

Racial Equity Impact Policy

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Racial Equity Impact Policy Initiatives: King County in Seattle, WA

Three Areas of Action

➤ County Policy Development & Decision Making

- Ensure that promoting equity is intentionally considered in the development and implementation of key policies and programs and in making funding decision

➤ Delivery of County Services

- Plays a direct or influential role in providing services, developing policies, setting priorities, and making funding decisions in many critical areas, including criminal justice, health, transportation and the environment

➤ Engagement in Community Partnerships

- Act as a catalyst for mobilizing and supporting effective partnerships and actions

Disparities in the Twin Cities

Twin Cities Compass reports “people of color make up the fastest growing members of our population. Data also show that these members of our community are:

- More likely to live in poverty
- Less likely to graduate from high school
- Less likely to own their own home
- More likely to suffer from chronic illness

The future for all of us in the Twin Cities critically depends upon the strength and well-being of all of us – not just some of us.”

retrieved from <http://www.tccompass.org/disparities/index.php>

What is equity?

Equity means just and fair inclusion. An equitable society is one in which all can participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential.

Patterns of development have concentrated poverty, segregated communities, and limited opportunities for lower-income residents of our region.

Equitable Development:

- Ensures that investment benefits current residents, businesses, and cultural institutions;
- Links residents to regional economic opportunities;
- Secures the equitable distribution of affordable housing throughout metropolitan regions;
- Fosters participation of low-income communities and communities of color in local and regional planning decisions; and
- Addresses gentrification to avoid residential displacement.

Retrieved from PolicyLink <http://www.policylink.org/>

Racial Equity Impact Policy, St. Paul, MN

➤ Rooted two equity organizing campaigns:

University Avenue Community Coalition began in January 2006 to promote “equitable development that benefits everyone on/near University Avenue” with the goals of affordable housing, equal access to contracting; community investment for wealth creation; right to organize for good jobs; access to transit; and cultural community preservation, enhancement and development.

Equal Access Working Group formed in 2003 by the City of St. Paul resulting in:

- A complete audit of the city's contracting practices focused on women, minorities and people with disabilities.
- Community based process to develop recommendations to address contracting inequities
- Re-organization of city departments under the newly formed Department of Human Rights and Equal Opportunity

Racial Equity Impact Policy Campaign

- Created a Draft Equity Impact Report in September 2007 lead by David Karjanen, Executive Director of MN Community Research Partners

<http://www.minnesotacrp.org/>

- Gained support of St. Paul City Council President
- Gained support of St. Paul City Attorney

Current Coalition members:

- Jewish Community Action <http://www.jewishcommunityaction.org/>
- Organizing Apprenticeship Project <http://www.oaproject.org/>
- Community Stabilization Project <http://www.communitystabilization.org/>
- Aurora St. Anthony Neighborhood Development Corporation
<http://www.aurorastanthy.org/>
- Alliance for Metropolitan Stability <http://www.metrostability.org/>

Equity Impact Report

http://metrostability.org/efiles/Draft_Equity_Impact_Report_Sept_2007.pdf

- **Fiscal equity:** Will the use of public funds reduce racial disparities rather than increasing them or neglecting to consider them?
- **Transportation equity:** Will transit access (or lack thereof) differentially impact people of different racial and economic statuses?
- **Housing equity:** Will the use of public funds for housing development differentially impact people of various racial and economic backgrounds?
- **Employment equity:** Are jobs created and retained as part of a strategy to reduce poverty across different racial and ethnic lines?
- **Environmental equity:** Are environmental hazards distributed unevenly across residents based on race, ethnicity or socioeconomic status?
- **Zoning and planning equity:** Are zoning and planning policies adversely impacting people differently based on socioeconomic, ethnic or racial status?

Current Status

- City of St. Paul Planning and Economic Development Staff revising Housing and Redevelopment Authority board reports.
- Coalition members and city staff meet regularly to refine the draft to be a working document.
- Coalition members are developing a community outreach plan for accountability, input, and education on the Equity Impact Report to:
 - District Councils
 - Neighborhood groups
 - Communities of Color