



**King County**

# **Equity tools: Case studies in budget filters and community engagement**

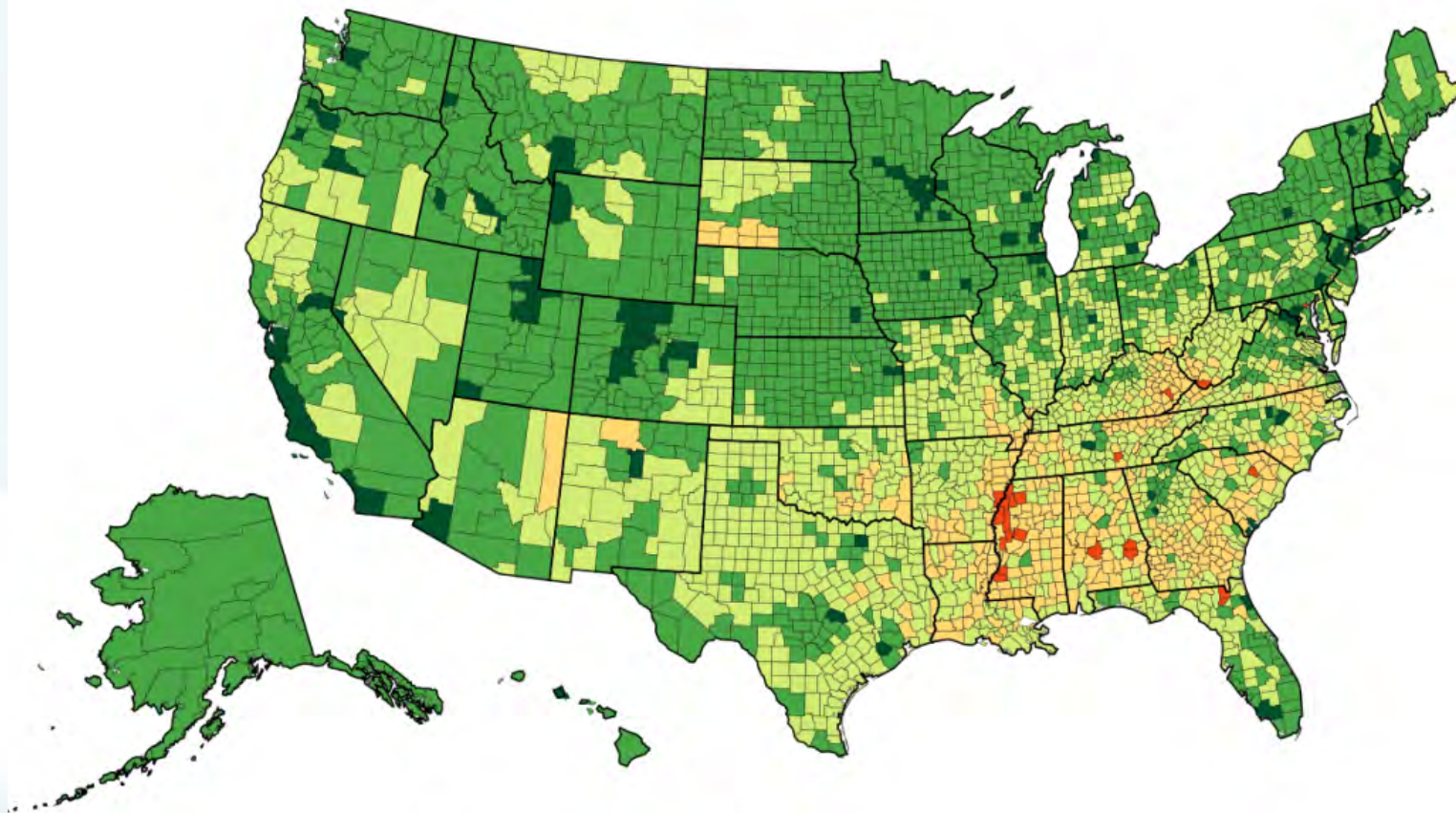
Governing for Racial Equity Conference – March 2014

**Jo Anne Fox**  
Budget Analyst  
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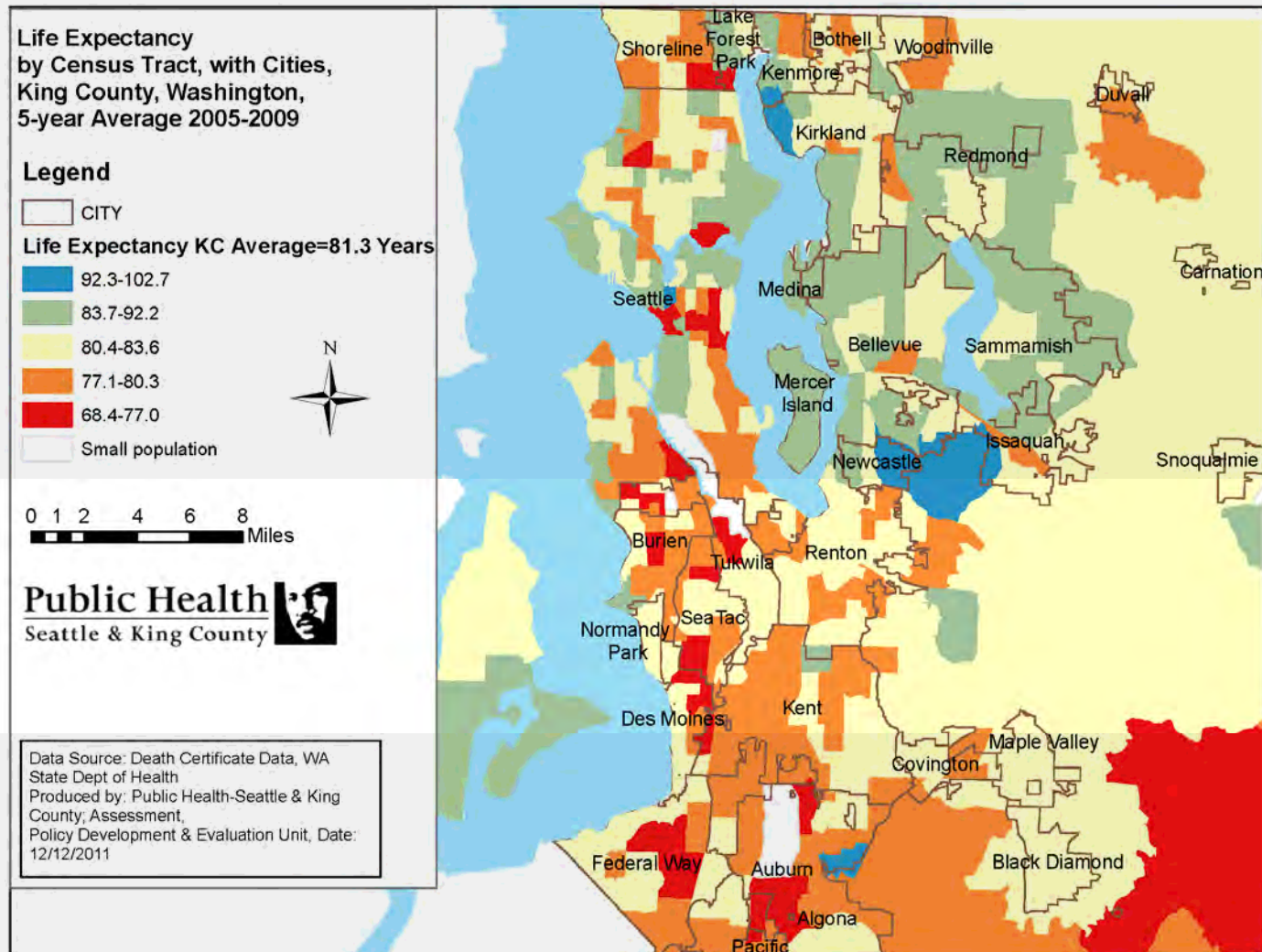
**Matias Valenzuela**  
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Manager, Community Engagement & Partnerships, Public Health



# Life expectancy by county



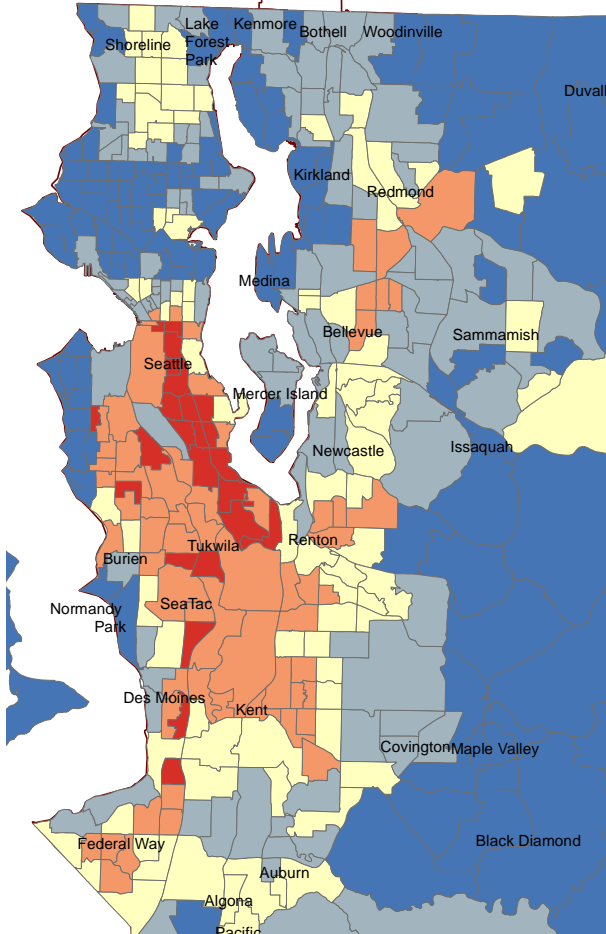
# Within King County



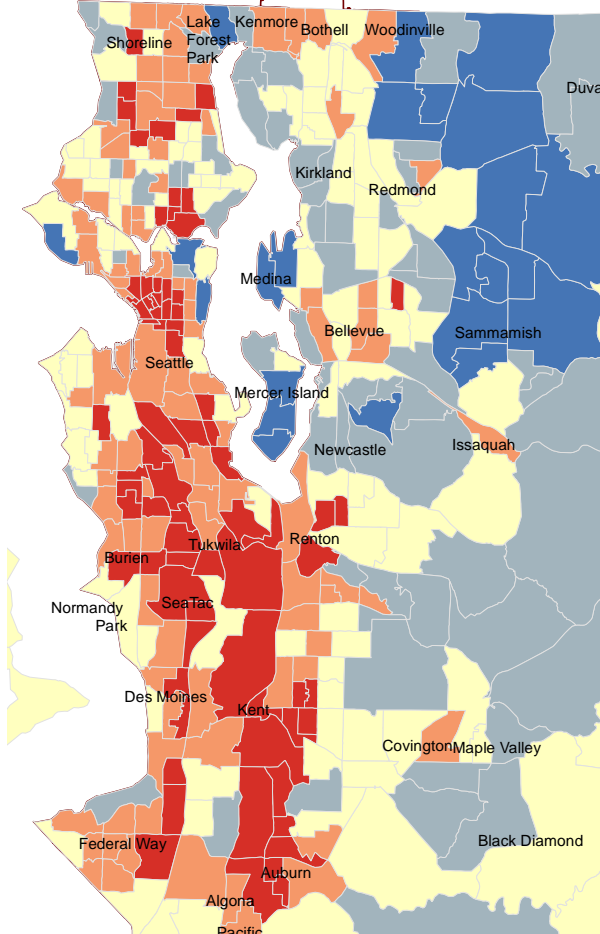


# Demographics Across King County

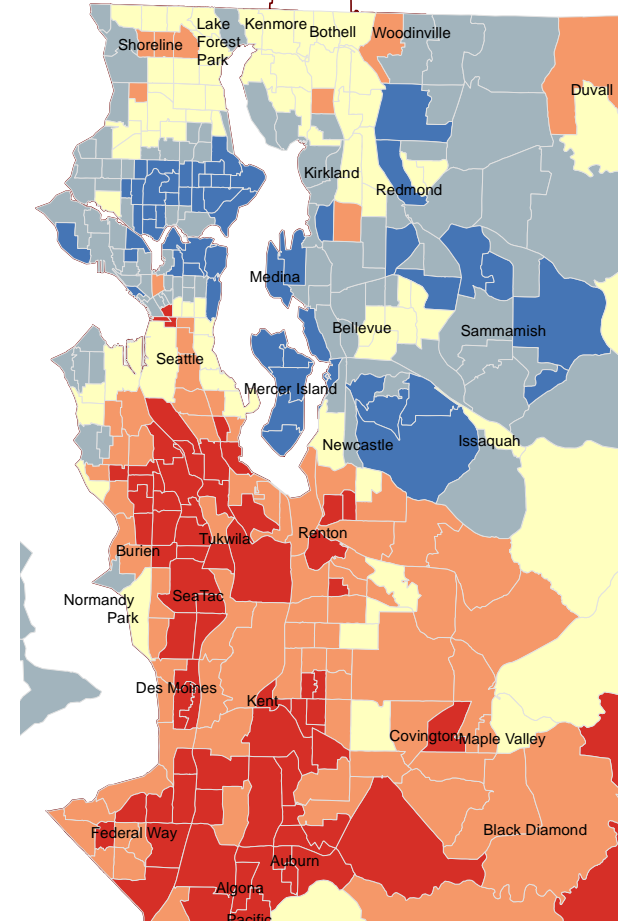
## People of Color



## Low Income



## Low Educational Attainment



# The “Stream”

## Societal Level

## Community & Policy Level

## Individual & Family Level



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

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

Services for individuals and families to treat problems

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# Integrated and intentional: Equity and Social Justice Ordinance

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- “Fair and just” - guiding principle for County Strategic Plan
  - ESJ Ordinance 16948 unanimously approved by KC Council
    - Establishes definitions and identifies approaches
    - Creates inter-agency team with all agencies and branches of County government
    - Reports annually on ESJ measures and results to King County elected leadership, employees and the public.
-



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

King County Strategic Plan-Fair And Just Guiding Principle



Affordable, safe, quality housing  
Access to parks and natural resources  
Equity in county practices  
Access to affordable, healthy, local food  
Equitable law and justice system  
Community and public safety  
Access to safe and efficient transportation  
Quality education  
Access to health and human services  
Healthy built and natural environments  
Family wage jobs and job training  
Early childhood development  
Economic development  
Strong, vibrant neighborhoods

**DETERMINANTS OF EQUITY**



**How do I apply an  
Equity lens to budget  
and resource allocation?**



# There is no magic tool!

It is a **PROCESS**

- Takes time
- A journey of many small steps

King County's journey from 2011-2014,  
and beyond ...

# Elements for Successful Equity Analysis

- Leadership
- Engaged Team
- Process
- Tools

# LEADERSHIP

- Lead
- Communicate expectations
- Support efforts
- Use analysis in decision making



# ENGAGED TEAM

- Culture Change
  - Education, Awareness, Training
  - Aspirational framing
  - Consistency
- Commit to the value and importance of the work
- Empowered and willing to do the work

# PROCESS

- Collaborative
- Start with questions
  - What determinants of equity do your operations impact?
  - Demographics of customer base and impacts on these populations?
  - What is your agency's vision for equity in your operations?
- Establish a profile
  - Identify threats and opportunities
- Measure changes and alternatives

# TOOLS

- Ordinance (expectation/demand)
- Determinants of equity
- Demographic data
- Analytical framework
- Equity impact tools
  - Equity and Social Justice Budget Tool
  - One-page analysis guide
  - Analysis templates – base and transactional changes





# Going Forward

- The journey continues ...

# Continuum of community engagement

Levels of Community Engagement				
We inform	We consult	We engage in dialogue	We and community work together	Community directs action
Characteristics of Engagement				
<ul style="list-style-type: none"> <li>Primarily one-way channel of communication</li> <li>One interaction</li> <li>Term-limited to event</li> <li>Addresses immediate need of county and community</li> </ul>	<ul style="list-style-type: none"> <li>Primarily one-way channel of communication</li> <li>One to multiple interactions</li> <li>Short to medium-term</li> <li>Shapes and informs county programs</li> </ul>	<ul style="list-style-type: none"> <li>Two-way channel of communication</li> <li>Multiple interactions</li> <li>Medium to long-term</li> <li>Advancement of solutions to complex problems</li> </ul>	<ul style="list-style-type: none"> <li>Two-way channel of communication</li> <li>Multiple interactions</li> <li>Medium to long-term</li> <li>Advancement of solutions to complex problems</li> </ul>	<ul style="list-style-type: none"> <li>Two-way channel of communication</li> <li>Multiple interactions</li> <li>Medium to long-term</li> <li>Advancement of solutions to complex problems</li> </ul>
Strategies				
Media releases, brochures, pamphlets, outreach to vulnerable populations, ethnic media contacts, translated information, staff outreach to residents, new and social media	Focus groups, interviews, community surveys	Forums, advisory boards, stakeholder involvement, coalitions, policy development and advocacy, including legislative briefings and testimony, workshops, community-wide events	Co-led community meetings, advisory boards, coalitions, and partnerships, policy development and advocacy, including legislative briefings and testimony	Community-led planning efforts, community-hosted forums, collaborative partnerships, coalitions, policy development and advocacy including legislative briefings and testimony



# OUR WET, WINDY WEATHER ISN'T OVER YET

SEE STORY BELOW



**INCREASING**  
rain, breezy late.  
High 45, low 38.  
> LOCAL 88

# The Seattle Times

**WEDNESDAY**  
DECEMBER 20, 2006  
Metro Edition

**50¢** King, Pierce, Snohomish, Island, Kitsap  
and Thurston counties | 75¢ elsewhere



INDEPENDENT AND LOCALLY OWNED SINCE 1896 | [seattletimes.com](http://seattletimes.com)

## If you don't have electricity



**Do not burn charcoal or use gasoline generators indoors, including the garage.** Never use gas ovens to heat your home. Do not use gas or kerosene heaters in closed rooms.

These things produce deadly carbon monoxide, which has killed several people since Thursday's storm.

**For more information, call:**  
1-800-222-1222

### Note to readers

Carbon-monoxide poisoning has killed six people and sickened scores of others in our community since Thursday's storm. In hope of preventing more tragedies, The Seattle Times, in cooperation with Public Health — Seattle & King County, has dedicated the top of today's front page to warning local residents in their native languages. In addition, you can help spread the word among your friends and neighbors. Use this page, or look online at [seattletimes.com](http://seattletimes.com) for a printable

## Nếu quý vị không có điện

Không đốt than củi hoặc dùng máy phát điện chạy bằng xăng trong nhà, kể cả nhà đậu xe. Không bao giờ nên dùng bếp lò đun ga để sưởi ấm nhà. Không dùng lò sưởi chạy bằng khí ga hoặc kerosene trong các phòng khép kín. Các chất này tạo ra khí carbon monoxide gây chết người và đã gây tử vong cho nhiều người kể từ cơn bão hôm thứ Năm.

Để biết thêm chi tiết, xin gọi số 1-800-222-1222.

(Vietnamese translation)

## 如果你家裏 斷電

切勿在室內（包括在車房內）燒炭或使用汽油發電機。切勿在家裏使用煤氣爐取暖。切勿在密封的房間裏使用煤氣或煤油取暖器。這些產品會產生致命的一氧化碳，自週四的風暴至今，已有數人因一氧化碳中毒而死亡。

若欲瞭解詳情，請撥打 1-800-222-1222。

(Chinese translation)

## Si usted no tiene electricidad

No quemar carbón ni usar generadores con gasolina dentro de la casa, esto incluye el garaje. Nunca use hornos a gas para calentar su casa. No use calentadores a gas o querosén en habitaciones cerradas. Estas cosas producen monóxido de

## Если у вас прекратилась подача электроэнергии

Во внутренних помещениях, в том числе в гараже, не жгите древесный уголь и не пользуйтесь генераторами, работающими на бензине. Не применяйте в закрытом помещении газовые или керосиновые обогреватели. Эти устройства вырабатывают смертоносный угарный газ, от которого с тех пор, как в четверг пронеслась буря, погибли несколько человек.

За дополнительной информацией обращайтесь по телефону 1-800-222-1222.

(Russian translation)

## Haddii ay Koronradu kaa Maqantahay

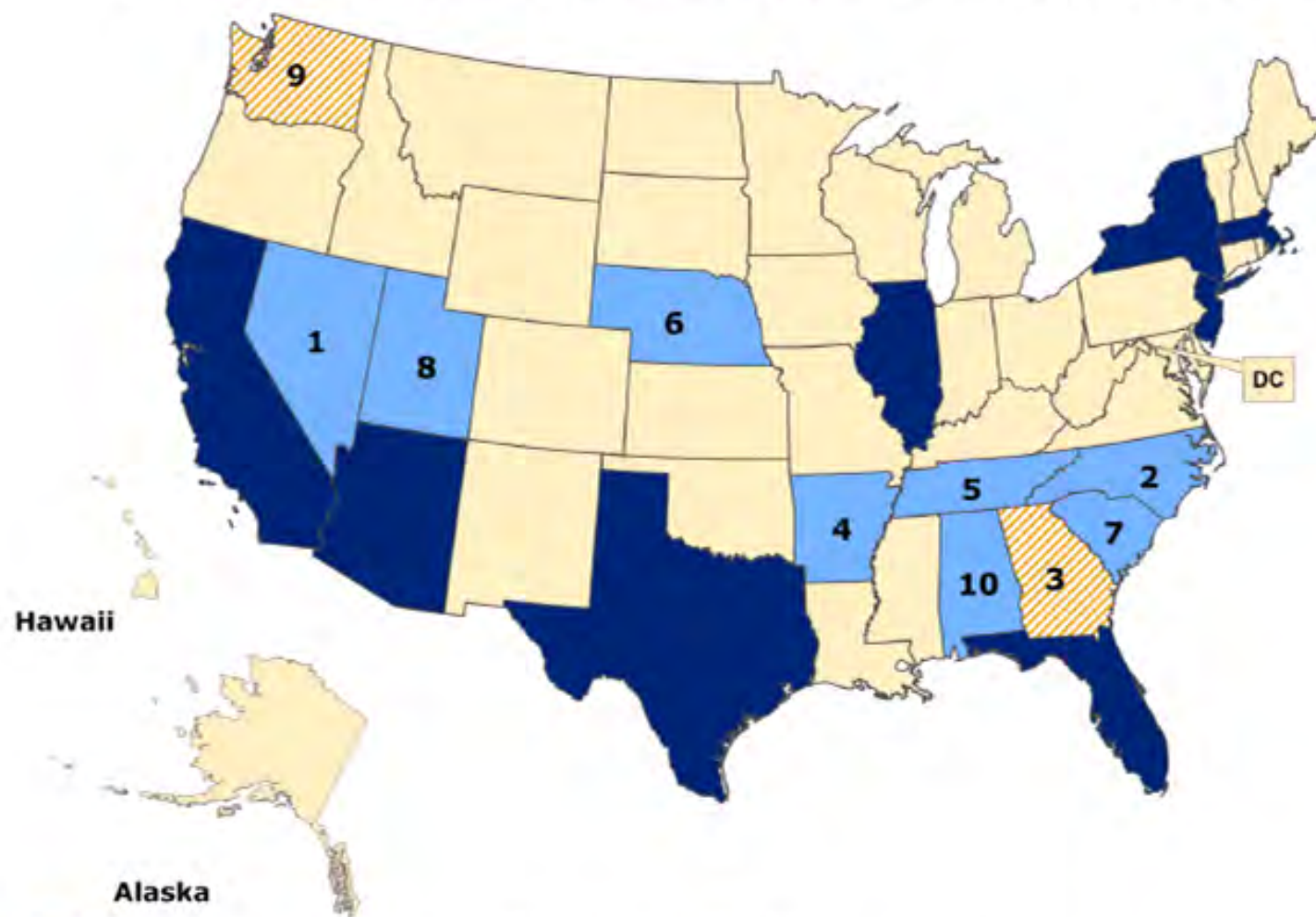
Ha ku shidin dhuxusha ama matoorka korontada dhaliya aqalka gudihiisa, oo uu ku jiro garaashka. Marna ha u isticmaalin foomada gaaska ku shaqeysa in aad aqalka ku kululeysid. Ha ku isticmaalin qolalka xiran gaaska ama kuleyliyaasha ku shaqeeya kerosene-ka. Waxyaabahani waxaa ay dhaliyaan carbon monoxide-ka lagu dhinto, kaasoo dhowr qof dilay tan iyo dufaanankii Khamiistii.

Haddii aad macluumaad dheeraad ah doonaysid, waxaad wacdaa 1-800-222-1222.

(Somali translation)



## Top Ten States with Largest Population or Highest Growth Rate of LEP Individuals, 2010



- Top ten states with the largest LEP population (2010)
- Top ten states (ranked) with the highest growth rates of LEP population (1990 to 2010)
- Among states with the highest growth rate and largest LEP population

# Language needs






- King County population:
  - More than **400,000 residents** – nearly a quarter of the population over age of 5 – speak a language other than English at home.

# Percent Linguistically Isolated by Census Tract, with Cities, King County, Washington, 5-year Average 2006-2010

## Legend

-  King County border
-  Cities
-  Water

## Percent Linguistically Isolated

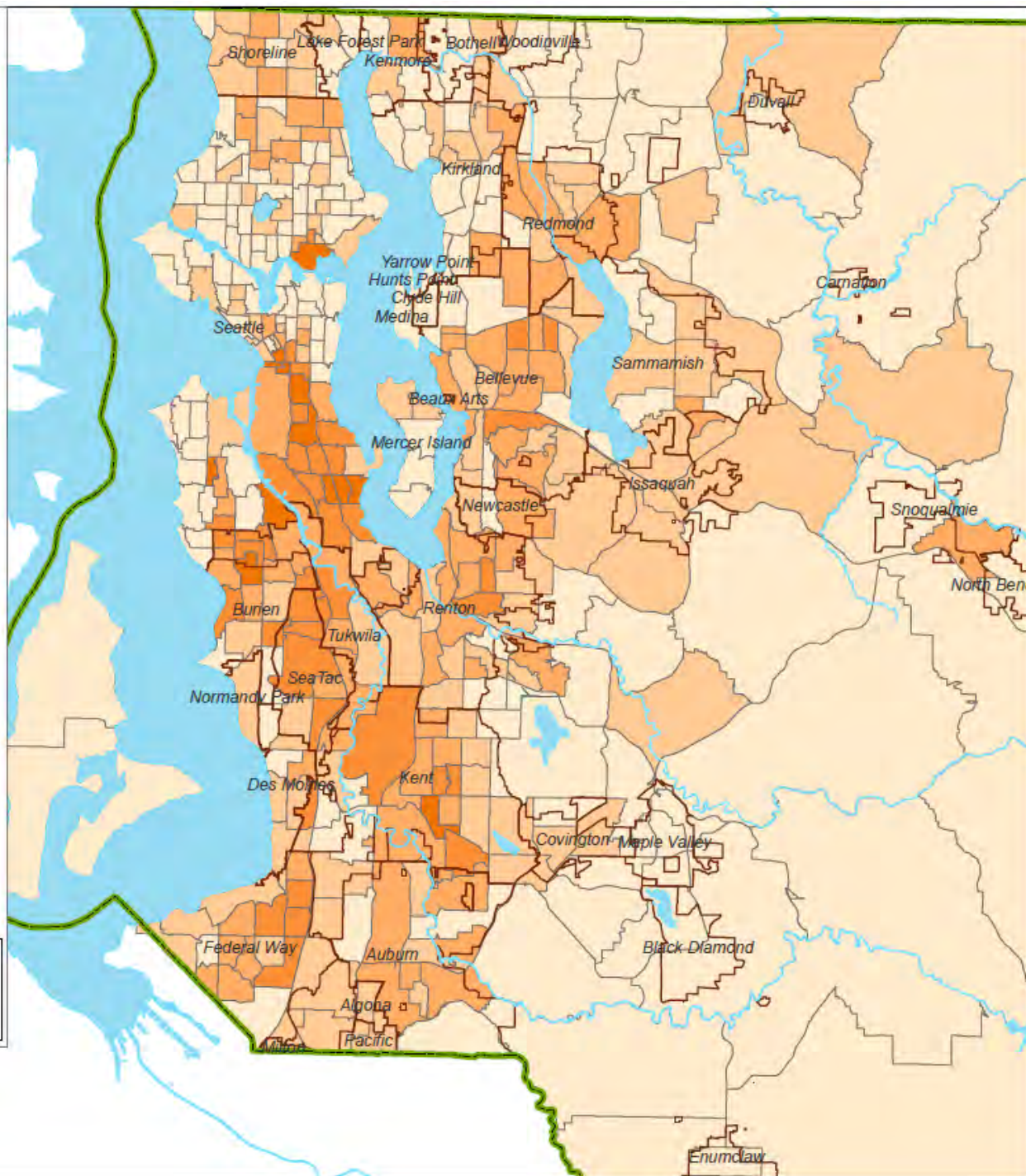
-  0% - 3.1%
-  3.2% - 7.1%
-  7.2% - 13.3%
-  13.4% - 23.3%
-  23.4% - 53.4%

0 1 2 4 6 8  
Miles

**Public Health**  
Seattle & King County



Data Source: US Census Bureau, 2006-2010 American Community Survey  
Produced by: Public Health - Seattle & King County; Assessment, Policy Development & Evaluation Unit, 6/26/2012





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“A line that is hot”





# Example of system to reach limited-English proficient populations

## King County Translation Executive Order

- Review printed materials for broad distribution for cultural and linguistic appropriateness
- All departments identify vital documents, and translate vital documents and Public Communication Materials
- Targeted materials (5% or more of population)
- Alternative forms of assistance, instead of translation, when effective
- Certified translators AND reviewer
- 20 languages in 3 tiers

## "Prevent Poisoning from Carbon Monoxide" -- printable flyers in Adobe PDF format



- [English](#)
- [Amharic](#)
- [Arabic](#)
- [Bosnian](#)
- [Burmese](#)
- [Cambodian](#)
- [Chinese](#)
- [Farsi](#)
- [French](#)
- [Hmong](#)
- [Korean](#)
- [Laotian](#)
- [Oromo](#)
- [Portuguese](#)
- [Punjabi](#)
- [Romanian](#)
- [Russian](#)
- [Somali](#)
- [Spanish](#)
- [Swahili](#)
- [Tagalog](#)
- [Tigrigna](#)
- [Ukrainian](#)
- [Vietnamese](#)

# Summary: Equity lens

- Determinants of equity
- Equity in
  - Decision making and policies: *Who benefits? Who doesn't? What changes are needed?*
  - Organizational practices
  - Community engagement: *Who are we engaging? Who are we not? How can we become more inclusive?*
- Impact on specific populations
  - Low-income communities, people of color, limited-English proficient populations



- King County Equity & Social Justice Web Site [www.kingcounty.gov/equity](http://www.kingcounty.gov/equity)
  - Tools, including Equity Impact Review Tool, Community Engagement Guide and Translation Policy

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**King County**

