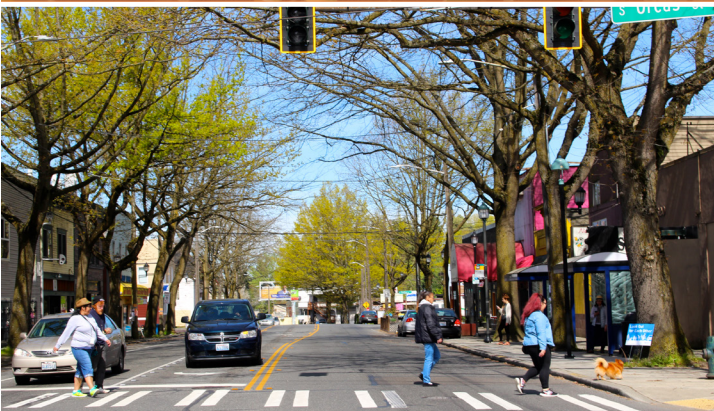


# Racial Equity Analysis

## COMMUNITY ENGAGEMENT SUMMARY



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# Background

The Racial Equity Analysis of the Seattle 2035 Comprehensive Plan and Urban Village Growth Strategy is an exploration of how the City's approach to managing growth and development has affected diverse communities. This early outreach, undertaken in partnership with Puget Sound Sage and PolicyLink, will help the City of Seattle recognize the racial distribution of benefits and burdens related to this foundational strategy, and to design a process for updating the growth strategy as part of the forthcoming major update to the Comprehensive Plan that is more equitable and just.

City of Seattle is getting ready to update its **Comprehensive Plan**, an effort that will engage communities citywide toward a more equitable, resilient, and sustainable city over the next 20 years. The Comprehensive Plan is a policy document that guides where and how the city adds homes and jobs, makes investments to meet community needs, and meets our long-term environmental goals. Under the Washington State Growth Management Act, cities must undertake a major update of their comprehensive plans every 8 years. **Seattle 2035**, the most recent version of the plan, was adopted in 2016. The next major update is due in 2024.

Prior to beginning the several year process of updating the plan, the Office of Planning and Community Development (OPCD), in consultation with the Department of Neighborhoods (DON) and the Office of Civil Rights (OCR), is conducting a **racial equity analysis** of Seattle 2035. The analysis is exploring racial equity outcomes broadly, with a focus on evaluating the City's longstanding strategy of focusing housing and employment growth within designated **urban villages**.

The racial equity analysis is the first step in a **Racial Equity Toolkit (RET)** process that will be integral to the entire process of updating Seattle 2035. The RET will engage community and stakeholders, define desired racial equity outcomes, and analyze data toward determining potential impacts of City actions and advancing opportunities for minimizing harm and achieving equitable benefits. The RET will help shape the growth strategy and policy development, including an evaluation of several plan alternatives. As a first step, the racial equity analysis addresses **foundational questions**, such as:

- » Who has benefited from or been burdened by the existing urban village strategy?
- » What would a more racially equitable growth strategy look like?
- » How can the City best work with impacted communities to develop that growth strategy and the plan overall?

Engaging with community stakeholders is a key part of the racial equity analysis. This preliminary effort included two opportunities for engagement, focused on BIPOC community members, organizations active in community development and advocacy around racial equity issues, and City boards and commissions. With the launch of the Comprehensive Plan update, OPCD will begin engaging a broader set of constituents and interests citywide, including around the policy issues identified in the racial equity analysis.

First, we convened five **focus groups** with community members representing a range of racial, ethnic, and geographic communities of color across the city. Assistance for this effort was provided by Puget Sound Sage, a local non-profit organization that advocates for equitable communities, and the Community Liaison program in the Department of Neighborhoods. Community Liaisons are trusted community messengers who partner with the City to advise on avenues for engaging with historically underrepresented communities and provide inclusive outreach and engagement. Focus groups included more than 30 participants, with two in-person sessions in winter 2020 and three focus groups held remotely in fall 2020. The focus groups also included an opportunity for capacity building, with Sage providing a Comprehensive Plan 101 training as an initial session for 13 community stakeholders in February. See Appendix A for more information about the focus groups.

Second, after completion of the focus groups, OPCD convened an online **Workshop on Racial Equity in the Seattle 2035 Comprehensive Plan and Urban Village Strategy** on October 29, 2020. This effort was supported by a contract with PolicyLink, a national research and action institute advancing racial and economic equity. The workshop included nearly 100 attendees, including volunteers and staff from community-based and advocacy organizations, participants in the earlier focus groups, members of City boards and commissions, Equitable Development Initiative Fund grantees, and staff from several City departments. The majority of the workshop time was spent in small group discussions. See Appendices B, C and D for details about the workshop.

This **summary document** highlights what we heard from community and key stakeholders in response to the questions raised by the racial equity analysis. Workshop and focus group participants drew from lived experience, knowledge of their communities, and personal and professional experience around the Comprehensive Plan and City policy generally, to provide a rich body of comments. This input has informed a final report from PolicyLink as well as additional analysis and recommended next steps identified by OPCD, DON, and OCR for the Comprehensive Plan update and RET.

# Executive Summary

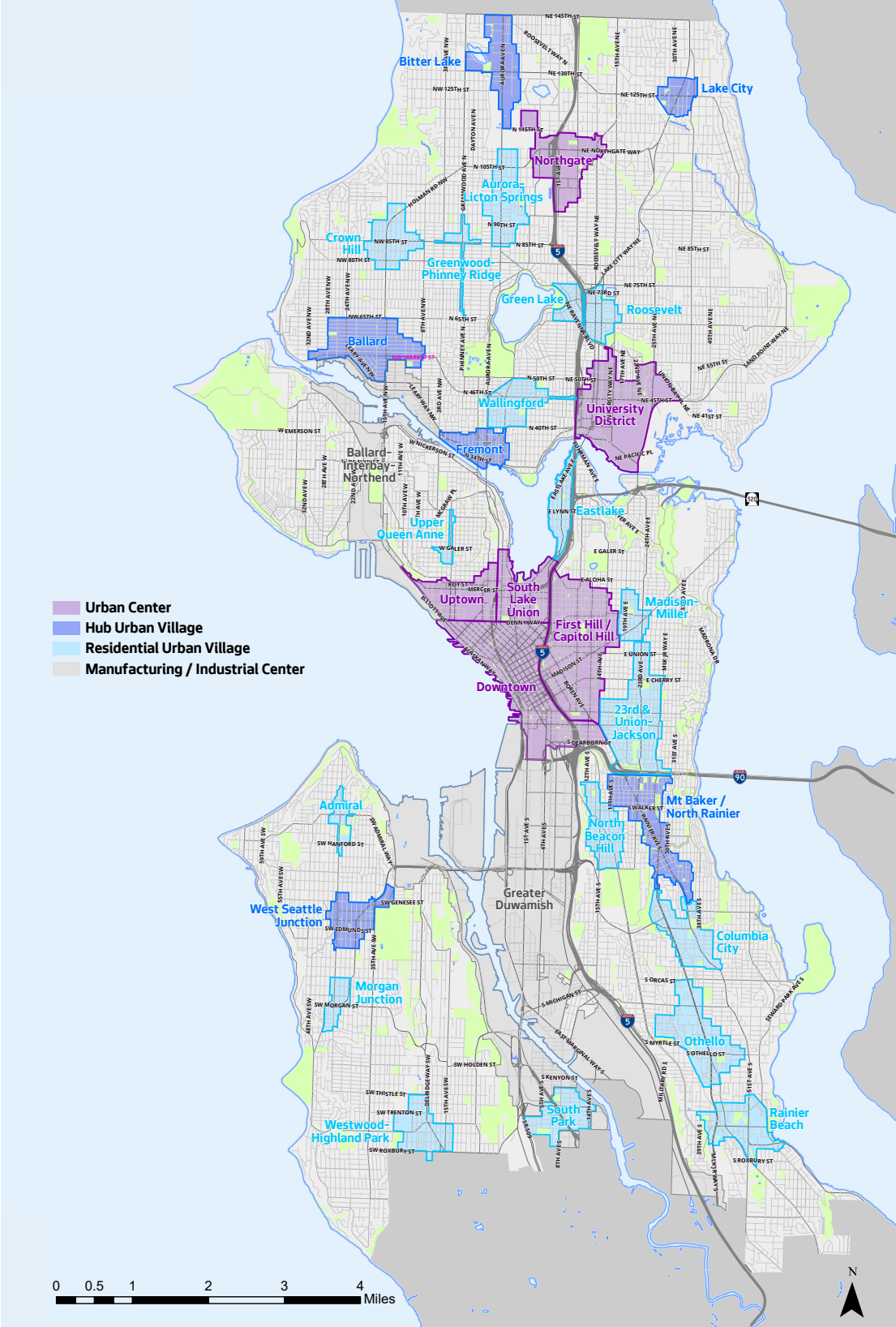
Several major themes can be summarized from the hundreds of comments and questions raised during the focus groups and workshop. These comments reflect participants' experience and their perspective on the experience of BIPOC communities in Seattle, as shaped by the Comprehensive Plan. Key points voiced by the participants included the following:

- » Many people said that the update to the Seattle 2035 Comprehensive Plan is an opportunity for the City to partner with community around a **deeper commitment to a racially equitable city**.
- » Participants said that under the current comprehensive plan many BIPOC communities have suffered from **insufficient housing supply, choice, and affordability**.
- » The urban village strategy was seen by many as **perpetuating a historical pattern of exclusionary zoning** that should be examined and revised to be more racially equitable in the next plan update.
- » **Changing single family zoning to allow more housing types** could benefit BIPOC communities by reducing market and displacement pressures, increasing access to high opportunity neighborhoods and amenities, and creating more options for homeownership.
- » Participants observed that under the urban village strategy, **displacement, actual and threatened, has severely impacted BIPOC communities**. Households, businesses, non-profits, and cultural anchors are all impacted by displacement pressure. Some cited as a contributing factor historically being shut out of many neighborhoods and confined to areas that are now targeted for development.
- » Looking toward the plan update, many said that **anti-displacement must be a higher priority** in the growth strategy going forward, emphasizing a broad range of tools, including tools to mitigate the displacement impacts of zoning and public investments, more affordable housing, community preference, and household and community wealth building.
- » The urban village strategy is not seen as resulting in **housing that is suitable and affordable to larger families**, who are often immigrants with multi-generational families.
- » Participants critiqued the City's current growth strategy as **not providing equitable homeownership opportunities** for BIPOC households.
- » Looking beyond housing, many stated that Seattle has **failed to achieve an inclusive economy** as envisioned in Seattle 2035. BIPOC communities need more pathways to access tech and other new jobs, more middle-wage job opportunities, and more support for small businesses.
- » **Racial disparities in access to healthy neighborhoods** persist under the urban village strategy. Some said BIPOC households have been shut out of neighborhoods with large parks, more trees, and walkable streets. Residents of BIPOC communities also cited underinvestment in environmental amenities, such as sidewalks and parks, in their neighborhoods.
- » People broadly felt the City should do more to engage in an **equitable, meaningful, and accessible** way with BIPOC communities in the next Comprehensive Plan update.
- » The Comprehensive Plan should be co-created with community through **shared decision making**, with the City providing resources to **build and sustain local capacity**.
- » In addition, the City should leverage **ongoing relationships** with non-profits and community-based organizations, who are well positioned to effectively represent community throughout the entire three-year Comprehensive Plan update process.



Cover of the Seattle 2035 Comprehensive Plan

# Map of Urban Centers, Urban Villages, Manufacturing/Industrial Centers



# Detailed Summary of Input

The following detailed summary of input organizes comments within several topical categories:

- » **Hopes for a Future Seattle**
- » **Housing and Displacement**
- » **Economy and Education**
- » **Health and Environment**
- » **Transportation**
- » **Community Engagement**
- » **Other Comments**

## Hopes for a Future Seattle

Despite today’s challenges, participants were hopeful for a better Seattle that is safe and accessible, diverse and equitable, healthy and resilient. They yearn for a city where the people here now can remain and prosper, and those who have left can return.



## Housing and Displacement

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Many people said broadly that the current comprehensive plan has failed to provide sufficient housing supply, choice, and affordability, and this has harmed BIPOC communities. Looking forward, in the plan update, all neighborhoods should offer more affordable housing choices to ease displacement pressures and provide access to opportunity.

Many commented that the urban village strategy has **perpetuated a pattern of exclusionary single-family zoning** that should be examined and reformed in the next plan update. Key comments included:

- » The urban village strategy was a result of a “compromise” to take growth, but focus it away from privileged homeowners, generally in wealthy white neighborhoods, which doesn’t meet affordability and household needs for entire city, and just adds to displacement pressures.
- » The urban village strategy benefited property owners who already owned homes in desirable neighborhoods. Burdened are renters (many BIPOC) and BIPOC homeowners, who, only more recently, could buy land only in specific places at higher prices.
- » Urban villages were built on a history of redlining and we still chose to direct most growth to these areas, thus accelerating economic pressures on existing communities. Areas outside of urban villages need to be part of the growth conversation if we are going to tackle racial inequities.
- » When broader housing needs are not met, even for higher income households, that results in market pressure that impacts lower income households.

Many believe that under the urban village strategy, **displacement has accelerated**. Anti-displacement has to be a higher priority in the growth strategy going forward, they said. Key comments included:

- » Home prices and rents are increasingly out of reach for many in BIPOC households.
- » BIPOC families have been forced to move north and south of Seattle for more affordable housing and owners of small businesses have been displaced out of the city.
- » Places of historical cultural importance to BIPOC communities are being lost through displacement.
- » Many examples and community stories of displacement were shared, highlighting the Chinatown-International District, Rainier Valley, and other predominantly BIPOC areas.
- » Relatively affordable apartments have been torn down and replaced with bigger more expensive apartment buildings, while older single family homes get torn down and replaced with large expensive homes.
- » Land costs continue to spiral upward, preventing community ownership, and driving displacement. Non-profits are being crowded out by for-profit housing development.



- » The urban village strategy has focused a lot of growth into relatively small areas, intensifying displacement pressure.
- » The urban village strategy has created a shortage of land with big increases in land value. The result: BIPOC homeowners are pushed out because they can’t afford the property taxes or they see it as a way to cash out their property, which is good for some, but impacts the community as a whole.
- » COVID-fueled displacement is real and happening as privileged people with money take advantage of our current economic disaster.

Many suggested solutions or actions the City could take to **alleviate displacement**. Key comments included:

- » A more equitable growth strategy should do more to reduce or alleviate displacement pressure.
- » We should focus on creating more inclusive communities, with a more affordable mix of low-density housing options in areas that are currently zoned single family.
- » Opening up single family zoning will create opportunities for more affordable homeownership.
- » Any changes to single family zoning should be paired with anti-displacement strategies and land value capture tools to benefit community, create affordable units, and avoid creating a windfall for current homeowners.
- » Community preference policies are key to support people who want to return and maintain their cultural connections.
- » Anti-displacement involves more than just land use and housing policies. It's also about economic opportunity, minimum wage, and household and community wealth building.
- » The Comprehensive Plan should aim to make Seattle a place where BIPOC folks want to live, can live, can afford to live, feel welcome and comfortable.
- » More mixed-income communities and permanently affordable housing will enable communities to remain in place over the long term.
- » Planning for growth needs to be coupled with increased investments in affordable housing (existing tools and resources are not nearly enough),

The housing that is being built in urban villages is **not meeting the needs of BIPOC households** in terms of affordability, tenure, size, and design. Key comments included:

- » Currently, there is a lack of choice and affordability/availability for housing for multigenerational households, including families, youth, and older people, and including many immigrants.
- » We need new models, not just single family homes on large lots, for meeting this need.
- » Immigrant and refugee families should have a say in the size/design of new affordable housing.
- » Most new housing seems to be for single adults and couples.
- » Focusing housing around light rail stations doesn't meet the needs of all households – we also need more housing near jobs and bus transit.
- » BIPOC communities need more access to homeownership as a means of building community and intergenerational household wealth.
- » The growing gap in Seattle in being able to own homes is harming BIPOC communities in terms of housing stability and wealth building.
- » Single family detached homes on a 5000 sf lot shouldn't be the only ownership choice in the city; it is out of reach for most people, especially BIPOC households.

“I like that there are new apartments, but they are too expensive so not an option for my family.”

“I do not see a much diversity in age, race on my block. Black people pushed out for luxury apartment units.”

“Yes affordable housing, but also more affordable market rate housing to buy homes.”

## Economy and Education

Many people emphasized that Seattle’s economic growth has failed to achieve an inclusive economy, as envisioned in Seattle 2035. Growth has created two types of jobs: high paid tech jobs and low wage service jobs. Many BIPOC community members lack the education or skills to access higher paid jobs.

The recent economic **boom has not benefited BIPOC** communities. Key comments included:

- » Economic growth needs to include more than just high paid tech workers and retail/service workers supporting them.
- » Retention and growth of manufacturing and industrial jobs is crucial.
- » The City should focus on ways to leverage growth sectors (e.g., tech) for BIPOC community benefit.

In order to benefit from Seattle’s economic growth, BIPOC community members need **access to jobs and training**. Key comments included:

- » There are not enough middle-wage jobs for which people with less education can qualify.
- » Job training for tech sector jobs is lacking, especially for young people, who are being forced to leave the city due to both limited housing and limited job opportunities.
- » We need more apprenticeships, youth programs, stronger unions, and job training.

The Comprehensive Plan should do a better job of **supporting small BIPOC-owned businesses**.

Key comments included:

- » Despite growth overall, these businesses have suffered, and this is a threat to culturally relevant and community anchor businesses.
- » Smaller BIPOC-owned businesses have inequitable access to capital.
- » Black-owned businesses in the Central District have been particularly hard hit.
- » The City should promote the creation of more small affordable commercial spaces.
- » More jobs should be available in BIPOC communities, including in businesses that meet community needs, foster community cohesion, and reduce the need to commute long distances.

“Rents are so high for small businesses. As a nonprofit, we cannot afford these rents. We want the city to consider affordable spaces for small businesses and nonprofits.”





## Health and Environment

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Participants observed that BIPOC communities need more walkable and green neighborhoods for livability and the overall health of the population. To achieve climate justice the City needs to address longer commutes and health disparities for BIPOC communities.

The Comprehensive Plan should **increase access to open space** for BIPOC communities. Key comments included:

- » Larger parks are located in single family neighborhoods that we have been shut out of.
- » The south end in general has fewer green amenities.
- » A growing city like Seattle needs healthy and safe spaces for all communities. We don't have that now.

The Comprehensive Plan must include an urgent **focus on climate justice**. Key comments included:

- » BIPOC workers—who commonly work in service sector jobs—cannot afford to reside within Seattle and must commute long distances. This works against us achieving our climate goals.
- » BIPOC communities bear the brunt of climate impacts.

The Comprehensive Plan needs to **address racial health disparities**. Key comments included:

- » There are many health challenges for cultural communities at risk of displacement.
- » Planning should focus on metrics like life expectancy, physical health, air quality, and access to parks.
- » More community gathering spaces for BIPOC communities will address social isolation and mental health, needs of elders and youth.
- » The plan should keep development away from polluted areas.

| “I would like to see more parks, safer sidewalks, and an all-women gym and pool.”

## Transportation

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Many people identified inequities related to the transportation system including safety, access, and parking. Limited transit leaves many BIPOC communities dependent on cars.

- » Safety for pedestrians and other non-motorized users of the city's streets, including within urban villages, is an equity issue, including for people of all abilities.
- » Development and density in urban villages has impacted BIPOC communities with increased traffic and lack of parking.
- » While transit policy centered in urban villages supports efficiency, single family neighborhoods are still car centric. But the burdens of car culture are often borne by those who live on arterials and in neighborhood centers.
- » BIPOC communities need better, cheaper, and more extensive transit options, not just to get in and out of downtown.
- » Transit doesn't work for all BIPOC households. Some are more auto dependent due to dispersed hours and locations of employment and many displaced households continue to travel for goods, services, cultural draws in former neighborhoods.

| “The train goes north-south, but not east-west, so White Center area or other areas are hard to get to by public transit. The same with buses, not many east-west options.”

## Community Engagement

People who had participated in community engagement for Seattle 2035 said this effort could/should have been more equitable. For the next Comprehensive Plan update, the City needs to partner with community in more meaningful ways.

The City needs to improve community members' **access to the planning process**. Key strategies include: such as:

- » Providing better language access
- » Speaking in terms that people understand and that connects to their everyday lives (community liaisons can help with this)
- » Paying people for their time
- » Reaching out “to where people are”
- » Tapping alternative media, community-based media, and social media outlets

People offered ideas on where the City should **focus its outreach** efforts. Key audiences include:

- » Youth
- » Older people
- » A wide range of cultural groups
- » Centering input from impacted racial and cultural groups
- » Meaningful involvement of native peoples and incorporation of indigenous voices in the Comprehensive Plan



Some commenters urged the City to establish a more **significant role for community-based organizations, non-profits, faith-based, and cultural organizations**. Key roles include:

- » Adopting a co-creation model with power sharing in decisions
- » Supporting community-led planning with capacity building and resources, money, space, logistics support
- » Giving community members a role in leading outreach
- » Leveraging and enhancing ongoing community engagement and relationship with community
- » Centering the update around the goals and desires of community for themselves
- » Leveraging existing networks to center BIPOC voices – multiple organizations can help facilitate connections to community
- » Investing in community partner organizations with capacity to follow through on BIPOC priorities through the several year update process

“The youth need to be a critical focus of the planning, since they will be inheriting the City we’re designing.”

“Do community outreach to places that Indigenous people meet, such as South Park, and Magnolia.”

## Other Comments

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Focus group discussions and the workshop generated a wide range of observations and ideas about the Comprehensive Plan, City government, and the city's future.

People felt that the Comprehensive Plan could do a **better job of addressing racial equity**. Key comments include:

- » There is a huge and growing gap between white collar/tech jobs and service jobs, between renters and owners. The comp plan is not helping to bridge this gap.
- » The comprehensive plan should do more to help the people that live here thrive, rather than just accommodate new growth.
- » The current plan is rooted in a vision from the 1990s when we didn't value race and social justice to the degree we do now. Why are we starting from that legacy of planning instead of restarting with a question of what is racially just?
- » Many urgent community needs and desired racial equity outcomes cannot be addressed at the citywide scale and long-range time frame of the comprehensive plan.
- » The comprehensive plan should be approached more from a community organizing framework.
- » Racial equity has to be at the core of how the comprehensive plan shapes capital investments to meet community needs and mitigate displacement.
- » Support for participatory budgeting.
- » Land use policies are not sufficient; it will take intentional investment of more resources to achieve racially equitable outcomes.
- » The comprehensive plan should promote community control and ownership of land resulting in improved services for BIPOC communities and community leadership to shape the future of neighborhoods.
- » The Comprehensive Plan should recognize the history of racially inequitable policies and practices and contribute to reparations of past harms, including wealth gap, displaced people, disinvestment.

People gave input on **data that can inform** a more racially equitable plan, including:

- » Data on health outcomes
- » Community-produced data
- » Demographic change in urban villages
- » Measures of community and generational wealth
- » Identifying the measures that hold us accountable to achieving an equitable future

Many comments highlighted specific **unmet BIPOC community needs**, including:

- » Cultural hubs / Multicultural community centers
- » Open space for active recreation
- » Youth programs
- » Affordable childcare
- » Accessible internet

Participants in the focus groups and workshop offered up suggested **principles to guide the plan update** such as:

- » Repairing harm
- » Reversing exclusion
- » Shared economic prosperity
- » Creating neighborhoods of choice
- » Rebuilding a city that is fair and just
- » Build for the most vulnerable/marginalized
- » Pathways to bring people back to Seattle
- » Responsiveness as a value
- » The better our lowest do, the better we all do
- » Bottom-up (not top-down)
- » Aging in place - Once communities are established, they should be able to stay
- » Democratizing access to resources
- » Planning for the seventh generation
- » Climate justice, environmental justice
- » All of our investments promote equitable growth
- » Emergency preparedness



| “Preserving culture is so important. Inclusion is good for the larger community.”

| “The Comp Plan should add more specificity on what can be done, not just values.”

| “Reclaim/address past cultural erasure for indigenous communities through the naming for open spaces, parks, other places.”

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# Appendix A: Focus Groups

## Focus groups were held on the following dates:

2/20/20	Comprehensive Plan 101 Training – Focus Group Discussion
2/28/20	Focus Group – Facilitated by SouthCore/PS Sage
10/15/20	Focus Group – Facilitated by SouthCore/PS Sage
10/20/20	Focus Group – Community Liaisons
10/22/20	Focus Group – Indigenous Seattle

## Discussion questions for focus groups included the following:

- » In a few words, what are your hopes and dreams for Seattle 20 years from now?
- » Imagine there is a story in the newspaper highlighting the progress toward racial justice in your community over the next 10 to 20 years. What would you want it to say?
- » As described, the comprehensive plan, and specifically the Urban Village strategy, shapes where and how the city grows, adding space for homes and jobs, access to opportunities, and new development within neighborhoods.
  - » How has the City’s growth benefited and/or harmed your community?
  - » Looking to the future, where should we plan for new homes and jobs and what kind of homes, jobs, and other important resources and activities would you like to see more of in a future Seattle?
- » Identify assets or resources in your community, what are the things that in the future you want to keep, build on, or see more of? [Consider this as a mapping exercise.]

# Appendix B: Workshop Program



**Workshop on Racial Equity in the Seattle Comprehensive Plan and Urban Village Growth Strategy**  
**Office of Planning and Community Development**  
**October 29, 2020 - 4:00 pm to 6:30 pm**

## Agenda

When	What	Who
4:00 pm	Getting settled together in the Workshop space <ul style="list-style-type: none"> <li>• Indigenous land acknowledgement</li> <li>• Welcome and orientation</li> </ul>	<ul style="list-style-type: none"> <li>• Sherry Steele, United Indians</li> <li>• Ubax Gardheere, Office of Planning and Community Development</li> </ul>
4:15	Setting the stage: Workshop goals and framing	<ul style="list-style-type: none"> <li>• James Crowder and Kalima Rose, PolicyLink</li> </ul>
4:25	Setting the stage: A Racial Equity Analysis of Seattle 2035 and the Urban Village Strategy	<ul style="list-style-type: none"> <li>• Michael Hubner, OPCD</li> </ul>
4:35	<b>Breakout Session 1</b> – Observations on Seattle 2035 and the Urban Village Strategy	<ul style="list-style-type: none"> <li>• All – Groups of 7-8 will respond to discussion questions</li> <li>• Supported by City staff</li> </ul>
5:05	Break	
5:15	<b>Breakout Session 2</b> – Looking ahead to a more racially equitable “Seattle 2044”	<ul style="list-style-type: none"> <li>• All – Breakout groups will continue work in response to discussion questions</li> <li>• Supported by City staff</li> </ul>
5:45	Report out on Breakout Session themes	<ul style="list-style-type: none"> <li>• Facilitated by PolicyLink</li> </ul>
6:05	Racial Equity Analysis – Preliminary Observations from PolicyLink	<ul style="list-style-type: none"> <li>• James Crowder and Kalima Rose, PolicyLink</li> </ul>
6:25	Thank you and next steps	<ul style="list-style-type: none"> <li>• OPCD staff</li> </ul>

# Appendix C: Workshop Participants

City of Seattle Office of Planning and Community Development	
Michael Hubner	Staff
Ubax Gardheere	Staff
Nick Welch	Staff
Jennifer Pettyjohn	Staff
David Goldberg	Staff
Katie Sheehy	Staff
Andrew Tran	Staff
Boting Zhang	Staff
Katy Haima	Staff
Patrice Thomas	Staff
Lyle Bicknell	Staff
Cayce James	Staff
Jason Kelly	Staff
Jim Holmes	Staff
Diana Canzoneri	Staff
Robin Magonegil	Staff
Janet Shull	Staff
City of Seattle Department of Neighborhoods	
Jesseca Brand	Staff
Abesha Shiferaw	Staff
Vera Njuguna	Staff
City of Seattle Office of Civil Rights	
Diana Falchuck	Staff
Kelly O'Brien	Staff
Latrice Ybarra	Staff
Erica Pablo	Staff
Mariko Lockhart	Director
Shuxuan Zhou	Staff

Staff from other City departments	
Christie Parker	City Budget Office
Matt Richter	Arts and Culture
Mark Jaeger	Sea. Public Utilities
Brent Butler	Human Services
David Graves	Parks & Recreation
Margaret Glowacki	Const. & Inspections
Jenn LeBreque	Housing
Jonathan Lewis	Transportation
PolicyLink	
James Crowder	PolicyLink
Kalima Rose	PolicyLink
City Council Staff	
Lish Whitson	Council Central Staff
Erin House	Legislative Aide (CM Mosqeda)
Noah An	Legislative Aide (CM Strauss)
Alexis Turla	Legislative Aide (CM Morales)
Mayor's Office Staff	
Christina Ghan	Policy Advisor
Chase Kitchen	Policy Advisor
Leslie Brinson	Policy Advisor
Seattle Planning Commission	
Connie Combs	SPC staff
Vanessa Murdock	SPC staff
Rian Watt	Commissioner
Katherine Idziorek	Commissioner
Patti Wilma	Commissioner
Rick Mohler	Commissioner
Jamie Stroble	Commissioner
Grace Kim	Commissioner
Michael Austin	Commissioner
David Goldberg	Commissioner
Kelabe Tewolde	Commissioner

Other Boards and Commissions	
Kayla DeMonte	Arts Commission
Paul Purcell	Housing Authority Board
Brandon Lindsey	Community Technology Advisory Board
René Peters	Community Technology Advisory Board
Seattle Planning Commission (cont.)	
Lassana Magassa	Community Technology Advisory Board
Tyrone Grandison	Human Rights Commission
John Rodriguez	LGBTQ Commission
DeAunte Damper	LGBTQ Commission
Karen Winston	Mayor's Council on African American Elders
Rev. Janice Davis	Mayor's Council on African American Elders
Marcia Wright-Soika	Womens' Commission
Equitable Development Initiative Grantees	
Sherry Steele	United Indians
Yordanos Teferi	Multicultural Community Coalition (MCC)
Gregory Davis	Rainier Beach Action Coalition
Isaac Joy	King County Equity Now
Tony To	HomeSight
Coté Soerens	Cultivate South Park
Tara Lawal	Rainier Valley Midwives
Analia Bertoni	Duwamish Valley Affordable Housing Coalition
Wren Wheeler	Wing Luke Museum
Joe Seamons	Black and Tan Hall
Ben Hunter	Black and Tan Hall
Sarya Sos	Cham Refugees Community

Other Organizations	
Ab Juaner	Puget Sound Sage
Abdi Yussuf	Puget Sound Sage
Giulia Pasciuto	Puget Sound Sage
Patience Malaba	Housing Development Consortium
Alex Brennan	Futurewise
Ace Houston	Futurewise
Hester Serebrin	Transportation Choices
Yemane Gebremicael	Horn of Africa Services
Rowaida Mohammed	Somali Health Board
Ahmed Ali	Somali Health Board
TraeAnna Holiday	Africatown Land Trust
Wyking Garrett	Africatown Land Trust
Community Liaisons and other Focus Group Participants	
Amanda Richer	Community
Ben Yisrael	Community
Mary Monroe	Community
Regina Chae	Community
Kalaya Bidwell	Community
Dr. Kelvin Frank	Community
Lillian Young	Community
Sabreen Abdullah	Community
Abdu Gobeni	Community
Anna Tran	Community
Abdirahman Hashi	Community



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# Appendix D:

## Workshop Breakout Session Discussion Questions



**Workshop on Racial Equity in the Seattle Comprehensive Plan and Urban Village Growth Strategy**  
**Office of Planning and Community Development**  
**October 29, 2020 - 4:00 pm to 6:30 pm**

### **Breakout Session Discussion Questions**

#### **Breakout Session 1 - Observations on Seattle 2035 and the Urban Village Strategy**

Brief introductions

Icebreaker: Imagine a headline in the local newspaper, 20 years from now, above a story about successful progress toward Seattle becoming a more racially equitable city. What would that headline say?

We are going to spend this first session reflecting on the current Comprehensive Plan, Seattle 2035, and, in particular, the Urban Village growth strategy. A racial equity analysis of the plan calls on us to examine who has benefited from and who has been burdened by the City's planning policies. This question is particularly timely after nearly a decade of historic rapid growth.

- Please offer your thoughts on the benefits and burdens of growth, as shaped by Seattle 2035, particularly for BIPOC communities. You may want to consider factors such as housing choice and affordability, jobs and small businesses, access to opportunity, displacement, public investments, or other important outcomes.

If there is time, we may also discuss related questions:

- Are there ways the Comprehensive Plan and Urban Village strategy may have, on the one hand, improved racial equity, or conversely, perpetuated or even increased racial disparities in Seattle?
- What information from your communities or data trends should the City explore to better understand the racial equity implications of the Comprehensive Plan?

#### **Breakout Session 2 - Looking ahead to a more racially equitable "Seattle 2044"**

We are going to spend the second half of our work together today looking ahead to the major update of the Comprehensive Plan. This will be a several year process with a lot of community engagement. Anticipating the need to add up to 100K or more housing units and even more jobs over the next 20 years, the choices we make in planning for that growth will contribute to how successful we are in creating a more equitable and resilient city for all.

- What principles or values should guide the development of a more equitable growth strategy? What outcomes for BIPOC communities are most important? What does a more equitable growth strategy look like to you?
- What ideas do you have about how the City can successfully and meaningfully engage BIPOC communities in the plan update?

[seattle.gov/opcd](http://seattle.gov/opcd)

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