Equity tools: Case studies in budget filters and community engagement

Governing for Racial Equity Conference – March 2014

Jo Anne Fox
Budget Analyst
King County Office of Performance, Strategy and Budget

Matias Valenzuela
Manager, King County Equity & Social Justice
Manager, Community Engagement & Partnerships, Public Health
Life expectancy by county
Within King County

Life Expectancy by Census Tract, with Cities, King County, Washington, 5-year Average 2005-2009

Legend
- CITY

Life Expectancy KC Average=81.3 Years
- 92.3-102.7
- 83.7-92.2
- 80.4-83.6
- 77.1-80.3
- 68.4-77.0
- Small population

Public Health
Seattle & King County

Data Source: Death Certificate Data, WA State Dept of Health
Produced by: Public Health-Seattle & King County, Assessment, Policy Development & Evaluation Unit, Date: 12/12/2011
Demographics Across King County

People of Color
- Seattle
- Kent
- Bellevue
- Auburn
- Renton
- Bothell
- Federal Way
- Redmond
- Sammamish
- SeaTac
- Kirkland
- Shoreline
- Burien
- Tukwila
- Issaquah
- Kenmore
- Covington
- Des Moines
- Woodinville
- Mercer Island
- Maple Valley
- Newcastle
- Black Diamond
- Pacific
- Duvall
- Lake Forest Park
- Medina
- Algona
- Normandy Park

Low Income
- Seattle
- Kent
- Bellevue
- Auburn
- Renton
- Bothell
- Federal Way
- Redmond
- Sammamish
- SeaTac
- Kirkland
- Shoreline
- Burien
- Tukwila
- Issaquah
- Kenmore
- Covington
- Des Moines
- Woodinville
- Mercer Island
- Maple Valley
- Newcastle
- Black Diamond
- Pacific
- Duvall
- Lake Forest Park
- Medina
- Algona
- Normandy Park

Low Educational Attainment
- Seattle
- Kent
- Bellevue
- Auburn
- Renton
- Bothell
- Federal Way
- Redmond
- Sammamish
- SeaTac
- Kirkland
- Shoreline
- Burien
- Tukwila
- Issaquah
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Legend:
- Lowest
- Average
- Highest
The “Stream”

Societal Level

Community & Policy Level

Individual & Family Level

Pro-Equity Policies

Address Structural Racism and Privilege

Affordable Housing

Safe Neighborhoods

Good Paying Jobs

Quality Education

Access to Healthy Foods & Physical Activity

Incarceration

Obesity

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
Integrated and intentional:
Equity and Social Justice Ordinance

- “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

Determinants of Equity

- 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
- Healthy built and natural environments
- Quality education
- Family wage jobs and job training
- Early childhood development
- Economic development
- Strong, vibrant neighborhoods
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
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
• 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

<table>
<thead>
<tr>
<th>Levels of Community Engagement</th>
<th>We inform</th>
<th>We consult</th>
<th>We engage in dialogue</th>
<th>We and community work together</th>
<th>Community directs action</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Characteristics of Engagement</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Primarily one-way channel of communication</td>
<td>• Primarily one-way channel of communication</td>
<td>• Two-way channel of communication</td>
<td>• Two-way channel of communication</td>
<td>• Two-way channel of communication</td>
<td></td>
</tr>
<tr>
<td>• One interaction</td>
<td>• One to multiple interactions</td>
<td>• Multiple interactions</td>
<td>• Multiple interactions</td>
<td>• Multiple interactions</td>
<td></td>
</tr>
<tr>
<td>• Term-limited to event</td>
<td>• Short to medium-term</td>
<td>• Medium to long-term</td>
<td>• Medium to long-term</td>
<td>• Medium to long-term</td>
<td></td>
</tr>
<tr>
<td>• Addresses immediate need of county and community</td>
<td>• Shapes and informs county programs</td>
<td>• Advancement of solutions to complex problems</td>
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<tr>
<td><strong>Strategies</strong></td>
<td>Media releases, brochures, pamphlets, outreach to vulnerable populations, ethnic media contacts, translated information, staff outreach to residents, new and social media</td>
<td>Focus groups, interviews, community surveys</td>
<td>Forums, advisory boards, stakeholder involvement, coalitions, policy development and advocacy, including legislative briefings and testimony, workshops, community-wide events</td>
<td>Co-led community meetings, advisory boards, coalitions, and partnerships, policy development and advocacy, including legislative briefings and testimony</td>
<td>Community-led planning efforts, community-hosted forums, collaborative partnerships, coalitions, policy development and advocacy including legislative briefings and testimony</td>
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</tbody>
</table>
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 hopes 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 for a printable.

Nếu quý vị không có điện


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

(Vietnamese translation)

如果你家裡 斷電

切勿在室內（包括在車庫內）燒燉或使用汽油發電機。切勿在室內使用煤氣取暖器。切勿在密閉的房間內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 queme carbón ni use generadores con gasolina dentro de la casa, esto induce 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 carbono.

(English translation)

Если у вас прекратилась подача электроэнергии

Во внутренних помещениях, в том числе в гараже, не жите 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 прошла буря, погибли несколько человек.

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

(Russian translation)

Haddii ay Koronradu kaa Maqantahay

Ha ku shiidh duxusha ama matoorka korontada dhaliya aqalka gudhiisa, oo uu ku jiro garaashka. Marnaa u haddii u leeyahay gaarka ku shaqeyya inaad aqalka ku kulaynaya. Ha ku leeyahay qofda gaarka ama kulayiyyaasha ku shaqeyya kersene-kii. Waxyaabahani wuxu ahaan carbon monoxide-ka lagu dhintay, kaas oo ay doormay macluumaad dheeraad ah doonaysid, waxaad wacdaa 1-800-222-1222.

(Somali translation)
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.
“A line that is hot”
Execution in Progress
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

IF YOU DON'T HAVE ELECTRICITY
PREVENT POISONING FROM CARBON MONOXIDE
• ONLY use a generator outdoors and far from open windows and vents
• NEVER use a generator indoors, in garages or carports
• NEVER cook or heat inside on a charcoal or gas grill

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
• Tools, including Equity Impact Review Tool, Community Engagement Guide and Translation Policy

Contacts:
Joanne.Fox@KingCounty.gov
Matias.Valenzuela@KingCounty.gov