

A word cloud featuring the word "welcome" in various languages and scripts, arranged in a circular pattern around the central word. The central word "welcome" is in a large, bold, orange font. Surrounding it are other words in different colors (orange, grey, black) and orientations (horizontal, vertical, diagonal). The words include:

- swagata
- vítáme tě
- καλώς ορίσατε
- benvenuto
- tervetuloa
- fogadtatás
- shalom
- welkom
- bienvenido
- 歓迎
- aloha
- bienvenue
- 환영합니다
- ahlan'wa sahla
- powitanie
- mabuhay
- bem-vindos
- namaste
- ようこそ
- dobrodošli
- salaam
- välkommen

Agenda



- Welcome, Matias Valenzuela, *Steering Committee* 10:35 – 10:40
- ARCH workplan with PARCAG and the Accountability Tool, Wendy Barrington, *Director of the Center for Anti-Racism and Community Health (ARCH), and Associate Professor in the UW Schools of Public Health and Nursing* 10:40 – 11:10
- Determinants of Equity report update community engagement, Consuelo Norris, *Performance, Strategy and Budget* 11:10 – 11:50
- Closing, Matias 11:50 – 11:55

Land and enslaved people acknowledgment

- We invite you to recognize the written histories of the United States of America, the Pacific Northwest, and our Martin Luther King, Jr. County as fractured.
- Let us acknowledge then that we are currently on the traditional land of the Coast Salish people, whose communities lived here for many generations and who too often continue to be systematically erased by policies and practices that remove their histories from this place. We honor their past and continued stewardship of this land and sea.
- We acknowledge that the United States was built off the stolen labor of kidnapped African people. Much of what we know of this country today, including its culture, economic growth, and development through history, has been made possible by the labor of enslaved Africans and their descendants, who suffered the horrors of the trans-Atlantic trafficking of their people, chattel slavery, and Jim Crow. We are indebted to their labor and sacrifices, and we must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today.
- We recognize that these difficult histories persist in present-day racial realities and privileges in our nation. Here in King County, we commit to dismantling racism in all spaces of our work and lives. We invite you to work beside us to create change.

Pandemic and Racism

Community Advisory Group (PARCAG)

About Us

- A community-driven and cross-sector collaborative to identify, inspire, and mobilize bold solutions in response to the urgent, interconnected crises of COVID-19 and systemic racism.



How We Work

- By centering **Black, Indigenous and people of color.**
- By holding King County and Public Health - Seattle & King County **accountable** to its public commitment to work over the long-term in **stronger, better resourced, and true partnerships** with community to **disrupt and dismantle** the oppressive, racist systems it has been complicit in maintaining.

Priority Areas for Anti-racism Accountability

- **Workforce Racial Diversity**
- **Budget/Policy**
- **Community Partnerships & Contracts**

Transparency and Accountability



ARCH Center Proposal

- Build out and evaluate the Accountability Tool
 - Describe process and how it's been used over last 12 months (i.e., PARCAG recs, how applied by PHSKC)
 - Map process to anti-racism principles and expand to document how institutional decisions are made and reported back to PARCAG
 - Refine and test
 - Evaluate PARCAG function and satisfaction of members

Proposal Timeline

	2023				2024
	Q1	Q2	Q3	Q4	Q1
Data collection (e.g., interviews, documents)					
Data coding analysis and PARCAG member-checking					
Generate report and recommendations					
Accountability Tool revisions, metric identification, and PARCAG member-checking					
Implement and evaluate revised Accountability Tool					
Draft final report with recommendations for community and institutional organizations					



Determinants of Equity

Summary: Landscape review of community engagement

DETERMINANTS DEFINITIONS

Listed in order from Ordinance 16948

Community & Economic development

that supports local ownership of assets, including homes and businesses, and assures fair access for all to business development and business retention opportunities



Community & public safety

that includes services such as fire, police, emergency medical services and code enforcement that are responsive to all residents so that everyone feels safe to live, work and play in any neighborhood of King County



Law and justice

system that provides equitable access and fair treatment to all



Early childhood development

that supports nurturing relationships, high-quality affordable child care and early learning opportunities that promote optimal early childhood development and school readiness for all children



Education

that is high quality and culturally appropriate and allows each student to reach his or her full learning and career potential



Food systems

that support local food production and provide access to affordable, healthy, and culturally appropriate foods for all people



Health & human services

that are high quality, affordable and culturally appropriate and support the optimal well-being of all people



Equity in all county practices

*focusing on the county as an investor, employer, service provider, and partner that is responsible for providing fair and equitable, transparent and accountable treatment for all employees, contractors, clients, community partners, residents and others who interact with King County so that all people have equitable opportunities to thrive**



DETERMINANTS DEFINITIONS

Listed in order from Ordinance 16948

Healthy built & natural environment

for all people that includes mixes of land use that supports jobs, housing, amenities and services; trees and forest canopy, and clear air, water, soil and sediment



Housing *for all people that is safe, affordable, high quality and healthy*



Jobs & training *that provide all residents with the knowledge and skills to compete in a diverse workforce and with the ability to make sufficient income for the purchase of basic necessities to support them and their families*



Neighborhoods *that support all communities and individuals through strong social networks, trust among neighbors and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood*



Parks and natural resources *that provide access for all people to safe, clean, and quality outdoor spaces, facilities and activities that appeal to the interests of all communities*



Transportation *that provides everyone with safe, efficient, affordable, convenient and reliable mobility options including public transit, walking, carpooling and biking.*



Digital equity *that ensures affordable access to the internet, internet infrastructure, website accessibility, digital literacy, and pro-equity approaches to emerging technologies*



Community Input: Quotes

"By margin of 3 to 1, victims prefer holding people accountable through options beyond just prison, such as rehabilitation, mental health treatment, drug treatment, community suspension, or community service" - Source: Crime Survivor Speak Alliance for Safety and Justice

"The huckleberry meadows, camas prairies, and intertidal harvesting zones are here because Native people have always taken care of them, or as Billy Frank Jr. would say 'all of Western Washington was once a food forest. Following the guidance of Tribal communities who know these landscapes and learning from land-based knowledges of other frontline communities, is necessary for protecting the lands, waters and foods that live in them.'" - Source: Strategic Climate Action Plan; Sustainable & resilient frontline communities-section

"Why not build forts that are accessible to kids with physical disabilities as well? So that is that's my vision. To see our parks be a place for kids who don't have access to backyards and don't have access to movement out to the suburbs. Be able to freely play and safely play." - Source: Northeast/East Listening Session Participant

"... It blocks you from learning when people don't understand you... The kids get no empathy when people don't understand who they are as humans or who their parents are as humans. That's my biggest fear"- Source: Our Voice- Our Vision Black mother, Central Seattle participant

Integration of Community Input Methodology

LEVERAGED EXISTING COMMUNITY ENGAGEMENT

Identified 43 resources across King County departments

THEMATIC CODING

Identified needs, solution themes for all determinants

VERIFICATION PROCESS

Obtain feedback on thematic findings

IDENTIFY INDICATORS

Work with SMEs to identify corresponding measures

TOOL BUILDING

Curate data for tool building

Community Input Summary: Problems



Community & Economic Development

Real estate costs pushing small businesses away

Wealth-building opportunities are minimal for some communities

Rising costs on property tax and commercial real estate



Community & Public Safety

Discrimination/harassment

Homelessness

Lack of trust in law enforcement

Youth safety

Gun violence

Staffing resources

Lack of police presence

Slow response times from emergency response teams



Law & Justice

Criminalization of mental health, poverty

Root causes & racism

Youth detention

Abuse of force and police brutality

Lack of funding in education

Lengthy court processes

Lack of alternatives to criminal justice system

Discriminatory law enforcement

Disproportionate youth discipline



Education

Experience of racism on a daily basis

Perception of not being safe at school

Lack of mentorship and leadership

Cost burden of college and housing

Access to quality education and consistent teachers for children with developmental disabilities



Early Childhood Development

Physical and mental health conditions

Early intervention

Investment & funding

Support childcare

Access for children with developmental disabilities

Access to:
Affordable childcare
Secure housing
Prompt diagnosis
Transportation
Mental health
Food security
Economic security
Safe & culturally appropriate shelters



Food Systems

Language & culture barriers

Cost, affordability & access

Lack of infrastructure

Need for training & skills for adequate agricultural business development

Transportation barriers to obtain food

Food insecurity among youth and seniors

Lack of culturally appropriate, affordable and nutritious food



Health & Human Services

Access to services, programs & preventive care

Cultural & language barriers in services

Decline of life expectancy in underrepresented populations

Lack of insurance and alternative medicine

Chronic disease management

Untreated mental health

Unintentional injuries including gun injuries & substance overuse

Community Input Summary: Problems



Healthy Built Environment

Water quality

Disproportionate exposure to pollution

Root causes/racism

Lack of green jobs

Inequity in energy access

Displacement

Disproportionate impact of climate change in vulnerable /marginalized communities



Housing

Cost burden

Housing conditions

Root causes & discrimination on the basis of race, nationality and sexual orientation

Homelessness

Gentrification

Long waitlist for affordable housing in BIPOC/low income, disability community

Eviction practices

Unsafe and lack of culturally appropriate shelters

Lack of housing for people with disabilities



Jobs & Training

Lack of access to living wage jobs

Limited access to jobs for people with disabilities

Cultural barriers for recent immigrants to access training/school

Discrimination in hiring practices

Lack of training for high paying jobs



Neighborhoods

Increasing real estate, property taxes are contributing to gentrification

Long commutes

Long distance walking to bus stops and lack of sidewalks

Discrimination and unfair practices for LGBTQIA+ community

Cost burden in housing especially within elder and disability community



Parks & Natural Environment

Substance consumption at parks

Youth safety

Gun violence

Staffing resources

Lack of safety; criminal activity, needle use at parks

Frontline communities carrying the brunt of climate change

Unhoused communities in premises



Transportation

Lack of access to public transportation for riders with disabilities

Inadequate resources for limited English speaking communities

Lack of noise control - sensory overload

Not enough staff that can appropriately assist with handicap riders

Concerns around gentrification connected to decreased transportation access



Digital Equity

Lack of internet access for low income households

Poor broadband service in unincorporated /Urban King County

Federal and state policies have not solved broadband challenges

5G wireless will not solve the unserved and underserved broadband challenges

Homeless and housing insecure students lacking access

Community Input Summary: Solutions



Community & Economic Development

Education and economic opportunities.

Invest in historically underrepresented communities & businesses

Equitable development efforts to strengthen traditional businesses

Increase in home & business ownership by immigrants and BIPOC



Community & Public Safety

Invest in staffing and resources

Build trust in government

Gun violence prevention

Youth recreation opportunities

Innovate emergency response teams to adequately respond to 911 calls

More training for de-escalation in response teams



Law & Justice

Additional legal resources and information

Address system & root causes

Reduce youth detention

Invest in gun violence prevention

Increased transparency/trust in government

Increase mental health support

Address harm done and work on healing



Early Childhood Development

Additional information & resources available for families with disabilities

Address cultural & language access barriers

Address technology barriers

Anti-racist training & education for staff and providers

Build trust & nurture relationships with marginalized communities

Invest in access & support for families

Improve childcare availability & affordability



Education

Safe, supportive anti-racist environment

Invest in education for students who are the farthest away from educational justice

Deepen connections with teacher to enhance learning

Build strong relationships between educators, parents, students

Transformative system that brings human connection

Cultural specific measures and approaches



Food Systems

Land use & land access improvements

Build infrastructure for local food production

Address root causes/systems

Improve food security for youth and elder population

Address food waste, water & climate environment concerns

Be more flexible with rules and regulation for food production and distribution



Health & Human services

Additional support/training

Homelessness prevention

Build and sustain partnerships across communities

Invest in preventive care and improve access

Increase transportation to health facilities for vulnerable populations

Address housing, food insecurity, mental health problems

Community Input Summary: Solutions



Healthy Built Environment

Pair open space investment with housing policies/strategies

Prioritize water quality

Address root causes/racism

Invest in green jobs

Improve energy access

Invest in green infrastructure and development

Integrate climate resilience for innovative localized solutions



Housing

Improve assistance & systems for unhoused

Increase jobs & training

Build climate change housing connection

Improve transportation

Integrate climate resilience into housing development

Adjustment and investment in housing to build climate change resilience for marginalized and vulnerable communities



Jobs & Training

Transition to green jobs

Training for urban skills jobs

Youth engagement and training

Address systems that lead to discrimination

Invest in entrepreneurship

Increase workers wages to living standards

Increase employment opportunities that lead to high paying jobs

Support for people with criminal backgrounds



Neighborhoods

Invest in policies that address gentrification, high cost of housing

Address discrimination & root causes

Identify affordable housing projects that can maximize greatest potential for open space

Prioritize healthy & resilient communities

Improve sidewalks and transportation accessibility



Parks & Natural Environment

Improve safety at parks and green zones

Develop equity toolkits to youth sports/recreational programs

Partnerships and collaboration with CBO, private funding for green spaces and programs

Trail volunteers, rangers and park ambassadors to increase safety



Transportation

Intentionally increase services to BIPOC and other historically marginalized groups

Offer more weekend, night services to access resources; libraries, hospitals, schools

Increase lighting and cameras at bus/train stops

Develop measures for safety



Digital Equity

Access to tech support for non English speakers

Build broadband capability and access

Increase digital literacy and training

Invest in wireline infrastructure to reach rural communities

Thank you



- Next meeting is **Thursday, Nov 17, 1 to 3 pm**
 - Online disability training (racialized able-ism) with ChrisTiana ObeySumner, Epiphanies of Equity, LLC
- PARCAG meeting on **Thursday, Dec 1, 10:30 to noon**
- 3rd disability training on **Thursday, Dec 15, 2:30 to 4:30 pm**
- Monthly or bi-weekly PARCAG meetings in 2023