>th</sup>, 2021

Amended location: Webex

October 2020

# Equitable Development Initiative 2020 funding summary

- 2020 Funding and Review Process
- Site Acquisition and Capital recommendations
- COVID-19 Crisis & Recovery EDI RFP recommendations



Seattle  
Office of Planning &  
Community Development

# Currently Funded Organizations

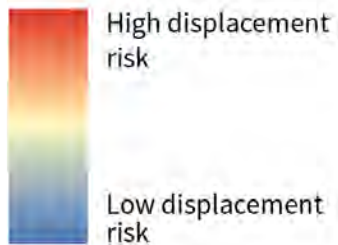
\$33.45M in capacity building, site acquisition and capital

**Mapped: 24 organizations**

- 2017-2018: \$16.43M
- 2019: \$5.93M

This year (not on map):

- 2020: \$11.09M



## CITYWIDE

Queer the Land  
Urban Black

## DISCOVERY PARK

United Indians of All Tribes

## CID

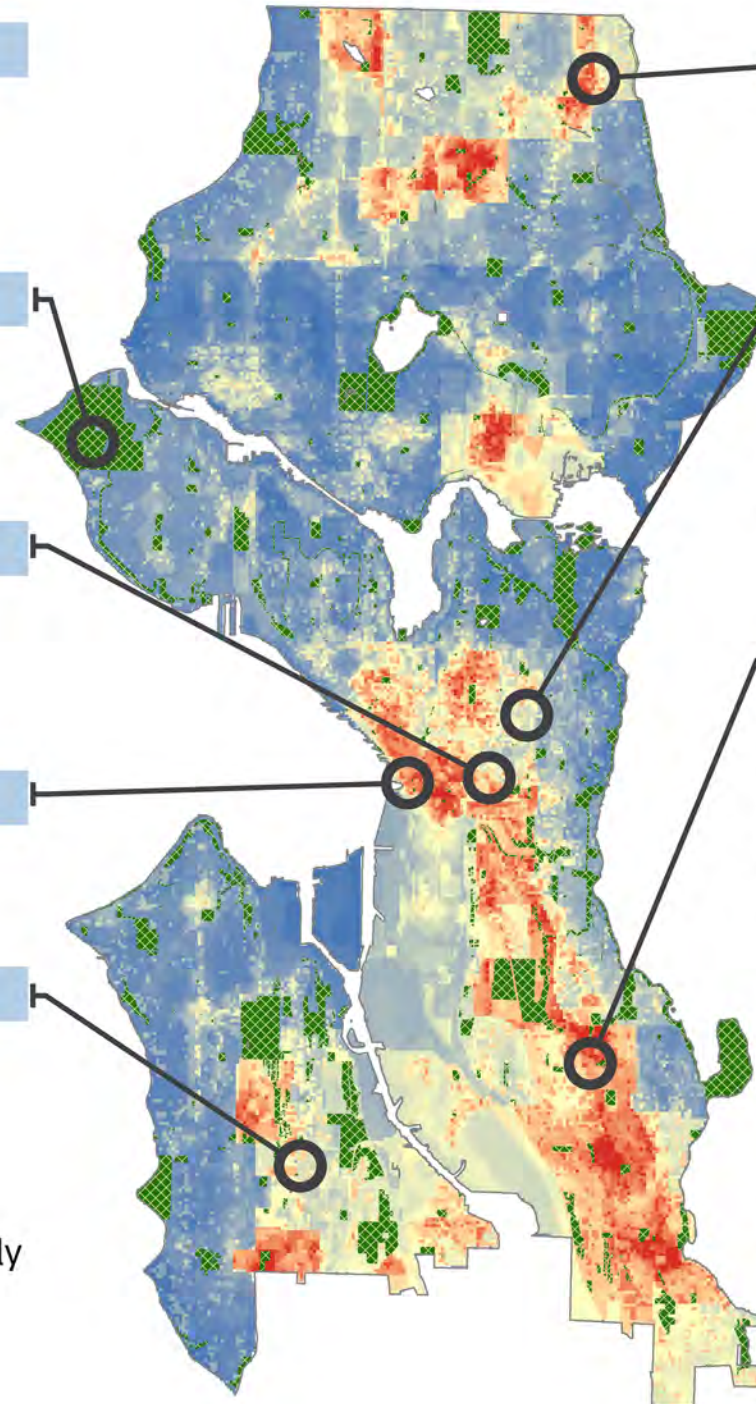
Friends of Little Saigon  
Wing Luke Museum

## PIONEER SQUARE

Chief Seattle Club

## SOUTHWEST SEATTLE

Duwamish Tribal Services  
Duwamish Valley Housing Coalition  
Hope Academy  
Refugee and Immigrant Family Center



## LAKE CITY

Lake City Collective

## CENTRAL AREA

Africatown - Midtown Center and William Grose Center  
Byrd Barr Place  
CAYA

## RAINIER VALLEY

African Women Business Alliance  
Black and Tan Hall  
Cham Refugees Community  
Ethiopian Community in Seattle  
Filipino Community of Seattle  
Homesight  
Multicultural Community Coalition  
Rainier Beach Action Coalition  
Rainier Valley Midwives  
West African Community Center

# EDI 2020 funding

## New awards to existing EDI grantees

- **\$4.4M** land acquisition and capital competitive review process
  - **\$2.01M** acquisition
  - **\$1.5M** capital
  - **\$890k** CDBG
- **\$1.25M** to maintain capacity building through 2021

## COVID-19 Crisis and Recovery EDI RFP

- **\$1.77M** in smaller grants for BIPOC organizations who are currently responding to the COVID-19 crisis or have proposals for how they could support our most vulnerable community members
- **\$250k** to support Health Equity grants through OSE
- **\$225k** for Seattle Together



Land Acquisition &  
Capital



## Land Acquisition and Capital funding \$4.4M

available for current EDI grantees only

\$17M applications received for \$4.4M total available

Land acquisition	Capital	CDBG	Total
\$2,010,000	\$1,500,000	\$890,000	\$4.4M

## COVID-19 Crisis and Recovery EDI RFP \$1.7M

Open to new grantees

46 applications (\$3.2M) received for \$1.77M available

BIPOC Social Infrastructure	Disaster Gentrification / Economic Recovery	COVID-19 Crisis Response	Total
36 applications	26 applications	26 applications	
\$700,000	\$500,000	\$500,000	\$1.77M

# Land Acquisition and Capital Funding Criteria

## Core Criteria

1. Acquisition value
2. Prevents grantee displacement
3. Prevents other displacement
4. Community impact and ownership
5. Urgency
6. Stuckness
7. Last \$ in (no other alternative \$s)
8. Other impact

## Other Considerations

- Geographic distribution
- Demographic distribution
- Balance of project types

# Land Acquisition & Capital Funding

FUNDED	SERVICES CREATED	RSJI GOALS	LOCATION	ASKED	FUNDED
<b>Ethiopian Community in Seattle</b>	Community Center	Ethiopian Community	Southeast Seattle	\$1,000,000	\$750,000
<b>Wing Luke Museum</b>	Cultural Facility	Asian/Pacific Islander	Chinatown/International District	\$168,000	\$168,000
<b>Byrd Barr Place</b>	Social Services	Black/African American	Central Area	\$500,000	\$500,000
<b>Multicultural Community Coalition</b>	Cultural Facility	BIPOC – Multiple Orgs	Southeast Seattle	\$1,500,000	\$842,000
<b>Rainier Valley Midwives</b>	Health care	BIPOC	Southeast Seattle	\$1,500,000	\$1,000,000
<b>Chief Seattle Club</b>	Health care	Native American/Indigenous	Pioneer Square	\$500,000	\$500,000
<b>Africatown - Plaza</b>	Affordable Commercial Space	Black/African American	Central Area	\$800,000	\$640,000
<b>TOTAL</b>					<b>\$4,400,000</b>

NOT FUNDED STRONG POTENTIAL FROM ALTERNATIVE SOURCE	SERVICES CREATED	RSJI GOALS	LOCATION	ASKED	POTENTIAL FUNDING
<b>West African Community Council</b>	Childcare	West African Communities	Southeast Seattle	\$260,000	Philanthropy
<b>United Indians of All Tribes</b>	Childcare	Native American/Indigenous	Magnolia (Daybreak Star)	\$100,000	Philanthropy

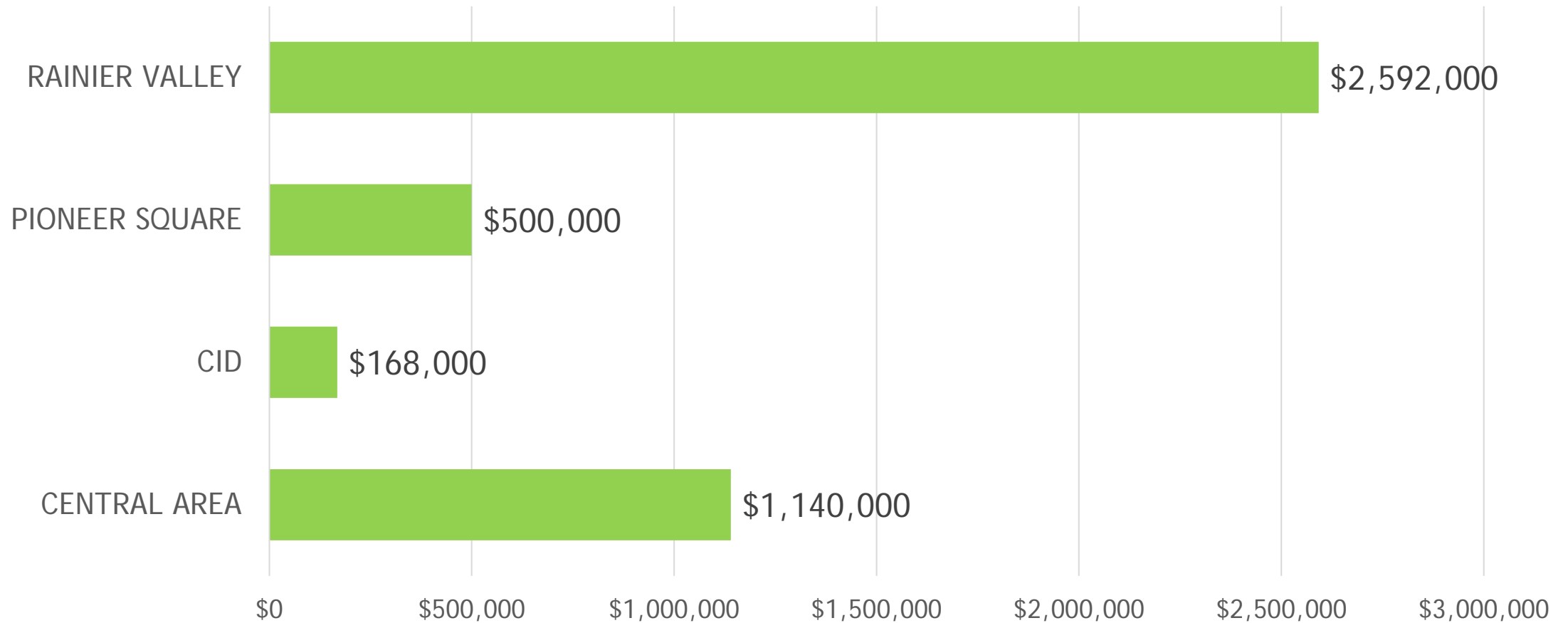
# Land Acquisition & Capital Funding

NOT FUNDED	SERVICES CREATED	RSJI GOALS	LOCATION	ASKED	MAKING ASKS FOR OTHER SUPPORT
<b>Cham Refugees Community - Capital</b>	Cultural Facility	Cham Community	Southeast Seattle	\$2,390,000	Philanthropy
<b>HomeSight</b>	Affordable Commercial	BIPOC	Southeast Seattle	\$4,000,000	Philanthropy
<b>Black and Tan Hall*</b>	Cultural Facility	BIPOC	Southeast Seattle	\$202,500	Social impact lending
<b>Africatown - William Grose - Keiro site**</b>	Affordable Commercial	Black/African American	Central Area-C/ID	\$1,000,000	-
<b>Cham Refugees Community – Acq**</b>	Cultural Facility	Cham Community	Southeast Seattle	\$2,000,000	-
<b>Urban Black – Tayes</b>	Affordable Commercial	Black/African American	Delridge	\$1,050,000	Social impact lending
<b>Queer the Land*</b>	Cultural Facility	LGBTQ-BIPOC	Beacon Hill	\$100,000	Philanthropy

\* Site acquisition funded earlier this year

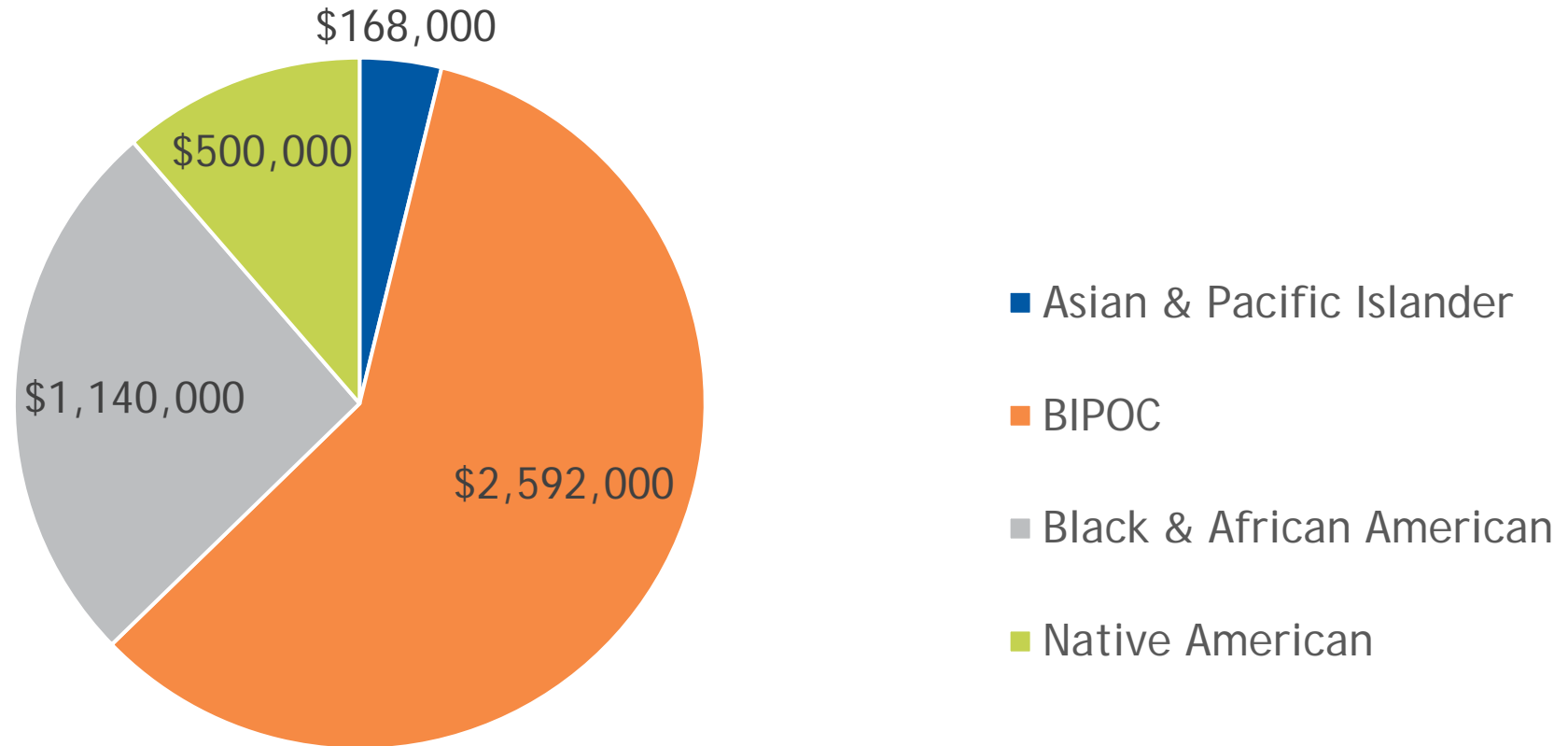
\*\* Requested funding for project separate of original EDI project

# Land Acquisition & Capital Funding by Region (Total: \$4.4M)



# Land Acquisition & Capital Funding

organization demographics





COVID-19 Crisis &  
Recovery EDI RFP

# COVID-19 Crisis and Recovery EDI RFP Criteria

## Core Criteria

- Community at High Risk of Displacement
- Depth of Relationship of Project Sponsor with community
- Equity Drivers

## Other Considerations

- Geographic & demographic distribution
- Unmet Needs
- Lays groundwork for future investments



# COVID-19 Crisis and Recovery EDI RFP

ORGANIZATIONS FUNDED	CAT.*	SERVICES PROVIDED	RSJI GOALS	GEOGRAPHY	AMOUNT
<b>ACED</b>	C	Artist Income Supports	BIPOC Artists	City-wide	\$50,000
<b>AlefBa Group</b>	D	Community Center Feasibility	Persian/Iranian Community	City-wide	\$47,374
<b>Black Star Farmers</b>	B, C	Environmental Justice	Black/African American	Capitol Hill	\$75,000
<b>Central Area Collaborative</b>	B	Job Training/Apprenticeship	Black/African American	Central Area	\$50,000
<b>Chinese Information Service Center</b>	B	Anti-Hate Crime Support	Asian/Pacific Islander	C/ID	\$49,008
<b>Cultivate South Park</b>	B	Community Organizing	Latinx/BIPOC	South Park	\$50,000
<b>Denkyem Coop</b>	C	Financing for Entrepreneurs	BIPOC Businesses	City-wide	\$50,000
<b>Dominican Association of WA</b>	C	Small Business Supports	Latinx	City-wide	\$50,000
<b>Equity Alliance of Washington</b>	D	Affordable Commercial Space	Black/African American	Southeast Seattle	\$50,000
<b>Eritrean Association of Greater Seattle</b>	B	Youth Leadership Development	Eritrean Community	Southeast Seattle	\$50,000
<b>Freedom Project</b>	C	Re-Entry Covid-19 Support	BIPOC – Formerly Incarcerated	City-wide	\$50,000
<b>Gathering Roots</b>	B, C	Health and Wellness Programs	BIPOC	City-wide	\$100,000
<b>I Do This For You</b>	C	Senior Meals	Black/African American	City-wide	\$50,000
<b>Khmer Community of Seattle/King County</b>	D	Community Center Feasibility	Cambodian Community	SW Seattle	\$50,000

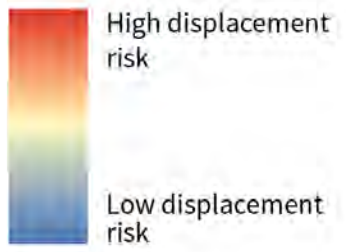
# COVID-19 Crisis and Recovery EDI RFP

ORGANIZATIONS FUNDED	CAT.*	SERVICES PROVIDED	RSJI GOALS	GEOGRAPHY	AMOUNT
KVRU	B	Civic Infrastructure	BIPOC	Southeast Seattle	\$50,000
Langston Center	C	Artist Income Supports	Black/African American	Central Area	\$50,000
Nehemiah Initiative	B	Site Feasibility	Black/African American	Central Area	\$50,000
Nurturing Roots	B, C, D	Environmental Justice and Site Feasibility	Black/African American	Beacon Hill	\$150,000
Paradise Avenue Souf	B, C	Youth Leadership and Artist Support	Black/African American/BIPOC	C/ID	\$50,000
Rainier Avenue Radio	B, D	Civic Infrastructure and Site Feasibility	Black/African American/BIPOC	Central Area/South Southeast Seattle	\$100,000
Rooted ReEntry Collective	C	Re-Entry Covid-19 Support	BIPOC – Formerly Incarcerated	City-wide	\$50,000
S2	C	Networked Support System	BIPOC – Multiple Orgs	City-wide (officed in Lake City)	\$50,000
Somali Health Board	D	Site Feasibility	BIPOC – Multiple Orgs	Southeast Seattle	\$50,000
Tenant's Union	C, D	Eviction Response and Tenant Organizing	BIPOC	City-wide (offices in Lake City and Southeast Seattle)	\$100,000
Tiny Art House Community	B	Artist Supports	BIPOC	Southeast Seattle	\$50,000
Union Cultural Center	B, D	Health and Wellness	BIPOC	C/ID	\$100,000
Urban Impact	D	Financing for Business	Black/African American	Southeast Seattle	\$50,000
Wa Na Wari	B, D	Site Feasibility and Artists Support	Black/African American	Central Area	\$100,000
<b>TOTAL FUNDED</b>					<b>\$1,771,382</b>

# COVID-19 Crisis and Recovery EDI RFP

ORGANIZATIONS NOT FUNDED	RSJI GOALS	LOCATION	REQUESTED AMOUNT
<b>Backpack Academy</b>	Black/African American Youth	Southeast Seattle	\$34,500
<b>Beacon Hill Council</b>	BIPOC	Beacon Hill	\$49,720
<b>Beloved Community</b>	BIPOC	City-wide	\$35,000
<b>Diaspora District</b>	Black/Immigrant and Refugees	Southeast Seattle	\$50,000
<b>First AME Housing Association</b>	Black/African American	Central Area	\$50,000
<b>Garfield Superblock</b>	Black/African American	Central Area	\$77,000
<b>Horn of Africa</b>	Black/Immigrant and Refugees	Southeast Seattle	\$50,000
<b>InterIm</b>	Asian/Pacific Islander	Chinatown/International District	\$40,000
<b>Kwanzaa Preparatory Academy</b>	Black/Immigrant and Refugees	City-wide	\$50,000
<b>Muslim Housing Services</b>	Muslim Communities	Southeast Seattle	\$150,000
<b>OneAmerica</b>	BIPOC	City-wide	\$50,000
<b>Rainier Valley Food Bank</b>	BIPOC	Southeast Seattle	\$50,000
<b>Real Time Human Services</b>	West African Communities	Southeast Seattle	\$50,000
<b>Refugee Artisan Initiative</b>	BIPOC	City-wide (addressed in Lake City)	\$50,000
<b>Spectrum Dance Theater</b>	BIPOC	Central Area	\$50,000
<b>SPIN</b>	BIPOC	Southeast Seattle	\$50,000
<b>SRE Media Group</b>	BIPOC	Southeast Seattle	\$100,000
<b>TOTAL AMOUNT NOT FUNDED</b>			<b>\$986,220</b>

# Funded COVID-19 Crisis and Recovery EDI RFP



## CITYWIDE \$547,374

- AlefBa Group
- Denkyem Coop
- Dominican Association of WA
- Freedom Project
- Gathering Roots
- I Do This For You
- Rooted ReEntry Collective
- Tenant's Union
- S2

## CID \$199,008

- Chinese Info Service Center
- Paradise Avenue Souf
- Union Cultural Center

## BEACON HILL \$150,000

- Nurturing Roots

## SOUTHWEST SEATTLE \$100,000

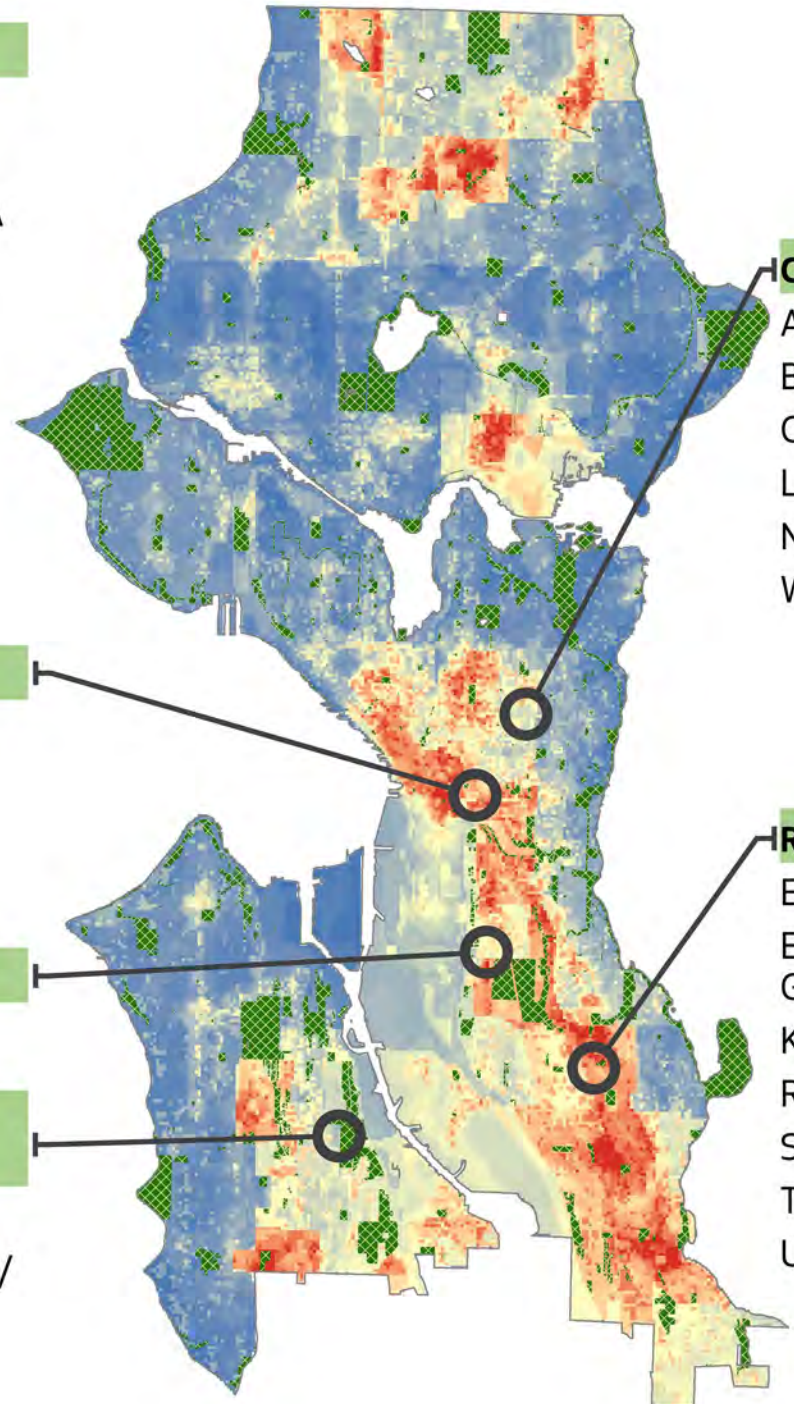
- Cultivate South Park
- Khmer Community of Seattle/  
King County

## CENTRAL AREA \$375,000

- ACED
- Black Star Farmers
- Central Area Collaborative
- Langston Center
- Nehemiah Initiative
- Wa Na Wari

## RAINIER VALLEY \$400,000

- Equity Alliance of Washington
- Eritrean Association of  
Greater Seattle
- KVRU
- Rainier Avenue Radio
- Somali Health Board
- Tiny Art House Community
- Urban Impact



# Not Funded COVID-19 Crisis and Recovery EDI RFP

## CITYWIDE

Beloved Community  
Kwanzaa Preparatory Academy  
OneAmerica  
Rainier Valley Food Bank  
Refugee Artisan Initiative

## CID

Interlm

## BEACON HILL

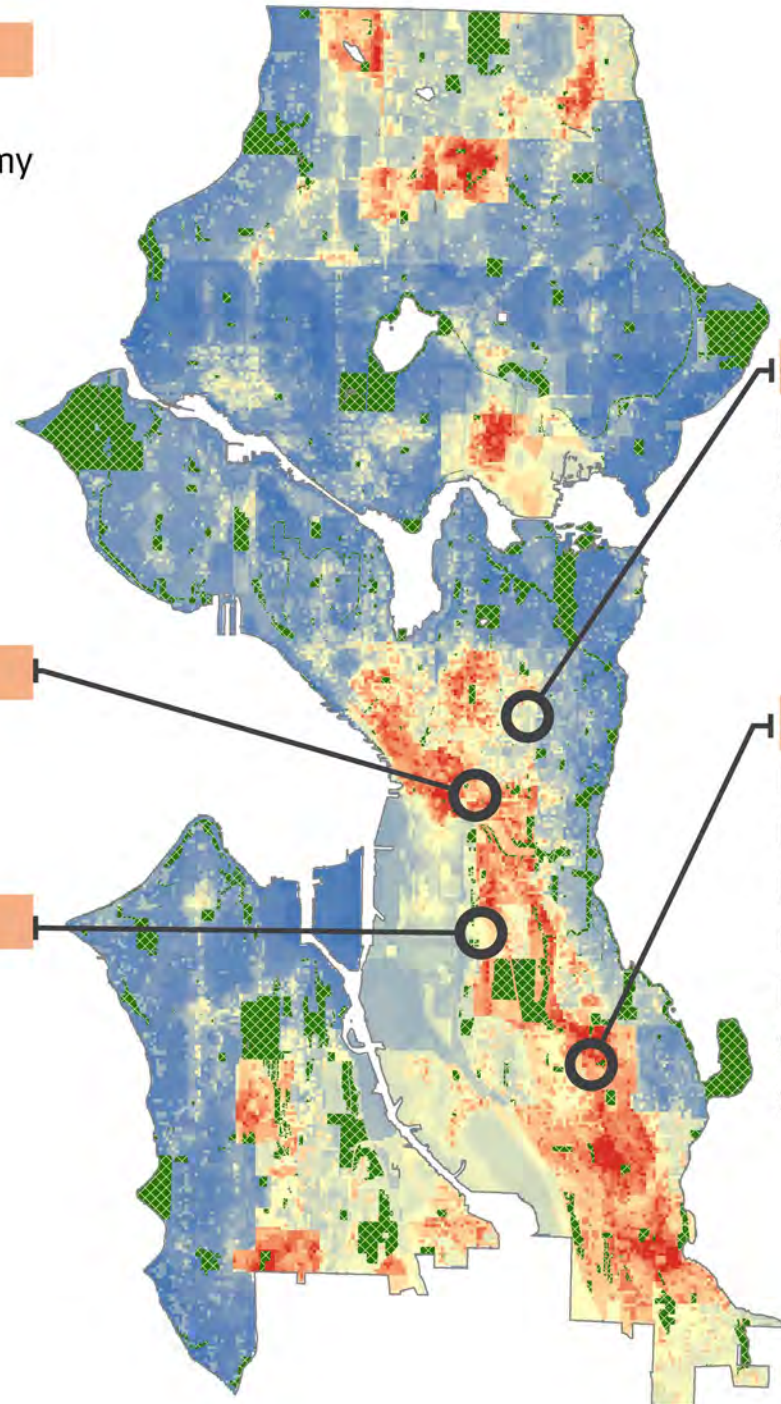
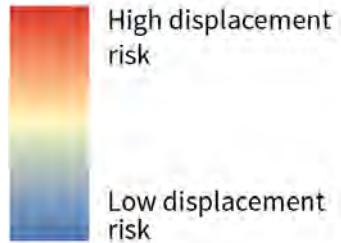
Beacon Hill Council

## CENTRAL AREA

First AME Housing Association  
Garfield Superblock  
Spectrum Dance Theater

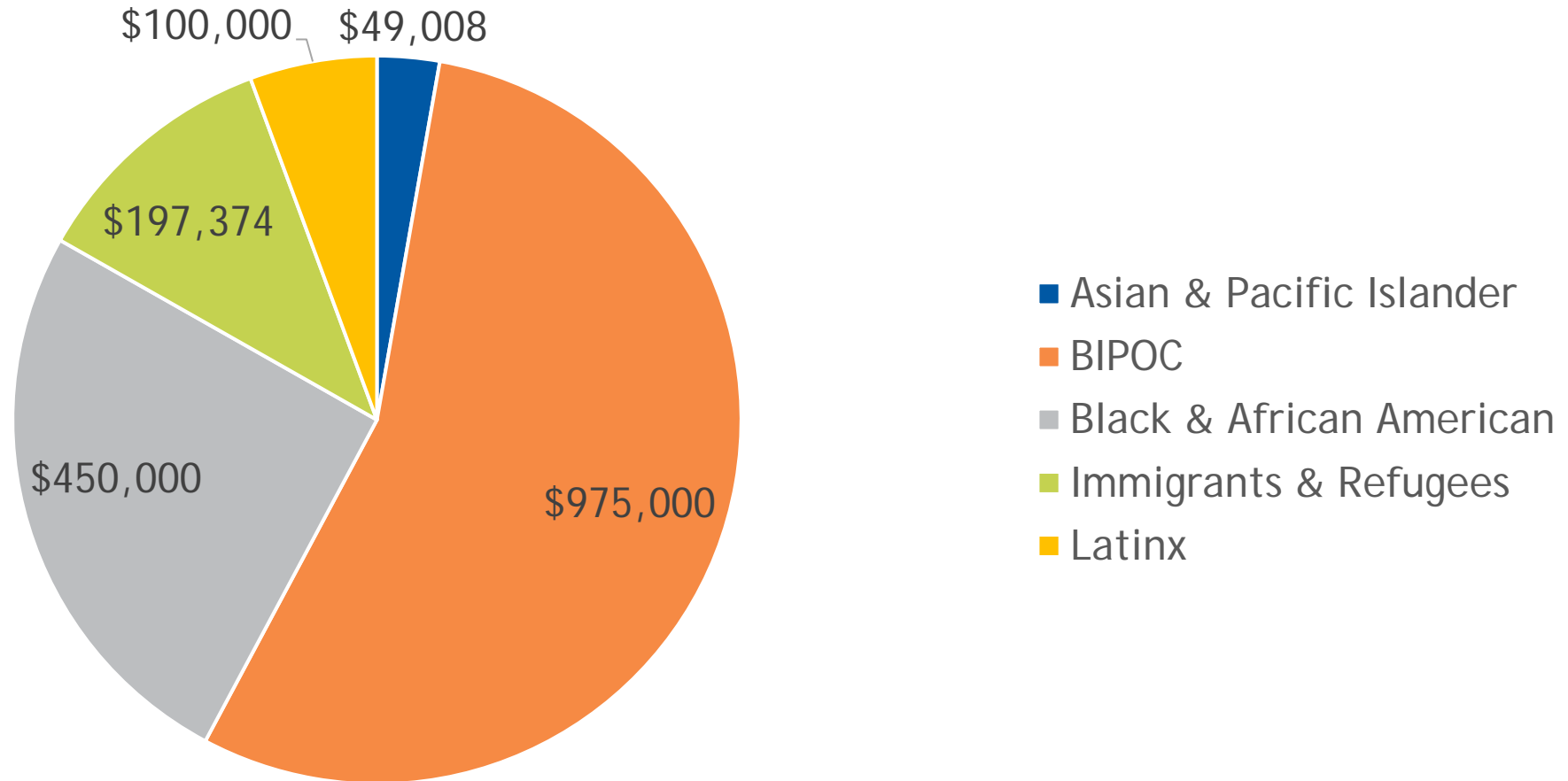
## RAINIER VALLEY

Backpack Academy  
Diaspora District  
Horn of Africa  
Muslim Housing Services  
Real Time Human Services  
SPIN  
SRE Media Group



# COVID-19 Crisis and Recovery EDI RFP

organization demographics



**Questions?**







Board Priorities  
for EDI Fund

# Examples of Budget Letters to Mayor & Council courtesy of Seattle Arts Commission

[Link to Mayoral Example](#)  
[Link to Council Example](#)



June 1, 2018

**Terri Hiroshima**, Chair  
University of Washington

**Priya Frank**, Vice Chair  
Seattle Art Museum

**Juan Alonso-Rodriguez**  
Artist

**Cassie Chinn**  
Wing Luke Museum

**Dawn Chirwa**  
The Giving Practice

**Jonathan Cunningham**  
Seattle Foundation

**Steve Galatro**  
Pratt Fine Arts Center

**Mari Horita**  
ArtsFund

**Ashraf Hasham**  
Vera Project

**Jescelle Major**  
Mithun

**Quinton Morris**  
Seattle University

**Vivian Phillips**  
Arts Consultant

**Ayako Shapiro**  
United Way of King County

**Sarah Wilke**  
Seattle International Film  
Festival

Mayor Jenny A. Durkan  
Office of the Mayor  
City of Seattle  
600 Fourth Avenue, 7<sup>th</sup> Floor  
Seattle, WA 98104

Dear Mayor Durkan,

In accordance with City of Seattle Ordinance 123460, on behalf of the Seattle Arts Commission, I am hereby submitting an outline of priorities for funds allocated for use by the Office of Arts and Culture in support of new and existing initiatives during budget year 2019. A copy of this letter is being submitted to the Seattle City Council.

First and foremost, I would like to acknowledge the leadership and vision from the director and staff of the Office of Arts and Culture (ARTS); their keen focus on issues of importance to the City as seen and solved through the lens of art and racial equity have helped shape the fundamental principles of the Seattle Arts Commission.

Arts and culture set the tone for all great cities and are necessary ingredients for making rapidly growing communities attractive and vibrant places to live and work. We are grateful to have a legacy of support for ARTS and Commission initiatives. These resources enable us to be regional and national models and leaders in public art and funding programs.

Our recent work has shifted from visioning to implementation, of using art as a transformational strategy for policy that positively impacts the City overall. Our key initiatives around accessibility, education, and racial equity embrace and confront the complexities of some of the City's most pressing challenges: affordability, homelessness, youth development, the future of work, and the systematic threads of racism therein.



2021 - 2022  
Workplan

# Brilliance of the Board & Board Open Seats Strategy - group sharing exercise

- What is your Genius?
- What skill would you like to learn or grow
- Specific to the board what representation are we missing? (*skill, demographically, lived experience*)
- Who or what group, organization do you have in mind?

# Review of proposed workplan timeline

	2021		2022			
	Q3	Q4	Q1	Q2	Q3	Q4
Board Logistics	<ul style="list-style-type: none"> <li>Bylaws</li> <li>Budget letter to Council(?)</li> </ul>		<ul style="list-style-type: none"> <li>Work Plan report to OPCD Director</li> </ul>		<ul style="list-style-type: none"> <li>Budget letter to Council</li> </ul>	
EDI Fund(s)	<ul style="list-style-type: none"> <li>RFP</li> <li>SIF(?)</li> <li>draft EDI project report</li> </ul>	<ul style="list-style-type: none"> <li>Finalize Jump Start recommendations</li> <li>Final EDI project report</li> </ul>				
Implementation & Partnerships	<p><i>Comp Plan Update</i></p> <ul style="list-style-type: none"> <li>Engagement plan</li> <li>Racial Equity analysis of urban village strategy</li> </ul> <p><i>GND oversight</i></p>					

# DISCUSSION



Foundational &  
Internal Work

## Compensation and the current approach/guiding questions

Working Group will be established

- How are board members compensated? (we know the vast majority are not)
- How much money does the board/commission oversee?
- How many staff support the board/commission?
- How many staff manage the grants/contracts generated?
- How are public benefits of these contracts measured?



# Compensation Comparisons

## Civil Service Commission

Stipend of \$200 per pay period + parking  
Approximately 5 hours per month

## Public Safety Civil Service Commission

Stipend of \$200 per pay period + parking  
Approximately 8 hours per month

## Priority Hire Implementation & Advisory Committee

\$50/hr (community liaison rate)  
4-6 hours every other month  
Compensation is means tested

## Seattle Design Commission

\$25/hr + transit or parking costs  
Hourly rate codified in SMC 3.58

## Seattle Arts Commission

Stipend - 400/yr  
1.5 hours per month

## Firearms Review Board

\$150 per hearing

# Considerations

- EDI Board legislation authorizes the director to set a compensation strategy.
- Considering Board participation in multiple review committees and work groups this is priority for a working group in the immediate term
- CBO is still interested in doing a citywide review of compensation structure for boards and commissions, but they're taking a slightly different approach now; I think they're considering engaging a consultant to do a citywide review and racial equity analysis.

## Examples of Potential Guiding Documents

Working Group will be established

### Charters: Creating the Organization

- Because charters and bylaws serve different functions, they have different contents. A charter must include the name and location of the organization and state if it is a for-profit or nonprofit entity. The charter also describes the makeup of the board of directors and the ownership structure of the organization. The articles of incorporation of a for-profit business include the number, classes and par values of authorized shares. The name and address of the company's registered agent should be included.

### Bylaws: Structure and Governance

- Organizational bylaws are usually adopted by the board of directors at its first meeting. Bylaws are written to fit the needs of a specific organization, but all bylaws share some general features. Bylaws state the times and locations of meetings of the board of directors and of shareholders. Bylaws provide guidelines for the orderly operation of the organization. For example, they set out voting requirements for shareholders so that disputes can be resolved.

## Proposed EDI Program/Project Evaluation

Working Group will be established

# Background & Context

- Displacement monitoring program, comprehensive plan, and the growth and equity analysis does not tell the full story
- Quantitative data and analysis is unable to respond to real time change and displacement
- Historic desire by RSET and Interim EDIAB to evaluate impact of the program, projects and funding.
- Interest in learning about successes and lessons learned from projects and grantees

# Purpose of Evaluation & Reporting

- Understand impact of grantee work towards stated project goals
- Connecting narratives with quantitative reporting to better understand impacts
- Understand impact of the EDI program
- Understand roadblocks, lessons learned and identify growth areas for the EDI program
- Give ownership and authorship to grantees over telling the stories of their work

# Purpose of Evaluation & Reporting Cont.

- Integrate more leadership of the grantees and EDIAB into the EDI program
- Culture shift, integrating participatory practices into annual reporting
- Opportunities for grantees to highlight challenges with City processes and develop narratives that support system and policy change

# What could this look like?

## Short term

Staff proposes initial reporting and evaluation process

EDIAB provides feedback and guidance

EDIAB develops evaluation purpose and guiding principles

Staff conducts pilot for 2021

## Medium term

EDIAB develops a participatory evaluation strategy

Staff works with EDIAB to determine resources

Develop a leadership cohort of grantees to pilot the strategy

## Long term

### Outcomes:

Increased leadership of EDIAB and grantee cohort

EDI program is more responsive to community needs

Grantees have increased role in shaping EDI program

# **DISCUSSION & Workgroup sign up**





Closing - Vision for  
where we are next year

# Equitable Development Monitoring Program



Presentation for the Equitable Development Advisory Board Retreat  
August 4, 2021

Diana Canzoneri, Demographer & Strategic Advisor  
Office of Planning & Community Development

# Equitable Development Monitoring Program (EDMP)

Initial guidance and direction:

- [Council Resolution 31577](#) – called for stronger integration of racial and social equity in Comprehensive Plan and set foundation for EDI
- City’s [Comprehensive Plan](#) and [Equitable Development Implementation Plan](#) both identify monitoring of indicators as key for making progress in advancing equity.



# Monitoring Approach Outlined in Implementation Plan

Outline on pages  
37-40 of the  
[Implementation  
Plan](#)

“Monitoring is fundamental for ensuring accountability and making meaningful and sustained progress on equitable development.”



# Ongoing Source of Data for Advancing Equity

For:

- **City decisionmakers and staff**—to use in shaping policy, planning, and investment decisions
- **Boards, Commissions, and community-based organizations**—to use in demonstrating need, targeting resources, and advocating for action
- **The broader public**

# Special Roles for EDI Advisory Board and Seattle Planning Commission (SPC)

- EDI Interim Advisory Board and SPC advised on development of indicators and design of the program
- Continuing roles
  - Providing ongoing advice and guidance for evolution of the EDMP
  - Major stakeholders as users of the EDMP



# OPCD launched the Equitable Development Monitoring Program in fall 2020

## Community Indicators

## Displacement Risk Indicators



Monitoring Programs - Census Bureau Resources - Map Gallery - Open Data - Contact

### Equitable Development Monitoring Program

Equitable development is an approach to creating healthy, vibrant communities. It includes investments, programs, and policies that reduce disparities and meet the needs of people of color, low income persons, and other marginalized populations.

As envisioned in Seattle's Comprehensive Plan and outlined in the City's [Equitable Development Implementation Plan](#), the EDMP measures Seattle's progress toward becoming a more equitable city and provides an ongoing tool for informing the City's work to advance equitable development. The EDMP also provides data that community-based organizations and members of the public can use to foster racial and social equity.

Like other efforts guided by the Implementation Plan, the EDMP is built on the [Equitable Development Framework](#). The framework integrates people and place with two inter-related goals of:

- Mitigating displacement and creating strong communities
- Creating great neighborhoods with equitable access

Below are the reports and analysis completed to date as part of the EDMP.

#### Community Indicators

In September 2020, the first monitoring report on Community Indicators of Equitable Development was completed. This report provides baseline findings on twenty-one indicators spanning four broad themes:

- Home
- Community
- Transportation
- Education and Economic Opportunity

The indicators were selected with extensive community member and stakeholder involvement, including advice provided by the Equitable Development Interim Advisory Board and the Seattle Planning Commission.

The indicators are examined for the city as a whole as well as by race and ethnicity and by neighborhood, with a special focus on [Race and Social Equity Priority Areas](#). These findings are intended to provide key insights that the City and community-based organizations can use to reduce disparities.

[View the Report](#)

#### Displacement Risk Indicators

In September 2020, OPCD completed analysis of the first set of core indicators focusing on residential displacement. We anticipate augmenting these with a limited number of additional indicators, including those that address small business displacement and cultural displacement.

The [Urban Displacement Project](#) at University California Berkeley recommended [potential indicators](#), synthesizing a review of literature with feedback from multiple City departments, boards and commissions, community stakeholders, and Seattle-area researchers.

While displacement is difficult to predict and measure, existing data enable tracking of some forms of displacement and provide important insights into displacement risk. The indicators presented in this report offer a greater understanding of who is most affected by displacement and where these pressures are currently concentrated, providing community members and policymakers with an important tool in Seattle's fight against displacement.

[View the Report](#)

#### Neighborhood Change

The Community Indicators and Displacement Risk Indicators are best understood in light of demographic changes in the city. The [Neighborhood Change](#) web page complements these indicators by providing data on the shifting racial and ethnic composition of Seattle's neighborhood, framed within broader historical and regional context.

[View the Report](#)

# OPCD launched the Equitable Development Monitoring Program in fall 2020

## Community Indicators

## Displacement Risk Indicators

## Neighborhood Change

Historical context and recent data on shifts in racial and ethnic demographics

Monitoring Programs - Census Bureau Resources - Map Gallery - Open Data - Contact

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[View the Report](#)



# Key criteria used for selecting the indicators

- Connected to Equity Drivers in the EDI Framework
- Measurable
- Important to communities of color and people in lower-income neighborhoods
- Actionable by City

# Process for selecting the indicators

- Advice from the **Equitable Development Initiative (EDI) Advisory Board, Planning Commission, + 13 other City boards and commissions**
- **EDI Community Convening in 2018**
- **Consultation with researchers, including recommendations from UC Berkeley Urban Displacement Project**
- Engagement of residents with help from the **Department of Neighborhoods and Community Liaisons**



# Community Indicators

## HOME

- Homeownership
- Housing cost burdens
- Affordability and availability of rental housing
- Family-size rental housing
- Rent- and income-restricted housing

## COMMUNITY

- Proximity to community centers
- Access to public libraries
- Proximity to grocery stores
- Access to parks and open space (to be included in next report)
- Air pollution exposure risk

## TRANSPORTATION

- Sidewalk coverage
- Access to frequent transit with night and weekend service
- Jobs accessible by transit
- Average commute time

## EDUCATION AND ECONOMIC OPPORTUNITY

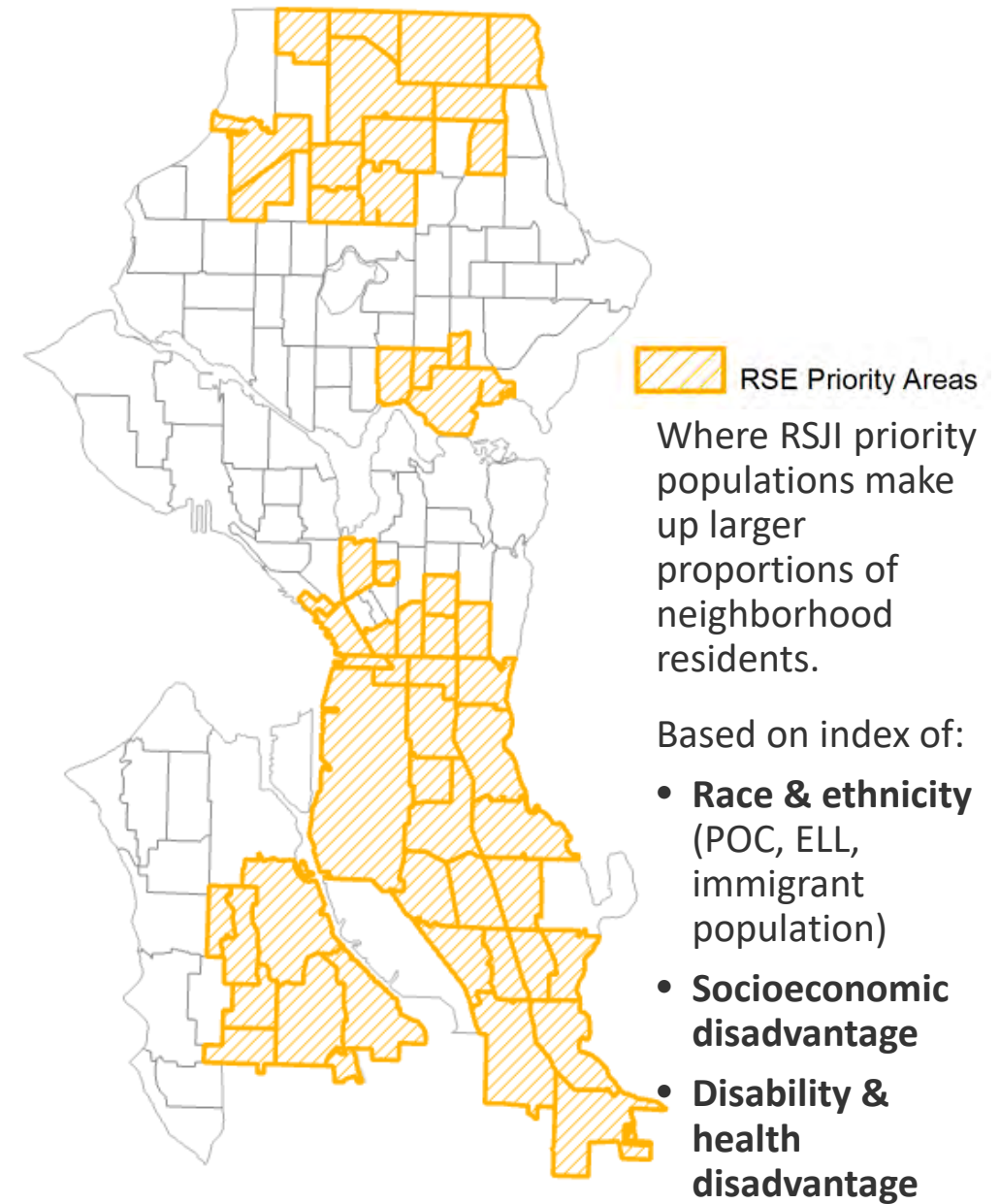
- Performance of neighborhood elementary schools
- Unemployment
- Disconnected youth
- Educational attainment
- Poverty and near-poverty
- Full-time workers in or near poverty
- Business ownership



# Analysis of Community Indicators

- **Racial and ethnic disparities** in city as a whole
- **Neighborhood-based disparities;** focus on priority areas identified in the City's [Race and Social Equity \(RSE\) Index](#).

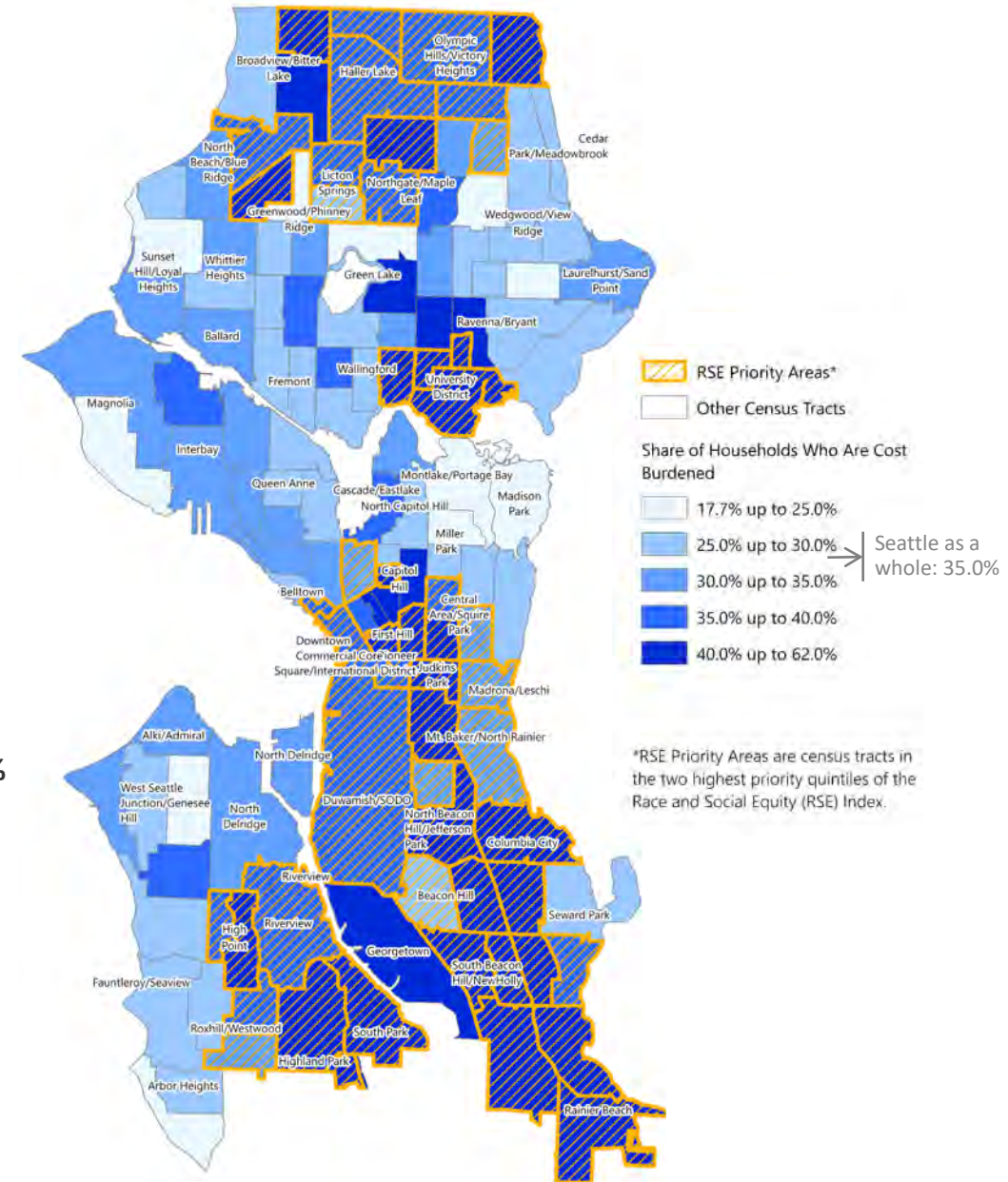
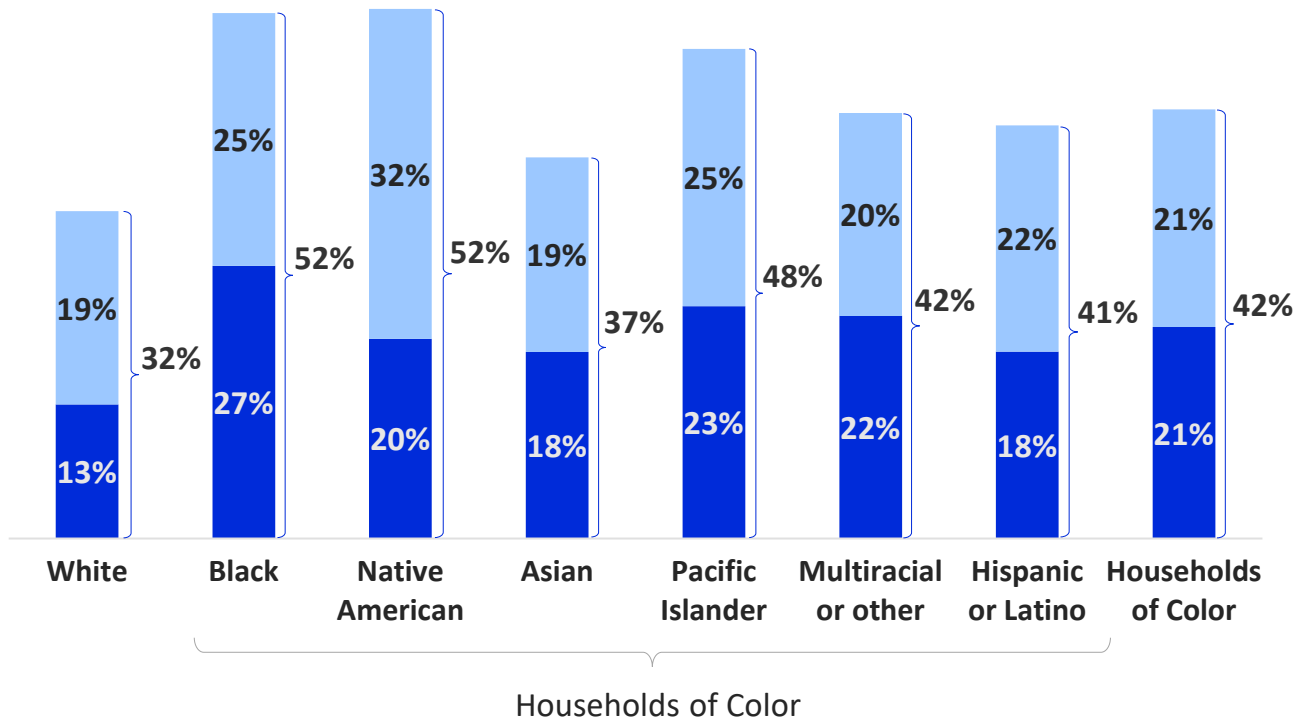
*First report provides pre-pandemic baseline.*



# Shares of Households Who Are Housing Cost-Burdened

Percent of Income Spent on Housing

- > 30% but ≤ 50%
- > 50%



Sources: CHAS tabulation of 2011-2015 ACS 5-Year Estimates, U.S. Census Bureau and HUD. RSE Index, City of Seattle OPCD.  
 Notes: ACS estimates are based on a sample and may be unreliable for small areas and population groups. Community Reporting Area names shown to reference general neighborhoods.

# Heightened Displacement Risk

## Defining Displacement & Measuring Risk

Displacement pressures threaten the ability of marginalized households to stay in their homes and limit where these households can live, reducing their ability to stay connected with supportive networks and limiting their access to opportunity. Displacement can also result in Seattle households, businesses, and organizations being pushed out of their neighborhood- or out of Seattle altogether.

While displacement is difficult to predict and measure, existing data enable us to track some forms of displacement and gain insights into displacement risk.



The indicators we present here signal and/or quantify various displacement pressures affecting Seattle households, with each indicator measuring at least one of three types of displacement risk.

### Direct/Physical Displacement



Households are directly forced to move for reasons such as eviction, foreclosure, natural disaster, or deterioration in housing quality.

### Indirect/Economic Displacement



Households are indirectly compelled to move by rising housing costs, or loss of cultural / social networks.

### Exclusionary Neighborhood Change



Households are unable to move into a neighborhood that would have previously been accessible to them; also known as "exclusionary displacement".

# Heightened Displacement Risk Indicators

## Including in dashboard:

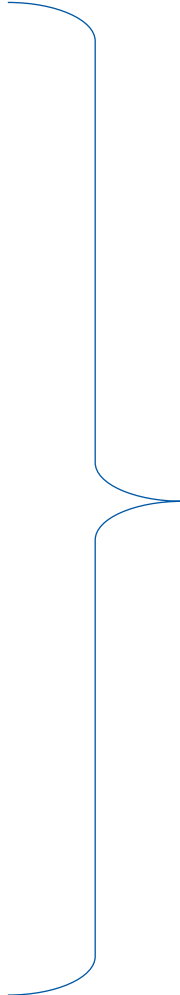
- **Housing Cost Burden (ACS)**
- **Affordability and Availability of Rental Housing (ACS)**
- **Redevelopment Requiring Tenant Relocation**
- **Condo Conversion Applications**
- **Foreclosures**
- **Applications for Early Design Guidance**
- **Housing Construction Permits**
- **SF Sales Price and Change in Price**
- **Home Flipping**

## Some others working on or exploring:

- **Eviction filings (monthly data collected by King County Bar Association's [Housing Justice Project](#))**
- **Why moved from previous residence? (from PSRC Household Travel Survey)**
- **Affordability of Market-Rate Rentals**
- **Expirations of Income Restrictions**
- **Homeowner Utility Bill and Property Tax Arrears**
- **Commercial Rent & Rent Change**
- **Loss of Cultural Spaces**

# EDMP: An ongoing and evolving resource

- **Promote awareness and use of EDMP as ongoing resource**
- **Add key Displacement Risk indicators**
- **Collect feedback to enhance and refine indicators**
- **Make more enhancements**
  - Transition Community Indicators to dashboard
  - Add easy-to-digest materials
  - Pursue Community-Based Participatory Research



With your  
advice and  
guidance



# Council request for info

A Council [Statement of Legislative Intent](#) (SLI OPCD 004 A 001) has asked for info about **displacement risk monitoring in the EDMP and options for addressing the data gap on “naturally occurring affordable housing.”**

*The SLI requests that the Office of Planning & Community Development (OPCD), Office of Housing (OH), and Seattle Department of Construction and Inspections (SDCI) respond—and in so doing, **consult with the EDI Advisory Board.***

# Responding to Council

- Describe options for market-rate rental data:
  - **Existing data sources**—Commercial Analytics, Yardi, Zillow, CoStar
  - **Potential for City begin to collect data directly from property owners**
    - expansion of SDCI's Rental Registration & Inspection Ordinance (RRIO) Program

# Responding to Council (continued)

- How the EDMP is helping inform the City's work and serving as a resource for the community
- Enhancements we're planning for the EDMP
- Upcoming policy and program work to advance equitable development & reduce displacement risk, including
  - **major update of the Comprehensive Plan**

# EDI Advisory Board Thoughts and Feedback

On:

- Responding to Council's request for info on EDMP displacement risk monitoring & data-gap filling?
- Other aspects of the Equitable Development Monitoring Program?



# Equitable Development Implementation Framework

Six equity drivers to support **community strength and stability in the face of displacement**, and to create **great neighborhoods with access to all**.



**Advance economic mobility and opportunity.**



**Promote transportation mobility and connectivity**



**Prevent residential, commercial, and cultural displacement.**



**Develop healthy and safe neighborhoods**



**Build on local cultural assets.**



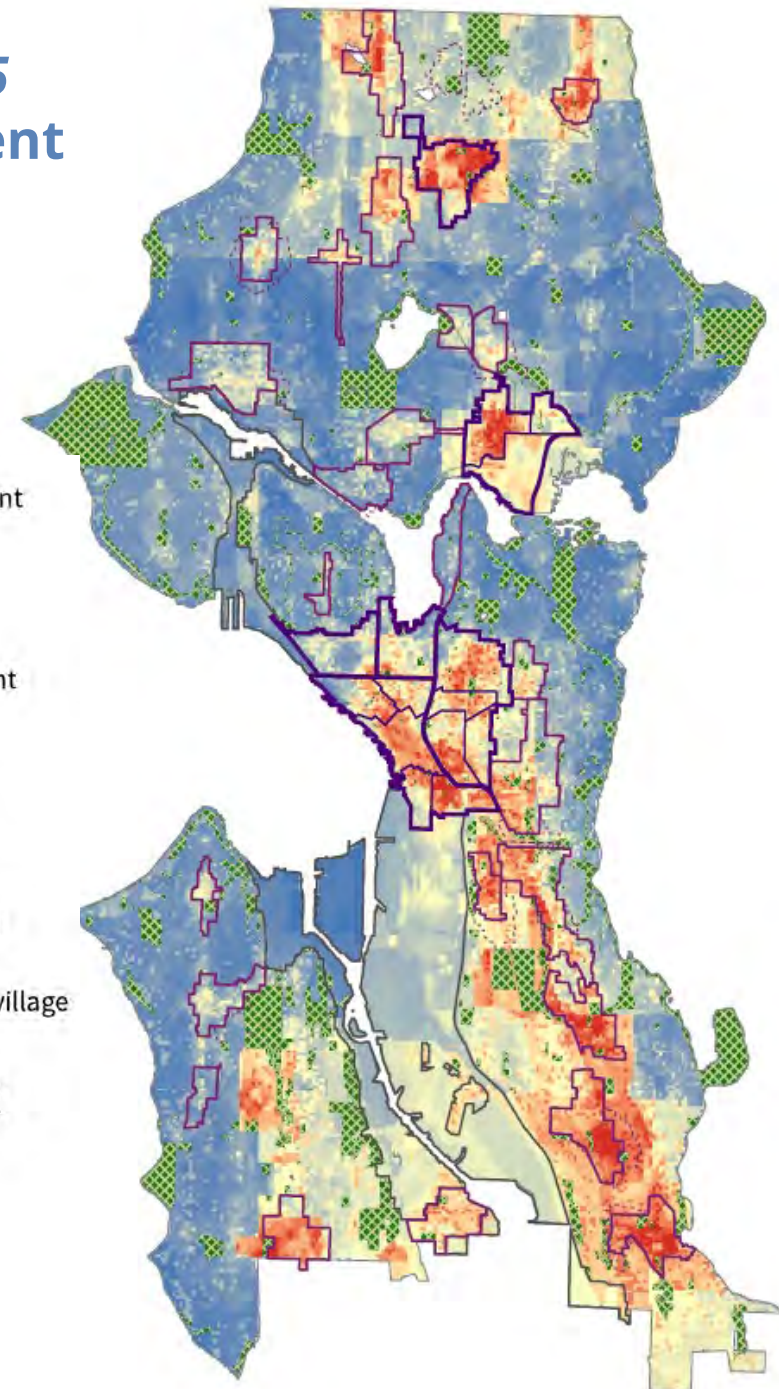
**Provide equitable access to all neighborhoods**

# HDRI complement the Displacement Risk Index

The Displacement Risk Index:

- Identifies where marginalized populations face displacement
- Combines demographic, socioeconomic, and built environment data
- Guides Seattle's long-term growth strategy, policy (e.g., MHA), and investments (e.g., EDI)
- Update forthcoming for 2024 Comprehensive Plan

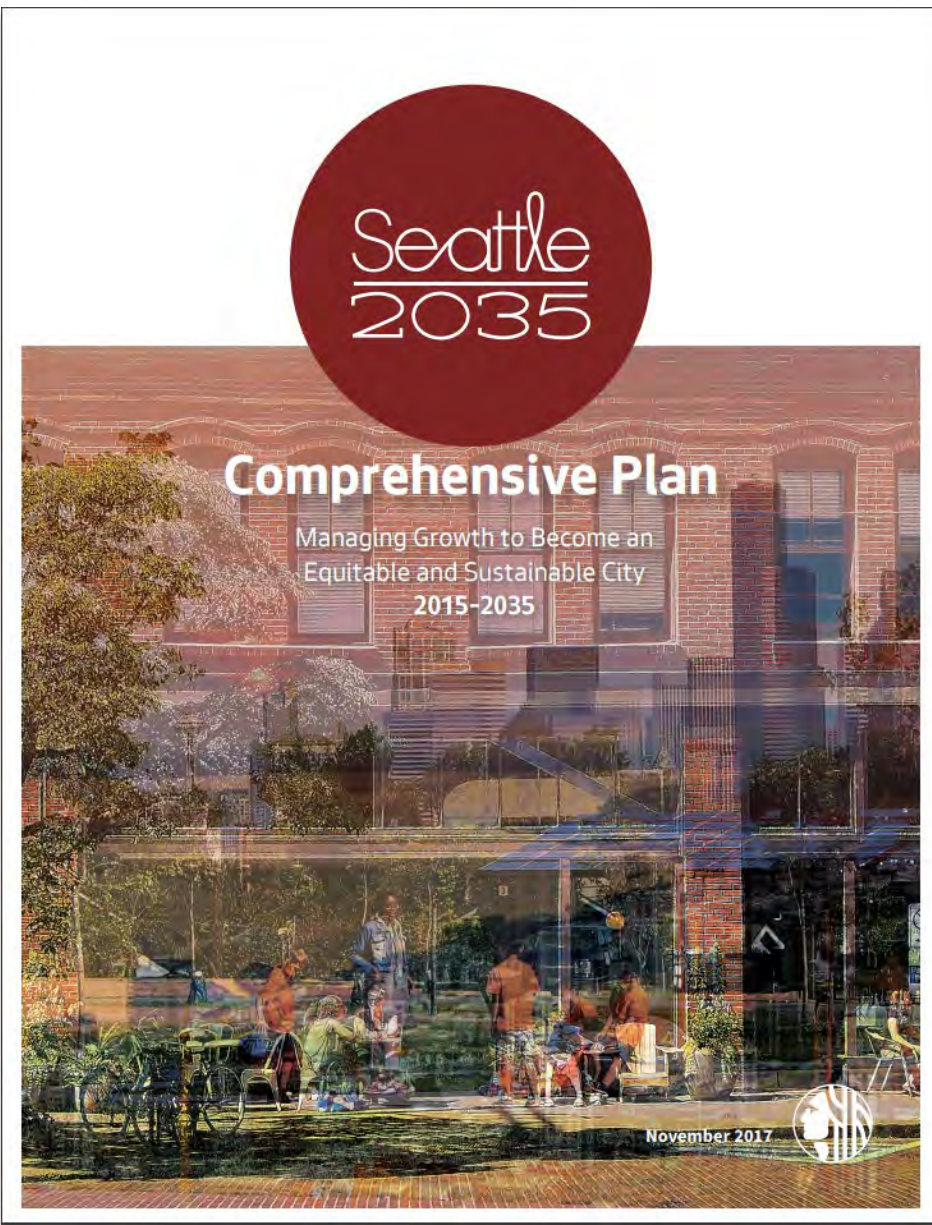
## Seattle 2035 Displacement Risk Index



# Comprehensive Plan Update **Briefing for EDI Advisory Board**

Michael Hubner, Long Range Planning Manager  
Office of Planning and Community Development  
City of Seattle

August 4, 2021



# Seattle 2035 Comprehensive Plan

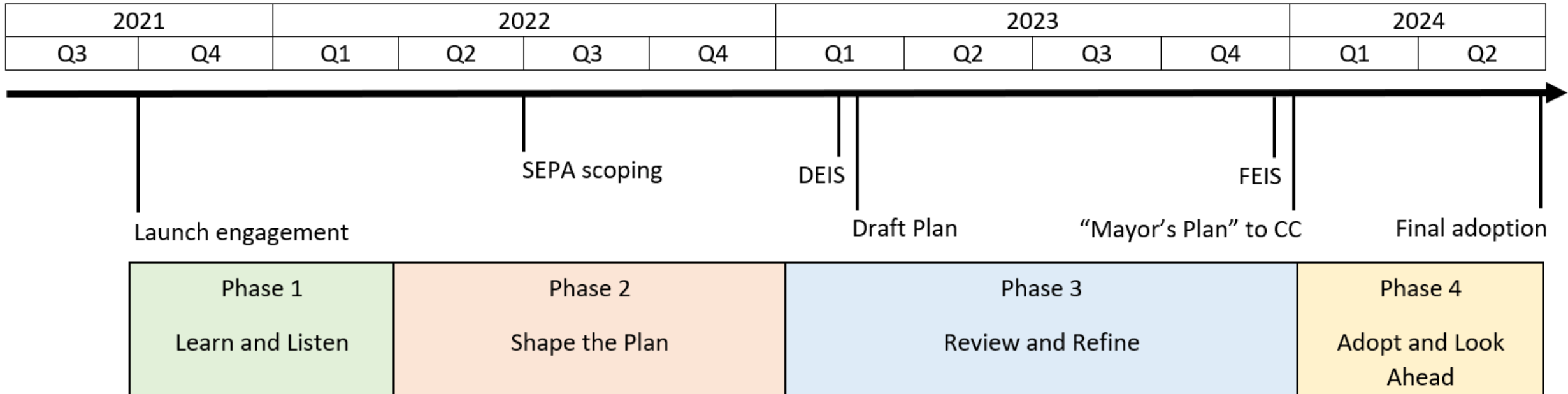
A 20-year plan to guide how our city grows, informed by four core values:

1. Race and Social Equity
2. Environmental Stewardship
3. Community
4. Economic Opportunity and Security

**Next update due in 2024**

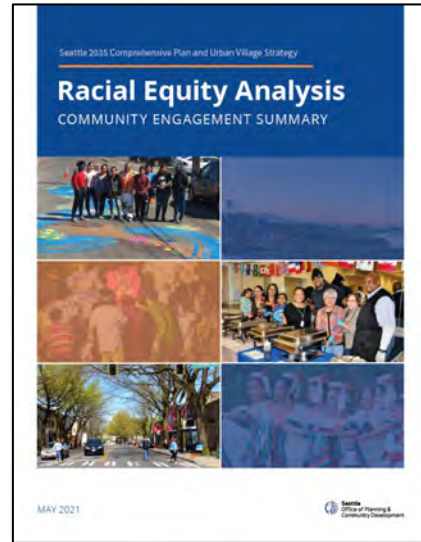


# CP Update Schedule and Engagement Phases



# Racial Equity Analysis Deliverables

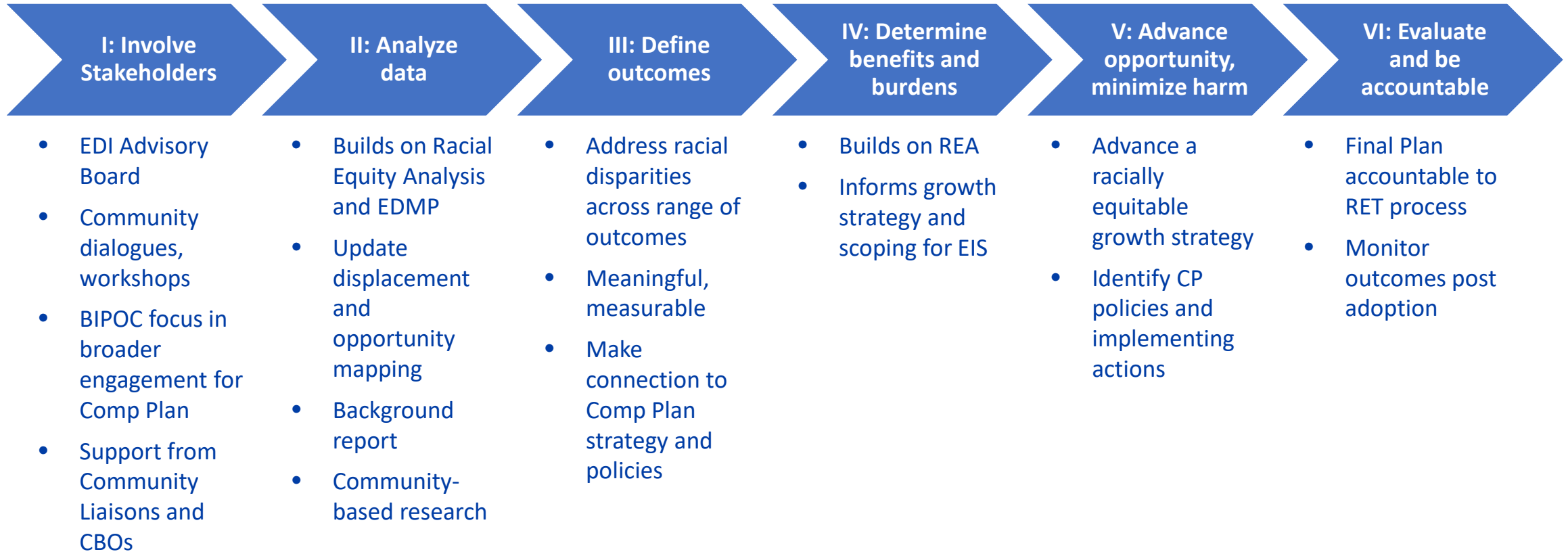
## #1 Community Engagement Report (OPCD)



## #2 Racial Equity Analysis Findings and Recommendations (PolicyLink)



# Racial Equity Toolkit - Steps



Thank you.

Questions?

# Racial Equity Toolkit - Schedule

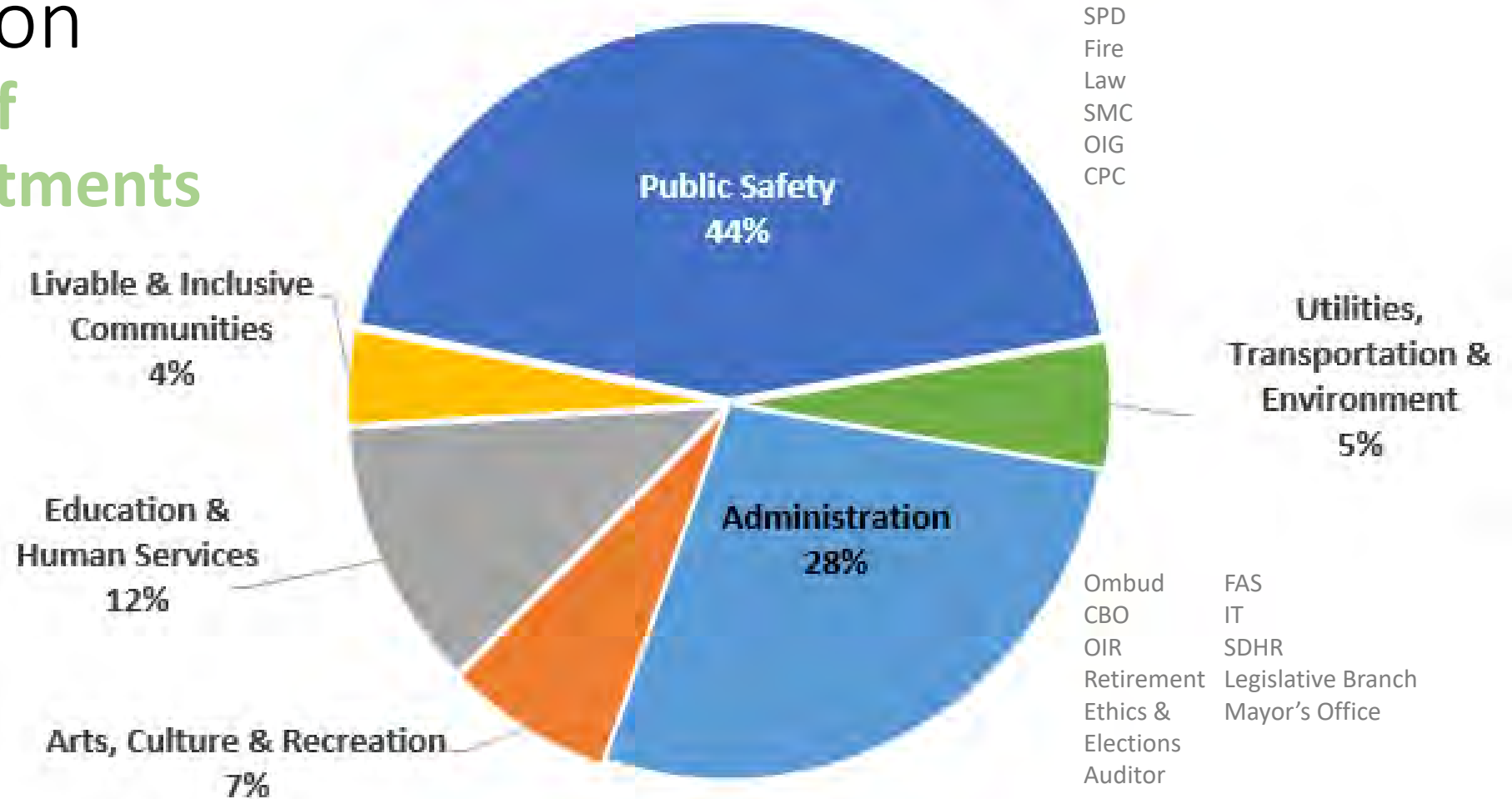
Phase	RET tasks and deliverables
<b>I: Launch and early outreach</b> Fall 2021 – Spring 2022	<ul style="list-style-type: none"> <li>• Initiate RET partnership with EDI Advisory Board</li> <li>• Targeted outreach to BIPOC community with capacity building</li> <li>• Focus areas: Community engagement, data analysis, define racial equity outcomes, Background Report</li> </ul>
<b>II: Shaping the Plan</b> Spring – Fall 2022	<ul style="list-style-type: none"> <li>• Continue engagement with EDI Bd. and community</li> <li>• Focus areas: Co-create equitable Growth Strategy concepts, EIS scoping, review Comp Plan elements and identify gaps and needs</li> </ul>
<b>III: Review and refine</b> Winter – Fall 2023	<ul style="list-style-type: none"> <li>• Sustain capacity and engagement for key review and comment milestones</li> <li>• Focus areas: Draft EIS, preferred alternative for Growth Strategy, Draft Comprehensive Plan</li> </ul>
<b>IV: Adoption and implementation</b> Winter – Spring 2024	<ul style="list-style-type: none"> <li>• Center RET documentation and community input in Council consideration of Comp Plan update</li> <li>• Focus areas: Final Plan adoption, BIPOC engagement in implementation, updated monitoring and accountability framework</li> </ul>

# Budget Process and Planning

- City Budget Process
- Timeline for Mayor's Proposed Budget and Council's Adopted Budget
- Typical budget for EDI projects
- Legislative things to be aware of
  - [Short Term Rental Tax](#)
  - [Payroll tax \(new\)](#)
- Next steps for discussing EDI 2022 budget

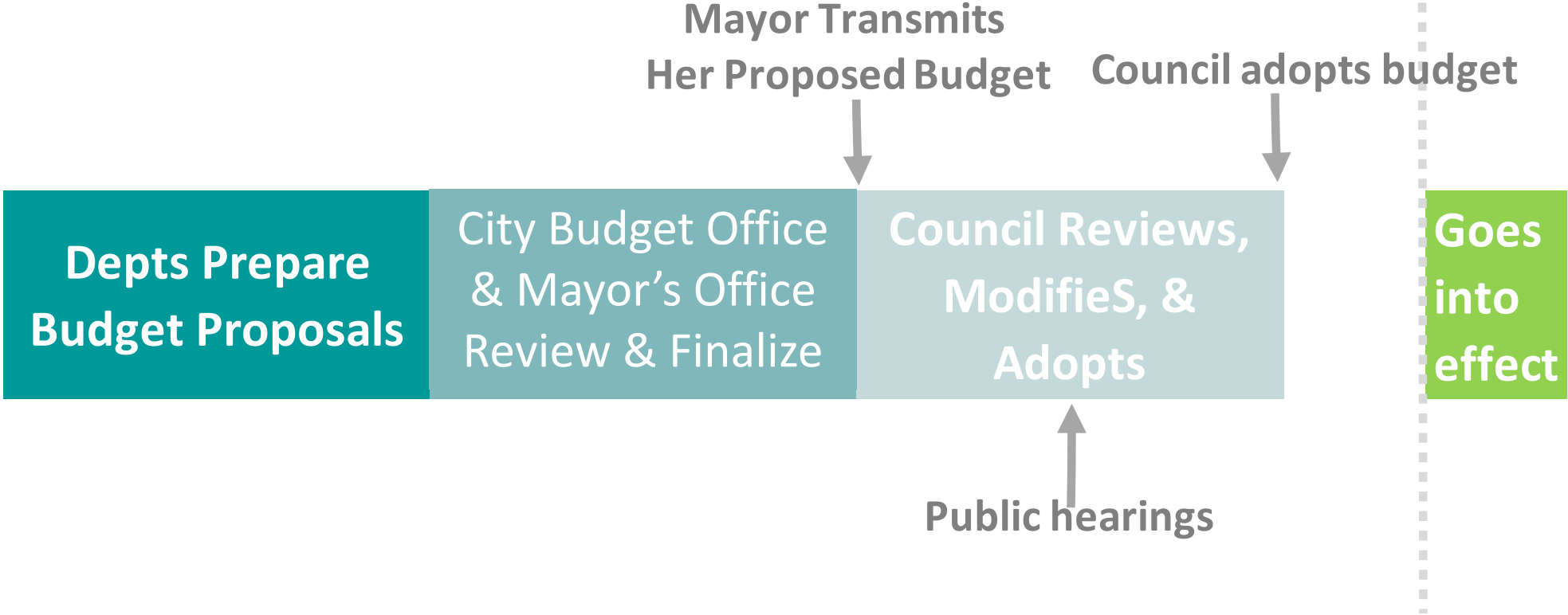
## 2 General Fund Expenditures: \$1.6 billion

### By types of City departments



# 3 Budget Process

MAR APRIL MAY JUNE JULY AUG SEPT OCT NOV DEC JAN





# EDI budget components

- Ongoing funding for EDI projects:
  - Short Term Rental Tax
  - Payroll Tax
  - Community Development Block Grant
  - Unrestricted General Fund (pays for EDI staff and consultant budget)
- One time funding for EDI projects, previously allocated:
  - Proceeds from sale of Civic Square Block
  - Proceeds from sale of Mercer Megablock (partial)
  - Strategic Investment Fund

# Short-Term Rental Tax (established in 2020)

## **BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. A new **Short-Term Rental Tax** Fund is created in the City Treasury effective January 1, 2020....

A. **The first \$5,000,000 of proceeds shall be directed to the Office of Planning and Community Development for grants**

**made to organizations for investments in community-initiated equitable development projects.** Grants made to organizations for community-initiated equitable development projects can be used for community capacity building and project development;

# Payroll Tax “Jumpstart” (established in 2021)

## BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. A new **JumpStart** Payroll Expense Tax Fund (“**JumpStart** Fund”) is created in the City Treasury effective January 1, 2022...

### 5.38.055 Payroll expense tax - Allocation of proceeds

A. In any year where General Fund revenues from all sources approved as of January 1, 2020 are projected to be lower than \$1,510,029,000, an amount equal \$1,510,029,000 minus the projected General Fund collections from non-payroll expense tax sources may be transferred into the General Fund to support programs and services funded by the General Fund.

3. Nine percent of the annual JumpStart Fund revenue total is to support the Equitable Development Initiative (EDI) that supports community-initiated equitable development projects that advance economic mobility and opportunity, prevent residential, commercial, and cultural displacement, build on local cultural assets, promote transportation mobility and connectivity, develop healthy and safe neighborhoods, and enable equitable access to all neighborhoods.

# Next Steps for EDI 2022 budget

- Key dates to watch out for:
  - **September 27, 2021**: Mayor's Proposed Budget speech
  - **November 22, 2021**: Council adopts 2022 budget
- Early 2022: EDI advisory board workgroups & deep dive on recommendations for allocating available budget.