



NORTH HIGHLINE COMMUNITY SERVICE AREA SUBAREA PLAN

An Element of the King County Comprehensive Plan



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Introduction

Why we plan

The places where we live, work, and play have a significant influence on our physical and mental well-being and future success. Within King County, communities are not all built equally, and health outcomes such as life expectancy, smoking rates, mental distress, and more, vary disproportionately by neighborhood. Inequitable access to services, safe and affordable housing, transportation options, and jobs affect some communities more than others.

Decisions made today will shape a community for generations to come. North Highline is an established community with opportunities for redevelopment. Although redevelopment can bring benefits to the community, it is important to recognize that this growth may leave some residents behind and push others out. The policies in the North Highline Community Service Area Subarea Plan (Subarea Plan) recognize the need to ensure that North Highline's residents and businesses benefit from potential redevelopment and have the resources they need to thrive.

Planning is a key factor in promoting equity and social justice, affecting residents' ability to access the resources they need to succeed. Past land use and investment decisions have contributed to economic and social disparities, which have been felt in communities like North Highline. *King County's Determinants of Equity Report* states that "identifying how the built environment supports residents in improving quality of life, accessing jobs and housing is critical for promoting a healthy environment for all residents."¹

The ultimate goal of the Subarea Plan is to make real, equitable improvements to the quality of life *for everyone* who lives, works, and plays in North Highline.

¹ [The Determinants of Equity Report \(2015\)](#)

Planning history

Unincorporated areas of King County, such as North Highline, are governed by the *King County Comprehensive Plan (Comprehensive Plan)* and individual adopted subarea plans. The *Comprehensive Plan* is the long-range guiding policy document, adopted under the requirements of the Washington State Growth Management Act,² for all land use and development regulations in unincorporated King County, and for local and regional services throughout the County—including transit, sewers, parks, trails, and open space.

King County uses the long-range comprehensive planning process to guide growth and protect natural resources, and the results can be seen in viable resource lands, annexation of many urban areas into cities, and sustainable rates of growth in rural areas.

Subarea plans, which are a part of the *Comprehensive Plan*, address smaller geographies and establish policies specific to the needs of those communities. Policies in the *Comprehensive Plan* and subarea plans are implemented through the King County Code, which includes development regulations, other service-oriented plans, and the County budget.

King County had a robust subarea planning program that occurred in two distinct periods: 1973 through 1984 to implement the *1964 Comprehensive Plan* and 1985 through 1994 to implement the *1984 Comprehensive Plan*. After the second period, the County Council adopted the *1994 Comprehensive Plan* to comply with the Growth Management Act. During this time, the term “community plan” was used to identify 12 large geographic areas of the County that had their own subarea plans. Generally, community-specific planning ended with the adoption of the *1994 Comprehensive Plan*, as the County moved toward countywide planning under the Growth Management Act.

In 2011 and 2012, King County adopted a new approach for engagement and service delivery in its unincorporated areas. Seven Community Service Areas were established to guide the work.³ In 2015, the County reinstated long-range planning for its individual unincorporated communities and launched a Community Service Area Subarea Planning Program for 11 unincorporated communities (the six rural Community Service Areas and the five major Potential Annexation Areas in the urban West King County Community Service Area).⁴ The scope and nature of this program has continued to evolve since its creation. The program scope that this plan was developed under was adopted in 2020.⁵

Previous community planning for North Highline dates back to 1977, when King County adopted the Highline Community Plan. This plan covered a large area of then-unincorporated King County which today includes the cities of Burien, Des Moines, Normandy Park, and SeaTac in addition to the still-unincorporated North Highline area. The following is a summary of the planning history for this area from this time forward.

² Revised Code of Washington [36.70A](#)

³ Framework adopted by [Ordinance 17139](#), boundaries by [Ordinance 17415](#)

⁴ [Motion 15142](#)

⁵ [Ordinance 19146](#)

Highline Community Plan (1977) and Area Zoning (1981)

In 1977, King County adopted the *Highline Community Plan*,⁶ which covered a large area of then-unincorporated King County that today includes the Cities of Burien, Des Moines, Normandy Park, and SeaTac in addition to the currently unincorporated North Highline neighborhoods of White Center and Glendale. The plan was supplemented in 1981 by an Area Zoning Plan,⁷ which implemented zoning consistent with the land use policies of the *Highline Community Plan*. Except for zoning updates to implement the Growth Management Act in the 1990s, this plan has not been updated or amended since its adoption.

White Center Community Action Plan and Area Zoning (1994)

In 1994, King County augmented the *Highline Community Plan* with the adoption of the *White Center Community Action Plan and Area Zoning (White Center Action Plan)*,⁸ a wide-ranging community planning document that implemented new zoning for White Center, in addition to establishing goals in the areas of health and human services, economic and community development, and environmental protection. The *Action Plan* was designed as a six- to ten-year plan for the area. It included a vision statement and strategies identified by White Center's residents. It noted that some of the strategies could be implemented by King County, while several needed to be implemented by other jurisdictions, such as special districts, or by residents. Over the following 25 years, most of the area went through the process of annexing to or becoming incorporated cities.

North Highline Community Service Area Subarea Plan (2022)

Based on the subarea planning schedule adopted in the *Comprehensive Plan*, the updated subarea planning process for North Highline began in 2018. Between 2018 and 2020, the County started with a focus on land use issues. This work was driven by a wide-ranging public engagement process that prioritized receiving direction and feedback from residents who reflect the diversity of the neighborhood, especially those who have not historically been included in land use planning. In late 2020 and throughout 2021, the County continued its work with the community to complete the subarea plan, expanding on the land use and zoning elements to include a broader range of policy areas and additional community engagement. This plan replaces all of the previous County-adopted plans for the subarea.

Community Needs Lists

For each of the 11 subarea planning areas, the County also requires development and implementation of Community Needs Lists: one for each of the six rural Community Service Areas, as well as one for each of the five large unincorporated urban areas of the West King County Community Service Area, which includes North Highline.⁹ Each community needs list specifies programs, services, and capital improvements that respond to community-identified needs. As required by King County Code,¹⁰ the North Highline Subarea Plan adopts by reference the North Highline Community Needs List and its associated performance metrics as adopted in Ordinance XXXX.

⁶ [Ordinance 3530](#)

⁷ [Ordinance 5453](#)

⁸ [Ordinance 11568](#)

⁹ King County Code [Title 2](#) (2.16.055.C)

¹⁰ King County Code [Title 2](#) (2.16.055.B.2.h)

Subarea Plan Format

The North Highline Subarea Plan is arranged in chapters that address many of the same topic areas in as the overall *Comprehensive Plan*. However, in some cases, the format is adjusted based on community priorities voiced during the community engagement phase of the Subarea Plan's development. Subarea Plan policies are intended to focus and tailor the broader policies in the *Comprehensive Plan* to the specific conditions and needs of the community. They must be consistent with, and not redundant to, the policies in the *Comprehensive Plan*.

The Subarea Plan policies are meant to guide future development and investments that will shape the community over the next 20 years. Their implementation and ability to help the community realize its vision will, in part, be the result of ongoing dialogue and cooperation with the County and community and a balancing of other policies and priorities guiding County actions.

Except for the introduction, vision, and community context chapters, each remaining chapter is arranged in the following way:

- Background and context
- Discussion of the community's priorities and needs
- Subarea-specific policies

Equity and Social Justice

King County and the Puget Sound region abounds with opportunities, but those opportunities are not equally accessible for all of King County's residents. King County, as a local and regional government, recognizes this fact and has chosen to focus on equity and social justice in its work. That is why the County created the *Equity & Social Justice Strategic Plan*.¹¹ This *Strategic Plan* lays out a set of shared values where the County commits to being:

- Inclusive and collaborative,
- Diverse and people focused,
- Responsive and adaptive,
- Transparent and accountable,
- Racially just, and
- Focused upstream and where needs are greatest.

Furthermore, the *Comprehensive Plan* states that King County "will identify and address the conditions at the root of disparities, engage communities to have a strong voice in shaping their future, and raise and sustain the visibility of equity and social justice. The goal is to start by focusing on prevention and addressing the fundamental causes of the inequities to have a greater overall impact."¹²

¹¹ [Equity and Social Justice Strategic Plan \(2016-2022\)](#)

¹² [King County Comprehensive Plan \(2020\)](#), Page 1-21

Development of the Subarea Plan was shaped and guided by these values and goals, as well as the equity requirements in King County Code.¹³ Engagement with the North Highline community strove to be as inclusive and collaborative as possible, while centering and lifting up the voices of those who would be most impacted.

An analysis of equity impacts associated with the 20-year Subarea Plan policies, as well as associated land use and zoning amendments implementation, is included in Appendix C to this plan.

¹³ King County Code [Title 2](#) (2.16.055.B.2.d)



Chapter 1: Vision, Guiding Principles and Engagement

The Subarea Plan establishes a vision for the urban unincorporated community of North Highline, including the neighborhoods of White Center, Top Hat, Glendale, and an area of South Park near the city of Seattle and the Duwamish River known as the “Sliver by the River.” The following community vision statement and guiding principles were developed based on the collective community input during development of the Subarea Plan. The community vision is an aspirational, forward-looking statement of how the community wants to be over the next 20 years.

Community Vision Statement

Residing on the traditional land of the Duwamish people, North Highline celebrates its ethnic diversity, inter-generational roots and our ongoing inclusivity of diverse families and individuals, especially those most isolated and vulnerable. We call out race and place-based inequities and are committed to dismantling systems of power, privilege, and racial injustice. With mutual support and respect, we value and live out our brilliance and power through community-led initiatives, creating thoughtful development without displacing longtime residents and small business owners, forming and owning the policies that impact us, and building our individual and collective wealth, health, and well-being.

Guiding Principles

The following guiding principles support the community vision and were used to inform and direct the development of the Subarea Plan:

- a. We are proud of our community and continue to share our collective history with others and to invest in this place, our home away from home for current residents and their future generations.
- b. We support community investments and programs that reduce the risks, and mitigate the impacts, of residential, economic, and cultural displacement.

- c. We live in thoughtfully designed housing and commercial spaces where inter-generational households and legacy businesses can stay and where affordability and ownership are realized.
- d. We support a thriving and equitable economy, with ethnically diverse, community-minded, small business owners, entrepreneurs, and employers.
- e. We support residents, especially children, youth, and young adults, with services and resources they and their families need to succeed.
- f. We promote the development of community-desired amenities to improve aesthetics, enrich the community's diverse physical and cultural assets, and support gathering together as a community.
- g. We support regulations and investments that result in a safe, secure, and healthy community and compatible development.
- h. We support residents growing their work interests, skills, and wages.
- i. We enjoy neighborhoods with accessible and safe streets, roads, and alleyways, with well-connected hiking and biking trails.

Community Engagement

Development of the Subarea Plan was driven by a wide-ranging community input and engagement program that focused on building capacity, creating opportunities for meaningful input, and facilitating participation in the planning process by residents who reflect the diversity of the area, including those who have not historically been included in land use planning.

The public engagement process included discussions with local businesses; community groups such as the North Highline Unincorporated Area Council and the White Center Community Development Association (WCCDA); youth at the White Center Teen Program and Evergreen High School; Spanish, Vietnamese, and Khmer language communities; seniors at King County Housing Authority-Greenbridge; and many others. As experts in the assets and needs in its neighborhoods, the community's contributions were central to the scope and content of the Subarea Plan. The County engaged in dialogue and worked with the community to form the Plan, which included three phases of engagement as noted below.

Phase 1: In 2018 and early 2019, the County sought to learn about the land use priorities and concerns of the residents of North Highline. Early in the development of the Plan, to ensure that all community members had access to and a meaningful experience with engagement associated with the project, planning staff met with the WCCDA and other community partners to receive direction on how best to engage with the North Highline community about the Plan. Based on feedback received from these agencies, the focus of the first phase of public engagement from July to October 2019 was two-fold:

- Share knowledge with the community about the purpose and function of land use and zoning in North Highline. This approach was taken to aid in a general community understanding of key concepts prior to any discussion about potential changes to existing regulations.
- Seek guidance from the community to inform development of Subarea Plan land use and zoning proposals. Staff gathered feedback by hosting and attending county-led meetings, attending existing community meetings, conducting one-on-one interviews with community leaders, hosting office hours at locations in North Highline, and going

door-to-door in commercial neighborhoods. The County also posted an online survey asking about community priorities and concerns.

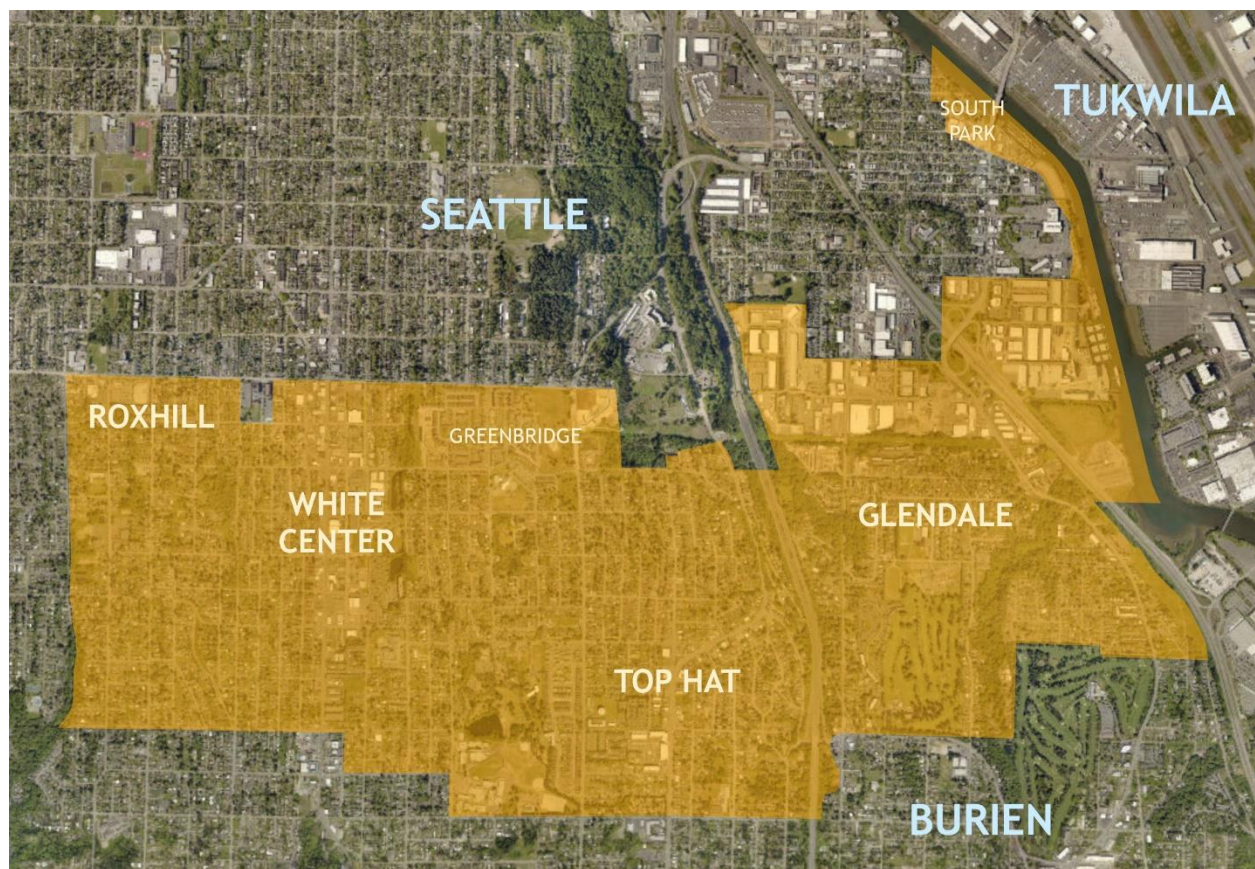
Phase 2: While the first phase of public engagement for the Subarea Plan was focused on sharing knowledge about land use, better understanding the priorities and concerns of the community, and identifying stakeholders, the second phase of public engagement was focused on the following goals from January to May 2020:

- Receiving feedback from the community on the draft land use and zoning proposals.
- Reflecting on the successes and areas for improvement in the first phase of public engagement, emphasis in Phase 2 was placed on continuing to provide neighborhood-specific examples of different land use policy outcomes and development types, attending existing community meetings to reach the broadest audience possible, and being transparent about the decision-making process and realistic about the potential effects the proposals would have on the community.

Phase 3: The focus from mid-2020 to fall 2021 was on the non-land use policy areas raised as issues of importance by the community. This third phase focused on the following goals:

- An updated community engagement plan was created with input from several community leaders, as well as the King County Office of Equity and Social Justice. The objective to hear from a wider variety of residents and stakeholders, with an intentional focus on ensuring the diverse and historically underrepresented voices of the community were reflected in the Subarea Plan.
- This phase of engagement coincided with the COVID-19 pandemic.¹⁴ In-person meetings and gatherings were prohibited for almost a year and a half to protect public health. While the pandemic curtailed face-to-face community engagement opportunities, it also opened opportunities to reach additional and new voices through electronic engagement. An online engagement hub included an embedded translation service that allowed the information on the pages to be translated into the most-prevalent non-English languages spoken in North Highline. County staff were mindful, though, that not all people have equal access to technology, which continued to be an area of focus and staff used a variety of methods to reach communities and hear voices from those who cannot easily receive information and provide input electronically. The County also contracted with the WCCDA again to partner in engaging with the community.
- The County also facilitated a community-centered series of workshops specifically on affordable housing and anti-displacement strategies for North Highline and Skyway-West Hill, which were two of the most important Subarea Plan topics identified by the community.

¹⁴ COVID-19 is a disease caused by a new virus strain (novel coronavirus) that spreads from person-to-person that has not been previously identified. This new virus spread easily and caused severe illness and pneumonia in some people. A state of emergency was declared by Governor and all in-person meetings and gatherings were prohibited.



Chapter 2: Community Description

North Highline is an unincorporated area within the Urban Growth Area of King County. Approximately 2.7 square miles in size, North Highline's nearly 20,000 residents live in the neighborhoods of White Center, Top Hat, Glendale, and the South Park "Sliver by the River". The subarea is bordered to the north and west by the City of Seattle, to the south by the City of Burien, and to the east by the City of Tukwila. North Highline is the county's third most populous urban unincorporated area after Fairwood and East Federal Way.

This chapter discusses some of the current context and characteristics of the community, as of the time that the Subarea Plan was written. More detailed background information and data can be found in Appendix A.

Community History

North Highline is a community that is rich in cultural heritage. It is the traditional homeland of ancestors of the Duwamish, Muckleshoot, and Suquamish Tribes, who depended on fish, animal, and plant resources and traveled widely to harvest these resources. Following European settlement, the White Center community developed early in the 20th century based on its supply of low cost, vacant land. At this time, an electric streetcar connected White Center to Burien, Seattle, and adjacent shipyards and industrial areas. 16th Avenue SW was a mid-point on the streetcar line and it developed as a destination. Housing developed along the streetcar route in the 1920s, and a second housing boom occurred during World War II when housing was needed for workers in the region. With construction of State Route 509 in the

1960s, further development was spurred in White Center. Since then, there have been numerous waves of immigrants and refugees that have settled in White Center and North Highline, making it the culturally and ethnically diverse community that it is today.

Population

Attempts to characterize North Highline are complicated by the fact that the community is part of eight different Census tracts, only two of which are entirely within its boundaries. For the purposes of summarizing the area, the socioeconomic characteristics of the two wholly contained Census Designated Places that generally align with the boundaries of North Highline are used: the White Center and the Boulevard Park Census Designated Places.

North Highline contains some the most diverse neighborhoods in King County. As shown in the following table, its population has a significantly higher proportion of foreign-born residents (31%) and residents with limited English proficiency (22%) than King County overall (25% and 11%, respectively). The most commonly spoken languages at home after English (61%) are Spanish (18%) and Vietnamese (6%). North Highline also has among the lowest median incomes of any neighborhood in the Puget Sound region. The following table summarizes¹⁵ the demographics and socioeconomic conditions of North Highline and how it compares with King County as whole.

Socioeconomics	North Highline	King County
Population	19,500	2,195,500
Average Household Size	2.1	2.4
Median Age	35	37
Percent Male	50%	50%
Percent Female	50%	50%
Percent Youth (under 18 years old)	23%	21%
Percent Elder (over 65 years old)	9%	14%
Percent with Disabilities	13%	10%

Income & Poverty	North Highline	King County
Median Household Income ¹⁵	\$58,500	\$102,500
Households Below Poverty Line	36%	17%
Race & Ethnicity		
White alone, Non-Hispanic	38%	60%
White	47%	64%
Hispanic	25%	10%
Asian	15%	18%
Native Hawaiian Pacific Islander	3%	1%
African American	11%	7%

¹⁵ Data primarily comes from the 2019 American Community Survey, and combines the Census Designated Places (CDPs) of White Center and Boulevard Park. Small portions of both CDPs are outside unincorporated King County and the planning area for the Subarea Plan. Figures rounded to an appropriate significant digit.

Native American	1.6%	0.6%
Foreign Born Population and Language		
Limited English-speaking Population	22%	11%
Percent Foreign Born	31%	25%
Housing		
Owner-Occupied Households	51%	56%
Renter-Occupied Households	49%	44%
% Cost Burdened Households (Owner- and Renter-Occupied) ¹⁶	42%	34%

These numbers only tell a small part of the picture, however. The following sections discuss in more detail the socioeconomic characteristics of the North Highline community, and the figures in Appendix C provide additional detail.

RACIAL AND ETHNIC COMMUNITIES

People of color represent an estimated 61% of the North Highline population, compared with an estimated 40% of the population of King County as a whole.

YOUTHS

Youths (under 18 years old) comprise about 23% of North Highline's population, higher than the countywide rate (21%). There is a significant difference between Boulevard Park CDP and White Center CDP however, with youths representing 17% of the population of Boulevard Park CDP and 24% in White Center CDP.

SENIORS AND ELDERLY RESIDENTS

About 9% of the population in North Highline is over 65 years of age, lower than for King County as a whole (14%). There is a large difference for the percentage of the population over age 65 between the Boulevard Park CDP (14%) and White Center CDP (10%).

PERSONS WITH DISABILITIES

About 13.3% of the population in North Highline identify as having a disability that could include challenges with mobility or cognitive difficulties. This is a higher proportion than is found among all county residents (9.5%). Those with disabilities are likely to be over the age of 65.

RENTERS AND HOMEOWNERS

Almost half of the households in North Highline (49%) rent their homes, compared with King County as a whole (44%). In the Boulevard Park CDP, households in rental accommodation are a slight majority (slightly above 50%), while in White Center they are slightly a minority (49%).

66% of all households in North Highline who identify as White own their homes, compared to 34% identifying as people of color, and 7% identifying as Hispanic/Latinx.

In North Highline, 52% of households that rent are cost burdened, compared to 42% of households in King County. There is a disparity in the number of cost-burdened households when comparing Boulevard Park CDP and White Center CDP; in the former, 50% of households that rent are cost-burdened compared to 53% in the latter.

38% of renter households in North Highline had incomes below 30% of HUD Area Median Family Income, which is considered to be extremely low income. This compares to 23% of King County rental households.

62% of renter households in North Highline have incomes at or below 50% of HUD Area Median Family Income, which is considered very low income.

Businesses

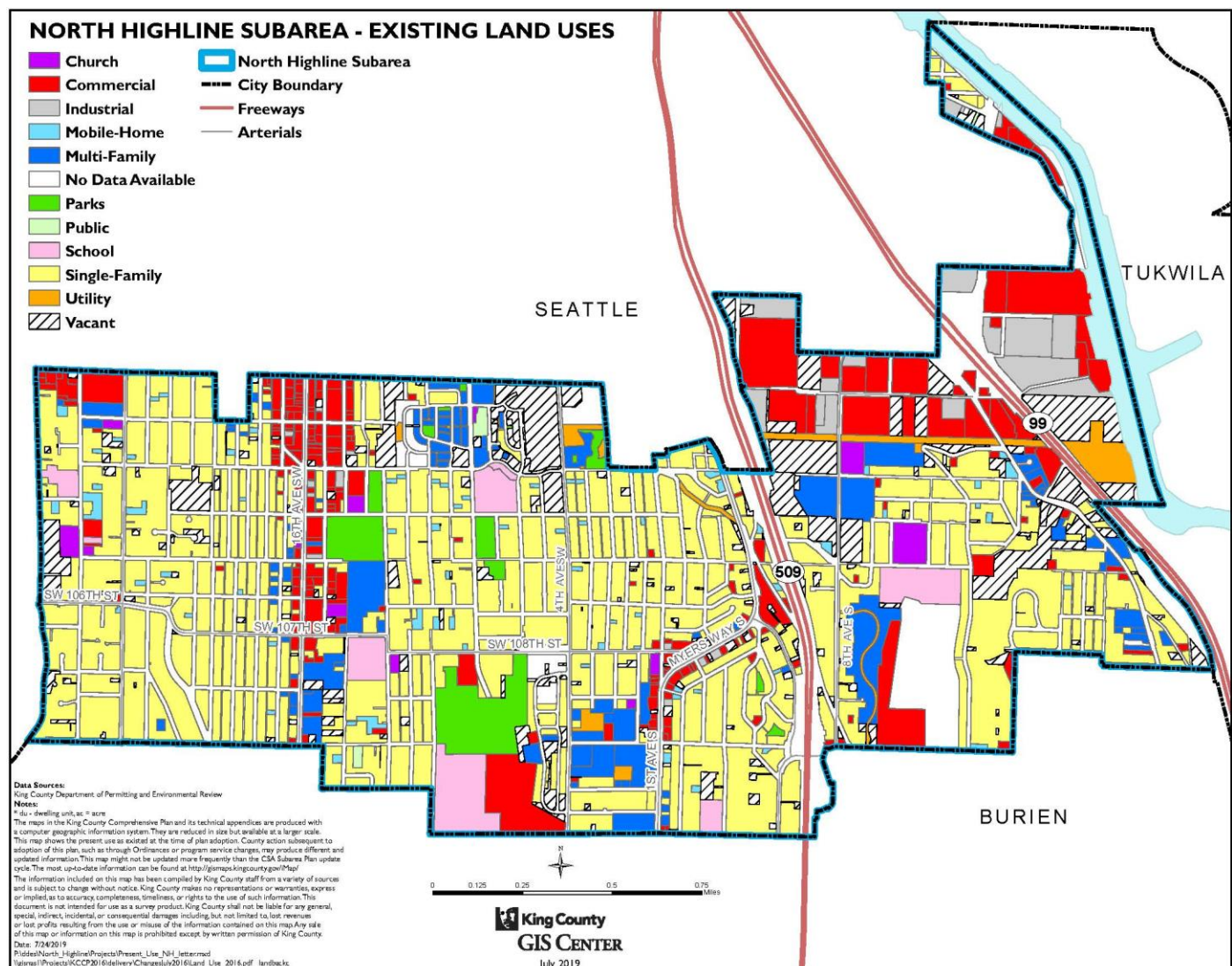
In both North Highline and King County, the majority of businesses are owned by people identifying as White and are male-owned. However, while the proportion of businesses per thousand of population that are owned by People of Color is 23% in King County, in North Highline it is 40%.

Existing Land Uses

The *Comprehensive Plan* applies land use designations to all unincorporated portions of King County to indicate the planned, long-term use of that land. A zoning classification is then applied to individual parcels of land to indicate the current allowed uses of that property and the development regulations to be used when evaluating land use and building permit applications.

The *Comprehensive Plan* predominantly designates North Highline for medium- to high-density residential development.¹⁶ Consistent with this, over 80% of North Highline is zoned residential, the vast majority at R-6 (Residential, six units per acre). In addition to these residential areas, North Highline has a large number of commercial areas, including White Center, Roxhill, Top Hat, and Glendale. These commercial areas host a wide range of commercial enterprises. The *existing* land uses in North Highline are illustrated on the following map.

¹⁶ The King County Comprehensive Plan defines “Urban Residential, Medium” as between four and 12 dwelling units per acre and “Urban Residential, High” 18 or more dwelling units per acre.



Community Service Providers

In North Highline, economic, social, health, and human services are provided by community institutions and government agencies. These include, but are not limited to the Highline and Seattle School Districts; county agencies like Public Health – Seattle & King County, the Department of Community and Human Services, and the Department of Local Services; non-profit organizations such as Sea Mar, the White Center Community Development Association, and faith-based groups like churches; and business providers such as doctors, dentists, or counselors. Housing providers for low-income households in North Highline include the King County Housing Authority and a number of private affordable housing developers.

Government Services

King County is the local government and administers a range of services and programs for North Highline. These programs include direct services, such as road services, surface water management, animal control, code enforcement, and building permitting, in addition to

countywide services such as public transit and parks. Specific services and investments in North Highline are set in King County's budget, functional plans,¹⁷ and capital improvement plans.

Other government agencies providing services to the North Highline community include:

- Southwest Suburban Sewer and Water District
- Valley View Sewer District
- Seattle Public Utilities
- King County Water District 20
- North Highline Fire District
- King County Library System
- King County Housing Authority

Schools

The large majority of North Highline is in the Highline School District, with a portion at the northeast section of the area in the Seattle School District. As of 2021, schools serving the area include the White Center Heights Elementary, Beverly Park Elementary, Mount View Elementary School, Madrona Elementary, Concord International Elementary, Cascade Middle School, Glacier Middle School, Explorer West Middle School, Evergreen High School, and New Start High School.

Annexation

Washington's Growth Management Act identifies cities as the most appropriate local government to provide urban services.¹⁸ The *Comprehensive Plan*, as well as the *King County Countywide Planning Policies*,¹⁹ also encourage the annexation of unincorporated lands that are already urbanized. North Highline is one of the largest of the more than 60 unincorporated urban areas, called Potential Annexation Areas,²⁰ which are affiliated with 19 different cities in King County. These are areas inside the Urban Growth Area, where most of unincorporated King County's future population and employment growth is expected to locate. King County serves as the regional government working with cities to facilitate the eventual annexation of Potential Annexation Areas, as well as the local government providing essential programs and services to residents in urban unincorporated areas until annexation occurs.

Prior to 2012, North Highline was claimed as a Potential Annexation Area²¹ for both the City of Seattle and the City of Burien; a 2012 vote in North Highline on annexation to the City of Burien failed. Following that, the area became a Potential Annexation Area only for the City of Seattle.

¹⁷ Functional plans are detailed plans for facilities and services, actions plans, and programs for other governmental activities.

¹⁸ Revised Code of Washington [36.70A](#), section 110

¹⁹ [2012 King County Countywide Planning Policies](#)

²⁰ A Potential Annexation Area is an area in urban unincorporated King County that is affiliated with a particular city for future annexation.

Seattle has received approval from the King County Boundary Review Board to bring a public vote on whether annex to the ballot, though no timeline for this vote has been set.

The Subarea Plan is not intended to address the issue of annexation. The area will remain in unincorporated King County until future annexation, and King County will continue to serve as North Highline's local government. As part of land use planning within North Highline, compatibility with adjacent neighborhoods in Seattle were taken into consideration.

Planning for Future Growth

Under the Growth Management Act, jurisdictions must plan to accommodate projected growth within their boundaries.²² This includes long-range planning for the unincorporated portions of King County, such as North Highline. This planning is done by looking at past growth trends and then analyzing available developable and re-developable lands to calculate growth capacity for both employment and housing.

2006-31 GROWTH TARGETS PERFORMANCE

North Highline currently has about 20,450 housing units and 5,790 jobs. Under the *Comprehensive Plan*, King County is planning for an additional 820 housing units and 2,170 jobs in the North Highline subarea between 2006 and 2031. Since 2006, North Highline has added approximately 760 housing units. Job growth in North Highline has been slower to recover from the Great Recession in 2008, but the area has added about 700 jobs since 2006. With approximately half of the growth target time period left, North Highline is ahead of pace to meet its housing growth target, while job growth has been slower than the targeted rate.

PROPOSED 2019-44 GROWTH TARGETS

As a part of the proposed 2021 update to the *Countywide Planning Policies*,²³ planners from the County and cities within King County convened to draft 2019-2044 growth targets to guide the development of comprehensive plans that are required by the state to be updated by 2024. Recent growth trends, current capacity, and existing amounts of employment and housing were all considered in proposing updated targets for North Highline. The 2019-2044 growth targets for North Highline proposed by the King County Growth Management Planning Council are 1,400 housing units and 1,220 jobs. These targets reflect the subarea's role in accommodating growth given planned transit investments and urban centers designated in the *Comprehensive Plan*, and are achievable within the current zoned capacity of the subarea.

²² [Washington State Department of Commerce Growth Management Website](#)

²³ [Proposed 2021 King County Countywide Planning Policies](#)



Chapter 3: Land Use

The *Comprehensive Plan* applies land use designations to all unincorporated portions of King County to indicate the planned, long-term use of that land. A zoning classification is then applied to individual parcels of land to indicate the current allowed uses of that property and the development regulations to be used when evaluating land use and building permit applications.

The *Comprehensive Plan* directs the accommodation of projected housing and job growth into urban unincorporated areas, such as East Federal Way, East Renton Plateau, Fairwood, North Highline, and Skyway-West Hill. Land use policies in subarea plans help tailor and focus how this will occur based on community input and local needs.

Current Land Use and Zoning

As of 2021, the *Comprehensive Plan* predominantly designates the land use in North Highline for medium- to high-density residential development.²⁴ And, based on this, over 80% of North Highline land is zoned residential, with the majority at R-6 (residential, six dwelling units per acre).

Importantly, unlike many communities in the United States, King County does not have a single-family residential zone. This means that, depending on the size of the lot, setbacks, and other development regulations, along with the density allowed in residential zones, multifamily housing can be located in the same neighborhoods as single family homes. This provides flexibility to increase supply of a range of different housing types.

Commercial land use designations apply to less than 10% of the overall land and these areas are focal points of their neighborhoods, providing a range of well-established and new businesses that are reflective of the community's cultural diversity and creative spirit. Land designated or zoned as commercial land may also include multifamily units such as apartment

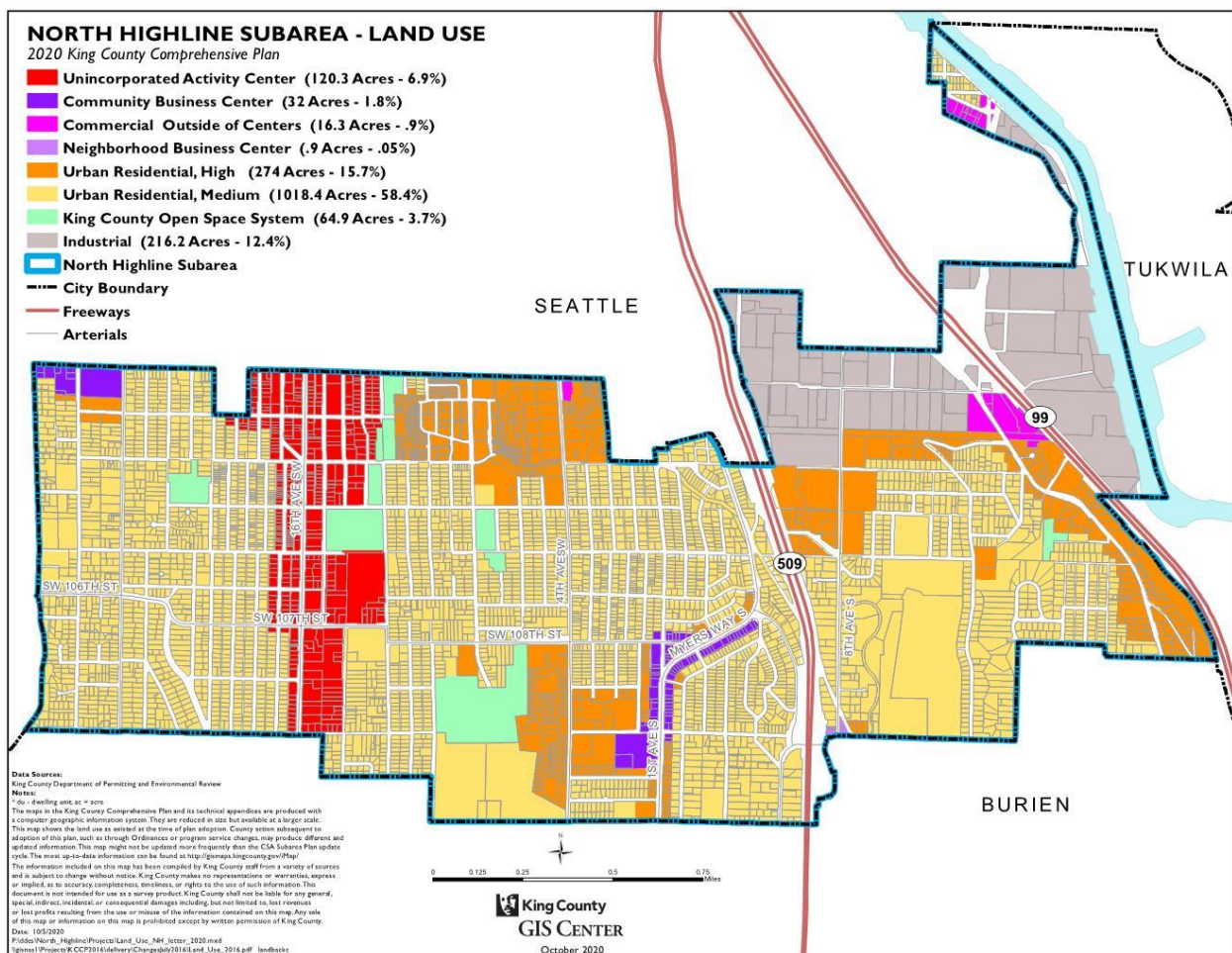
²⁴ The King County *Comprehensive Plan* defines "Urban Residential, Medium" as between four and 12 dwelling units per acre and "Urban Residential, High" 18 or more dwelling units per acre.

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buildings, and mixed-use developments, where developments include space for both retail and office uses and residential uses.

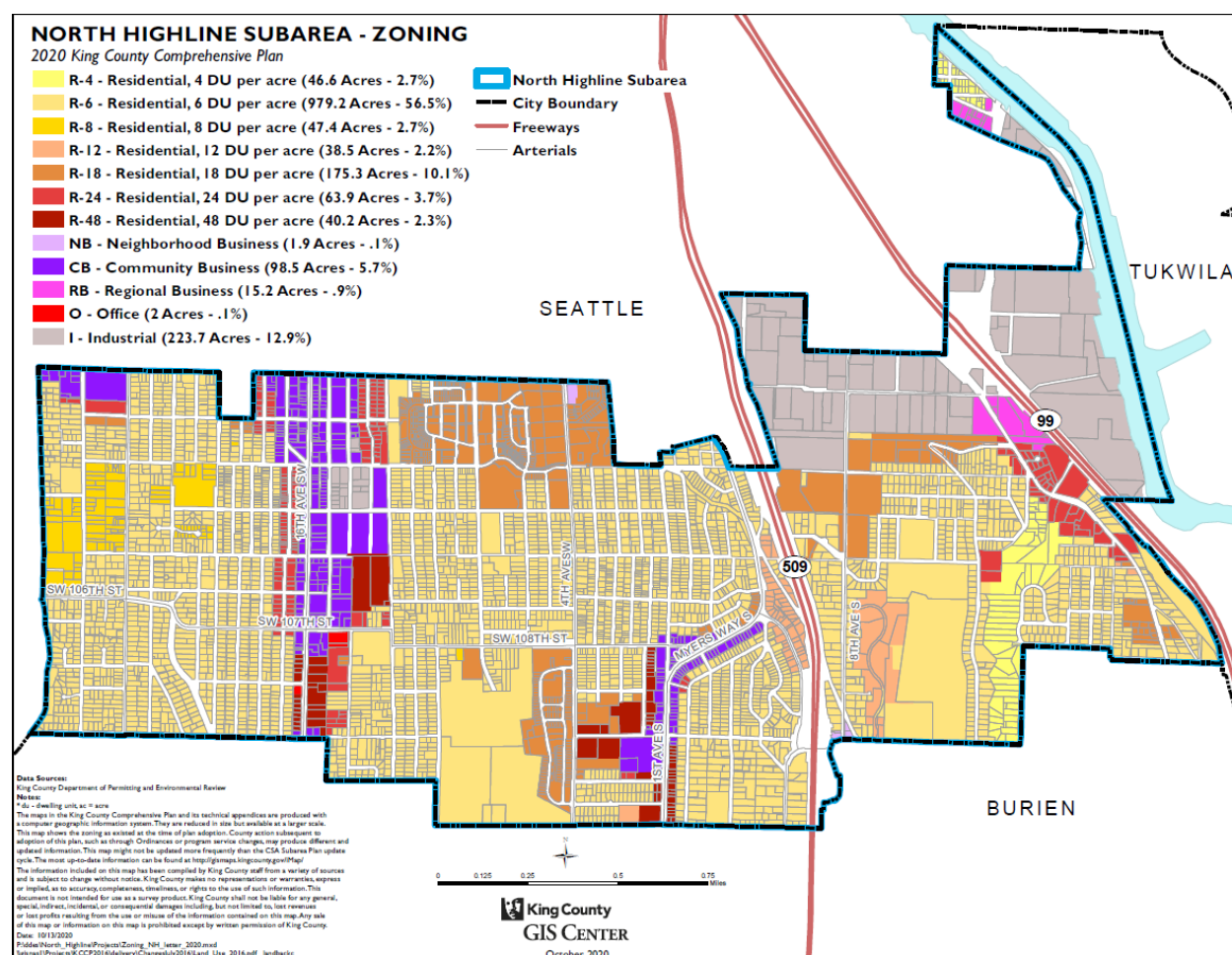
Approximately 6,800 people are employed by 570 employers in North Highline, which features a robust small business community and a diverse range of industrial activities.²⁵ The "downtown core" of the subarea, known as the White Center Unincorporated Activity Center, is expected to receive proportionally more growth in housing and employment than the rest of the community.

Finally, industrial-zoned land represents 13% of the area and is located primarily between State Route 509 and the Duwamish River. Numerous large warehouses, distribution centers, manufacturing businesses, as well as a Seattle City Light power substation are in this area, in addition to smaller scale uses such as commissary kitchens and food wholesalers.



²⁵ Puget Sound Regional Council [Covered Employment Estimates](#)

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Comprehensive Plan Urban Centers

The *Comprehensive Plan* designates a small number of small- scale urban centers in its urban unincorporated area as areas where employment and housing should be concentrated. For North Highline, this includes five urban centers: the White Center Unincorporated Activity Center around 16th Avenue SW, the Community Business Centers in Roxhill and Top Hat, and the Neighborhood Business Centers in Glendale and unincorporated South Park.

None of these are designated at a countywide or regional level. As part of regional planning with other jurisdictions in King County, the Unincorporated Activity Center is being considered for designation as a "countywide center" in the *Countywide Planning Policies*. Such a designation would make the Unincorporated Activity Center eligible for regional transportation funding. This decision will be made by the Growth Management Planning Council over the next couple of years in the context of this subarea plan and the update of the *Comprehensive Plan* that is scheduled for adoption in 2024.

Community Priorities

North Highline community priorities for land use include reducing the risks and mitigating the impacts of residential, economic, and cultural displacement.

With respect to housing, the community has identified that retaining housing that is affordable, creating additional affordable homes, and avoiding residential displacement are significant concerns. Families wish to remain in North Highline without the risk of being driven out by rising costs of housing, and they would like to see future generations having the opportunity to rent and purchase homes in the community, with the ability to build wealth that comes from having housing access and choices.

Additionally, the community would like to achieve housing that supports inter-generational living, that is accessible to transit and other community services, and that links neighborhoods to community services without the need to rely on cars.

The community values the importance of compatible development, having sensitivity to the impact of new development on established neighborhoods. Where affordable units are developed, the community wants them to be beautiful and functional.

Commercial land use in King County includes multifamily units. The priorities mentioned above apply to both single family housing units and multifamily units such as apartment buildings and condominiums, including mixed-use developments.

North Highline community members desire a thriving, equitable economy with ethnically diverse, community-minded, small businesses owners, entrepreneurs, and employers. The community wants legacy businesses to be able to stay in affordable spaces, while new spaces for small, BIPOC-owned businesses in North Highline can be acquired.²⁶ The community wishes to see a greater diversity of the types of shops in the subarea.

The community would like commercial spaces to be thoughtfully designed to meet the needs of BIPOC-owned businesses, and their customers, supporting a community priority to reduce risk of cultural displacement. And supporting opportunities for business ownership will support the community priority to reduce risk of economic displacement while supporting wealth generation. Access to quality, well-paying jobs in all industries is a further priority for the community.

Additionally, the community wants to see amenities retained and provided in the community that can support community gathering, that enrich the diverse physical and cultural assets in North Highline and that support the health and well-being of current and future generations

Policies

Land Use

The land use chapter of the Subarea Plan identifies how North Highline will grow over the next 20 years in terms of housing and jobs. This includes policies, that, when combined with policies in other chapters, are designed to mitigate and stem the threat of displacement.

NH-1 Prioritize achieving equitable development outcomes that serve the needs of all North Highline residents and businesses through tools and strategies that prevent residential, economic, and cultural displacement.

²⁶ BIPOC means black, indigenous, and other people of color.

- NH-2** Ensure that North Highline residents and businesses have opportunities to engage in development proposals as they occur, in ways that support and build community capacity to maintain and enhance the character of the neighborhoods in the subarea, through means such as community meetings, public noticing requirements, and permit submittal requirements.

Residential

Residential policies support increasing the supply of a range of housing near transit and commercial business.

- NH-3** Focus medium-density housing development along transit corridors and adjacent to the White Center Unincorporated Activity Center and Roxhill and Top Hat Community Business Centers in a way that is compatible with surrounding areas.
- NH-4** Utilize high-density residential zoning in the White Center Unincorporated Activity Center, the Roxhill and Top Hat Community Business Centers, and Glendale Neighborhood Business Center, to increase the supply of housing options throughout North Highline.

Commercial and Industrial

The following policies support existing business centers and compatible development with adjacent areas.

- NH-5** Support strategies in North Highline to increase commercial affordability and improve access to affordable commercial ownership for small businesses.
- NH-6** Focus a mix of commercial and mixed-use development in the White Center Unincorporated Activity Center and Roxhill and Top Hat Community Business Centers.
- NH-7** Preserve the small size and scale of existing businesses and create new small commercial spaces in the White Center Unincorporated Activity Center that support creating local businesses, increase local business ownership, and prevent displacement of existing businesses.
- NH-8** Support and maintain employment opportunities and local economic activity in existing industrial areas in Glendale and South Park through zoning and other regulatory tools.
- NH-9** Support the use of urban design standards for nonresidential, multifamily, and mixed-use development in North Highline that enriches the area's urban form and character.
- NH-10** Limit and avoid the clustering of legal cannabis businesses in North Highline through planning and policies, store licensing and siting, and related measures to prevent negative community impacts.

Community Amenities

The following policies support provision of spaces for community-desired amenities.

- NH-11** Seek to preserve and enhance community-identified cultural assets when development occurs and work with the community and developers to mitigate the loss of North Highline's unique cultural assets.
- NH-12** Encourage the development of community-identified amenities near commercial centers, frequent transit corridors, and parks and trails through incentives and development requirements.



Chapter 4: Housing and Human Services

The *Comprehensive Plan* supports fully addressing the spectrum of housing needs in all communities for all of King County's residents. It also supports establishing healthy communities and fostering conditions that lead to positive health outcomes. This chapter addresses both of these goals in the context of the specific needs for the North Highline community.

Housing

Housing has a profound effect on quality of life and the vitality of the economy, and thoughtful planning decisions have the power to create strong residential neighborhoods that support connected inter-generational and diverse communities. This section identifies housing issues and priorities and what the North Highline community has told the County about their needs. Policies in this chapter amplify for North Highline the policy direction that already exists in the *Comprehensive Plan* and other plans.

North Highline's housing stock includes a mix of single-family homes, small multifamily buildings, and large condominium and apartment complexes. King County Housing Authority's Greenbridge and Seola Gardens developments represent a significant portion of the housing assets in North Highline; together they house more than 3,000 people – over 15% of the population of the entire North Highline subarea. Other multifamily housing is primarily concentrated on or within a few blocks of 16th Avenue SW, 1st Avenue S, and Des Moines Memorial Drive S.

The regional housing affordability crisis has reduced North Highline's affordability relative to the rest of King County. The median home sale price in White Center has nearly tripled since 2012, rising from \$176,000 to \$478,000. In 2019, the median home sale price in White Center was 77% of the King County median (\$607,000), up from 50% in 2012, suggesting that the area is becoming less affordable compared to the rest of the county.²⁷

²⁷ <https://www.zillow.com/white-center-wa/home-values/>; September data. Sales data is available only for White Center.

North Highline has a larger proportion (52%) of renter-occupied housing units than King County as a whole (43%), as well as a larger proportion of the renter population (57%) paying more than 30% of income towards rent than the county as a whole (46%).

Existing Housing Units in North Highline

Unit Types	North Highline	King County
Total units	7,760	917,900
Single unit buildings ²⁸	58%	58%
2 – 9 unit buildings	20%	12%
10+ unit buildings	21%	28%
Units owner-occupied	48%	57%
Units renter-occupied	52%	43%
Median value of owner-occupied unit	\$313,500	\$493,500
Median rent	\$1,130	\$1,490
Renters experiencing cost burden	57%	46%
Housing units built before 1969	58%	38%

In 2020, King County studied affordable housing incentives in the North Highline and Skyway-West Hill subareas. The *Affordable Housing Incentives Analysis: North Highline Skyway-West Hill*²⁹ report found the following:

- The median household income in North Highline is substantially lower than the county median income, which adds to housing pressure, and risk of displacement.
- Most of the homes in the subarea were built in the 1940s, slowing after the 1960s. Remaining opportunities for building housing in North Highline are limited due to the unavailability of large undeveloped parcels. More recently infill development and redevelopment of single-family homes has started to increase, with multifamily housing being the dominant form of housing development in the subarea since the 1960s.
- New multifamily and subdivision developments have focused on income-restricted and mixed-income projects. These developments are generally sponsored by local housing authorities, such as the King County Housing Authority, community organizations and not-for-profit developers.
- The housing prices in North Highline have increased dramatically since the 2008 Great Recession. In 2011, the price averaged about \$150/ square foot, and it has increased to over \$350/square foot in 2020. The range of prices per square foot has increased too, which indicates that as new construction happens, or redevelopment opportunities arise, the prices differential is increasing.
- Rents in North Highline are increasing at a comparable rate. While rents in North Highline are about 69% of the county average rent, growth in rents has been slightly higher than regional or county growth in rents: 4.9% on average compared to 3.7% for the sub-regional area or 3.8% for the county.

²⁸ Single-unit buildings include detached single-family homes and attached townhouses or duplexes that are separated from adjacent units by a ground-to-roof wall, have a separate heating system and public utility meter, and have no units located above or below.

²⁹ BERK Consulting, Inc. King County Home and Hope Initiative. [Affordable Housing Incentives Analysis: North Highline and Skyway-West Hill](#). (King County, WA: Department of Community and Human Services, 2020)

This work has guided the consideration of a suite of potential tools and strategies that could be enacted by the County to address these issues. Some of these are to be realized through policies in this Subarea Plan and ongoing work the County is doing on anti-displacement and inclusionary housing.

Community Priorities

The most pressing priorities for North Highline community members are access to affordable housing and preventing involuntary displacement. It wants current residents and future generations to have the opportunity to rent and purchase homes in the community that it calls home, and to generate wealth. Families have consistently expressed the desire to remain in the community and not to be driven out by the rising costs of housing. The Puget Sound Regional Council's Regional Displacement Risk index³⁰ designates portions of White Center as being at "higher" risk of displacement, with Boulevard Park largely considered to be at "moderate" risk. However, these aggregated statistics may not consider how individual households may be at risk.

The combination of rising housing prices, the high rate of cost burdened households, and lower than average incomes put North Highline residents at increased risk of displacement. BIPOC individuals in North Highline are about twice as likely to be severely cost burdened than White households, which indicates an increased risk of displacement for households of color.³¹ Community members reported that current residents have already been displaced from West Seattle, the Central District, and Rainier Valley to Skyway-West Hill and North Highline and are concerned that increased housing costs will force them to move farther south. Most renters in both neighborhoods are cost burdened, which also increases the risk of displacement.³²

The community wishes to see more programs that provide opportunities for affordable home ownership and retention and development of affordable rental units. For example, it would like to see increased public investment in affordable housing, particularly by support for projects led by community-based organizations, increased rental assistance and access to home repair funding for low-income homeowners.

Additionally, the community is supportive of increased density to support increased housing supply and housing choices, with access to transit and community services as priorities, and parking available for community members unable to access transit or use active forms of transportation. There is consistent interest in integrating market-based housing and housing, supported by public investment in the same communities and developments to access to opportunity.

The community wants to see a range of housing options, including inter-generational housing, family size units (with at least three bedrooms) and culturally-specific housing for elders that incorporates culturally-specific community amenities within housing developments or is located

³⁰ Puget Sound Regional Council, 2019. *Displacement Risk Mapping: Technical Documentation*. Available at: <https://www.psrc.org/sites/default/files/displacementrisk.pdf>

³¹ *Affordable Housing Incentives Analysis: North Highline and Skyway-West Hill*. p.91

³² *Affordable Housing Incentives Analysis: North Highline and Skyway-West Hill*. p 63 and p 95

close to such community amenities. In North Highline only 8% of apartments have three bedrooms and only 1% of apartments have four bedrooms.³³

Where new infrastructure and transit investments result in increased land values, the community wants to see development of affordable housing linked to the investments. Additionally, capturing gains in property values by requiring private developers to create affordable units when density bonuses and other incentives are made available is another tool that the community is willing to support. This is to reduce displacement pressures when such investments result in increased land values, providing opportunities for families to stay in North Highline.

Policies

These policies support retaining and increasing a range of housing and addressing displacement. A wide range of housing, including those that are affordable to community members, can be realized through preservation of existing housing and creation of new public and private-market developments.

- NH-13** Provide for a wide range of residential zones, densities, and housing types to continue to promote access to diverse housing choices for residents at a variety of income levels, ages, household sizes, and lifestyles to address the unique population and housing needs of North Highline.
- NH-14** Consider a full range of mandatory and voluntary strategies to preserve existing units, increase the supply of new affordable housing, and reduce the risk of involuntary residential displacement in North Highline, through tools such as:
- a. Inclusionary zoning;
 - b. Tenant relocation assistance;
 - c. Right to return and/or community preference;
 - d. Community land trusts and other models of permanently affordable, shared-equity homeownership;
 - e. Down payment assistance;
 - f. Property tax exemption;
 - g. Redevelopment assistance; and
 - h. Funding equitable, community-driven affordable housing.
- NH-15** Require or incentivize residential development in North Highline to provide family size units, affordable culturally specific housing for elders, and rental units that are affordable to low- and extremely low-income households.
- NH-16** Promote safe and healthy homes through strategies, programs, and regulations that can address dilapidated or unsafe properties in North Highline.

Health and Human Services

The *Comprehensive Plan* prioritizes the delivery of human services as a critical component for creating sustainable communities and supporting environmental justice. Primarily, King County has a regional role in health and human services, working with many partners, such as the

³³ *Affordable Housing Incentives Analysis: North Highline and Skyway-West Hill. p. 112*

federal, state, and other local governments, service providers, non-profit organizations, foundations, faith communities, businesses, schools, and the criminal justice system, to help those most in need.

This section focuses on the health and human services priorities for North Highline.

Healthcare Services

There are several the healthcare service providers in the North Highline subarea. The White Center Medical Clinic is operated by Sea Mar, which a community-based organization that provides health and human services and specializes in service to Latinos. Additionally, HealthPoint operates a youth clinic at Evergreen High School.

Public Health – Seattle & King County also provides services to the residents of North Highline either directly or through partnerships with other agencies, including:

- **Public Health Primary Care Navos:** Provides primary healthcare for adults 18 and older; focuses on care for persons with significant mental illness, substance use disorders, and homelessness.
- **Community-based Family Planning Health Education Team:** Provides Highline School District teacher trainings on elementary and secondary FLASH curriculum; led the “Peace N the Hood” Job Fair.
- **Public Health School Based Partnership Team:** Provides funds annually to Healthpoint to support two school-based health centers in the Highline School District at Evergreen High School and Tyee High School.
- **Street Medicine Team and Evergreen Treatment Services-REACH:** Conducts outreach to provide primary and behavioral health care to those experiencing homelessness.
- **COVID-19 Homeless Response Teams:** Partners with area shelters for COVID testing, vaccination and environmental health/facility assessments.
- **Community Health Services’ Parent Child Health programs:** Conducts visits at area shelters such as Mary’s Place; these services include care for new moms and their babies.
- **Access and Outreach Team:** Works with North Highline community based organizations to link their clients to health care insurance, health services and ORCA Lift.(a free and reduced transportation program).

Healthy food choices

There are disparities in income between people of different races and ethnicities within North Highline, and in income between households in North Highline. This may be anticipated to affect equity in access to a range of healthy food sources and choices. A key determinant of equity is access to food systems that support local food production and provide access to affordable, healthy, and culturally appropriate foods for all people.³⁴ While provision of places supplying

³⁴ [*King County Determinants of Equity Baseline Project*](#) Note, the analysis applies 13 determinants of equity and their definitions as used in the reference document.

food on a commercial basis is determined by market forces, the Subarea Plan may have the potential to influence access to food systems for both new and existing residents. Access to a healthy diet will influence overall health and ability to access opportunity for North Highline residents.

Community Priorities

Increased accessibility to healthy foods is an important issue to North Highline residents. This includes desires for: a grocery store in Top Hat, healthy food being more affordable, pea patches and community gardens, community kitchens and cooking demonstrations culturally relevant food, and a farmers market.

North Highline residents would also like more services and programs for youth and adult programs where health and wellness are promoted. There is a strong desire to have additional after-school programs available within the community. The community would also like affordable childcare options and more options for early childhood education.

Policies

These policies support positive health outcomes and supportive services.

- NH-17** Support access to healthy, affordable, and culturally relevant foods for all residents throughout North Highline by encouraging grocery stores, small markets, farmers markets, urban farms, and community gardens.
- NH-18** Partner with Highline School District and other agencies and organizations to improve outcomes for students and their families.



Chapter 5: Parks, Open Space, and Cultural Resources

Parks and open space lands in North Highline are owned and managed by the King County Department of Natural Resources and Parks. As described below, the Parks and Recreation Division of the Department has a number of programs in North Highline and also enters into partnership agreements with private organizations to operate programs for area residents at King County facilities under their stewardship. The Division also administers multiple grant programs that support other public agencies and community organizations. Some of these grant programs enhance facilities and recreation on King County-owned lands, while others support parks and recreation programs and projects in incorporated cities.

The *2016 King County Open Space Plan: Parks, Trails, and Natural Areas (2016 Open Space Plan)*, a functional plan of the *Comprehensive Plan*, provides the policy framework for the county's acquisition, planning, development, stewardship, maintenance, management, and funding of its system of 205 parks, 175 miles of regional trails, and 32,000 acres of open space.³⁵

As of 2021, North Highline's portion of this system contains six major parks and open space properties, spanning over 60 acres, including:

- **Dick Thurnau Memorial Park:** Located between White Center and Top Hat, this 33-acre park includes a frisbee golf course, play areas, walking paths, and Hicklin lake. Also in this park is the Bethaday Community Learning Space which houses the Technology Access Foundation which provides education programs for students of color and other programs.
- **North Shorewood Park:** Located near the Roxhill area, this six acre park includes play areas, basketball courts, nature trails and picnic areas.
- **Steve Cox Memorial Park:** Located in White Center, this ten acre park includes more programming than many other parks in the County system. It includes the White Center

³⁵ King County [Open Space Plan](#)

Community Center, White Center Teen Program, Mel Olson Stadium, ballfields, a play area, restrooms, picnic shelter, tennis courts, basketball courts, and a reflexology path.

- **White Center Heights Park:** Located between White Center and Greenbridge, this six acre park includes an amphitheater, picnic shelter, open field, and a nature trail.
- **Hamm Creek Natural Area:** located in the Glendale neighborhood, this four acre park is a local urban natural area.
- **Glendale Forest:** acquired in 2020, this five acre parcel will be transformed into a forested park featuring trails, overlooks, and wetlands.

In addition to King County-owned parks and playfields, King County provides a number of recreational and cultural services in the area:

- **White Center Teen Program:** This program provides approximately 1400 area youth a year with free, year-round, recreational, educational, and enrichment programming in Steve Cox Park.
- **Volunteer Program:** This service program involves about 10,000 people a year and includes tree planting, removing invasive plants, and building and maintaining parks.
- **Youth Conservation Core:** Launched in 2021, this program provides paid, summertime teen internships focused on environmental topics and career development.
- **Acquisitions:** Purchase of new County-owned parks and open space lands are done using a variety of funding sources, including the County's Parks, Recreation, Trails and Open Space Levy and the County's [Land Conservation Initiative](#).³⁶
- **Arts:** Led by the King County cultural funding agency, 4Culture, this work focuses on arts, heritage, historic preservation, and public art.
- **Partnerships:** The County partners with and provides grant funding to other groups to provide additional recreational programs, such as frisbee golf and youth amateur sports.

Lastly, at the northeastern edge near the South Park neighborhood, a section of the King County Interurban Trail runs alongside West Marginal Way Place South. This regional trail connects into trails in Seattle and Tukwila.

Community Priorities

North Highline community members value the subarea's green spaces and would like to see additional parks and open spaces available for passive and active recreation, with improved accessibility within and to parks and open spaces. They would like to see increased maintenance of parks and open spaces, and provision of additional safety features. The community would like increased ability to access amenities such as dog parks, pea patches, community gardens, playground equipment, and game courts. Walking paths and trails, with waymarking, are also desired assets.

Protecting human health and nature, as well as guarding against and mitigating the impacts of climate change, also represent interests shared by the community. Increasing tree canopies to provide relief from the urban heat island affect area is an interest raised by community

³⁶ King County [Land Conservation Initiative](#)

members. They would also like to see increased use of green stormwater infrastructure, such as rain gardens, for additional green spaces, for water storage, and to protect water quality.

The community honors its diversity and heritage, and would like to have additional places to gather, celebrate and share the rich cultures in North Highline. This includes gathering spaces such as plazas, pocket parks and additional community center space.

An increased availability of recreational, learning, and other programs for the community and that are culturally relevant is desired by North Highline residents. Specifically, North Highline wants to be a place where artists can thrive.

Policies

These policies support increased recreational and cultural opportunities and improving human health and environmental conditions.

- NH-19** Work with residents and businesses in North Highline to identify opportunities for planting trees and installing green infrastructure to reduce the urban heat island and improve water and air quality.
- NH-20** Support additional recreational opportunities and culturally appropriate gathering spaces for communities in North Highline, such as new community buildings, plazas, open spaces, local parks, and pocket parks.
- NH-21** Partner with community organizations to increase capacity building and funding, share technical expertise, and leverage County-owned parks facilities to support the delivery of parks improvements and recreational, cultural, and educational programs in North Highline.



Chapter 6: Transportation

Transportation has a profound effect on quality of life and the vitality of the economy. It provides access to jobs, education, services, recreation, and other destinations. Well-planned land use patterns and neighborhoods have features like connected street networks, nearby shopping, walking paths, and transit service. These amenities reduce dependency on cars, increase opportunities to be physically active, decrease the likelihood to be overweight, and improve air quality.

Like other urban unincorporated areas, there has been insufficient investment in North Highline's transportation system to support improved mobility, safety, and community health. The community strongly desires a complete network of connected streets that provide both motorized and active transportation options for moving about the neighborhood and beyond, as well as transit services to meet travel needs of the community. This is challenging for King County as it experiences a roads funding crisis due to municipal incorporations and annexations, the 2008 Great Recession, declines in gas tax revenues, the effects of voter initiatives impacting property tax revenues, and an aging bridge and road system. As a result of this, the County focuses its roads-related resources on critical safety needs, with an emphasis on the core maintenance and operations that form the basis of the system's safety and usability.

In addition to transportation policies in the *Comprehensive Plan*, delivery of transportation and mobility services are implemented through functional plans including:

- The Strategic Plan for Road Services³⁷
- The Strategic Plan for Public Transportation³⁸
- The Long Range Plan for Public Transportation – Metro Connects³⁹

³⁷ [Strategic Plan for Road Services](#)

³⁸ [Strategic Plan for Public Transportation](#)

³⁹ [Long Range Plan for Public Transportation – Metro Connects](#)

Road Services

The road services provided by the King County Department of Local Services, Road Services Division, are broad and include items such as: general maintenance, pothole filling, snow and storm responses, inspections, repaving, safety investigations, traffic analysis, installation of devices such as signals and signs, pavement marking, school safety zone improvements, roadside vegetation and litter removal, graffiti removal, bridge monitoring and repair, road alerts, emergency response services, establishing and update design standards, and development and construction review and permitting. This broad sweep of needs stretches available funding thinly across these responsibilities.

Beyond this range of services, the 2021 North Highline road network includes the following assets:

Asset	Quantity
Maintained centerline miles	56 miles
Maintained lane miles	125 lane miles
Bridges	1 (South Park Bridge)
Traffic cameras	5
Traffic signals	13
School zone flashers	25
Traffic control signs	2,481
Guardrails	2 miles
Drainage pipes	48.4 miles
Drainage ditches	8.9 miles
Catch basins	2,587
Sidewalks	30.1 linear sidewalk miles
Bike lanes	2.3 lane miles
Radar speed feedback signs	1
Crosswalks	166

Additionally, as part of the *Comprehensive Plan*, King County develops a Transportation Needs Report,⁴⁰ which is a long-term list of needed but as of yet unfunded road and related transportation infrastructure improvements. The 2020 Transportation Needs Report includes 15 needed improvements, with a total estimated cost of \$35 million, in North Highline. These are split at about 55% capacity expansion projects, 30% active transportation projects, and 15% drainage projects.

Finally, as part of its *Americans with Disabilities Act Transition Plan*,⁴¹ the County identified over 600 curb ramps in North Highline that are a high priority for upgrades to current accessibility standards.

Public Transportation Services

The King County Metro Transit Department ('Metro') provides "fixed route" bus service and corresponding "Access" paratransit service in the North Highline subarea. While the vast majority of services in North Highline are funded by Metro, two routes benefit from additional

⁴⁰ [Transportation Needs Report 2020](#)

⁴¹ <https://kingcounty.gov/~media/depts/local-services/roads/ada-plan/DraftKingCountyADA021621Accessible.ashx?la=en>

investments in service frequency from the City of Seattle. The following identifies fixed route services that serve North Highline as of 2021:⁴²

- **Route 22:** all day, hourly service, weekdays.
- **Route 60:** all day, service every 15 minutes in the peak, 15-20 minutes off-peak and night service.
- **Route 113:** peak commuter, peak only service with 4:00 a.m. and 4:00 p.m. trips.
- **Route 120:** all day, service every 7-15 minutes in the peak, 15-30 minutes off-peak, and 30-60 minutes at night (planned upgrade to RapidRide bus rapid transit service).
- **Route 128:** all day, service every 30 minutes, 7 days a week.
- **Route 131:** all day, service every 15-30 minutes in the peak, 30 minutes in the off-peak, and 60 minutes at night.
- **Route 132:** all day, service every 20-30 minutes in the peak, 30 minutes in the off-peak, and 60 minutes at night.
- **Sound Transit Route 560:** all day, service every 30 minutes weekday, and 60 minute weekend.

In addition, King County provides Alternative Services for public transit that are meant to be more flexible in meeting demand, including:

- **Route 635 Community Shuttle:** provides service between Angle Lake light rail and Des Moines marina district.
- **Hyde Shuttle:** a door-to-door van service for older adults and adults with disabilities.

Community Priorities

For the community to continue to thrive and support its small independent businesses, pedestrian, bike, transit, and active transportation accessibility along and to commercial areas is a continuing priority and area of concern for North Highline community members. Ease of access; safe access to schools, parks, and other community amenities for all community members; and recognizing and accommodating a range of different mobility abilities are also important to North Highline. This also includes a desire to improve connectivity to walking trails and bike paths. The community would also like to see beautiful streetscapes and improved lighting that encourage walking and biking.

The community desires an ability for people to make their way to North Highline from other parts of the region to support the local economy, increase access to opportunity, and improve ability to generate wealth in North Highline. And North Highline residents want to have ease of access by transit to job centers and transit hubs in the region to support their ability to have employment choices and opportunity without needing to move from the community that they call home.

⁴² King County Metro transit service as of August 2021; a.m. Peak is typically 5:00 a.m. to 9:00 a.m. and p.m. Peak is typically 3:00 p.m. to 7:00 p.m. and can vary by route; schedules are subject to change.

Policies

These policies support growth near transit and a safe and encouraging environment for walking, transit use, and biking.

- NH-22** Promote a pedestrian-oriented environment, build on the existing street system, and improve access to other travel options, such as transit and bicycling, through new commercial and mixed-use development in the White Center Unincorporated Activity Center and in other commercial areas in North Highline.
- NH-23** Bus service and other transit models should provide convenient, safe access to commercial areas and community amenities in North Highline and surrounding city transit hubs so that residents are able to participate in the region's economy regardless of their age, socioeconomic status, or abilities.
- NH-24** Prioritize safe and inviting walking and bicycling throughout North Highline to connect residents to transit facilities, North Highline commercial areas, local parks and open spaces, North Highline schools, and other local destinations.



Chapter 7: Services and Utilities

For any urban community to thrive, it must be adequately supported by a full range of urban utilities and services. These utilities and services include water and sanitary sewer, stormwater management, solid waste collection and disposal, and fire protection. North Highline is served by several different special utility districts and organizations that collectively provide these vital services.

This chapter focuses on the utility, including specifically the water and sewer services, needs of North Highline.

The provision of water and sewer services has a direct impact on the use and development of land in North Highline. As noted in the Community Description chapter, the subarea is served by two main water districts – Seattle Public Utilities and King County Water District 20. Similarly, the area is served by two main sewer districts – Southwest Suburban Sewer District and Valley View Sewer District.

Additionally, as shown in the figures in Appendix A, there are a few isolated pockets of unsewered areas within North Highline. There are 319 parcels in North Highline with on-site sewage systems out of 5235 total in the subarea. Of these, Public Health estimates that almost 80% were installed before or during 1990, with the potential that, given their age, some of the systems could be failing.

Community Priorities

A key priority for North Highline is that the ability to connect to sewers is increased. The community wants to ensure that new developments in North Highline are designed to accommodate new water and sanitary sewer connections from existing private property owners relying on older, failing on-site septic systems.

Policies

These policies address well-planned and adequate utilities and services.

- NH-25** Promote the efficient use of land by providing the necessary urban utilities and services through a coordinated and logical approach, including coordination with the City of Seattle for planned annexation.
- NH-26** Encourage developers proposing to extend water or sewer service for new residential, commercial, or mixed-use development in North Highline to work with surrounding property owners to provide additional, reasonable access to public utilities.
- NH-27** Partner with the North Highline community to address unsewered areas between the SW Suburban Sewer District, the Valley View Sewer District, and other providers, as well as addressing aging and failing on-site sewage systems by identifying the most appropriate wastewater treatment options, such as conversion to sewer or decentralized options, that protect public health and support the community's housing and equity goals.



Chapter 8: Economic Development

The focus of this chapter is economic development through the context of community resilience and cultural retention, which focus on helping increase opportunities for residents, improve the environment for local small businesses, and reduced displacement.

As noted in previous chapters, North Highline supports a substantial small business community, as well as large industrial firms. Since 2002, overall employment has increased in the subarea at a rate that is commensurate with King County as a whole. Since 2010, employment in North Highline grew 1,230 jobs, averaging about 4% growth per year, outpacing King County which grew on average of about 3%.

Employment in North Highline is primarily provided by industrial uses in the Glendale area and retail -related uses in White Center. According to 2017 US Census Longitudinal Employer-Household Dynamics (LEHD) data, the employment in the Glendale area is 24% manufacturing, 23% construction, and 12% transportation and warehousing. This composition is likely due to the area's close proximity to the Duwamish Regional Manufacturing and Industrial Center and Highway 99.

Employment in White Center, according to same 2017 data, is more akin to a retail center, with 18% retail trade, 13% accommodation and food service, and 12% health care and social assistance.

The economy within North Highline has a widespread draw, with workers coming from North Seattle, Federal Way, and other South Central King County cities. Though employment in North Highline is smaller than other job centers, it does draw employees regionally – 16% of the subarea's employees are from Seattle, 6% from Burien, and 5% from Kent.

White Center and Glendale provide both local and regional employees, and the North Highline subarea as a whole has proven to be a strong employee center the past decade. North Highline residents largely commuted to regional job centers, with 46% employed in Seattle, 6% in Bellevue, and 5% in Burien.

Community Priorities

The community wishes for its current residents and businesses and future generations to have the opportunity to thrive and generate wealth, while honoring and valuing the diversity within and the uniqueness of the North Highline community. With its proximity to Seattle and other regional centers, residential, cultural, and economic displacement is a very real problem that the community wants to stem. Specific priorities also include providing economic opportunities for youth in North Highline to learn job skills, providing increased access to affordable childcare programs to support working families, supporting families seeking work opportunities when English is not their first language, and supporting businesses that can provide family wage jobs in the community.

The community wishes to see assistance in seeking funding for and investments in infrastructure and amenities that serve the community's well-being as a whole. They desire that this assistance also provide support to households whose incomes may make investments in their homes out of reach, putting them at risk of displacement.

At the heart of the vibrant business community in North Highline are ethnically diverse, community-minded, small business owners, and they want to have the tools and resources to thrive to serve the diverse community that calls North Highline home. They also want to have the ability to become a destination for people from outside of the community and to provide jobs for people in the community. This way, wealth can be generated, and they want it to be in a way that will not displace the small community businesses and that will encourage establishment of additional small businesses to increase the diversity in the type of shops in North Highline. The business community has identified that having access to affordable professional services that can provide education, job training, mentoring, and consultation is also integral to its success.

A Community Survey Report completed by the WCCDA in 2017 found that overall economic priorities for White Center were: creating more and higher paying jobs, language and job training, and support to small businesses.⁴³ Top identified challenges were: not enough jobs, jobs do not pay well, English language proficiency, lack of training and childcare, and it being too hard to keep a small business running.

King County partnered with the WCCDA in 2021 to survey small business owners in North Highline about anti-displacement issues. The survey received responses from small business owners from various businesses, ages, and ethnicities. The responses revealed that a majority of the business surveyed (64%) lost customers because they moved away from the neighborhood to find more affordable housing. More than half of the respondents felt programs supporting affordable housing would benefit both their business and their community, as would more affordable commercial spaces. Some also felt free legal service would help. Almost all the respondents (86%) felt more housing in the White Center downtown area would help their businesses.

Policies

These policies support economic and other community development needs.

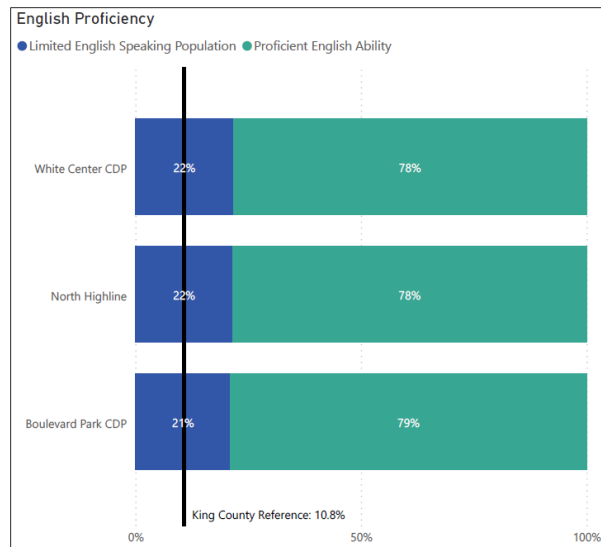
⁴³ [North Highline Subarea Plan resources](#)

- NH-28** Partner with community organizations and other agencies to provide technical assistance to the North Highline small business community in areas such as commercial leasing, commercial land purchase, applying for grants and loans, and business financing and accounting.
- NH-29** Partner with community organizations in identifying and applying for funding sources to address the community development needs of very-low to moderate income residents of North Highline.

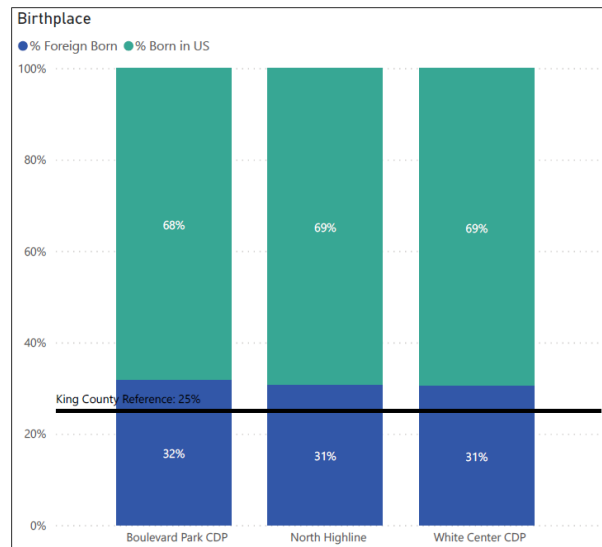
Appendix A: Supporting Maps and Tables

Shown below is data, charts, and maps that supported the development of the Subarea Plan.⁴⁴

ENGLISH PROFICIENCY



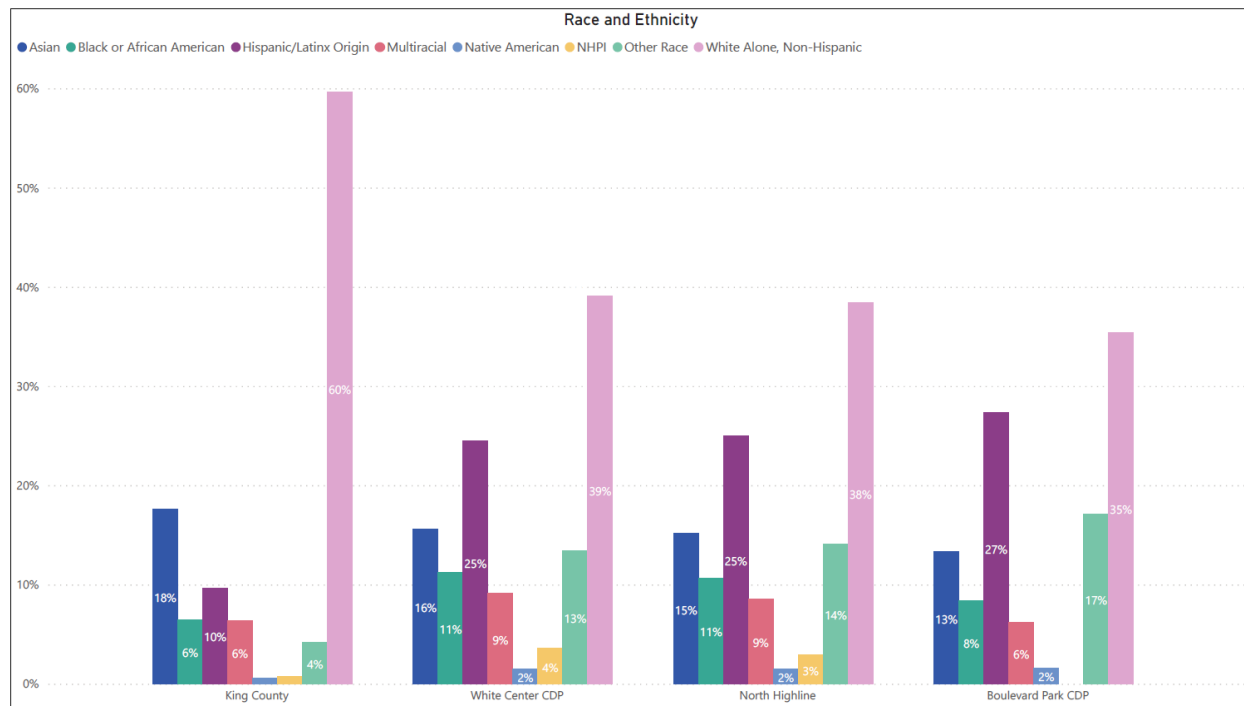
BIRTHPLACE



⁴⁴ The information in this appendix represents point-in-time data and was compiled from a variety of sources. The information is subject to change without notice. King County makes no representations or warranties, express or implied, as to accuracy, completeness, timeliness, or right to the use of such information. King County shall not be liable for any general, specific, indirect, incidental, or consequential damages including, but not limited to, lost revenues or lost profits resulting from the use or misuse of the information contained in this Appendix. Any sale of this information is prohibited.

North Highline Community Service Area Subarea Plan 2021 Public Review Draft

RACE AND ETHNICITY

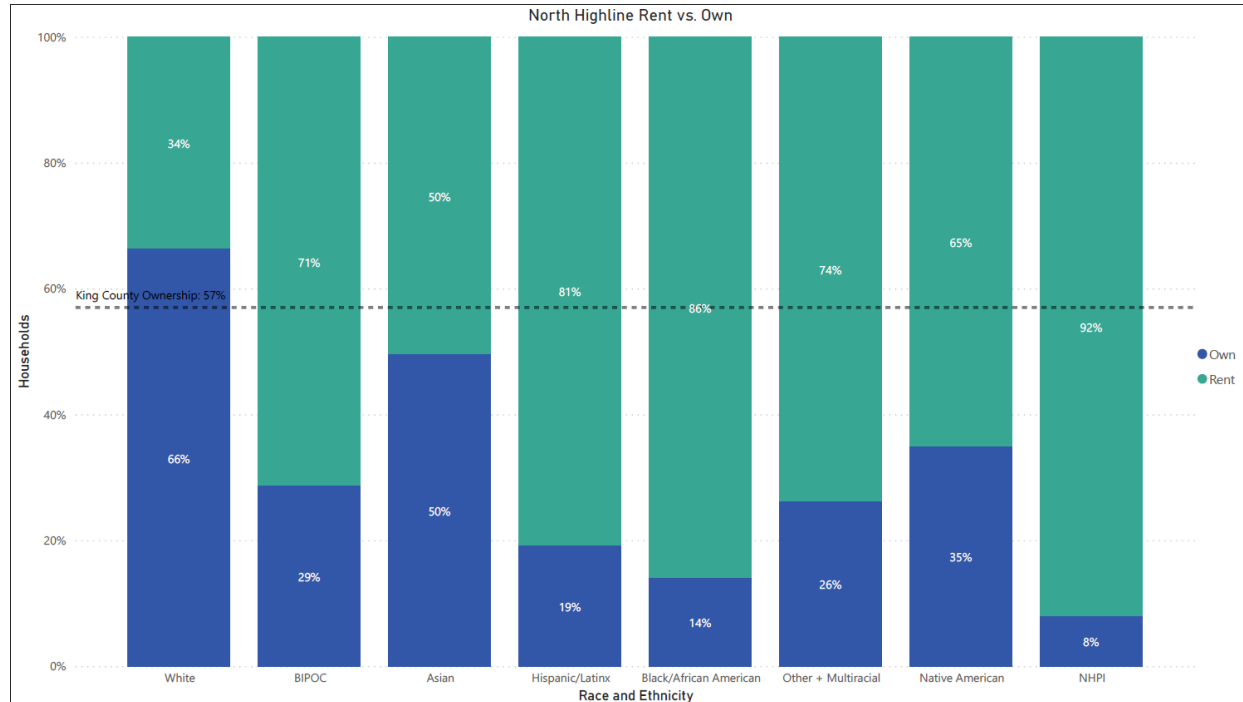


HOME OWNERSHIP BY RACE AND ETHNICITY

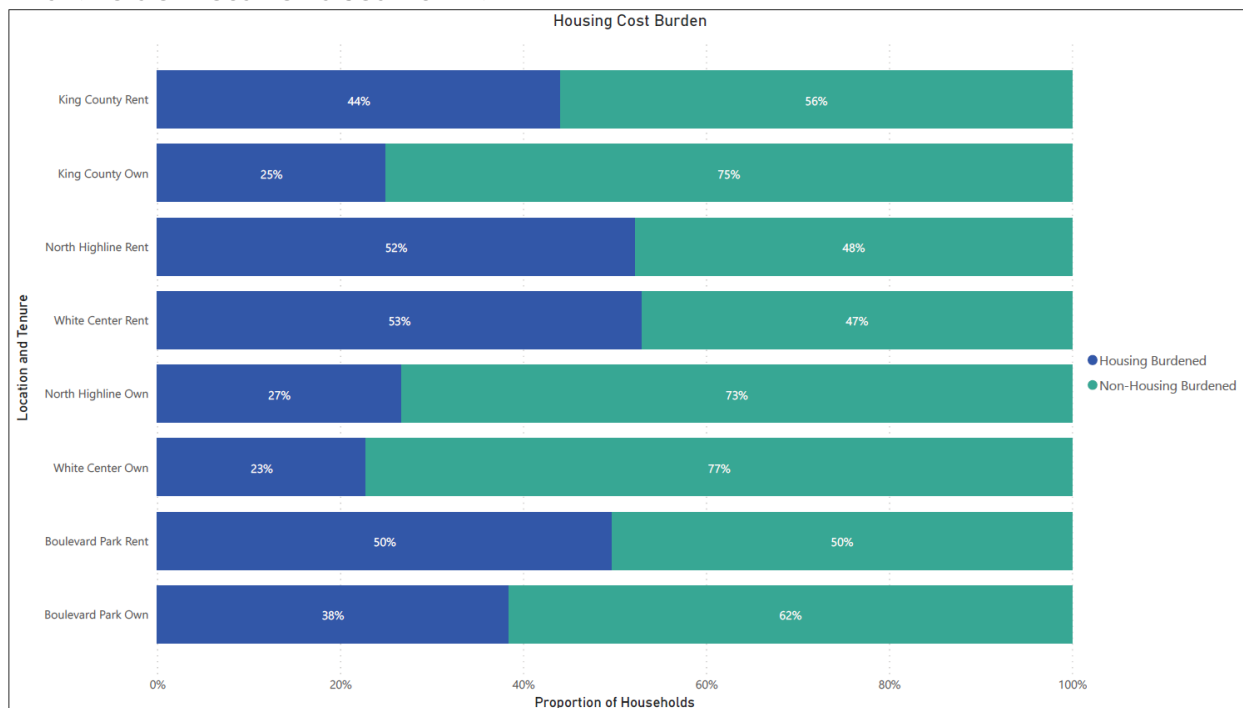


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NORTH HIGHLINE RENTING VS OWNERSHIP PERCENTAGES BY RACE/ETHNICITY

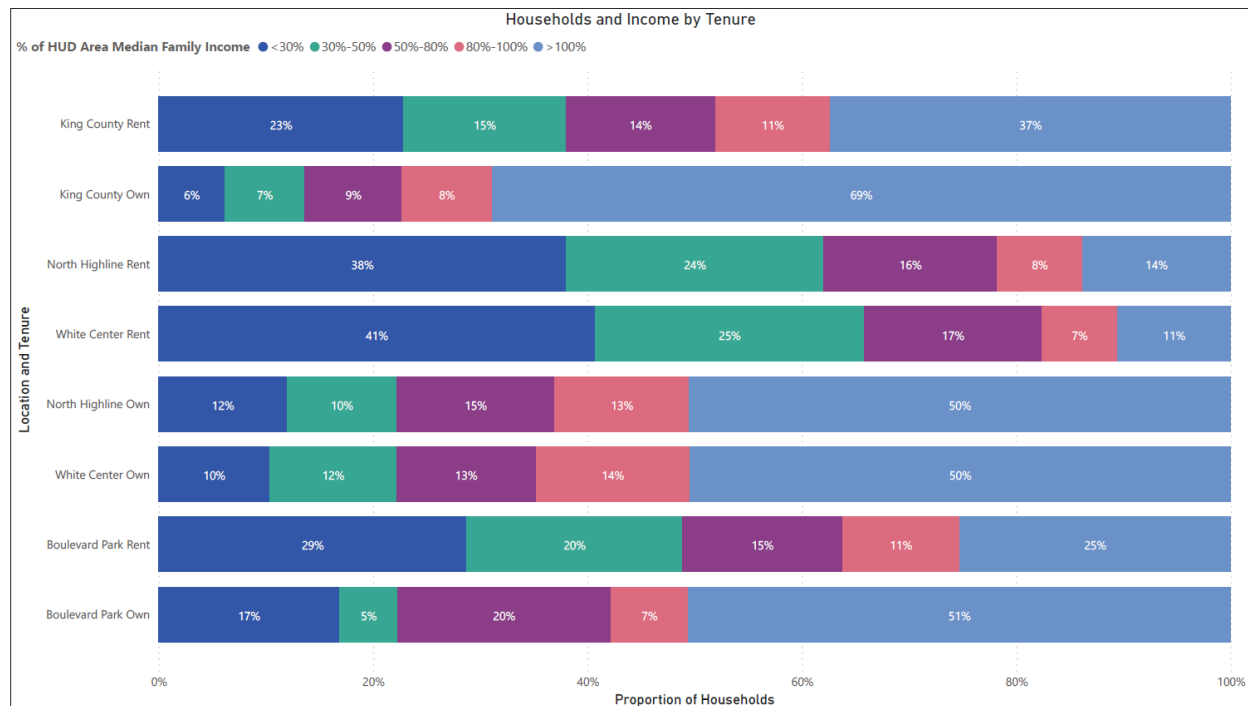


PERCENTAGES OF HOUSEHOLDS COST BURDENED

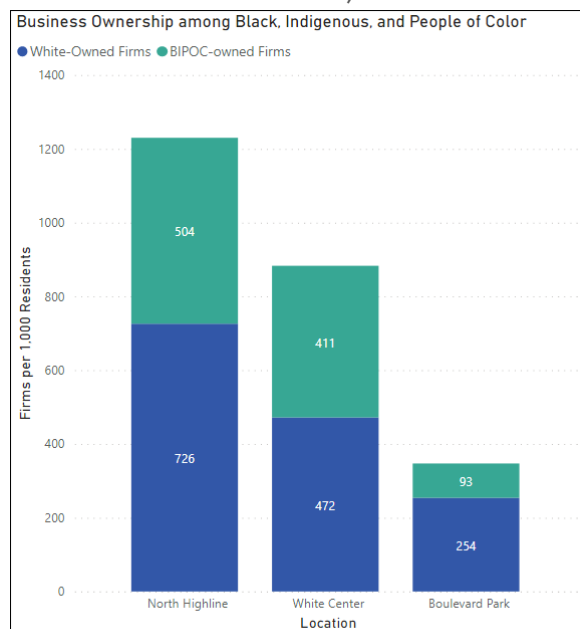


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HOUSEHOLD PERCENTAGES AND INCOME BY TENURE



BUSINESS OWNERSHIP BY BLACK, INDIGENOUS AND PEOPLE OF COLOR



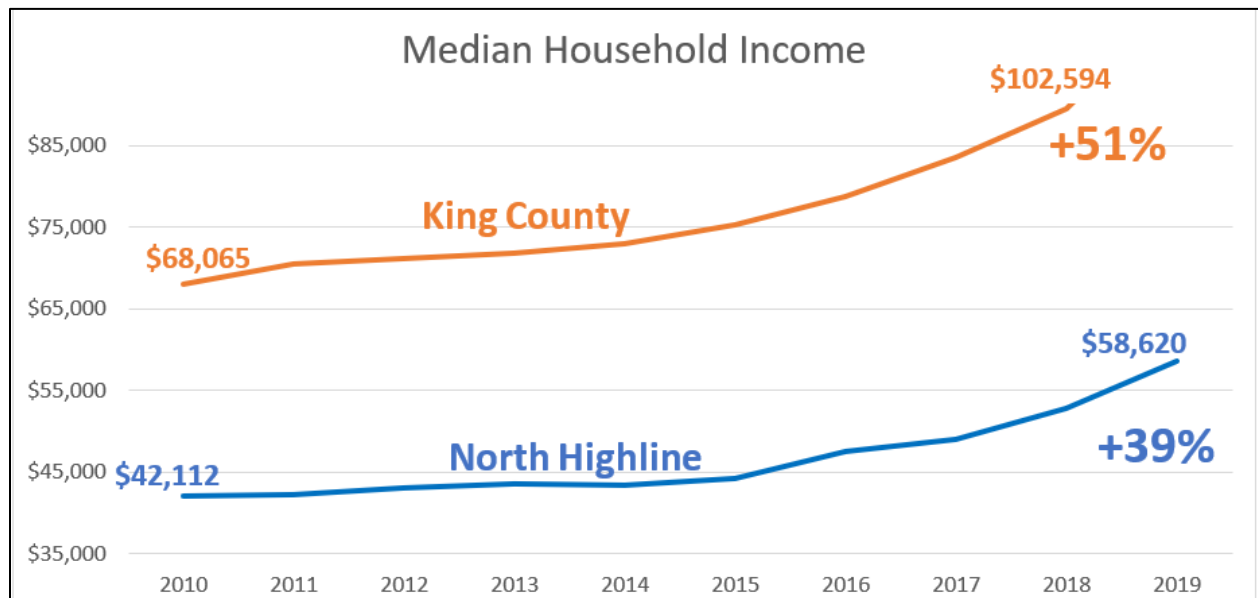
North Highline Community Service Area Subarea Plan 2021 Public Review Draft

BUSINESS OWNERSHIP BY WOMEN



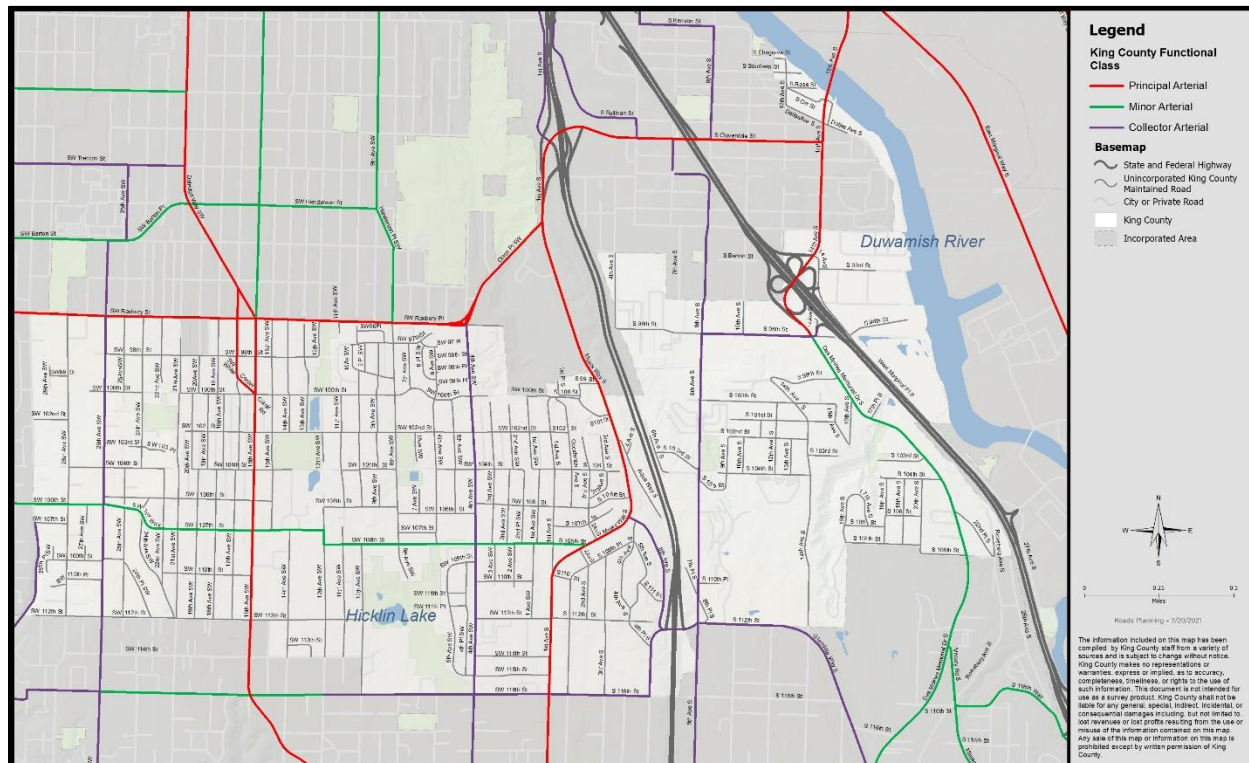
Source: 2019 American Community Survey

NORTH HIGHLINE AND KING COUNTY MEDIAN HOUSEHOLD INCOME 2010-2019



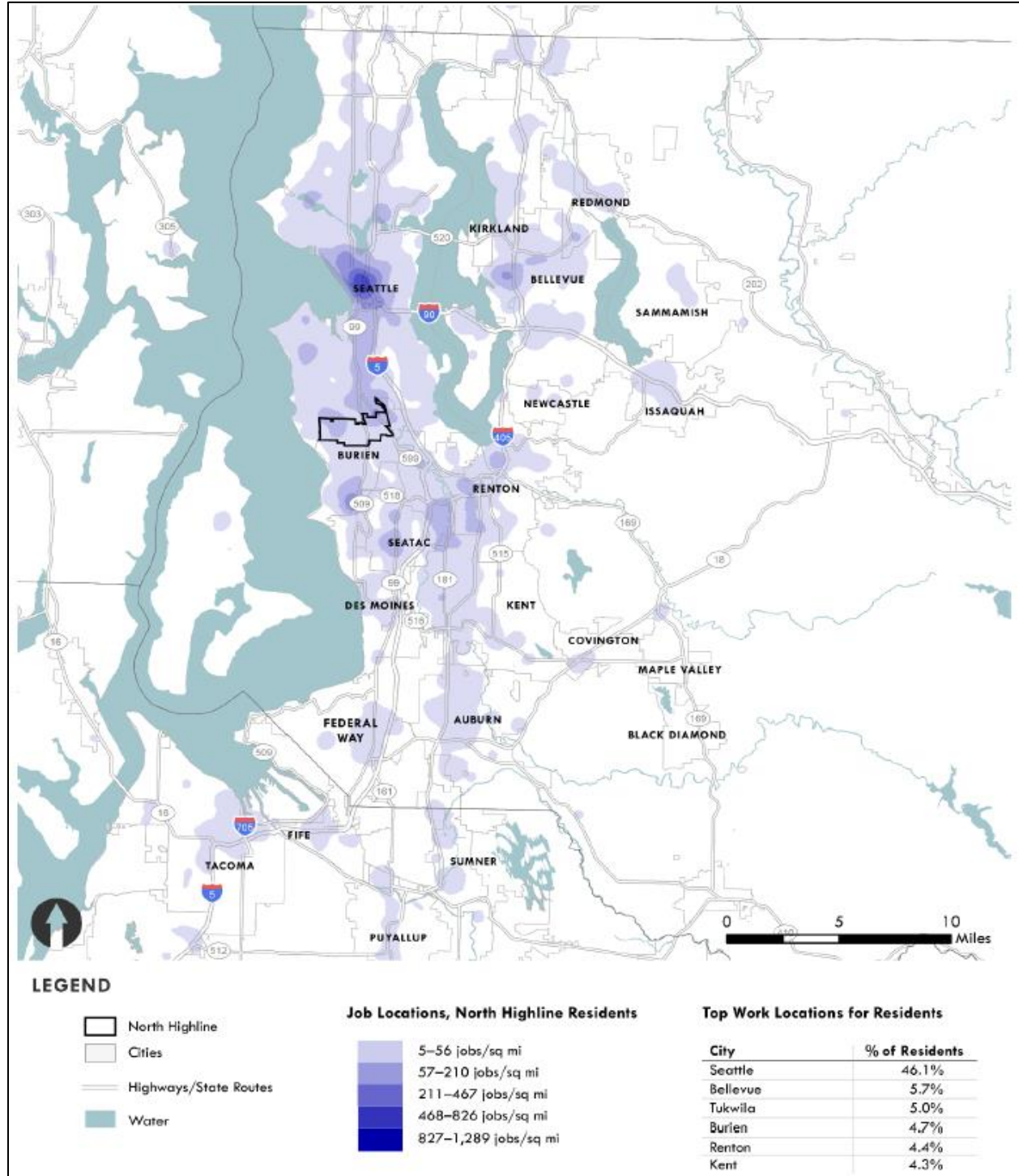
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NORTH HIGHLINE ROAD NETWORK ARTERIAL CLASSIFICATION



North Highline Community Service Area Subarea Plan 2021 Public Review Draft

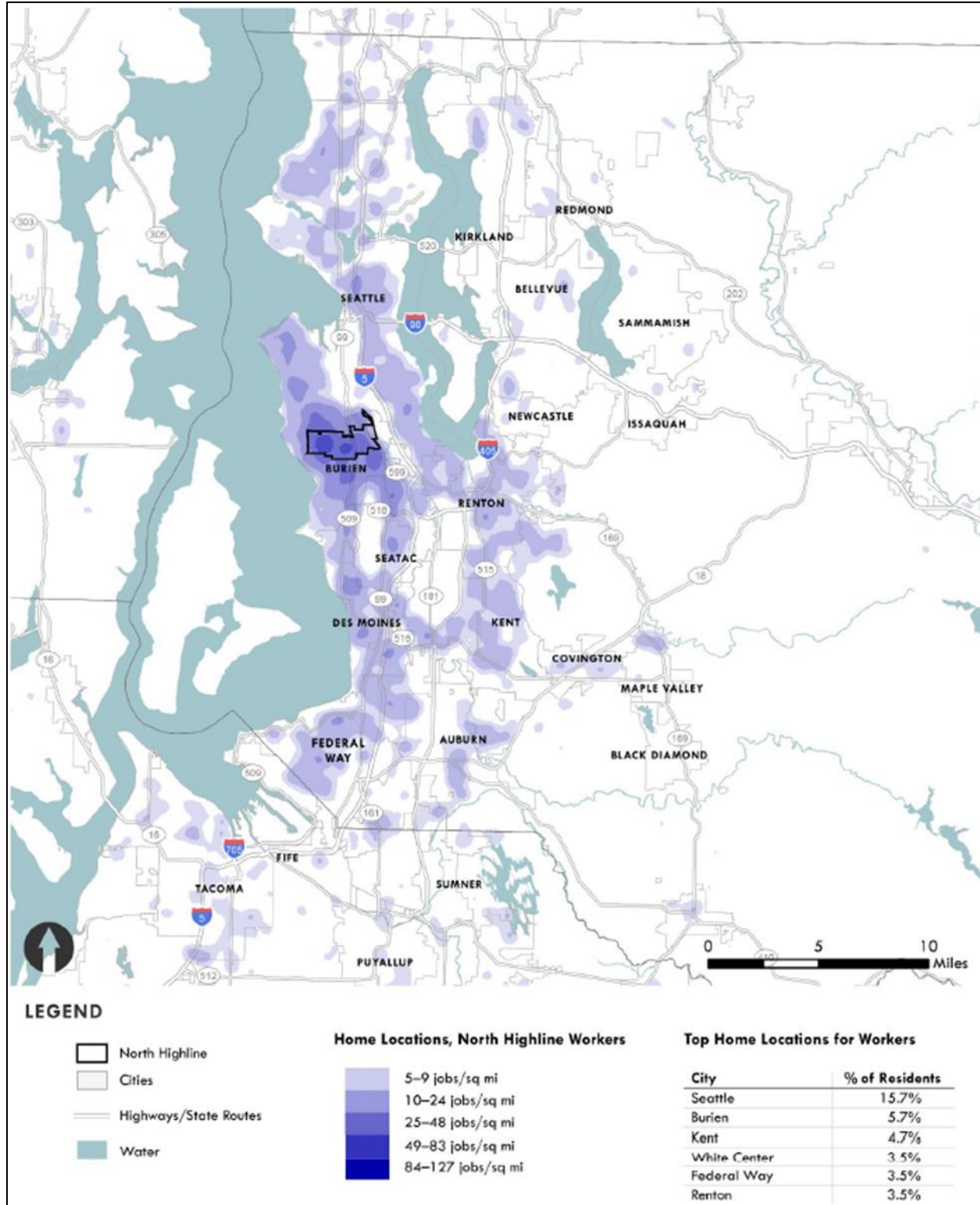
WORK LOCATIONS OF NORTH HIGHLINE RESIDENTS, 2017



Source: BERK, 2020; King County GIS, 2020; US Census on The Map, 2020.

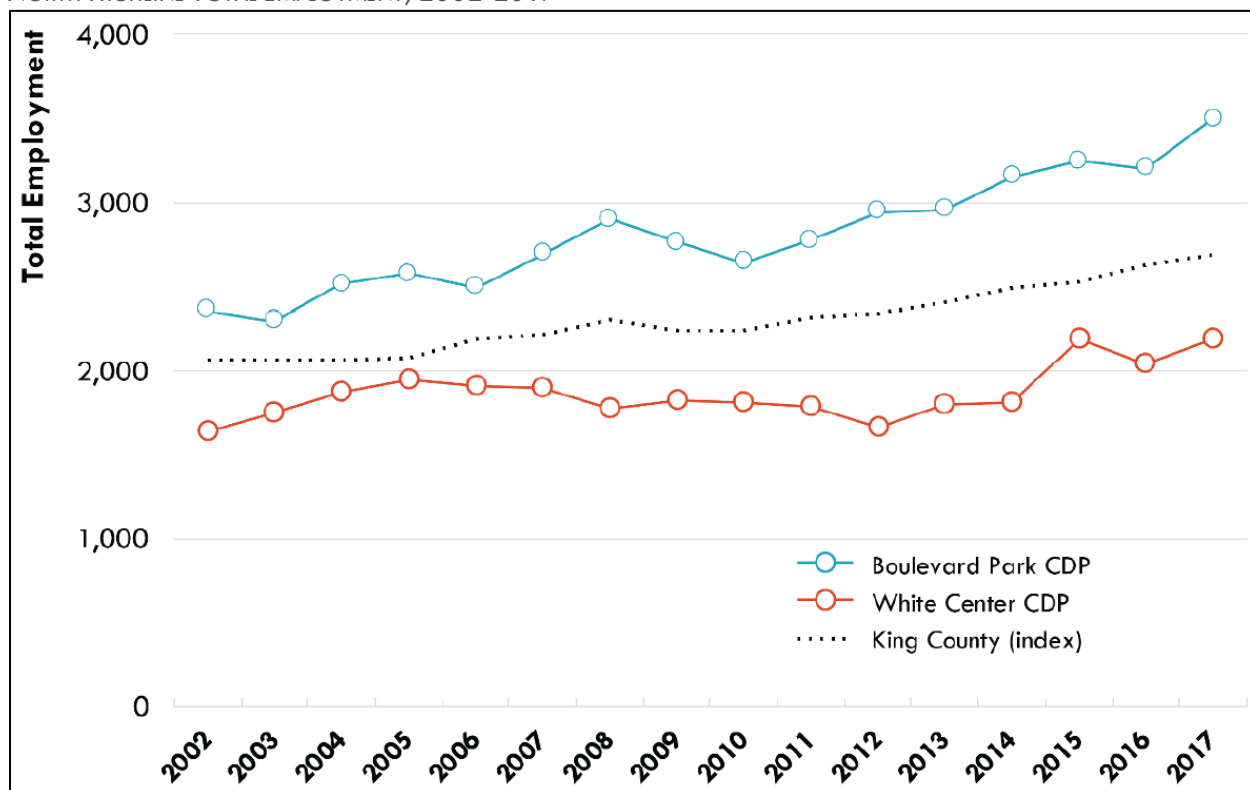
North Highline Community Service Area Subarea Plan
2021 Public Review Draft

HOME LOCATIONS OF NORTH HIGHLINE WORKERS, 2017



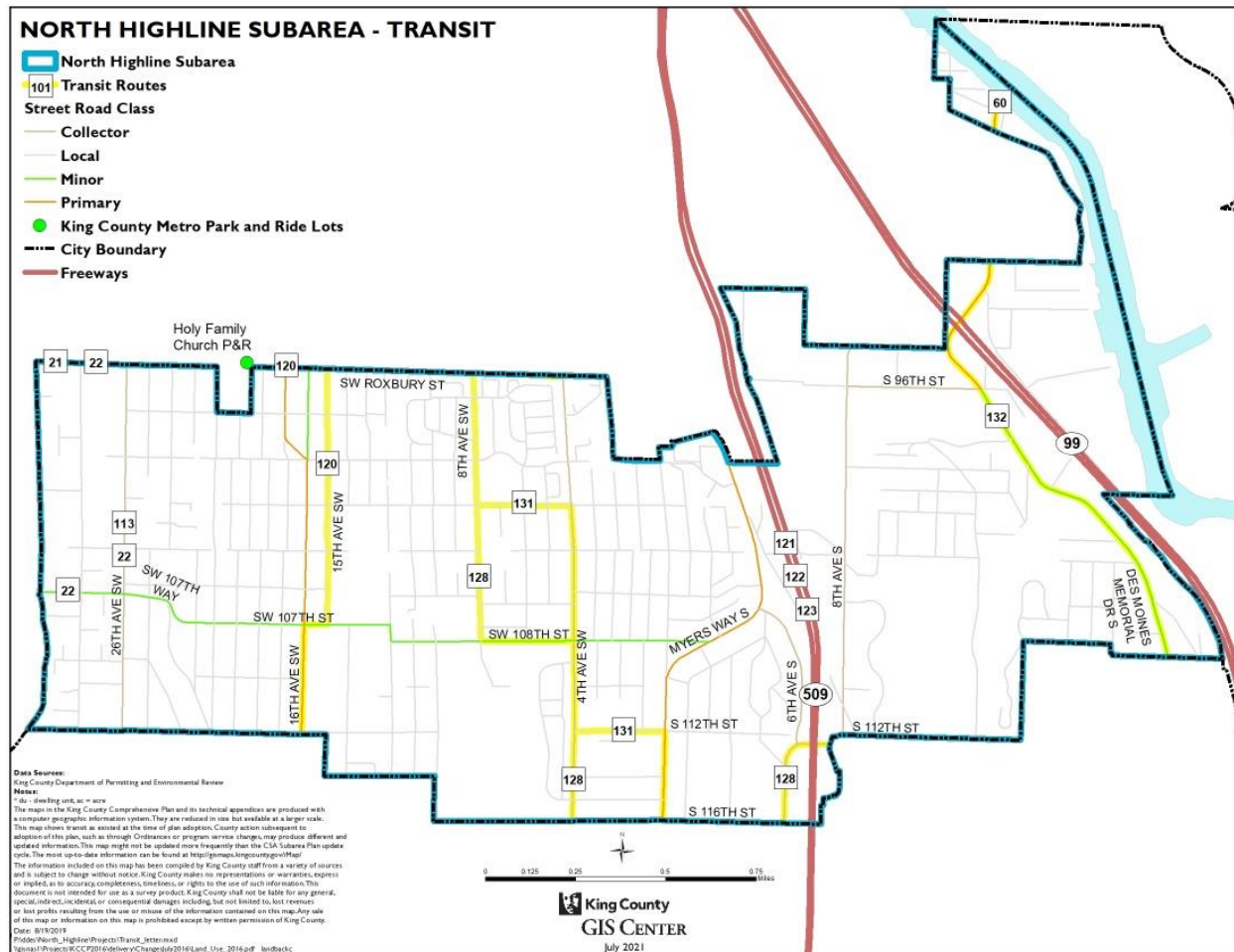
Source: BERK, 2020; US Census on The Map, 2020.

NORTH HIGHLINE TOTAL EMPLOYMENT, 2002-2017



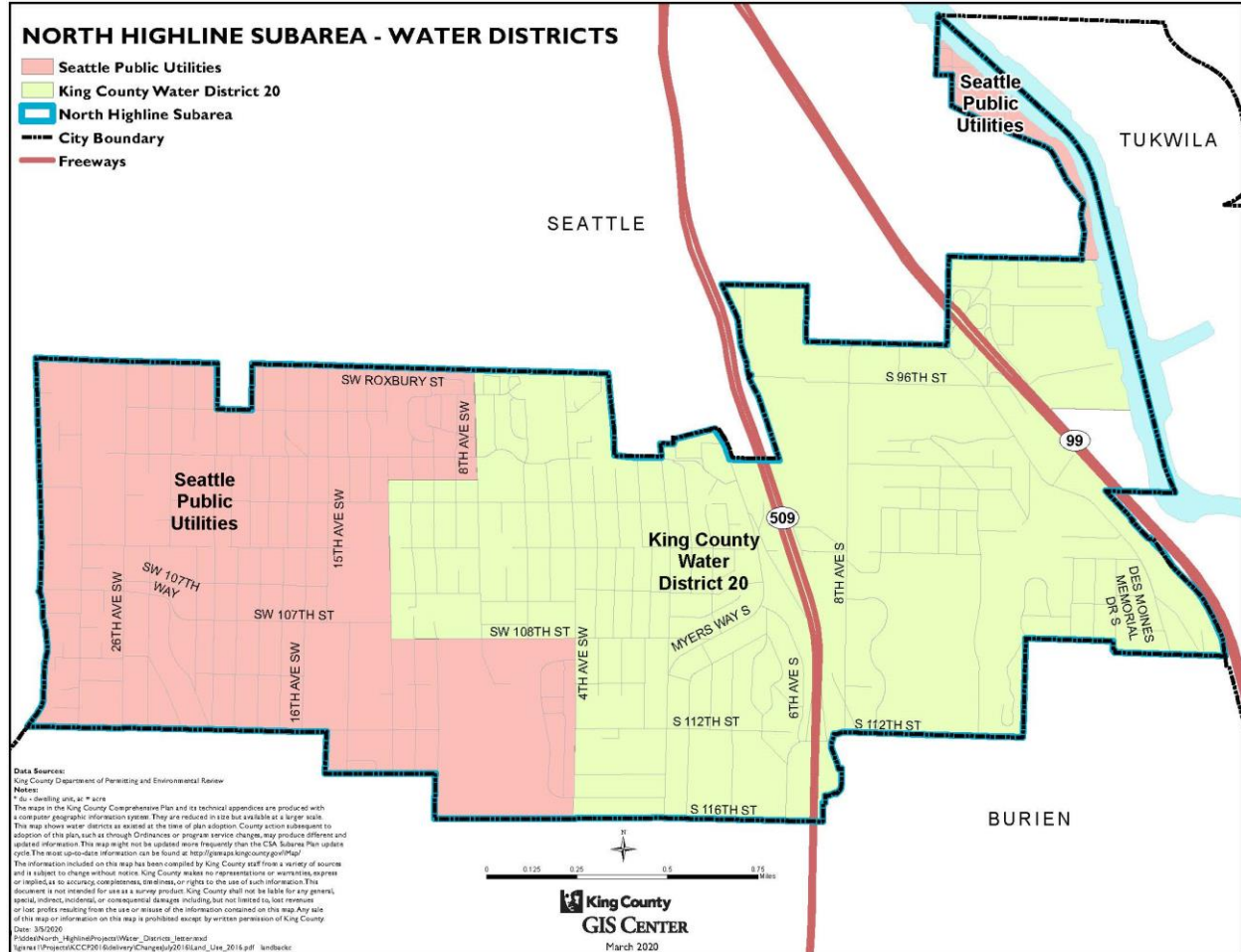
North Highline Community Service Area Subarea Plan 2021 Public Review Draft

NORTH HIGHLINE TRANSIT SERVICES



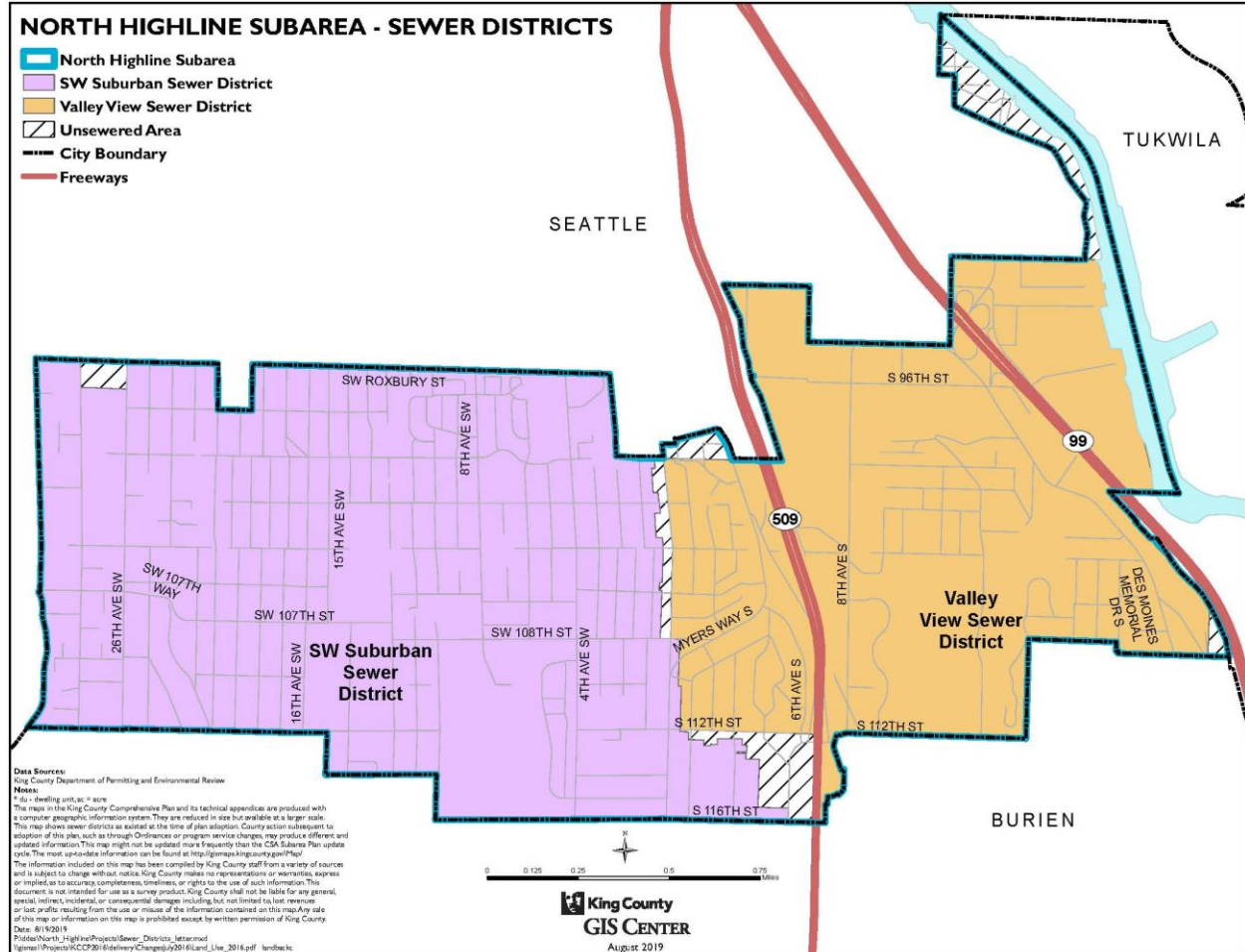
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WATER DISTRICTS



North Highline Community Service Area Subarea Plan 2021 Public Review Draft

SEWER DISTRICTS



Appendix B: Subarea Plan Monitoring

The *Comprehensive Plan* and the King County Code state that subarea plans shall establish performance metrics and monitoring for the implementation of the subarea plan.^{45 46}

To achieve this, a set of five quantitative metrics will be tracked that apply to all urban unincorporated areas, with these being the same measures that are tracked for the *Comprehensive Plan*. These will allow comparison with other urban unincorporated areas of King County. In addition, five qualitative measures will be tracked that are specific to North Highline and are drawn from the community's vision and priorities, and the policies in the Subarea Plan.

The purpose of the metrics and measures are to monitor the implementation of the North Highline Subarea Plan and inform future Subarea Plan updates, by addressing issues that are within the scope of the subarea plan. These measures will be tracked to show change over time. Whenever possible, they will be disaggregated by race and ethnicity to measure how conditions may vary for different communities.

Standardized Urban Unincorporated Quantitative Performance Metrics:

The following metrics provide a numeric based snapshot, tracked over time, of performance of the Subarea Plan.

- **Development occurs in areas planned for growth:** Number of jobs and businesses, population, and housing units by type.
- **The economy is strong and diverse:** Jobs by sector.
- **Housing is affordable to residents at all income levels:** Percent of households paying more than 30% and 50% of income for housing costs.
- **Residents have access to transit:** Proximity of housing units by type and jobs to transit stops.
- **Residents have access to parks and open space:** Proximity to parks and open spaces.

North Highline-Specific Qualitative Implementation Measures:

The following measures provide an overall qualitative description of activities and progress made towards implementing community priorities in the Subarea Plan.

- **Protect and increase availability of affordable housing:** Reporting by the Department of Community and Human Services.
- **Increase access to opportunities and amenities:** Reporting by the Department of Local Services.
- **Increase in active transportation infrastructure:** Reporting by the Department of Local Services.

⁴⁵ [2020 Comprehensive Plan](#), Policy CP-100, Ordinance 19146

⁴⁶ King County Code 2.16.055.B.2.c

- **Reduce the risk of economic and cultural displacement:** Reporting by the Department of Community and Human Services and Department of Local Services.
Protect the vibrant small business community: Reporting by the Department of Local Services.

Appendix C: Equity Impact Review

The analysis here will be updated based on community engagement on the public review draft of the Subarea Plan prior to transmittal of the Executive Recommended Plan to the King County Council for review and possible adoption.

Introduction

The North Highline Subarea Plan (Plan) Equity Impact Review (EIR) summarizes the process by which the proposals in the Plan⁴⁷ were developed and how they might affect the residents of North Highline. It relies on King County's Equity Impact Review Process⁴⁸ and considers how the Plan may affect North Highline's residents using the following equity frameworks:

- Distributional Equity: Fair and just distribution of benefits and burdens to all parties;
- Process Equity: Inclusive, open, and fair process with meaningful opportunities for input; and
- Cross-generational Equity: Consideration of effects of current actions on future generations.

Following the Equity Impact Review framework established by the King County Office of Equity and Social Justice, this Equity Impact Review is organized into three phases of analysis, as follows:⁴⁹

- Phase 1: Scope. Identify who will be affected.
- Phase 2: Assess equity and community context.
- Phase 3: Analysis and decision process.

Equity and Social Justice are an integrated part of King County's work and have been supported by the county's Office of Equity and Social Justice (Office) since 2015. The vision of the county's Equity and Social Justice Strategic Plan is: A King County where all people have equitable opportunities to thrive.⁵⁰

As it drafts the Plan, King County's Department of Local Services (Local Services) benefits from the leadership, guidance, and resources provided by the Office, helping Local Services to identify, evaluate, and communicate potential equity impacts - both positive and negative – of draft policies, land use and zoning map amendments, and amendments to development regulations in King County Code. Subarea planning represents one of a number of ways that

⁴⁷ For the purposes of the Equity Impact Review, references to the subarea plan include the North Highline Subarea Plan and associated proposed amendments to land use designations, zoning classifications, and development regulations in the King County Code.

⁴⁸ https://www.kingcounty.gov/~media/elected/executive/equity-social-justice/2016/The_Equity_Impact_Review_checklist_Mar2016.ashx?la=en

⁴⁹ Phase 4 (Implementation. Staying connected with the community) and Phase 5 (Ongoing Learning. Listening, learning, and adjusting with the community) of the Equity Impact Review framework will occur after the plan is adopted.

⁵⁰ <https://aqua.kingcounty.gov/dnrp/library/dnrp-directors-office/equity-social-justice/201609-ESJ-SP-FULL.pdf>

King County is working through its programs, initiatives, and services to further access to equitable opportunities.

The County's 2016-2022 Equity and Social Justice (ESJ) Strategic Plan⁵¹ contains four strategies to advance equity and social justice that include investing:

- Upstream and where the needs are greatest
- In community partnerships
- In employees
- And with accountable and transparent leadership.

The equity and social justice shared values that guide and shape our work included commit us to being:

- Inclusive and collaborative
- Diverse and people focused
- Responsive and adaptive
- Transparent and accountable
- Racially just, and
- Focused upstream and where the needs are greatest.

It is within this framework that the North Highline Subarea Plan was developed and will be implemented. Furthermore, this analysis of equity impacts seeks to identify, evaluate, and communicate potential impacts – both positive and negative – associated with the development and implementation of the Plan. This analysis generally follows the process King County Office of Equity and Social Justice Equity Impact Review Tool.

What is the North Highline Subarea Plan?

The North Highline Subarea Plan is an element of the King County Comprehensive Plan and sets the vision for King County's governance of the area, including land use and development, for the next 20 years. The scope and schedule of the subarea plan were established by the King County Council in 2020.⁵² The County has not conducted a comprehensive update to its long-range plan for North Highline since the 1994 White Center Community Action Plan and Area Zoning was adopted. The policies in the 1994 Plan will be in effect until the King County Council adopts the Subarea Plan.

The North Highline Subarea Plan formally commenced in June 2019. The scope and schedule of the Subarea Plan was reshaped by the King County Council in 2020, broadening the plan from having a focus on land use, as previously directed, to building the scope around community-identified topics of importance.

⁵¹ <https://aqua.kingcounty.gov/dnrp/library/dnrp-directors-office/equity-social-justice/201609-ESJ-SP-FULL.pdf>

⁵² https://aqua.kingcounty.gov/council/clerk/OldOrdsMotions/Ordinance_11568.pdf

At the same time that it broadened the scope of subarea plans, the Council mandated the creation of a “Community Needs List.” The Community Needs List is a list of community-identified projects, programs, and investments that King County will implement in North Highline. While developed at the same time as the Plan, the Community Needs List is not an element of the Comprehensive Plan. Engagement with the community was naturally blended due to the coinciding timeframes and the linkage between community vision and policies in the Plan and the program, services, and investments in the Community Needs List.

Centering community in the development of both the reshaped subarea planning program and the new Community Needs List initiative was directed by Council.

What are the Determinants of Equity?

King County Code 2.10.210 defines the Determinants of Equity as the social, economic, geographic, political, and physical environment conditions in which people are born, grow, live, work, and age that lead to the creation of a fair and just society. The determinants of equity include:

- Early Childhood Development
- Education
- Jobs and Job Training
- Health and Human Services
- Food Systems
- Parks and Natural Resources
- Built and Natural Environment
- Transportation
- Community Economic Development
- Neighborhoods
- Housing
- Community and Public Safety
- Law and Justice

Access to the determinants of equity creates a baseline of equitable outcomes for people regardless of race, class, gender, or language spoken. Inequities are created when barriers exist that prevent individuals and communities from accessing these conditions and reaching their full potential. These factors, while invisible to some, have profound and tangible impacts on all.

Equity Impact Review Phase 1 – Who will be affected by the North Highline Subarea Plan?

A Demographic and Socioeconomic Overview of North Highline⁵³

Socioeconomics	North Highline	King County
Population	19,500	2,195,500
Average Household Size	2.1	2.5
Median Age	35	37
Percent Male	50%	50%
Percent Female	50%	50%
Percent Youth (under 18 years old)	23%	21%
Percent Elder (over 65 years old)	9%	14%
Percent with Disabilities	13%	10%

Income & Poverty	North Highline	King County
Median Household Income	\$58,500	\$103,000
Households Below Poverty Line	36%	17%

Race & Ethnicity		
White alone, Non-Hispanic	38%	60%
White	47%	64%
Hispanic or LatinX	25%	10%
Asian	15%	18%
Native Hawaiian Pacific Islander	3%	1%
African American	11%	7%
Native American	1.6%	0.6%

Foreign Born Population and Language		
Limited English-speaking Population	22%	11%
Percent Foreign Born	31%	25%

Housing		
Owner-Occupied Households	51%	56%
Renter-Occupied Households	49%	44%
% Cost Burdened Households (Owner- and Renter-Occupied) ⁴⁶	42%	34%

Change in Population per Race & Ethnicity 2010 to 2018	Percent Change
White alone, Non-Hispanic	-7%
White	-11%
Hispanic or LatinX	0.7%
Asian	2%

⁵³ Figures rounded to an appropriate significant digits.

Native Hawaiian Pacific Islander	0%
African American	2%
Native American	1%

The North Highline Hill Subarea covers an area of approximately 3 square miles, is home to nearly 20,000 people, making it the County's third most populous urban unincorporated area, after Fairwood, and East Federal Way. North Highline is comprised of the neighborhoods of White Center, Top Hat, Glendale, Roxhill and an area of South Park more or less surrounded by Unincorporated King County (known as the "Sliver by the River").

North Highline is rich in cultural diversity. Its population has a significantly higher proportion of foreign-born residents (31%) and residents with limited English proficiency (22%) than King County overall (25% and 11%, respectively). The most commonly spoken languages at home after English (61%) are Spanish (18%) and Vietnamese (6%).

The following sections discuss in more detail the socioeconomics of the North Highline community. The socioeconomic data selected and analyzed in this review is in consideration of four "factors" in King County's Equity and Social Justice Ordinance 16948 that were identified as impacting access to the determinants of equity: race, class (referring to varying degrees of income), gender, or language spoken.⁵⁴

The needs and vulnerabilities of residents can vary significantly based on factors such as household income, homeownership status, access to networks of support, English language proficiency, immigration status, civic engagement, and many others.⁵⁵ This section builds on the demographic profile in the Plan to identify notable differences and disparities that are related to residents' needs and vulnerabilities.⁵⁶ Additionally, it highlights where there are significant differences in demographic and socioeconomic data for Boulevard Park CDP and White Center CDP.

Stakeholders including Populations of Concern

In the 25 years since the County last updated its long-range plan for North Highline, the community and the region have changed; a generation has passed since the residents of North Highline have been engaged in establishing a community vision for the subarea and the community long-range planning process. Compounding this lack of engagement in planning is the fact that compared to King County as a whole, North Highline has a high proportion of lower-income residents, residents of color, residents who speak a language other than English at home, and foreign-born residents – all groups who have not historically been or felt included in community planning at any level.

In one sense, all members of a community are affected by a Subarea Plan because the policies and zoning that inform what kind of buildings can be built, where they can be built, the uses allowed in an area, and the services, programs and facilities that can be provided by, or

⁵⁴ [Ordinance 16948](#)

⁵⁵ <https://www.kingcounty.gov/depts/local-services/permits/planning-regulations/community-service-area-land-use-subarea-plans/skyway-west-hill.aspx>

⁵⁶ All statistics in this section are based on the 2014-2018 American Community Survey (ACS) 5-Year Estimates unless otherwise noted.

influenced by County government create the environment in which they live their lives. More specifically, the impact of the Plan on a particular individual will depend on numerous factors, including whether that individual is a homeowner, renter in market-rate housing, renter in income-restricted housing, business owner, employee of a North Highline business, or even someone who visits the area from to eat, shop, or recreate; all of these impacts are further dependent on how the private market responds to new policies and regulations.

Based on BERK Consulting's analysis in the Equity Impact Review for the 2020 Skyway-West Hill Land Use Strategy,⁵⁷ County planners prioritized outreach to ensure that the perspectives of the following groups were included in the development of the Plan:

- Limited English Proficiency Communities
- Racial and Ethnic Groups
- Youth
- Seniors and Elderly
- Persons with Disabilities
- Neighborhoods
- Renters and Low-Income Households
- Businesses
- Community Service Providers

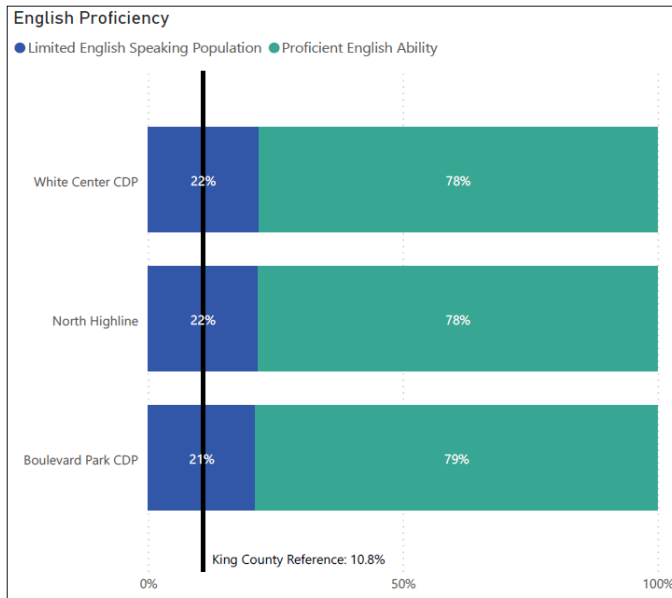
The following sections discuss stakeholders, including priority populations, in the context how planning, with a focus on land use planning, may impact each group. The discussion largely follows the approach and content used by BERK Consulting in its work on the Equity Impact Review for the Skyway-West Hill Land Use Strategy, applying data for North Highline. Phase 2 of the Equity Impact Review on the North Highline Subarea Plan describes engagement with each group of stakeholders to better understand the needs of each group in developing policies, regulations, and actions in North Highline.

LIMITED ENGLISH PROFICIENCY COMMUNITIES

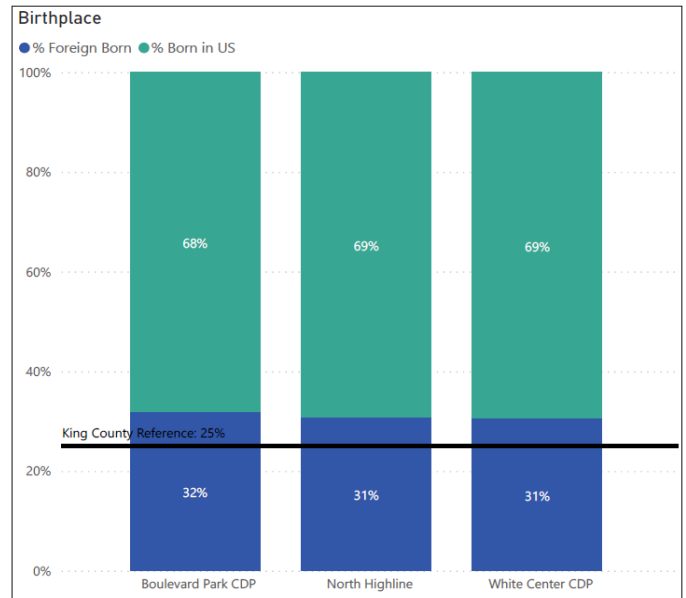
Not speaking the primary language of government can be a significant barrier to engaging in civic life, including participating in planning processes. In North Highline, approximately 22% of the population is estimated to have limited English-speaking ability. This compares to 11% of the population of King County as a whole. 31% of North Highline's population was born outside of the United States, compared with 25% in King County as a whole, with a higher percentage foreign-born in the Boulevard Park Census Designated Place (CDP) (32%), than in the White Center Census Designated Place (CDP) (31%).

⁵⁷ <https://www.kingcounty.gov/depts/local-services/permits/planning-regulations/community-service-area-land-use-subarea-plans/skyway-west-hill.aspx>

ENGLISH PROFICIENCY



BIRTHPLACE



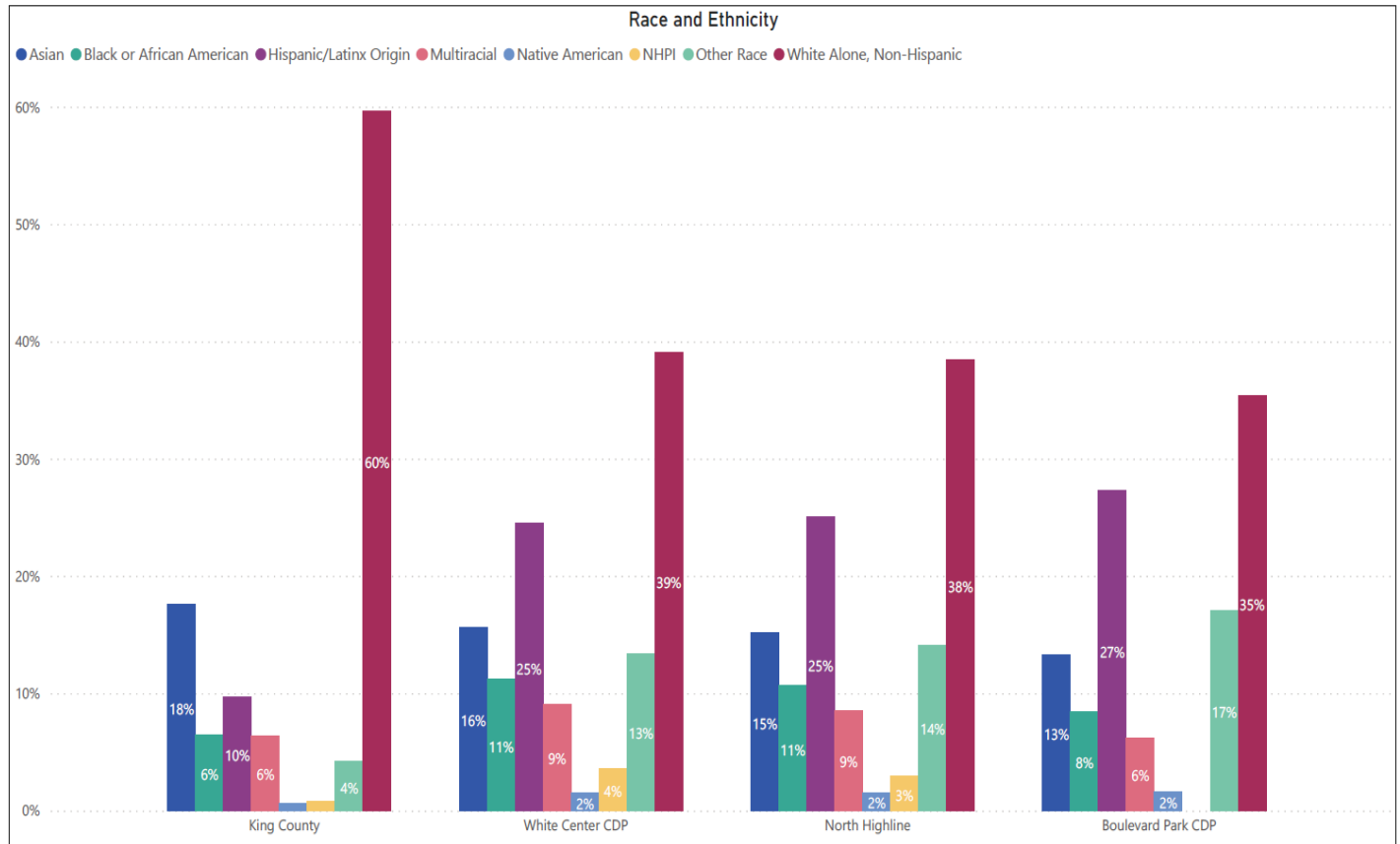
Source: 2019 American Community Survey

That most outreach and engagement activities are conducted in English – the dominant language in the United States, and the language of government – is a barrier to process equity. The most common languages spoken in North Highline after English are Spanish, Khmer, and Vietnamese. With this in mind, the community engagement approach for the Land Use Subarea Plan was designed to be inclusive of community members who speak languages other than English as their first language. The approaches that were used are discussed in later sections of the Equity Impact Review.

Racial and Ethnic Communities

North Highline is a diverse community, with Black, Indigenous and People of Color representing an estimated 61% of the population, compared with an estimated 40% of the population of King County as a whole. The following figure shows estimates of the percentages by individual racial groups in the two CDPs in North Highline (White Center and Boulevard Park), in the two combined, and in King County.

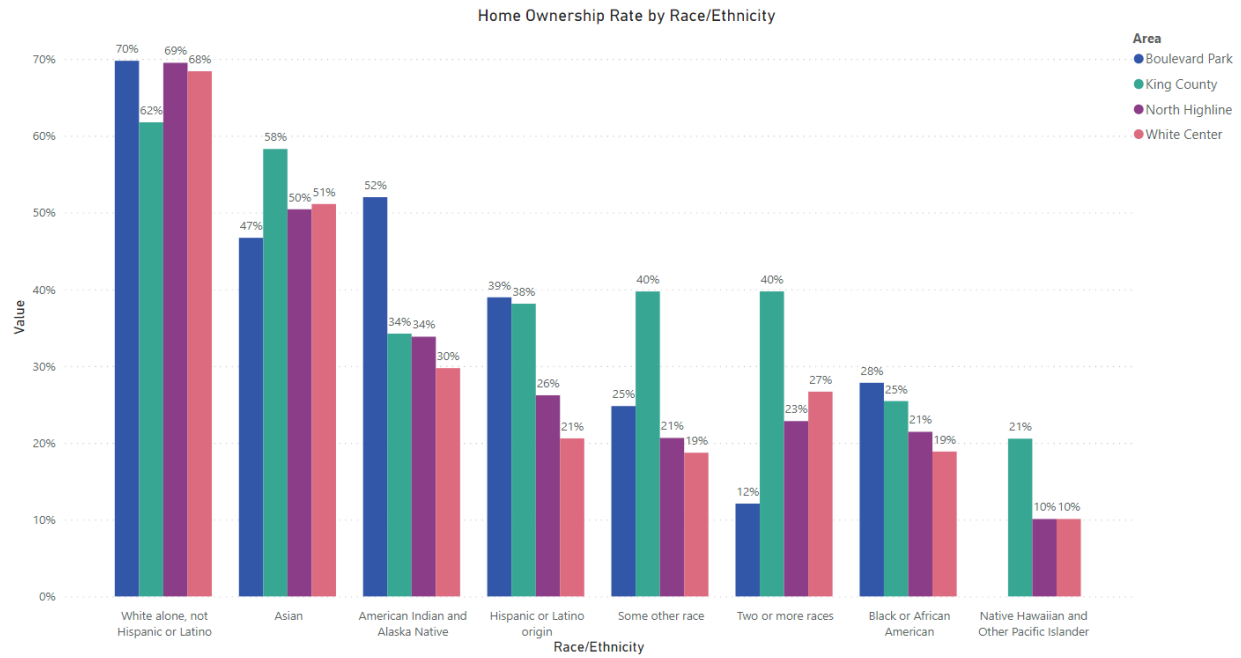
RACE AND ETHNICITY



Source: 2019 American Community Survey

One measure of vulnerability of populations to land use change, and access to equity, is whether an individual rents or owns their residence, with renter populations more vulnerable to displacement. There is further discussion and analysis of disparities associated with land use in subsequent sections of the report. There are significant racial and ethnic disparities in owner- and renter-occupation. Of all homes in North Highline, 66% are owned by households identifying as White, while the White population represents 40% of the North Highline population. This compares to 7% of homes owned by households identifying as having Hispanic/Latinx ethnicity, while 24% of the North Highline population identifies as having Hispanic/Latinx ethnicity.

HOME OWNERSHIP RATE BY RACE/ETHNICITY



YOUTH

Youth (under 18 years old) comprise about 23% of North Highline's population, higher than the countywide rate (21%). There is a significant difference between Boulevard Park CDP and White Center CDP however, with youth representing 17% of the population of Boulevard Park CDP and 24% in White Center CDP. Plans that provide safe, healthy, and accessible environments for youth are often an indicator that they are beneficial for people of all ages.

SENIORS AND ELDERLY RESIDENTS

About 9% of the population in North Highline is over 65 years of age, lower than for King County as a whole (14%). There is a large difference for the percentage of the population over 65 years-old between the Boulevard Park CDP (14%) and White Center CDP (10%). Zoning and development standards can impact the ability seniors to age-in-place or find suitable housing that meets their changing needs. Similarly, providing for the mobility of seniors requires special consideration for the pedestrian environment and accessibility of new development.

PERSONS WITH DISABILITIES

About 13% of the population in North Highline identify as having a disability that could include challenges with mobility, sensory or cognitive difficulties. This is a higher proportion than is found among all county residents (9.5%). Those with disabilities are likely to be over the age of 65, and the needs of disabled residents often overlaps with the needs of elderly residents.

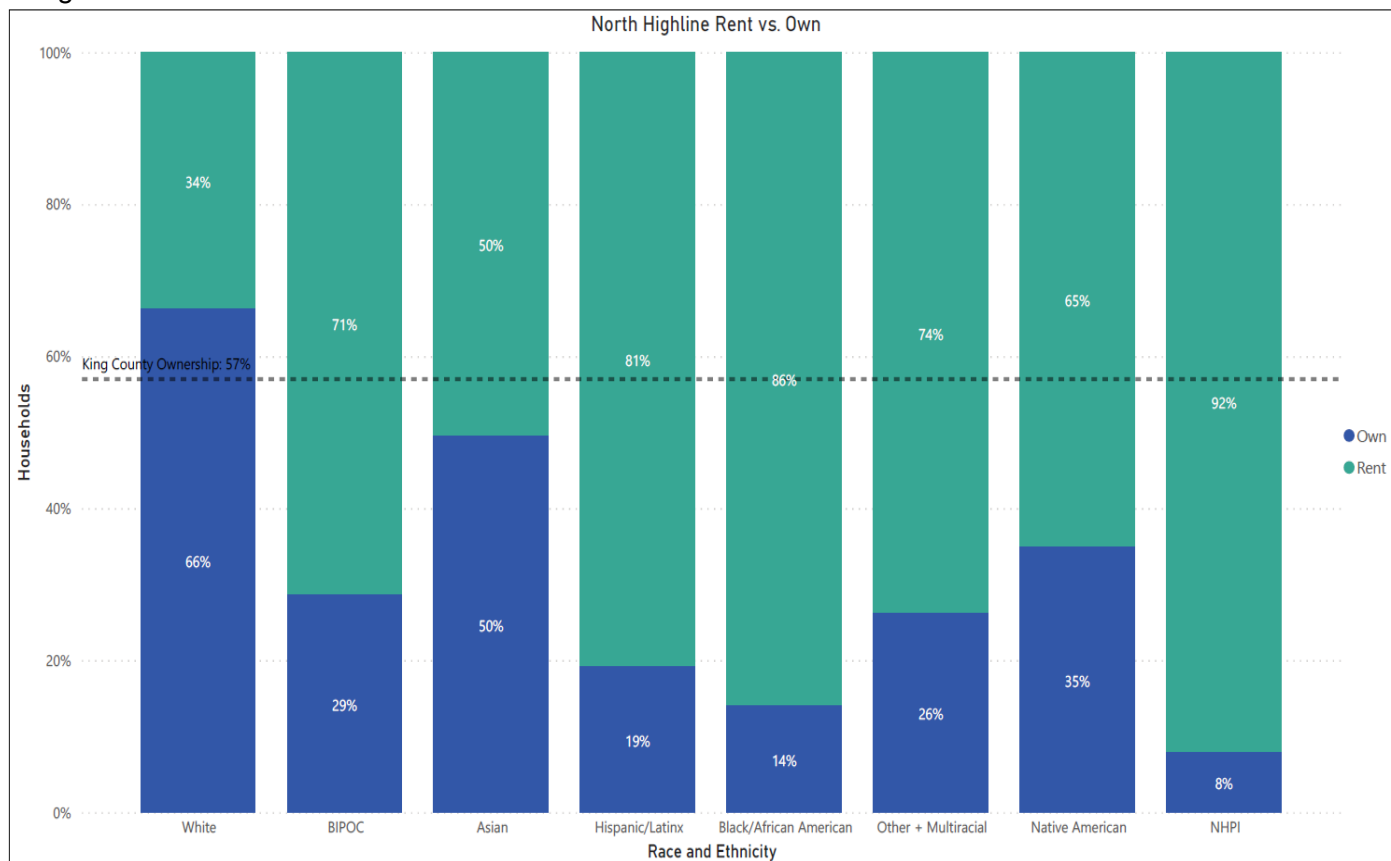
RENTERS AND LOW-INCOME HOUSING

Almost half of households in North Highline (49%) rent their homes, compared with King County as a whole (44%). In the Boulevard Park CDP, households in rental accommodation are a slight majority (51%) while in White Center they are in a slight minority (49%).

There are significant racial and ethnic disparities between owner and renter households in North Highline. Of those households owning homes in North Highline, 66% of all households

identifying as White own their homes, compared to 34% of all household identifying as people of color, and 7% of all households identifying as Hispanic/Latinx. At all different levels of the HUD Area Median Family Income (HAMFI), White households own more homes than populations of color combined.

Figure 5



Source: 2019 American Community Survey

In North Highline, 52.2% of households that rent are “cost burdened,” meaning that they spend more than 30% of their income on housing, compared to 42.3% of households in King County. There is a significant disparity in the number of cost-burdened households when comparing Boulevard Park CDP and White Center CDP; in the former, 49.7% of households that rent are cost-burdened compared to 53.0% in the latter.

Households that rent are more likely to have lower incomes and experience a housing cost burden. These factors potentially increase susceptibility to economic and physical displacement in areas of neighborhood change. Figure 4 shows that 38% of renter households in North Highline had incomes below 30% of HAMFI, which is considered to be extremely low income. This compares to 23% of King County rental households having incomes below 30% of HAMFI.

62% of renter households in North Highline have incomes at or below 50% of HAMFI, which is considered very low income. Figure 5 also shows the differences between Boulevard Park CDP and White Center CDP households with respect to incomes in owner households and renter households.

People who are cost-burdened have fewer resources available to pay for other necessities like transportation, education, food, and clothing. They are also more likely to be at risk of losing their home if an unexpected event impacts their income and ability to pay rent or mortgage. They are also more vulnerable to displacement when housing costs rise.

HOUSING BURDEN BY RACE/ETHNICITY AND TENURE

Cost Burden ● Not Cost Burdened ● Cost Burdened ● Severely Cost Burdened



Source: 2019 American Community Survey

Neighborhoods

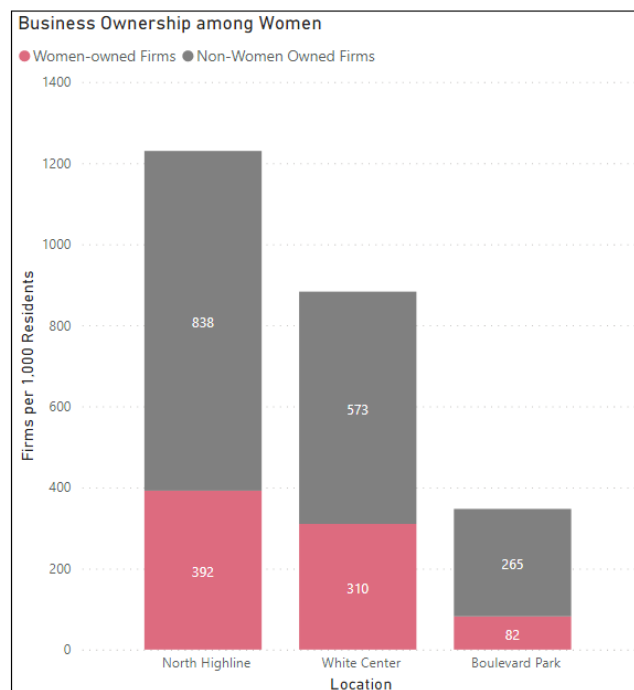
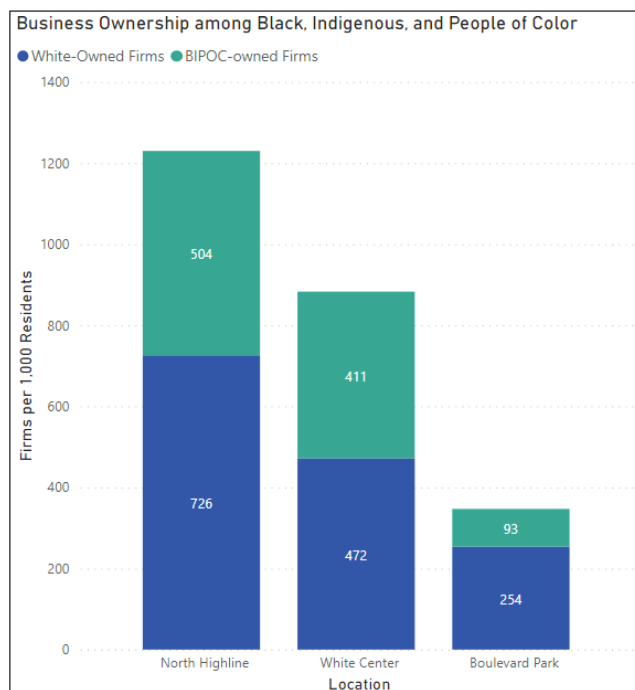
The North Highline Subarea Plan identifies White Center, Top Hat, Glendale, and a portion of South Park known as the “Sliver by the River” as distinct neighborhoods. Beverly Park and Boulevard Park are also used by North Highline residents. As noted above, North Highline is part of eight different Census tracts, only two of which are entirely within its boundaries. The other six tracts extend either into the City of Seattle to the north or the City of Burien to the south.

Engagement with neighborhood groups on the development of the Plan is discussed in Phase 2 of the Equity Impact Review.

Business

Businesses can have a lot to gain from neighborhood changes, but they can also be susceptible to involuntary displacement. Physical and economic displacement can result from redevelopment, but cultural displacement can also occur if the owners of businesses that provide goods and services that meet community needs (and often reflect community character) are forced to move for economic reasons following changes in land use or if the customer base for businesses serving such a purpose moves out of the neighborhood.

The impacts of cultural displacement of businesses can have broad and deep impacts, as these businesses can act as gathering places and fulfill key roles as social and cultural institutions. The following figures compare the numbers of businesses owned by Black, Indigenous and People of Color and Women, respectively, proportioned by numbers of businesses per one thousand residents. Through this analysis it is possible to compare data on business ownership in North Highline (and its two CDPs) with King County. In both North Highline and King County the majority of businesses are owned by people identifying as White and are non-women owned. However, while the proportion of businesses per thousand of population that are owned by Black, Indigenous and People of Color is 23% in King County, in North Highline it is 40%.



Source: 2019 American Community Survey

Another category of businesses that will be interested in policy, code and land use amendments adopted for North Highline includes builders and developers who will consider how amendments may impact investment opportunities.

Community Service Providers

All communities have gaps in social and health indicators that community service providers seek to address. The gaps in service are more likely to be greater and of more significance in areas where the population experiences social and economic disparities. Different communities in North Highline will likely have a different set of service partners with which they work. The service partners used by each community are well-placed to understand and identify whether and how distributional, process, and cross-generational equity is experienced by communities in North Highline and how land use changes may be anticipated to negatively or positively impact access to the determinants of equity.

In North Highline, economic, social, health and human services are provided by community institutions and government agencies. These include, but are not limited to, the Highline School

District, government agencies like the Seattle-King County Public Health Department, King County's departments of Community and Human Services and Local Services, non-profit organizations such as Sea Mar, the White Center Community Development Association and faith-based groups like churches, and business providers such as doctors, dentists, or counselors.

Housing providers for low-income households in North Highline include the King County Housing Authority and a number of private affordable housing developers.

Equity Impact Review Phase 2 – Assess Equity and Community Context

This section of the Equity Impact Review identifies how, and at what stage, the project team reached out to stakeholders in the community, including populations of concern, to learn about their priorities and concerns and receive feedback and direction on the Plan. This section considers whether and how each of the determinants of equity may be impacted, and a review of how the policies, land use designations and zoning regulations relate to the community's expressed priorities and concerns.

Community Engagement

Community engagement in the subarea planning process provides the opportunity for participants to shape the scope and content of the North Highline Subarea Plan. The ability for the community to influence plan development changes throughout the process:

- Visioning. Input given at the visioning stage helps to direct plan goals and objectives.
- Land Use Subarea Plan Development. During plan development, engagement steers the policies and strategies that are proposed.
- Draft or Recommended Land Use Subarea Plan. Once a draft or recommended version of the plan is released, community review can recommend that the plan is confirmed, redirected, or rejected.
- Implementation. Community involvement focuses the implementation of plan objectives and policies to ensure that it meets the vision.

Community engagement in the development of the North Highline Subarea Plan occurred in three distinct phases (as of September 2021), described below.

The County is committed to engaging with and listening to the community's voices. This is included in the following policy: Ensure that North Highline residents and businesses have opportunities to engage as development occurs, in ways that support and build community capacity to maintain and enhance the character of the neighborhoods in the subarea, through means such as community meetings, public noticing requirements, and permit submittal requirements. King County Local Services is continuously looking at ways that it can improve opportunities for diverse populations in Unincorporated King County to engage in its planning processes. As the Equity Impact Review is updated through the development of the North Highline Subarea Plan, Local Services will be reaching out and asking how the County can do more to engage more of the community, to hear diverse views and to support equity in our processes.

FIRST PHASE

The first phase of public engagement took place from July 2019 to October 2019. Prior to developing any proposals to change existing land use regulation and policies the subarea planning team sought to learn about the priorities and concerns of the residents of North Highline. Early in the development of the project, to ensure that all community members had access to and a meaningful experience with engagement associated with the project, planning staff met with the County's key partner, the White Center Community Development Association ("WCCDA"), and other service agencies to receive direction on how best to engage with the North Highline community about the Plan

Based on feedback received from the WCCDA and lessons learned from an Equity Impact Review conducted in 2019 for the Skyway-West Hill Land Use Subarea Plan, the focus of this first phase of public engagement was two-fold:

- Share knowledge with the community about the purpose and function of land use and zoning in North Highline. This approach was taken to ensure a general understanding in the community of key concepts prior to any discussion about potential changes to existing regulations.
- Seek guidance from the community to inform first draft of Subarea Plan proposals.

Engagement efforts for the Plan focused on process equity by reaching out to the diverse populations in North Highline, holding meetings and focus groups both during the workday and in the evenings, providing food, childcare, and language interpretation at County-hosted meetings, and seeking opportunities to attend existing community meetings to ensure that direction and feedback was received by a population reflective of the diversity of the community.

Staff gathered feedback by hosting and attending county-led meetings, attending existing community meetings, conducting 1-on-1 interviews with community leaders, hosting office hours at locations in North Highline, and going door-to-door in commercial neighborhoods. The Department of Local Services also posted an online survey asking about residents' priorities and concerns, as well as places that best represent their neighborhood to them. The survey received over 100 responses.

SECOND PHASE

While the first phase of public engagement for the Subarea Plan was focused on sharing knowledge about land use, better understanding the priorities and concerns of the community, and identifying stakeholders, the second phase of public engagement was focused on the following goals from January to May 2020:

- Receiving feedback from the community on the draft land use and zoning proposals.
- Reflecting on the successes and areas for improvement in the first phase of public engagement.

An emphasis in Phase Two was placed on continuing to provide neighborhood-specific examples of different land use policy outcomes and development types, attending existing community meetings to reach the broadest audience possible, and being transparent about the decision-making process and realistic about the potential effects the proposals would have on the community.

The following describes the approaches used during the first and second phases of community engagement to connect with populations not traditionally included in land use planning processes. County planners held meetings and focus groups both during the workday and in the evenings, provided food, language interpretation, and childcare (when possible) at County-hosted meetings, and sought opportunities to attend existing community meetings to ensure that direction and feedback was received by a population reflective of the diversity of the community. Specific effort was made to engage with non-English speaking communities, people of color, schools, community service providers, businesses, and youth.

Staff also held monthly “office hours” at community locations that were open to the public. A project webpage was created and updated as a means for learning about the project and providing input and included materials in English, Spanish, Vietnamese, Khmer, and Somali. The webpage provided an opportunity for interested parties to register for project updates. As of August 2021, over 240 individuals had registered.

In all, county planners attended more than 20 public meetings between July 2019 and May 2020 to share knowledge about land use and zoning and learn about the community’s values and priorities. In addition, planning staff held over 30 meetings and conversations with community leaders and subject matter experts.

The following table summarizes outreach conducted in the first and second phases of public engagement that was targeted to the specific key stakeholder groups and priority populations identified in the Equity Impact Review:

Language Communities	<p><u>Surveys were available in the following languages:</u></p> <ul style="list-style-type: none"> • English • Spanish <p><u>Project information was translated into the following languages:</u></p> <ul style="list-style-type: none"> • English • Spanish • Vietnamese • Khmer • Somali <p><u>Spanish interpretation was provided at the following events:</u></p> <ul style="list-style-type: none"> • North Highline Subarea Plan Community Open House (August 14, 2019) • White Center Business Focus Group (September 25-26, 2019) • Mount View Elementary School Community Meeting (October 17, 2019) • Nia (King County Housing Authority Senior Living) Community Meeting (December 4, 2019) • White Center CDA Summit (December 7, 2019) • North Highline Subarea Plan Community Open House (January 30, 2020)
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	<p><u>Vietnamese interpretation was provided at the following events:</u></p> <ul style="list-style-type: none"> • North Highline Subarea Plan Community Open House (August 14, 2019) • White Center Business Focus Group (September 26, 2019) • Greenbridge (King County Housing Authority) Resident Community Council Meeting (October 16, 2019) • Nia (King County Housing Authority Senior Living) Community Meeting (December 4, 2019) • White Center CDA Summit (December 7, 2019) • North Highline Subarea Plan Community Open House (January 30, 2020) • Greenbridge (King County Housing Authority) Resident Community Council Meeting (February 19, 2020)
Language Communities	<p><u>Khmer interpretation was provided at the following events:</u></p> <ul style="list-style-type: none"> • North Highline Subarea Plan Community Open House (August 14, 2019) • Greenbridge (King County Housing Authority) Resident Community Council Meeting (October 16, 2019) • White Center CDA Summit (December 7, 2019) • North Highline Subarea Plan Community Open House (January 30, 2020) • Greenbridge (King County Housing Authority) Resident Community Council Meeting (February 19, 2020) <p><u>Somali interpretation was provided at the following events:</u></p> <ul style="list-style-type: none"> • North Highline Subarea Plan Community Open House (August 14, 2019) <p>White Center CDA Summit (December 7, 2019)</p>
Racial and Ethnic Groups	<p><u>Latinx Community</u></p> <ul style="list-style-type: none"> • White Center Business Focus Group (September 25-26, 2019) • Mount View Elementary School Community Meeting (October 17, 2019) • Evergreen High School – 9th Grade Contemporary Global Issues Class (October 29-30, 2019) • Nia (King County Housing Authority Senior Living) Community Meeting (December 4, 2019) • White Center CDA Summit (December 7, 2019) <p><u>Cambodian Community</u></p> <ul style="list-style-type: none"> • Greenbridge (King County Housing Authority) Resident Community Council Meeting (October 16, 2019) • White Center CDA Summit (December 7, 2019)

	<ul style="list-style-type: none"> Greenbridge (King County Housing Authority) Resident Community Council Meeting (February 19, 2020) <p><u>Vietnamese Community</u></p> <ul style="list-style-type: none"> White Center Business Focus Group (September 25-26, 2019) Greenbridge (King County Housing Authority) Resident Community Council Meeting (October 16, 2019) White Center CDA Summit (December 7, 2019) Greenbridge (King County Housing Authority) Resident Community Council Meeting (February 19, 2020) <p><u>Somali Community</u></p> <ul style="list-style-type: none"> Rainier Prep Community Open House (September 18, 2019) Beverly Park Elementary Family Fun Night (October 24, 2019) White Center CDA Summit (December 7, 2019)
Youth	<ul style="list-style-type: none"> Rainier Prep Community Open House (September 18, 2019) Beverly Park Elementary Family Fun Night (October 24, 2019) Evergreen High School – 9th Grade Contemporary Global Issues Class (October 29-30, 2019) White Center Teen Program (January 23, 2020)
Seniors and Elderly	<ul style="list-style-type: none"> Greenbridge (King County Housing Authority) Resident Community Council Meeting (October 16, 2019) Nia (King County Housing Authority Senior Living) Community Meeting (December 4, 2019) Greenbridge (King County Housing Authority) Resident Community Council Meeting (February 19, 2020)
Persons with Disabilities	<ul style="list-style-type: none"> Nia (King County Housing Authority Senior Living) Community Meeting (December 4, 2019)
Neighborhoods	<p>The county hosted or attended meetings throughout the North Highline Subarea, including:</p> <p><u>White Center</u></p> <ul style="list-style-type: none"> 16th Avenue SW downtown core, Steve Cox Park, White Center Library, and Greenbridge <p><u>Top Hat</u></p> <ul style="list-style-type: none"> Seola Gardens <p><u>Glendale</u></p>

	<ul style="list-style-type: none"> Beverly Park Elementary and Rainier Prep <p><u>South Park</u></p> <ul style="list-style-type: none"> South Park Community Center
Renters and Low-Income Households	<ul style="list-style-type: none"> Greenbridge (King County Housing Authority) Resident Community Council Meeting (October 16, 2019) Nia (King County Housing Authority Senior Living) Community Meeting (December 4, 2019) Greenbridge (King County Housing Authority) Resident Community Council Meeting (February 19, 2020)
Businesses	<ul style="list-style-type: none"> White Center Chamber of Commerce Quarterly Meeting (August 19, 2019) White Center Business Focus Group (September 25-26, 2019) Top Hat Community Business Center Walk-Through (October 18, 2019)
Community Service Providers	<ul style="list-style-type: none"> Communities of Opportunity Meeting (August 14, 2019) King County Housing Authority Agency Service Providers Meeting (October 17, 2019) White Center Agency Partners Meeting (February 20, 2020)

King County provided notice of meetings using the following means:

- Department of Local Services/King County website
- Next Door
- Social Media (Facebook, Instagram)
- King County Unincorporated Area News email newsletter
- North Highline Subarea Plan email list

Groups external to the county also provided a mechanism for sharing information about the project and opportunities for attending meetings and providing input. This included:

- White Center Now
- North Highline Unincorporated Area Council
- White Center CDA

Tools used during the first phase of stakeholder engagement included:

- Introductions to the concepts of land use and zoning, focusing on how they feature in North Highline
- Maps that included North Highline landmarks and images
- Images of buildings provided by the neighborhood

A city planning simulation that put participants in the position of making decisions about the future of the neighborhood.

Lessons from the first and second phases of community engagement to improve process equity include:

- Improve on outreach to Native Americans.
- Connect with more organizations who serve people with sensory and cognitive disabilities
- Provide opportunities to recognize community engagement by making compensation available.

THIRD PHASE

The reshaping of the subarea planning program in mid-2020 resulted in a review of the approach to community engagement, and the commencing of the third phase of public engagement. During the first and second phases of public engagement, the focus of the Plan was on land use, and not the broadened, current scope. Nonetheless, the engagement in phases one and two captured community interests on a broad range of topics, and the early identification of this broad range of topics was invaluable when Local Services recommenced community engagement in the summer of 2020.

Under the updated program King County Code amendments⁵⁸ directed that subarea plan development: “..Use the tools and resources developed by the office of equity and social justice to develop the scope of work and to develop, review, amend, adopt and implement the subarea plan, including, but not limited to, community engagement, language access and equity impact review tools. The county shall use, at minimum, the “County engages in dialogue” and “County and community work together” levels of engagement as outlined in the office of equity and social justice's Community Engagement Guide for the scoping, development, review, amendment, adoption, and implementation of the subarea plan. The county shall include as an appendix to the subarea plan information detailing the community engagement completed during the development of the subarea plan and how the community engagement meets this requirement...”.

The Office of Equity and Social Justice “Community Engagement Continuum”⁵⁹ identifies a range of actions to use for engagement on both simple and complex initiatives. Components of the two levels of engagement identified for use in both subarea plan development and development of the Community Needs Lists for King County’s Community Service Areas – “County Engages in Dialogue” and “County and Community Work Together” – are identified in the following table:

⁵⁸ https://www.kingcounty.gov/council/legislation/kc_code/05_Title_2.aspx

⁵⁹ https://kingcounty.gov/exec/equity/~/_media/5CCCCBCFFBA8F405191A93BBD5F448CBE.ashx

Levels of Engagement				
County Informs King County initiates an effort, coordinates with departments and uses a variety of channels to inform community to take action	County Consults King County gathers information from the community to inform county-led interventions	County engages in dialogue King County engages community members to shape county priorities and plans	County and community work together Community and King County share in decision-making to co-create solutions together	Community directs action Community initiates and directs strategy and action with participation and technical assistance from King County
Characteristics of Engagement				
<ul style="list-style-type: none"> Primarily one-way channel of communication One interaction Term-limited to event Addresses immediate need of county and community 	<ul style="list-style-type: none"> Primarily one-way channel of communication One to multiple interactions Short to medium-term Shapes and informs county programs 	<ul style="list-style-type: none"> Two-way channel of communication Multiple interactions Medium to long-term Advancement of solutions to complex problems 	<ul style="list-style-type: none"> Two-way channel of communication Multiple interactions Medium to long-term Advancement of solutions to complex problems 	<ul style="list-style-type: none"> Two-way channel of communication Multiple interactions Medium to long-term Advancement of solutions to complex problems
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

Working collaboratively with the community and using the Office of Equity and Social Justice's Equity Impact Review tool as a guide, goals of the community engagement for the expanded Subarea Plan included ensuring that diverse and historically underrepresented voices of the community were amplified and reflected in the expanded Plan. This included developing an updated engagement process to develop and refine a long-term vision and policies across multiple, community-identified topic areas for the Plan. Additionally, Local Services prepared an "Engagement Pledge"⁶⁰ for the North Highline Subarea Plan and Community Needs List, committing to have a bi-directional conversation with the community, work together, and lift up the voices of historically underrepresented residents and groups.

Engagement opportunities for the second phase were developed to reduce barriers to participation and with North Highline's demographics in mind, including using PublicInput.com, a website which features interactive survey tools and the ability to translate content into non-English languages.

Engagement during phase two was significantly compromised by being in the midst of the COVID-19 pandemic. Large group gatherings were either strongly discouraged or prohibited based on directives from public health officials who are charged with protecting community health. Therefore, the majority of the engagement related to phase two relied on multiple virtual (online) tools to facilitate meaningful interactions with the community.

A significant challenge was that a largely digital engagement effort may have provided access challenges for some members of the community, in particular families and individuals who do not have reliable internet connectivity at their home. According to the 2018 ACS 5-Year Estimate, approximately 18% of households in North Highline do not have a subscription to an internet service. For this reason, when materials were created for an online user experience, similar materials were prepared as printable documents that could be posted at visible locations in the community. Additional efforts were also made to publicize engagement events through existing, established community support networks as well.

⁶⁰ [DLS Engagement Pledge](#)

As noted earlier, while the Community Needs List is not an element of the Comprehensive Plan, engagement with the North Highline Community was blended for the two initiatives due to coinciding timeframes and the linkage between community vision and policies in the Plan and the program, services, and investments in the Community Needs List.

Skyway West Hill and North Highline Anti-Displacement Strategies Study

The third phase of the Plan's community engagement also coincided with community engagement for the Skyway-West Hill and North Highline Anti-Displacement Strategies Study, designed to study and receive community feedback on a range of policies and programs aimed at preventing displacement in North Highline and Skyway-West Hill.

Although the Subarea Plan and the Skyway-West Hill and North Highline Anti-displacement Strategies Study result in distinct deliverables, they are related thematically to one another. To the extent possible, community engagement was designed to leverage opportunities and to reduce the time burden on community members who wished to participate.

In preparation for writing the Skyway-West Hill and North Highline Anti-displacement Strategies Study report, a County's interdepartmental workgroup comprised of staff from the Department of Community and Human Services (DCHS) and Local Services engaged closely with community members and residents to hear their ideas and understand their concerns regarding displacement. The overarching goal of the engagement was to collaboratively shape the anti-displacement recommendations to reflect the communities' priorities.

While King County staff strived to engage the community in multiple ways, the COVID-19 pandemic created challenges for engaging with the community. All workshops were held virtually, and staff could not perform in-person outreach. Many community members have been economically, physically, and mentally impacted by the pandemic, understandably limiting some community members' capacity to engage with this process. Additionally, a mostly virtual approach to community outreach limits engagement from community members whose preferred method of engagement is in-person.

Translation of written materials and interpretation was offered at the first three workshop sessions in Spanish, Somali, and Vietnamese, which are the most-spoken languages other than English in Skyway-West Hill and North Highline.⁶¹ Unfortunately, Zoom had limited capability to adequately accommodate and support language access services for all languages in channels. In-language support was utilized by fewer than 10 community members per meeting. The following methods were used to engage with community members. County staff collected community input from October 2020 through April 2021.

- **Community Facilitators**
A community facilitator team consisting of seven community leaders representing six stakeholder organizations in Skyway-West Hill and North Highline rooted in communities most impacted by displacement. Community facilitators were paid for their time and played a critical role in the process, contributing approximately 30 to 45 hours of their time over six

⁶¹ *King County. King County Executive. "King County's Top Languages." Written Language Translation Process (King County, WA: King County Executive, 2010) <https://tinyurl.com/ynm3dzvy>*

months to co-designing the curriculum for the Anti-displacement Workshop Series, co-facilitating five out of the six community meetings, providing in-language facilitation in Spanish, Vietnamese, and Somali as needed, initiating a community work session to develop community-led recommendations, and providing feedback and strategic guidance on the draft recommendations to County staff members.

- **Anti-displacement Workshop Series**
In the fall of 2020, County staff members and community facilitators designed and hosted three workshops to review the anti-displacement strategies identified in King County Motion 15539 and Action 19 of the *Comprehensive Plan* update. Over 40 community members participated in the fall workshop series.
- **Community Work Sessions & Discussions**
In January 2021, 35 community members came together with the community facilitators to generate community-led recommendations and provide feedback to County staff members about the proposed anti-displacement strategies. Community members also identified other ideas and areas of concern outside of the proposed anti-displacement strategies. In March 2021, the interdepartmental workgroup hosted another workshop to further explore inclusionary zoning strategies. Community members reviewed and provided input on different options for an inclusionary zoning policy. In April 2021, the County hosted a community meeting to review the draft anti-displacement recommendations, answer questions, and gather final input. The numerous discussions with the community shaped the recommendations of this report.
- **Skyway Youth Leadership Council & Youth Survey**
From January to April 2021, King County staff partnered with the Skyway Youth Leadership Council (SYLC), a youth leadership organization comprised of nine youth aged 13 to 24 years old who live in the Skyway area, to collect input on anti-displacement strategies from young people living in Skyway-West Hill and North Highline. After learning about the potential anti-displacement strategies, the SYLC decided to focus on Community Preference, Priority Hire, and Community Land Trusts. The SYLC created and launched a survey to understand how youth are impacted by displacement and gather input on these three strategies. Forty youth from Skyway-West Hill and North Highline responded to the survey. Almost half of the respondents had experienced some form of displacement. Many youth shared concerns that housing is too expensive, and they need financial assistance with rent and bills.
- **Interviews with Immigrant and Refugee Community Organizations**
The interdepartmental workgroup had in-depth dialogues with several organizations serving immigrant and refugee communities in the Skyway-West Hill and North Highline neighborhoods. Staff met with 35 Vietnamese elders who shared their challenges accessing housing, a desire for a community gathering space located near affordable housing and need for accessible transportation options. Staff also met with the Khmer Community of Seattle/King County who shared the Khmer community's need for a community gathering space, culturally appropriate housing, deeply affordable housing, and homeownership options. Finally, staff met with the Duwamish Valley Affordable Housing coalition who shared that Latinx immigrant communities in North Highline need accessible and affordable homeownership options specifically targeted towards immigrants, as well as community-

owned projects and zoning changes that meet the needs of community-owned affordable housing projects. While not all the community members participating were Skyway-West Hill residents, some were, and their willingness to share their lived experience was instrumental in informing the priorities contained within the subarea plan.

- **Online Surveys and Social Media**
County staff members administered an online PublicInput survey online from late September 2020 through mid-April 2021. Staff also sent surveys out after each workshop to gather more in-depth feedback from community members. Survey outreach was incorporated into the community engagement performed for the subarea planning work. Over 40 community members completed the surveys. The survey respondents reported that anti-displacement needs to be a top priority for King County, with a strong emphasis on the development of affordable housing, creating homeownership opportunities, and exploring innovative strategies like investing in community land-trusts.
- **Anti-displacement Strategies Toolkit & Online Resource Hub**
In addition to online surveys, the County used the Anti-displacement PublicInput webpage as a way to document the community process and create an online resource hub with links to materials including a glossary of terms, important background documents, explanations of each strategy, workshop presentation slides, and workshop video recordings.^{62]} All materials, including those translated into Somali, Spanish, and Vietnamese, were also available on Google Drive in the form of an Anti-displacement Strategies Toolkit to maximize the accessibility and shareability of the resources.^{63[3]} The Anti-displacement Strategies Toolkit also included case studies of similar programs and policies in other cities.

⁶²King County. Departments of Local Services and Community & Human Services. "Skyway-West Hill and North Highline Anti-displacement Strategies Report" (King County, WA: Department of Community & Human Services, 2020) <https://tinyurl.com/3783by74>

⁶³King County. King County Department of Community and Human Services. "King County's Skyway-West Hill and North Highline Anti-displacement Strategies Toolkit" (King County Department of Community and Human Services, 2020). <https://tinyurl.com/5aun4d9u>

The following table summarizes approaches used in the third phase of community engagement, including focused efforts to reach the specific key stakeholder groups and priority populations identified in Phase 1 of the Equity Impact Review:

Tool	Date	Purpose	Languages	Location
Subarea Planning and Community Needs List Planning Kick-Off - in conjunction with Skyway-West Hill and North Highline Anti-displacement Strategies Kick-off ZOOM meeting, and translated flyers	August 18, 2020 August 25, 2020 August 26, 2020 August 27, 2020	Publicize expanded subarea plan scope, solicit input on topics to include and groups to reach out to. Publicize Community Needs List initiative. Collect input on topics of importance to participants at kick-off meeting.	English Spanish Vietnamese Somali	Skyway-West Hill and North Highline Anti-Displacement Strategies Report - PublicInput.com Input from August 18, 2020 Kick-Off meeting
Recorded presentation on Subarea Planning and Community Needs List	August, 2020	Publicize expanded subarea plan scope, solicit input on topics to include and groups to reach out to. Publicize Community Needs List initiative.	English	North Highline Subarea Plan and Community Needs List - PublicInput.com
Flyer for North Highline Subarea Plan North Highline Community Needs List	August, 2020	Seeking community input on Subarea Plan topics and Community Needs List items by providing link to Publicinput.com project site.	English Spanish Vietnamese Somali	August 2020 Flyer
Community Service Area Town Hall Meeting - ZOOM	October 15, 2020	Publicizing subarea plan and Community Needs List initiative	English	https://www.facebook.com/kingcountylocalservices/videos/666819547592662/

North Highline Community Service Area Subarea Plan
2021 Public Review Draft

Tool	Date	Purpose	Languages	Location
Postcards sent to all North Highline addresses	December 2020		Multiple languages on postcard	
Interactive survey site on Publicinput.com North Highline webpage	August 2020 – March 2021	Seeking community input on Subarea Plan topics and Community Needs List items. ⁶⁴	Google Translate function	North Highline Subarea Plan Survey - PublicInput.com
Interactive survey site on Publicinput.com North Highline webpage	December 2020	Initial prioritizing of Community Needs List items.	Google Translate function	North Highline Subarea Plan Survey - PublicInput.com
North Highline Unincorporated Area Council meeting - agenda	November 2020			
Anti-displacement workshop series, and strategy sharing, ZOOM	October 2020 to May 2021		Interpreters available initially; with limited uptake in language-specific break out rooms, this approach was not continued.	Skyway-West Hill and North Highline Anti-Displacement Strategies Report - PublicInput.com
Skyway Youth Leadership Council Anti-displacement strategies engagement	Fall 2020 to Spring 2021	Working with Skyway youth leaders to develop ways to engage youth in Anti-displacement strategies development in Skyway-West Hill and North Highline.	English	Skyway Youth Leadership Council Report
White Center Community Development	As part of the Anti-displacement Strategies study, 15 BIPOC and			

⁶⁴ As of March 2021, over 320 comments had been submitted to the North Highline Publicinput.com project website, some with multiple parts, from over 200 participants. The individual comments can be seen at this link [North Highline Community Needs List Catalog March 2021](#)

Tool	Date	Purpose	Languages	Location
Association and Small Business Survey	immigrant business owners in White Center were surveyed about the impact of displacement on their businesses			

King County publicized the Plan development-related and Community Needs List survey meetings using the following means:

- Department of Local Services/King County website
- Next Door
- Social Media (Facebook, Instagram)
- King County Unincorporated Area News email newsletter
- North Highline Subarea Plan email list

With the continued focus to center the development subarea plans on community needs, Local Services contracted with the White Center Community Development Association (WCCDA) in 2021 to partner with the County in engaging with communities on the broadened Plan and in development of a community-prioritized list of projects for the Community Needs List. Its focus is to reach out to the diverse communities in North Highline that do not traditionally engage in County planning processes. The WCCDA is part of the North Highline community and works with the community to improve the lives of those that live and work in White Center. As a community-based organization, it has the skills, tools, and connections to reach out authentically to hear and capture the voices of North Highline community members – particularly those that do not traditionally participate in planning processes.

Under its contract with King County, the WCCDA sorted County-compiled input from the North Highline community on needs and community interests, generated from work completed in the first three phases of community engagement. The WCCDA shared its sorted list with the North Highline community for accuracy and completeness in advance of the community's review of the North Highline Subarea Plan Public Review Draft, updated the community's vision statement for the 20-year Plan, based on input received during its work with the community, and shared input on improvements that could be made to the County's engagement approaches in North Highline.

Utilizing its connections in White Center, the approach taken by the WCCDA to reach out and engage communities who are historically underrepresented in planning processes, with a strategy focused on amplifying BIPOC voices within the Plan development included the following:

- Meetings were primarily conducted over ZOOM over various days and times.
- A variety of times and days were made available to provide convenience for and participation by residents, and businesses.
- Existing relationships with parents and other community leaders for translation/interpretation services were used.
- County-prepared materials were pared down and edited into a more accessible presentation format, with more digestible overarching themes. And graphics were used to create a list that was more user friendly and accessible to youth and families.⁶⁵
- Translating a presentation into Spanish (given the largest ethnic population is Latinx in White Center/North Highline).

The contract between the WCCDA and Local Services supported use of contract funds for compensating community members participating in meetings, providing refreshments, translating materials and use of interpreters.

The following table summarizes the engagement completed by the WCCDA in North Highline in July and August 2021:

⁶⁵ [Subarea Plan | wccda](#)

Presentation to Groups	Events Attended	Other
Southwest Youth & Family Services	Communities of Opportunity (COO) Partners Meeting	Online survey on priority themes, with commenting options
Spanish Parent Group	Feeding El Pueblo	
LGBTQIA Youth Group	Lake Burien Partners Group	
Native Parent Group	Healthier Here Coalition Meeting	
Somali Parent Group	Duwamish Vaccination Events	
Vietnamese/Cham Group	WCCDA Board Meeting	
Khmer Parent Group		
White Center Business Alliance		

The following socioeconomic data was provided to the County by the WCCDA on this phase of community engagement on the Plan and the Community Needs List:

- Participants: Total 120 (Focus Groups – 53; Online Survey- 67 (as of August 17, 2021),
- Race: Asian, Black, White, Latino, Jewish
- Languages spoken at home: Khmer, Vietnamese/Cham, Somali, Spanish, English
- Age groups engaged: 16-75
- Sexual orientations engaged: Heterosexual, LGBTQIA
- Renter or owner: Not collected (data on homeownership in WC shows majority renters)
- Length of time lived in neighborhood: Not collected (majority of respondents have been residents of WC avg of over five years)

The results of the WCCDA's community engagement leading up to the issuance of the Public Review Draft of the Subarea Plan is summarized in a report.⁶⁶

Additionally, during the third phase of community engagement, the Publicinput.com project site was updated to direct interested parties to the WCCDA's survey on the WCCDA website. The Publicinput.com website has a Google Translate function when accessed on several browsers. An email sent to over 200 subscribers on a Gov. Delivery list for the project also provided links to the WCCDA's survey.

During the upcoming commenting period for the Public Review Draft of the Plan, the WCCDA will be publicizing the Plan and tools for providing comments, collecting comments, and seeking prioritization of items for inclusion on the County's Community Needs List for North Highline.

King County learned the following during the third phase of community engagement and will apply the learning in future community engagement strategies to increase North Highline community involvement:

- Timelines for delivery of products that involve contracting with CBOs need to fit with timelines that work for the community, to end up with getting the best possible work and

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thoughtful processes. The County working to budget cycles and County processes does not achieve this.

- More time is needed than usually given.
- More upfront research by the County is needed (with topics identified where upfront research is needed)
- The planning process needs more room to focus on what community members can do to be part of solutions (going beyond what the County can do for the community).
- DLS staff need to cultivate relationships with community rather than relying on the CBOs to do the work to answer the question: What does community need and what are priorities?

Equity Impact Review Phase 3 – Analysis and Decision Process

What is the relationship between the Subarea Plan and the determinants of equity?

The North Highline Subarea Plan proposes neighborhood-specific and topic-based policies along with land use and zoning amendments and development conditions that will guide and regulate the scale and type of development that may potentially occur within North Highline over the next 20 years. Policies also provide direction for County-provided services, programs, and facilities in North Highline. Guiding Principles shape the policies, map amendments and development conditions, and all are guided by the community-developed vision statement for North Highline.

Proposed policies are grouped under topical chapters in the Plan. Proposed land use and zoning map amendments and development conditions are included in a second document. Map amendments and development conditions are guided by the policies proposed in the Plan. The associated land use and zoning map amendments regulate how land can be used.

For example, a change in zoning classification may allow “mixed-use” residential and commercial structures in an area that previously may have been zoned only to allow commercial uses and no residential uses. Conditions within the zoning classification may provide incentives that support delivery of amenities, or community benefits such as increased affordable housing.

Regulations can also change what can take place on the land by applying Special District Overlays (SDOs), that, for discrete areas, apply special conditions on how the land can be used. These conditions may allow for more flexibility in how the land can be developed compared to the regulations in the underlying zoning. Another regulatory tool that can be applied to specific parcels is the “p-suffix”. With this tool, more restrictive conditions than those included in the underlying zoning are applied.

The changes in regulations pertain directly to the zoning classifications of the properties within the neighborhood along with an assortment of property-specific and special district overlays are aimed at implementing the Plan policies. The policies and the regulations are designed to support the community’s vision for the future of their neighborhood and to address its unique needs.

The North Highline Subarea Plan has been developed and drafted to be centered on the North Highline community's interests and priorities. The analysis in the first table in this section of the Equity Impact Review summarizes what the project team heard from the community as priorities, how the Subarea Plan and associated land use and zoning map amendments and development conditions respond to the priorities, the intended outcomes and where some questions still remain. The table identifies community -raised priorities that the Subarea Plan cannot directly respond to due to scope considerations, while identifying pathways for those priority areas to be considered.

The second table in this section of the Equity Impact Review considers how the Plan and associated land use and zoning map amendments, and development conditions may directly or indirectly impact access to each of the determinants of equity, and how the Plan's content may affect distributional equity and intergenerational equity for the determinants of equity. By using the determinants of equity as a framework, some general observations can be made about what types of impacts the Plan may have. Access to the determinants of equity creates a baseline of equitable outcomes for people regardless of race, class, gender, or language spoken. Inequities are created when barriers exist that prevent individuals and communities from accessing these conditions and reaching their full potential.

The Subarea Plan is an element of the King County Comprehensive Plan. While it can be a mechanism for change to further meeting community priorities, there are a couple of constraints on its ability to comprehensively deliver change, that need to be identified. As an element of the Comprehensive Plan, the scope of the subarea plan is consistent with the scope of the Comprehensive Plan, which is set by the State of Washington Growth Management Act. It is for this reason that there are a handful of topics raised by the community as priorities that will need to be considered for resolution by other mechanisms, such as the Community Needs List Initiative, that can cover a broader range of topics than the Subarea Plan.

Additionally, While the Plan may directly or indirectly influence the determinants of equity, it is important to note that, when it comes to most decisions made about how land is developed, most are made by the private sector based on market factors and personal choices. However, local governments can provide the structure governing how land can be developed and used in a way that positively influences the kind of new development that may occur in the future.

Through its authority, King County can change zoning, the conditions under which land can be developed and used, and the cost for processing land development permits. The results of this can both positively and negatively impact a community's ability to access the determinants of equity.

While King County can use its authority to develop policy and take regulatory action, provide funding, and engage with the community, the private market will determine whether it wants to invest in development in North Highline. It is the intent of the Plan to increase the likelihood that new development will occur in a way that will support distributional, process, and intergenerational equity and that changes over time will be consistent with the vision and community priorities expressed by the residents and businesses of North Highline.

Predicting specific outcomes of a Subarea Plan can be difficult for a few reasons:

- Land use policies and zoning regulations permit a range of uses, but it is up to each particular landowner to determine what to build.
- It is difficult to determine impacts that would have happened if current regulations remained in the absence of a new land use subarea plan, as neighborhoods go through natural cycles of development.

Summary of Decision-Making Process and Proposed Policies, Regulations, and Community Needs List Items

Guided by community input, a community vision statement, guiding principles, recommendations for updated subarea policies and amendments to land use designations, zoning classifications and development conditions have been drafted for community review in the Public Review Draft (PRD) of the Plan.

The input and recommendations have been prepared based on feedback gathered from the community during all three phases of community engagement, from review of prior community plans and community-developed initiatives. In addition, the Plan has been developed in consideration of the historic, demographic, economic, and geographic characteristics of North Highline, and its context within King County and the region. Subsequent work with the community will include listening to input on the PRD, refining the plan accordingly and continued work to develop a prioritized list of projects for the Community Needs List.

In developing the proposals outlined in the Plan, County staff worked with the WCCDA's prepared list of community areas of concern. The list was derived from a County-prepared longer list of themes and desired outcomes generated based on input received during the earlier phases of the Plan development, from the Publicinput.com survey input, from review of prior community plans and community-developed plans and initiatives and in consideration of community data. The WCCDA derived the list and shared it with the North Highline community in Phase Three of the Plan community engagement to determine if it accurately represents the community's interests, and to develop an updated community vision statement.

The following table summarizes how the Plan policies, land use and zoning map amendments and development conditions respond to the community's areas of interest for the Plan. In some cases, the topic raised aligns more closely with a response through the Community Needs List initiative for North Highline. The Needs List will be a list of prioritized actions that can help to implement policies in the Subarea Plan, as well as having the scope to include topics that are broader than those that can be considered in the Subarea Plan.

In reviewing different options, staff analyzed whether each potential policy, map or development condition intervention would:

- Result in the preferred outcome of the community, or improve on the status quo
- Improve access to the determinants of equity
- Be feasible for the County to implement given legal and budgetary constraints, and
- Align with existing King County Comprehensive Plan policies, without creating redundancies.

The following table summarizes North Highline’s community-identified priorities and how the proposals in the Public Review Draft were built, considering the input received, and outcomes that are intended to be achieved. Some remaining key questions are identified for particular attention during the comment period for the Public Review Draft.

What Project Team Heard	Proposals in Public Review Draft	Intended Outcome	Further Questions
Availability and Affordability of Housing <ul style="list-style-type: none"> Ability for community to rent and purchase homes in White Center. Including equitable programs that assist with affordable homeownership and affordable rental units. Economically diverse neighborhood; with a mix of market rate and affordably priced units. Affordable housing that is beautiful and functional. 	<ul style="list-style-type: none"> Guiding Principle: We live in thoughtfully-designed housing and commercial spaces where inter-generational households and legacy businesses can stay and where affordability and ownership are realized. Residential policies support increasing housing diversity and supply in medium-density residential neighborhoods in North Highline near transit and commercial services. Map amendments increase the allowed density of residential development on parcels that are adjacent to White Center Unincorporated Activity Center, Roxhill Community Business Center, Top Hat Community Business Center, Greenbridge, Glendale and along or near transit. (A parcel specific (“P-Suffix”) development limits height of new development in medium density residential areas, where increased density is proposed. Policies support retaining and increasing housing availability for individuals and families in a range of different socio-economic situations and integrating households with different economic backgrounds. 	<ul style="list-style-type: none"> Encouraging an increased supply of a broad range of smaller-scale multifamily units such as townhomes, duplexes, and triplexes when redevelopment occurs in areas adjacent to areas served by transit and commercial business is intended to increase supply and types of housing to support increased affordability for families and single person households. In some cases new development will be required to be mixed-use, to provide additional housing. By encouraging the development to occur where there is ease of access to services, jobs and community amenities, while also considering ease of access to job centers outside of the community, equity in access to opportunity is supported. 	<ul style="list-style-type: none"> Will these measures increase land values, housing prices and property taxes for residents? Are there adequate safeguards in place to reduce the risk of unintended consequences that exacerbate displacement? For example, will renters and lower-income residents in the area be displaced if a property owner decides to sell to a townhouse or duplex developer? What provisions can be made to ensure that a homeowner will not be displaced because they can no longer afford the property taxes on their home? What measures can be taken to ensure area

What Project Team Heard	Proposals in Public Review Draft	Intended Outcome	Further Questions
	<ul style="list-style-type: none"> In areas within existing business centers, a higher density of housing is supported. Policies support the White Center Unincorporated Activity Center, and the Roxhill and Top Hat Community Business Centers continuing to serve as North Highline's primary locations for commercial, and mixed-use, higher density land uses. Policies support the use of design standards for commercial buildings, including mixed-use development. Policies seek to preserve community - identified cultural assets and encourage the development of community-identified amenities and installation of green infrastructure and tree planting. A new Special District Overlay is proposed for specific parcels within the White Center Unincorporated Activity Center which will require that new development is mixed use development. 	<ul style="list-style-type: none"> By integrating households with different household incomes in the same areas and developments, equity in access to opportunity is increased. Supporting use of design standards and attention to community-desired amenities are intended to support designing homes and spaces that respond to the community's request for beauty. By providing height limits on new development in certain situations where residential densities are increased, the intention is to integrate new development without subsuming the character of established residential neighborhoods. 	<p>residents who qualify for the affordable units have access to the units?</p> <ul style="list-style-type: none"> Will these policies stifle development? Are existing utilities and services adequate to serve the potential increase in residents and businesses?
<p>Support for Small BIPOC owned Businesses</p> <ul style="list-style-type: none"> Ability to maintain and acquire spaces for small BIPOC owned businesses. 	<ul style="list-style-type: none"> Guiding Principle: We support a thriving and equitable economy, with ethnically diverse, community-minded small business owners, entrepreneurs, and employers. Policies support the White Center Unincorporated Activity Center, and the 	<ul style="list-style-type: none"> Policies, map amendments and development conditions support retaining the character of the White Center core commercial area. This is 	<ul style="list-style-type: none"> Will these measures increase land values and commercial rents, making them out of reach for small businesses?

What Project Team Heard	Proposals in Public Review Draft	Intended Outcome	Further Questions
<ul style="list-style-type: none"> • More education, mentoring, consultation, and community investment for existing businesses in the neighborhood. • Support a greater diversity of shops in White Center. 	<p>Roxhill and Top Hat Community Business Centers continuing to serve as North Highline’s primary locations for commercial, and mixed-use, higher density land uses.</p> <ul style="list-style-type: none"> • Policies encourage an environment that supports walking, transit and biking for travel within, to and from North Highline. • Proposed code amendments, with new, or amended development conditions known as Special District Overlays (“SDOs”) apply pedestrian-oriented development standards, parking standards, and in some cases, building height requirements. The SDO’s also take advantage of the transit routes that run through the White Center Unincorporated Activity Center. (The provisions for a new proposed Special District Overlays (“SDO”) will be reviewed with the community during the Public Review Draft commenting period to identify whether, in addition to height restrictions, additional code provisions are needed to support retention of and encourage additional new small commercial spaces, to better align with the proposed policy.) 	<p>to encourage supporting the ability of existing small, BIPOC businesses to thrive, and to create opportunities for new businesses/</p> <ul style="list-style-type: none"> • By requiring pedestrian-oriented development standards and linking commercial areas with community assets such as parks and schools using active transportation, more access to business is an intended outcome, to increase vibrancy of the areas. • By opening up additional areas for commercial uses, more businesses are expected to have opportunities to locate in the subarea. • Policies that support access to professional services are intended to support the ability for small, BIPOC businesses to thrive. 	<ul style="list-style-type: none"> • Are there adequate safeguards in place to reduce the risk of unintended consequences that exacerbate displacement of commercial businesses? • In what ways will King County support the capacity building (contract awarding, simplified procurement processes, training) of small BIPOC owned businesses? • What additional development conditions can be put in place to encourage retention of and development of new spaces for small, BIPOC- owned businesses? • What commercial and industrial uses should be retained or added as allowed uses in the vicinity of Top Hat to support business opportunities while also considering compatibility with neighboring residential areas?

What Project Team Heard	Proposals in Public Review Draft	Intended Outcome	Further Questions
<p>Displacement of North Highline residents</p> <ul style="list-style-type: none"> Families consistently expressed the desire to remain in White Center and not being driven out by rising costs of housing, property taxes, etc. Provide home repair funding for low-income homeowners. Provide more programs that would assist with affordable home ownership, rental assistance. 	<ul style="list-style-type: none"> Guiding Principle. We are proud of our community and continue to share our collective history with others, continuing to invest in this place, our home away from home for current residents and their future generations. Guiding Principle: We support community investments and programs that reduce the risks and mitigate the impacts of residential, economic, and cultural displacement. Policies support retaining and increasing housing availability for individuals and families in a range of different socio-economic situations and integrating households with different economic backgrounds. There is a focus on approaches and supporting resources and programs that can help prevent displacement, and that recognize the bonds within communities that can be disrupted, and the unique needs within a diverse community. Policies support opportunities for wealth generation within the community, that can be achieved when housing – both rental and ownership – is not out of reach of residents within a community, and that all housing should be safe and in good condition. Policies support accessing funds for community infrastructure and other community development needs. 	<ul style="list-style-type: none"> The approaches in proposed policies, map amendments and development conditions are intended to mitigate and stem the threat of displacement. Policies, map amendments and development conditions are intended to support an increase in supply and types of housing, to provide a community preference for housing where public funding is provided, to encourage development of family-sized units and to provide support for rental assistance. The suite of approaches is intended to recognize the community desire to have families live close by, and to recognize that wealth-generation opportunities will increase the ability for the community to stay intact. 	<ul style="list-style-type: none"> Are there adequate safeguards in place to reduce the risk of unintended consequences that exacerbate displacement? What measures can be taken to ensure area residents who qualify for the affordable units have access to the units? Will these policies stifle development?

What Project Team Heard	Proposals in Public Review Draft	Intended Outcome	Further Questions
<p>Building Wealth</p> <ul style="list-style-type: none"> • Access to quality well-paying jobs in all industries, job training, childcare options. • More resources to help residents pursue microenterprise by providing technical assistance, loans, and/or grants. 	<ul style="list-style-type: none"> • Guiding Principle: We support residents growing their work interests, skills, and wages. • Guiding Principle: We support a thriving and equitable economy, with ethnically diverse, community-minded small business owners, entrepreneurs, and employers. • Policies encourage increased housing close to, and ease of access to commercial centers within North Highline and to job centers in the region. • Policies support continuation of employment opportunities in existing industrial areas in Glendale and industrial uses in Top Hat that are compatible with adjacent commercial and residential land uses. (Provisions in King County Code for a Special District Overlays (“SDO”) on industrial uses will be reviewed with the community during the Public Review Draft commenting period to identify whether allowed industrial uses should be refined, to align with the proposed policy.) • Policies support partnering with agencies and community groups to help prepare students and provide opportunities as they enter the work environment or seek higher education opportunities and seeking funding and partnering opportunities to support working families, and providing businesses with access to resources. 	<ul style="list-style-type: none"> • By co-locating housing in commercial areas, close to commercial areas, and close to transit less time and other resources are spent accessing jobs withing North Highline and jobs and other opportunities in the region. This increases opportunities to generate wealth. • Policies are intended to encourage ease of access to jobs within North Highline and ease of access to jobs and other opportunities in the region. • Businesses can attract customers if the customers can walk or use active transport to get their needs met in the community. • If businesses can have accesses to professional services and affordable childcare services are available in the 	<ul style="list-style-type: none"> • In what ways will government and private partners play a role in supporting community in employment training, hiring and childcare? • What commercial and industrial uses should be retained or added as allowed uses in the vicinity of Top Hat to support business opportunities while also considering compatibility with neighboring residential areas? •

What Project Team Heard	Proposals in Public Review Draft	Intended Outcome	Further Questions
	<p>The North Highline Community Needs List is designed in part to provide an avenue for actions that can support implementing Subarea Plan policies. Programs and funding that can assist small businesses, by supporting access to grants and loans, and professional services and providing technical support can be considered in development of the prioritized list of actions for the North Highline Community Needs List.</p>	<p>community, the businesses are likely to have more success in retaining their business and growing opportunities, as well as retaining a stable workforce.</p>	
<p>Programs and Services for Youth</p> <ul style="list-style-type: none"> • Parents raised the need for supportive services for youth and culturally relevant engagement. • Before and after school programming for youth to engage in. • Economic opportunity for youth to learn job skills. 	<ul style="list-style-type: none"> • Guiding Principle: We support residents, especially children, youth, and young adults, with the services and resources they and their families need to succeed. • Guiding Principle: We promote the development of community-desired amenities to improve aesthetics, enrich the community's diverse physical and cultural assets, and support gathering together as a community. • Guiding Principle: We support residents growing their work interests, skills, and wages. • Policies support partnering with private companies, agencies and community groups., • Policy supports partnering with the Highline School District and other agencies. • Policy supports partnering with organizations to provide additional 	<ul style="list-style-type: none"> • By providing opportunities for additional recreational and educational programs, and job training, students can learn new skills and be prepared as they enter the work environment or seek higher education opportunities. • Partnering with the Highline School District and other agencies is intended to improve outcomes for students and their families. • By being sensitive to designing programs and spaces that are culturally appropriate, the diversity 	

What Project Team Heard	Proposals in Public Review Draft	Intended Outcome	Further Questions
	<p>recreational, cultural, and educational programs in North Highline.</p> <ul style="list-style-type: none"> • Policies support seeking opportunities to provide additional, culturally appropriate gathering spaces, including parks, and partnering with organizations to provide additional programs for North Highline residents. • Policy supports seeking funding and partnerships for youth job training opportunities. 	<p>and heritage of the community is celebrated, and there is a reduced threat of cultural displacement,</p>	
<p>Community Safety</p> <ul style="list-style-type: none"> • Increased safety and less punitive measures but more preventative strategies to address crime and drug use. • More safety resources for community: Security devices, non-police security, increased lighting. • Improve walkability and bike-ability of community so it can be more accessible for those without cars. • Community did not see safe injection site being a priority for the White Center community. 	<ul style="list-style-type: none"> • Guiding Principle: We support regulations and investments that result in a safe, secure, and healthy community and compatible development. • Guiding Principle: We enjoy neighborhoods with accessible and safe streets, roads, and alleyways, with well-connected hiking and biking trails. • Policy supports measures associated with locating marijuana businesses in North Highline to help avoid negative impacts in the community. • Policies in the Subarea Plan encourage increased housing density and increased mixed-use development in or adjacent to commercial areas and along or close to transit routes. Hand-in-hand with encouraging density in areas close to transit is the need to provide a positive experience, for those who are able to use active forms of transportation, as the increased densities 		

What Project Team Heard	Proposals in Public Review Draft	Intended Outcome	Further Questions
	<p>for development will be accompanied with reduced requirements for parking.</p> <ul style="list-style-type: none"> • Policies encourage an environment that supports walking, transit and biking for travel within, to and from North Highline, to support the local economy, access to opportunities, health benefits and the continued vibrancy of the North Highline community. • Policies support accessing funds for community infrastructure and other community development needs. While not spelled out in the Plan, depending on funding sources, priorities, and consistency with King County Comprehensive Plan policies, this may provide support for funding community-identified safety measures. • Proposed code amendments, with new, or amended development conditions known as Special District Overlays (“SDOs”) apply pedestrian-oriented development standards, and parking standards in commercial areas to encourage development of more walkable and bikeable spaces. • The North Highline Community Needs List is designed in part to provide an avenue for actions that can support implementing Subarea Plan policies. Community safety issues raised by the community will be considered in development of the prioritized 		

What Project Team Heard	Proposals in Public Review Draft	Intended Outcome	Further Questions
	list of actions for the North Highline Community Needs List.		

What Project Team Heard	Proposals in Public Review Draft and Intended Outcome	Further Questions
Affordability of Housing <ul style="list-style-type: none"> Ability for community to rent and purchase homes in White Center. Including equitable programs that assist with affordable homeownership and affordable rental units. Economically diverse neighborhood; with a mix of market rate and affordably priced units. Affordable housing that is beautiful and functional. 	<ul style="list-style-type: none"> Guiding Principle: We live in thoughtfully-designed housing and commercial spaces where inter-generational households and legacy businesses can stay and where affordability and ownership are realized. Policies are designed to mitigate and stem the threat of displacement. Residential policies support increasing housing diversity and supply in medium-density residential neighborhoods in North Highline near transit and commercial services. This will encourage increased supply of a broad range of smaller-scale multifamily units such as townhomes, duplexes, and triplexes when redevelopment occurs in areas adjacent to areas served by transit and commercial business. Policies support retaining and increasing housing availability for individuals and families in a range of different socio-economic situations and integrating households with different economic backgrounds. In areas within existing business centers, a higher density of housing is supported, to increase housing options and supply. Policies support the White Center Unincorporated Activity Center, and the Roxhill and Top Hat Community Business Centers continuing to serve as North Highline's primary locations for commercial, and mixed-use, higher density land uses. Policies support the use of design standards for commercial buildings, including mixed-use development that enriches the area's urban form and character. 	<ul style="list-style-type: none"> Will these measures increase land values and housing prices for other residents? Are there adequate safeguards in place to reduce the risk of unintended consequences that exacerbate displacement? For example, will renters and lower-income residents in the area be displaced if a property owner decides to sell to a townhouse or duplex developer? What measures can be taken to ensure area residents who qualify for the affordable units have access to the units? Will these policies stifle development? Are existing utilities and services adequate to serve the potential increase in residents and businesses?

What Project Team Heard	Proposals in Public Review Draft and Intended Outcome	Further Questions
	<ul style="list-style-type: none"> • Policies seek to preserve community -identified cultural assets and encourage the development of community-identified amenities and installation of green infrastructure and tree planting. • Map amendments increase the allowed density of residential development on parcels that are adjacent to White Center Unincorporated Activity Center, Roxhill Community Business Center, Top Hat Community Business Center, Greenbridge, Glendale and along or near transit, to provide additional residential development opportunities. (A parcel specific (“P-Suffix”) development condition ensures the new development under this higher density is of a similar scale for base heights to what is currently allowed for the parcels noted above.) • A new Special District Overlay is proposed for parcels in the White Center Unincorporated Activity Center which will require that new development includes a component of residential development, increasing supply in commercial areas served by transit. 	
<p>Support for Small BIPOC owned Businesses</p> <ul style="list-style-type: none"> • Ability to maintain and acquire spaces for small BIPOC owned businesses. • More education, mentoring, consultation, and community investment for existing businesses in the neighborhood. • Support a greater diversity of shops in White Center. 	<ul style="list-style-type: none"> • Guiding Principle: We support a thriving and equitable economy, with ethnically diverse, community-minded small business owners, entrepreneurs, and employers. • Policies support the White Center Unincorporated Activity Center, and the Roxhill and Top Hat Community Business Centers continuing to serve as North Highline’s primary locations for commercial, and mixed-use, higher density land uses. Policies support White Center’s core retaining its character of small-scale, diverse businesses and design standards are applied, enhancing the form of development and streetscapes in commercial areas. • Policies encourage an environment that supports walking, transit, and biking for travel within, to and from North Highline, to support the local economy, access to opportunities, health benefits and the continued vibrancy of the North Highline community. • Proposed code amendments, with new, or amended development conditions known as Special District Overlays (“SDOs”) apply pedestrian-oriented development standards, parking standards, and in 	<ul style="list-style-type: none"> • Will these measures increase land values and commercial rents, making them out of reach for small businesses? • Are there adequate safeguards in place to reduce the risk of unintended consequences that exacerbate displacement of commercial businesses?

What Project Team Heard	Proposals in Public Review Draft and Intended Outcome	Further Questions
	<p>some cases, building height requirements. The intended outcome is to encourage retention of spaces for small businesses and encourage a pedestrian friendly environment in commercial areas in the Subarea, and to connect the downtown core of White Center with the community amenities of Steve Cox Memorial Park, the White Center Library, and White Center Heights Elementary School. The Special District Overlay takes advantage of the transit routes that run through the White Center Unincorporated Activity Center. (The provisions for a new proposed Special District Overlays (“SDO”) will be reviewed with the community during the Public Review Draft commenting period to identify whether, in addition to height restrictions, additional code provisions are needed to support retention of and encourage additional new small commercial spaces, to better align with the proposed policy.)</p>	
<p>Displacement of North Highline residents</p> <ul style="list-style-type: none"> Families consistently expressed the desire to remain in White Center and not being driven out by rising costs of housing, property taxes, etc. Provide home repair funding for low-income homeowners. Provide more programs that would assist with affordable home ownership, rental assistance. 	<ul style="list-style-type: none"> Guiding Principle. We are proud of our community and continue to share our collective history with others, continuing to invest in this place, our home away from home for current residents and their future generations. Guiding Principle: We support community investments and programs that reduce the risks and mitigate the impacts of residential, economic, and cultural displacement. Policies support retaining and increasing housing availability for individuals and families in a range of different socio-economic situations and integrating households with different economic backgrounds. There is a focus on approaches and supporting resources and programs that can help prevent displacement, and that recognize the bonds within communities that can be disrupted, and the unique needs within a diverse community. Policies support opportunities for wealth generation within the community, that can be achieved when housing – both rental and ownership – is not out of reach of residents within a community, and that all housing should be safe and in good condition. 	<ul style="list-style-type: none"> Are there adequate safeguards in place to reduce the risk of unintended consequences that exacerbate displacement? What measures can be taken to ensure area residents who qualify for the affordable units have access to the units? Will these policies stifle development?

What Project Team Heard	Proposals in Public Review Draft and Intended Outcome	Further Questions
	<ul style="list-style-type: none"> • Policies support accessing funds for community infrastructure and other community development needs. 	
<p>Building Wealth</p> <ul style="list-style-type: none"> • Access to quality well-paying jobs in all industries, job training, childcare options. • More resources to help residents pursue microenterprise by providing technical assistance, loans, and/or grants. 	<ul style="list-style-type: none"> • Guiding Principle: We support residents growing their work interests, skills, and wages. • Guiding Principle: We support a thriving and equitable economy, with ethnically diverse, community-minded small business owners, entrepreneurs, and employers. • Policies encourage increased housing close to, and ease of access to commercial centers within North Highline and to job centers in the region. • Policies support continuation of employment opportunities in existing industrial areas in Glendale and industrial uses in Top Hat that are compatible with adjacent commercial and residential land uses. (Provisions in King County Code for a Special District Overlays (“SDO”) on industrial uses will be reviewed with the community during the Public Review Draft commenting period to identify whether allowed industrial uses should be refined, to align with the proposed policy.) • Policies support partnering with agencies and community groups to help prepare students and provide opportunities as they enter the work environment or seek higher education opportunities and seeking funding and partnering opportunities to support working families and providing businesses with access to resources. <p>The North Highline Community Needs List is designed in part to provide an avenue for actions that can support implementing Subarea Plan policies. Programs and funding that can assist small businesses, by supporting access to grants and loans, and professional services and providing technical support can be considered in development of the prioritized list of actions for the North Highline Community Needs List.</p>	
<p>Programs and Services for Youth</p>	<ul style="list-style-type: none"> • Guiding Principle: We support residents, especially children, youth, and young adults, with the services and resources they and their families need to succeed. 	

What Project Team Heard	Proposals in Public Review Draft and Intended Outcome	Further Questions
<ul style="list-style-type: none"> • Parents raised the need for supportive services for youth and culturally relevant engagement. • Before and after school programming for youth to engage in. • Economic opportunity for youth to learn job skills. 	<ul style="list-style-type: none"> • Guiding Principle: We promote the development of community-desired amenities to improve aesthetics, enrich the community's diverse physical and cultural assets, and support gathering together as a community. • Guiding Principle: We support residents growing their work interests, skills, and wages. • Policies support partnering with agencies and community groups to help prepare students and provide opportunities as they enter the work environment or seek higher education opportunities, • Policy supports partnering with the Highline School District and other agencies to improve outcomes for students and their families. • Policy supports partnering with organizations to provide additional recreational, cultural, and educational programs in North Highline. • Policies support seeking opportunities to provide additional, culturally appropriate gathering spaces, including parks, and partnering with organizations to provide additional programs for North Highline residents. • Policy supports seeking funding and partnerships for youth job training opportunities. 	
<p>Community Safety</p> <ul style="list-style-type: none"> • Increased safety and less punitive measures but more preventative strategies to address crime and drug use. • More safety resources for community: Security devices, non-police security, increased lighting. • Improve walkability and bike-ability of community so it can be more accessible for those without cars. 	<ul style="list-style-type: none"> • Guiding Principle: We support regulations and investments that result in a safe, secure, and healthy community and compatible development. • Guiding Principle: We enjoy neighborhoods with accessible and safe streets, roads, and alleyways, with well-connected hiking and biking trails. • Policy supports measures associated with locating marijuana businesses in North Highline to help avoid negative impacts in the community. • Policies in the Subarea Plan encourage increased housing density and increased mixed-use development in or adjacent to commercial areas and along or close to transit routes. Hand-in-hand with encouraging density in areas close to transit is the need to provide a positive experience, for those who are able to use active forms of transportation, as the increased densities for development will be accompanied with reduced requirements for parking. 	

What Project Team Heard	Proposals in Public Review Draft and Intended Outcome	Further Questions
<ul style="list-style-type: none"> Community did not see safe injection site being a priority for the White Center community. 	<ul style="list-style-type: none"> Policies encourage an environment that supports walking, transit, and biking for travel within, to and from North Highline, to support the local economy, access to opportunities, health benefits and the continued vibrancy of the North Highline community. Policies support accessing funds for community infrastructure and other community development needs. While not spelled out in the Plan, depending on funding sources, priorities, and consistency with King County Comprehensive Plan policies, this may provide support for funding community-identified safety measures. Proposed code amendments, with new, or amended development conditions known as Special District Overlays (“SDOs”) apply pedestrian-oriented development standards, and parking standards in commercial areas to encourage development of more walkable and bikeable spaces. The North Highline Community Needs List is designed in part to provide an avenue for actions that can support implementing Subarea Plan policies. Community safety issues raised by the community will be considered in development of the prioritized list of actions for the North Highline Community Needs List. 	

Equity Analysis of Proposed Policies, Land Use and Zoning Map Amendments, and Development Conditions

The following table considers how the Plan and associated land use and zoning map amendments, and development conditions may directly or indirectly impact access to each of the determinants of equity, and how the Plan's content may affect distributional equity and inter-generational equity for the determinants of equity. The development of the Plan is centered on community and equity and social justice, with the Plan provisions intended to support a community where median household incomes are almost 50% of King County's median household income, with almost double the rate of households in North Highline below the poverty line compared with the rate in King County.

The White Center Community Development Agency (WCCDA) has been hired by the County to complete community engagement on the Subarea Plan development and the Community Needs List development for North Highline. The WCCDA is part of the North Highline community and works with the community to improve the lives of those that live and work in White Center. As a community-based organization, it has the skills, tools, and connections to reach out authentically to hear and capture the voices of North Highline community members – particularly those that do not traditionally participate in planning processes. Working in partnership with the WCCDA and other community organizations and community members in developing the Plan supports meeting the goal of process equity: an inclusive, open, and fair process with meaningful opportunities for input. Additionally, the County's commitment to engaging with and listening to the community's voices is included in the following policy: Ensure that North Highline residents and businesses have opportunities to engage as development occurs, in ways that support and build community capacity to maintain and enhance the character of the neighborhoods in the subarea, through means such as community meetings, public noticing requirements, and permit submittal requirements.

North Highline's honor of its diversity, respect for its heritage and for the first people on the land, and its rootedness in values of equity and inclusiveness is perfectly captured in its community vision statement:

"Residing on the traditional land of the Duwamish people, North Highline celebrates its ethnic diversity, inter-generational roots and our ongoing inclusivity of diverse families and individuals, especially those most isolated and vulnerable. We call out race and place-based inequities and are committed to dismantling systems of power, privilege, and racial injustice. With mutual support and respect, we value and live out our brilliance and power through community-led initiatives, creating thoughtful development without displacing longtime residents and small business owners, forming, and owning the policies that impact us, and building our individual and collective wealth, health and well-being."

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline Subarea Plan to influence the Determinants of Equity
Early Childhood Development	Early childhood development that supports nurturing relationships, high quality, affordable childcare, and early learning opportunities that promote optimal early childhood development and school readiness for all children.	<p>Children have unique needs and circumstances, and places that provide safe, healthy, and accessible environments for early childhood development are often an indicator that they are beneficial communities for people of all ages.</p> <p>There are disparities in income between people of different races and ethnicities within North Highline, and between households in North Highline and households across King County. This may be expected to affect equity in access to early childhood development opportunities, impacting distributional equity, and cross-generational equity in access to opportunity for residents of North Highline.</p> <p>A guiding principle in the Plan acknowledges the need for access to resources to support families: <i>We support residents, especially children, youth, and young adults, with the services and resources they and their families need to succeed.</i> The Plan includes a policy to seek funding and partnerships for delivery of a number of supportive programs, including affordable childcare.</p> <p>Map amendments and development conditions encourage more commercial, mixed-use development. Since childcare facilities are an allowed use in commercially-zoned areas, there is the potential that the supply of such facilities could increase and could be a benefit to families who can afford the care.</p> <p>The Plan includes policies directing King County to work with and support the Highline School District and local service agencies in providing health and human services to the community.</p>
Education	Education that is high quality and culturally appropriate and allows each student to reach his or her full learning and career potential	<p>There are disparities in income between people of different races and ethnicities within North Highline, and in income between households in North Highline and households across King County. This may be expected to affect equity in access to a range of school choices and educational</p>

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline Subarea Plan to influence the Determinants of Equity
		<p>opportunities, impacting access to opportunity for residents of North Highline, and ability to generate wealth.</p> <p>English-speaking ability may also be expected to impact access to education. In North Highline, approximately 22% of the population is estimated to have limited English-speaking ability. This compares to approximately 11% of the population of King County as a whole.</p> <p>The Subarea Plan has limited potential to directly influence equity in access to education. However, policies support partnering with community organizations to support delivery of educational programs in North Highline, leveraging King County-owned parks facilities, and partnering with Highline School District and other agencies and organizations to improve outcomes for students and their families.</p> <p>North Highline's median household incomes are almost 50% of King County's median household income, with almost double the rate of households in North Highline below the poverty line compared with the rate in King County. By supporting access to educational programs in the Plan, there is the potential for greater distributional and inter-generational equity for households in North Highline than might otherwise be achieved for households in the community without policy that supports access to opportunity.</p>
Race & Ethnicity	Food systems that support local food production and provide access to affordable, healthy, and culturally appropriate foods for all people.	<p>There are disparities in income between people of different races and ethnicities within North Highline, and in income between households in North Highline. This may be anticipated to affect equity in access to a range of healthy food sources and choices.</p> <p>While provision of places supplying food on a commercial basis is determined by market forces, the Subarea Plan may have the potential to influence access to food systems for both new and existing residents.</p>

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline Subarea Plan to influence the Determinants of Equity
		<p>Access to a healthy diet will influence overall health and ability to access opportunity.</p> <p>Policies in the Plan support access to healthy, affordable, and culturally-relevant foods, including spaces where healthy foods can be grown by encouraging grocery stores, small markets, farmers markets, urban farms, and community gardens.</p> <p>And the Subarea Plan encourages more commercial, mixed-use development. Since grocery stores and restaurants are an allowed use in commercially-zoned areas, there is the potential that the supply of such facilities could increase. However, these healthy food sources may be less affordable than convenience stores and fast-food restaurants that exist or remain. Response to changes in zoning will be determined by the market, and the Subarea Plan does not directly affect the quality or affordability of food sources.</p> <p>The Plan also includes policies, zoning and development regulations intended to retain the character of commercial areas in North Highline. It's in these areas where grocery stores and food sources that are culturally appropriate to residents of North Highline. are often located.</p>
Parks and Natural Resources	Parks & Natural Resources that provide access for all people to safe, clean, and quality outdoor spaces, facilities and activities that appeal to the interest of all communities.	North Highline has six County parks with facilities supporting passive and active recreation, and the County also runs the White Center Teen program from the Steve Cox Memorial Park. The community also includes open space, Duwamish riverfront, stream drainages and lakes, include Lake Hicks. While the Plan does not include policies or map amendments to deliver specific new parks or open space, it does include policies that support seeking opportunities for tree planting and installation of green infrastructure to improve human health and environmental conditions, opportunities to provide additional, culturally appropriate gathering spaces, including parks, and pocket parks and partnering with organizations to provide additional programs for North Highline residents.

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline Subarea Plan to influence the Determinants of Equity
		<p>Additionally, on-site recreation areas are required to be provided under certain forms of new development. The Plan also proposes amendments to add the “Open Space” land use designation to several properties which will ensure their inclusion in the King County Parks system in perpetuity.</p> <p>Access to places to recreate and be in nature will influence overall health thereby influencing ability to access opportunity. Policies prioritize safe and inviting walking and bicycling throughout North Highline to connect residents to transit facilities, North Highline commercial areas, local parks and open spaces, North Highline schools, and other local destinations.</p> <p>As with all of the policies included in the Plan, implementation will consider funding availability, resources, and other factors. Sidewalk provision within residential neighborhoods, and linking residential neighborhoods to commercial services, transit and community amenities continues to be one of the highest priorities for the North Highline community.</p>
Built and Natural Environment	Healthy built and natural environments for all people that include mixes of land use that support jobs, housing, amenities, and services; trees and forest canopy; and clean air, water, soil, and sediment.	<p>There are disparities in income between people of different races and ethnicities within North Highline, and in income between households in North Highline and households across King County. This disparity affects equity in access to choices in renting or owning homes, choices in and location of housing, and the ability to access jobs and amenities.</p> <p>The Plan has a high potential to influence equity in access to buildings and natural environments that support health. The Plan includes land use and zoning amendments that encourage development of more housing, a range of housing options, including additional, affordable residential development opportunities on transit corridors. Commercial, mixed-use, and pedestrian-friendly development is encouraged by the Plan with supporting policies, zoning, and other regulations. The Plan also includes policy support for additional focus on enhancements in active transportation infrastructure, as</p>

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline Subarea Plan to influence the Determinants of Equity
		<p>well other community infrastructure required to meet the community's development needs.</p> <p>The community has identified that access to affordable housing and avoiding displacement are significant concerns. And the Plan includes policies, land use and map amendments and development conditions that are designed to mitigate and stem the threat of displacement.</p> <p>Policies support retaining and increasing housing availability for individuals and families in a range of different socio-economic situations and integrating households with different economic backgrounds. There is a focus on approaches and supporting resources and programs that can help prevent displacement, and that recognize the bonds within communities that can be disrupted, and the unique needs within a diverse community.</p> <p>Policies also support opportunities for wealth generation within the community, that can be achieved when housing – both rental and ownership – is not out of reach of residents within a community, and that all housing should be safe and in good condition and policies support accessing funds for community infrastructure and other community development needs.</p> <p>Land use policies, land use and zoning map amendments and development conditions are designed to support the small business environment that is cherished in North Highline, and policies also supporting retention of industrial uses in Glendale, supporting access to jobs.</p> <p>With respect to the built environment for human services, the Plan does not directly include policy support or map amendments that address provision of additional structures in North Highline; policies address partnering in provision of human service programs.</p>

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline Subarea Plan to influence the Determinants of Equity
		<p>Policies in the plan support tree planting and addition of green infrastructure to support water and air quality and to reduce the heat island affect. By influencing the development of additional jobs, services, and housing in North Highline, and on transit corridors, the Plan can indirectly support reduction in greenhouse gas production through provisions of opportunities to access transit and reduce car miles traveled. Existing regulations in King County Code and standards govern how tree and tree canopy, water, soil, and sediment are addressed when development is proposed.</p>
Transportation	<p>Transportation that provides everyone with safe, efficient, affordable, convenient, and reliable mobility options including public transit, walking, carpooling, and biking.</p>	<p>There are disparities in income between people of different races and ethnicities within North Highline, and in income between households in North Highline and households across King County. This may be anticipated to affect equity in access to different modes of transportation, which could further limit equity in access to transportation. The Plan has a potential to influence equity in access to transportation and transit for existing and new residents. Land use and zoning amendments, such as increases in residential density along transit corridors, have the potential to enable more people to live within easy walking distance of frequent transit service. Additionally, with changes to development there is more likelihood of increases in provision of community assets such as sidewalks and pedestrian networks or street lighting that can improve walkability and perceptions of safety. Such changes could result in increased access to transit for both new and existing residents.</p>
Community Economic Development	<p>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</p>	<p>There are disparities in North Highline based on household incomes, whether households are cost-burdened, and in terms of on race and ethnicity. North Highline's median household incomes are almost 50% of King County's median household income, with almost double the rate of households in North Highline below the poverty line compared with the rate in King County. This has the potential to limit access to homeownership and business ownership. Provisions in the Plan are intended to increase the opportunity for ownership of homes by creating opportunities for increased housing and options for different types of housing.</p>

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline Subarea Plan to influence the Determinants of Equity
		<p>Additionally, the Plan supports retention of existing business and creation of additional business by supporting opportunities for businesses to access resources and services that can help them grow. Proposed King County Code amendments apply pedestrian-oriented development standards, parking standards, and in some cases, building height requirements. The intended outcome is to encourage retention of spaces for small businesses and encourage a pedestrian friendly environment in commercial areas in the Subarea, and to connect the downtown core of White Center with nearby community amenities, taking advantage of transit routes.</p> <p>In large part, market forces will determine uptake of opportunities created in the Subarea Plan and the results may benefit both existing and new residents.</p>
Neighborhoods	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.	<p>The Guiding Principles in the Plan include: We are proud of our community and continue to share our collective history with others, continuing to invest in this place, our home away from home for current residents and their future generations; We promote the development of community-desired amenities to improve aesthetics, enrich the community's diverse physical and cultural assets, and support gathering together as a community; and, we support regulations and investments that result in a safe, secure, and healthy community and compatible development. Highest priorities in the community are reducing the risks and mitigating the impacts of residential, economic, and cultural displacement.</p> <p>Policies, land use and zoning map amendments and development conditions are all designed to support and amplify the ability of current residents and future generations to thrive within their neighborhoods in North Highline.</p>
Housing	Housing for all people that is safe, affordable, high quality and healthy.	Households that rent are more likely to have lower incomes and to experience a housing cost burden. These are both factors that potentially increase susceptibility to economic and physical displacement in areas of neighborhood change.

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline Subarea Plan to influence the Determinants of Equity
		<p>There are disparities in income between people of different races and ethnicities within North Highline, and in income between households in North Highline and households across King County. This may be anticipated to affect equity in access to choices in renting or owning homes. In particular, the elderly and disabled are populations that can be impacted if housing options that allow aging-in-place and access to services are limited.</p> <p>While it will largely be the market that determines housing development, the Plan has a high potential to influence equity in access to housing for all people that is safe, affordable, high quality and healthy.</p> <p>The Plan includes zoning changes to encourage development of more housing, and a range of housing options, including additional residential development opportunities on or adjacent to transit corridors and in or adjacent to commercial areas.</p> <p>The Plan also includes policy support creation of a mandatory housing affordability program within the White Center Unincorporated Activity Center. If developers choose to build housing in the activity center, the requirements could result in additional supply of affordable housing options. However, if the rules are not economically viable for developers, even nonprofit developers, the supply of affordable housing will likely decrease because market rents will likely rise, and requirements for mandatory affordable housing delivery may “chill” development of housing, until projects can “pencil out,” and be economically viable for the developer.</p> <p>Provisions in the Subarea Plan that have the intent to support low-income households and other populations of concern in benefiting from new and redevelopment in North Highline, with the objective of reducing displacement risk, include increasing the overall supply of housing, the range of housing types, providing family sized units, and providing culturally-supportive housing for elders.</p>

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline Subarea Plan to influence the Determinants of Equity
Community and Public Safety	Community and 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.	<p>The Plan has limited potential to directly influence equity in access to community and public safety facilities and services. The Plan is required to be inclusive of the scope of the King County Comprehensive Plan, developed under the Washington State Growth Management Act . The Growth Management Act and the King County Comprehensive Plan do not include provisions that directly relate to community and public safety.</p> <p>The Plan does include policies that support seeking funding and investments in infrastructure and amenities that serve the community’s well-being as a whole. Successful application for funding may increase the ability to support the community community-identified interests in provisions of additional safety measures including increased street-lighting and sidewalks.</p>
Law and Justice	A law and justice system that provides equitable access and fair treatment for all.	The Plan has limited potential to influence this determinant of equity.

This is not a complete analysis of all the potential outcomes associated with each determinant, but rather an illustration of how the Plan relates with the realization of these determinants in a community. This phase of the Equity Impact Review, “Analysis and Decision” considers how the intended outcomes of the Subarea Plan, guided by community input, and expressed through policies, map amendments and development conditions in the North Highline Subarea Plan may affect the three frameworks of equity: Distributional equity, process equity, and cross-generational equity. The analysis in Phase 3 also considers the potential for the Subarea Plan to have unintended consequences that negatively impact access to equity, such as displacement, and provisions in the Subarea Plan that are intended to reduce this potential.

Appendix D: Community Engagement

Introduction

Development of the North Highline Subarea Plan Public Review Draft was driven by a wide-ranging community input and engagement program that focused on building capacity, creating opportunities for meaningful input, and facilitating participation in the planning process by residents who reflect the diversity of the area, including those who have not historically been included in land use planning.

The public engagement process included discussions with local businesses; community groups such as the North Highline Unincorporated Area Council and the White Center Community Development Association (WCCDA); youth at the White Center Teen Program and Evergreen High School; Spanish, Vietnamese, and Khmer language communities; seniors at King County Housing Authority-Greenbridge; and many others. As experts in the assets and needs in their neighborhoods, the community's contributions were central to the scope and content of the Subarea Plan. The County engaged in dialogue and worked with the community to form the Plan, which included three phases of engagement as noted below.

The following is a summary of community engagement completed during the several phases of development of the Subarea Plan leading up to issuance of the Public Review Draft. More information is included in the Equity Impact Review in Appendix C.

Phase One Community Engagement

In 2018 and early 2019, the County sought to learn about the land use priorities and concerns of the residents of North Highline. Early in the development of the Plan, to ensure that all community members had access to and a meaningful experience with engagement associated with the project, planning staff met with the WCCDA and other community partners to receive direction on how best to engage with the North Highline community about the Plan. Based on feedback received from these agencies, the focus of the first phase of public engagement from July to October 2019 was two-fold:

- Share knowledge with the community about the purpose and function of land use and zoning in North Highline. This approach was taken to aid in a general community understanding of key concepts prior to any discussion about potential changes to existing regulations.
- Seek guidance from the community to inform development of Subarea Plan land use and zoning proposals.

Staff gathered feedback by hosting and attending county-led meetings, attending existing community meetings, conducting one-on-one interviews with community leaders, hosting office hours at locations in North Highline, and going door-to-door in commercial neighborhoods. The County also posted an online survey asking about community priorities and concerns.

The following is a partial list of the communities that were engaged throughout the development of the early work on the North Highline Subarea Plan:

- Spanish, Vietnamese, Khmer, and Somali Language Communities (interpretation provided at eight meetings and events; summary documents translated)
- Business Owners and Operators (White Center Chamber of Commerce, County-hosted business focus groups)
- Schools and Youth (Highline Public Schools, Rainier Prep, Evergreen High School, Beverly Park Elementary, Mount View Elementary, White Center Teen Program)
- Seniors (Nia Community Meeting)
- Renters and Low-Income Households (Greenbridge [King County Housing Authority] Resident Community Council)
- Community Organizations (WCCDA, North Highline Unincorporated Area Council)

Phase Two Community Engagement

Building on the work done in the first phase, the second phase of public engagement was focused on the following goals from January to May 2020:

- Receiving feedback from the community on the draft land use and zoning proposals.
- Reflecting on the successes and areas for improvement in the first phase of public engagement.

Emphasis in Phase Two was placed on continuing to provide neighborhood-specific examples of different land use policy outcomes and development types, attending existing community meetings to reach the broadest audience possible, and being transparent about the decision-making process and realistic about the potential effects the proposals would have on the community.

The following summary of community-feedback was shared at a Community Open House held in January 2020:

Community Values:

- Diversity
- Inclusivity
- Affordability
- Self-reliance and creativity
- Vibrant and small business community
- Green spaces
- Family friendliness
- Places where everyone comes together

Community Concerns:

- Housing affordability
- Displacement, especially of long-term residents and people of color-owned businesses •
- Public safety

- Cleanliness
- Addressing Homelessness
- Lack of parking in commercial areas
- Pedestrian safety and lack of sidewalks, specifically on school walking routes and within residential neighborhoods
- Effect of growth on infrastructure

Community Assets:

- Parks (Steve Cox Memorial Park, Dick Thurnau Memorial Park, White Center Heights Park)
- Dubsea Coffee
- White Center and Greenbridge Libraries
- 16th Avenue SW businesses

Phase Three Community Engagement

Phase Three ran from mid-2020 to fall 2021 and was focused on policy areas raised as issues of importance by the community. An updated community engagement plan was created with input from several community leaders, as well as the King County Office of Equity and Social Justice. There was an intentional focus on ensuring that the diverse and historically underrepresented voices of the community were reflected in the Subarea Plan's development.

This phase of engagement coincided with the COVID-19 pandemic. In-person meetings and gatherings were prohibited for almost a year and a half to protect public health. While the pandemic curtailed face-to-face community engagement opportunities, it also opened opportunities to reach additional and new voices through electronic engagement. An online engagement hub included an embedded translation service that allowed the information on the pages to be translated into the most-prevalent non-English languages spoken in North Highline. County staff members were mindful that not all people have equal access to technology, which continued to be an area of focus and staff used a variety of methods to reach communities and hear voices from those who cannot easily receive information and provide input electronically. The County also contracted with the WCCDA again to partner in engaging with the community.

The County also contracted with WCCDA to partner in engaging with the community on a number of planning projects, including engagement on the Subarea Plan, the Community Needs List and the Anti-displacement strategies initiatives. For the latter initiative, the County facilitated a community-centered series of workshops specifically on affordable housing and anti-displacement strategies for North Highline and Skyway-West Hill, which were two of the most important Subarea Plan topics identified by the community.

Anti-displacement Strategies Community Input

From the community engagement process for the Skyway-West Hill and North Highline Anti-displacement strategies work during Phase Three, the following community priorities emerged.

Increase public investment in affordable housing:

- Fund permanently affordable homeownership units for households at 50 through 80% of AMI
- Build affordable rental units for households at or below 60% of AMI
- Finance community-driven development projects
- Provide funding for strategic land acquisition for community development
- Create mixed-use developments with affordable housing, commercial and non-profit office space, and community gathering space
- Preserve manufactured home communities in Skyway-West Hill
- Increase housing options and types in Skyway-West Hill and North Highline, such as allowing and investing in accessory dwelling units, family size units, and culturally specific affordable housing for immigrant and refugee elders.

Enact policies and programs that prevent displacement, protect tenants, and prioritize neighborhood residents:

- Prioritize current and past residents for new affordable housing units
- Connect eligible homeowners with home repair and property tax exemption programs
- Provide eviction prevention and rental assistance for low-income renters and implement tenant protections
- Provide down payment assistance for low-income home buyers
- Reduce commercial displacement and support economic development opportunities for current residents.

Increase access to opportunities, amenities, and benefits to current residents when private development happens:

- Build more mixed-income developments
- Increase density or other incentives in exchange for affordable units, especially in the commercial core; and maintain building scale, adequate parking, and access for elders and people with disabilities as density increases

Survey Input and County-compilation of Other Community-identified Interests

The County's on-line surveys on the platform Publicinput.com generated a large number of comments and input. The platform included an interactive map where viewers could identify the location of specific needs, as well as providing input in comment boxes. The site went live in August 2020, and by the time that all input was collected at the end of March 2021, over 300 comments had been submitted, with many commenters covering multiple topics.

In late 2021 a survey was posted on the platform for the community to prioritize topics raised. The on-line survey was extended to the end of March 2021 and in late spring 2021 the input received was reviewed in combination with the earlier work on prioritizing, and other community initiatives and plans completed over the years. This expanded review allowed the County to consider which topics are repeatedly being raised over the years by the North Highline community. By this time, community input received during the Anti-displacement workshop series could also be incorporated.

From this review a couple of County products were created in mid-2021 to capture community-raised interests. The first, a “Top Ten” list of topics was prepared by County staff for potential use in a County organized workshop, represented topics that appeared to have the greatest resonance in the community currently, and, in several cases, were a priority over time. The items on the list included:

1. Install sidewalks and streetlights.
2. Improve transit services.
3. Invest in roadway improvements.
4. Provide affordable housing while retaining neighborhood character.
5. Address resident and business displacement.
6. Provide culturally appropriate services and assistance to the diverse community.
7. Increase neighborhood clean-up.
8. Improve downtown White Center amenities.
9. Increase access to childcare and early childhood education.
10. Support park and recreation amenities and programs.

Others topics, in addition to the ten identified above, included: address impacts to traffic with West Seattle Bridge closure; retain residential zoning in the South Park “sliver”; prioritize annexation; provide crisis response services and additional community service response officers; increase night patrols; hire more police of color representing the community at large; provide housing and services for the homeless; ensure infrastructure and services match with increased growth; and, increase bike lanes.

With the breadth of community input and interests identified, and with work underway to draft policies for the North Highline Subarea Plan, as well as further prioritization needed for development of a Community Needs List for North Highline, County staff members categorized topics of community interest into 27 Themes, as noted below:

Honor North Highline’s diversity	Improve roadway conditions.	Provide more and new amenities and recreational programs at park facilities	Protect the vibrant small business community.
Protect and increase availability of affordable housing	Increase infrastructure and facilities supporting safety and accessibility for pedestrians and those using other non-motorized modes of transport.	Provide additional open space.	Protect the character of residential neighborhoods
Provide wealth- generating opportunities.	Fix speeding and traffic issues	Provide more affordable childcare options and more	Retain the charm of downtown White Center with its local businesses, diversity

		options for early education.	and landmarks while improving its amenities.
Increase access to opportunities, amenities, and benefits	Increase availability and affordability of childcare and early childhood education.	Provide afterschool programs and programs targeted for youth.	Promote and support artists
Improve aesthetics	Reduce the risk of economic and cultural displacement.	Provide a community center and community gathering spaces.	Recognize First Nations
Improve public safety	Support people experiencing homelessness	Increase fixed-route transit service east to west and into downtown Seattle.	Protect and restore the natural environment
Improve civic engagement	All or part of North Highline annexed		

Items included in the “Themes” were left unfiltered in terms of whether the County (or other agencies) have programs or initiatives in place or planned to address the items captured. And the intention was to capture items even when they might be outside of the scope of County areas of business. That way, the County could reach out to other parties to raise the North Highline community-raised interests.

White Center Community Development Association Community Engagement

During Phase Three of the Community Engagement on the Subarea Plan, the WCCDA reached out to the community, particularly groups that do not traditionally participate in planning processes, to seek input on a handful of areas. More detail on the outreach completed by the WCCDA is included in the Equity Impact Review in Appendix C.

Briefly, the County asked the WCCDA to consider whether the County had accurately captured community concerns and interests, in advance of issuing the Public Review Draft (PRD) for comment. Policies, land use and zoning map amendments and development conditions proposed in the PRD were drafted to respond to community input. The County wished to make sure that the community was seeing its voices and interests included in the Plan, and that proposed amendments were reflecting community interests.

Secondly, as the community vision statement had been drafted in 2020, when the Subarea Plan had its focus on land use, and not the broader range of topics subsequently considered, the County wished to seek community input on the draft vision statement, and edits to include. The County also asked the WCCDA to capture input from the community on how the County can improve its engagement approaches.

In July and August 2020, the WCCDA engaged with over 120 people, in focus groups, and using an on-line survey tool. To ease input, the WCCDA created materials that repackaged the County-shared materials. This was the breakdown of materials shared by the WCCDA for community to identify if it captured its interests:

Honor North Highline/White Center’s diversity

- Keep White Center’s role as a “landing place” for refugees and immigrants

- Culturally specific housing for elders
- Culturally appropriate services and assistance are provided to the community by more diverse King County staff

Protect and increase availability of affordable housing More community-owned housing developments are available and supported

- More publicly subsidized affordable rental units have for households at or below 60% of area median income (AMI)
- Permanently affordable homeownership units are funded for households at 50-80% AMI
- Mixed-use developments include affordable housing, commercial and non-profit office space, gathering spaces and accessible to transit

Provide opportunities to build wealth Economic development opportunities such as additional jobs created with higher wages

- To protect and support small local owned businesses, increase investment in workforce development and job training
- More employment opportunities for non-English-speaking families
- More childcare options

Increase access to opportunities

- Additional market rate units and affordable units are available; Prefer new housing that integrates households at different income levels. More mixed income developments are built when private development takes place
- Increase density or other incentives exchanged for affordable units, especially in the commercial core
- Housing for immigrant and refugee populations located near community centers and cultural services and organizations

Improve public safety

- Reduce crime and violence
- Culturally-appropriate services and assistance are provided to the community by King County staff
- Funding to support King County staffing in community OR less emphasis on police response, focus more on community-led programs that create “upstream” solutions, prevention and intervention

Reduce the risk of displacement

- Current and past residents are prioritized for new affordable housing units
- Eviction prevention, relocation and rental assistance is provided for low-income renters and tenant protections are implemented
- Down payment assistance is provided to low-income homebuyers

- Affordable housing options for families, including inter-generational families living together (3-5bedrooms)

Protect our vibrant small business community

- Reduce the displacement risk of BIPOC and immigrant-owned business
- Increase pathways to affordable commercial ownership
- A supportive community marketplace for microenterprises and small business vendors to sell goods

Retain the character of downtown White Center (local businesses, diversity and landmarks)

- Downtown White Center has a plaza for community events and outdoor dining
- National chains (like McDonalds) are limited or prohibited
- The character of lower density development (3-4 floors) is retained, but increased density (higher than 4 floors) may be supported if the scale is reasonable

Improve public health

- Sports/recreation after school program for young/adult programs for health and wellness are promoted
- Safe injections sites are provided to combat drug overdose deaths and to provide education and treatment opportunities
- Increased accessibility to healthy foods through a grocery store in Top Hat; healthy food being more affordable; pea patches and community gardens; community kitchens and cooking demonstrations; a farmers market; additional places selling affordable healthy food

The WCCDA report identified that there was agreement that the topics presented represented community interests. Based on its outreach, the WCCDA reported that the following were the topics most often raised in North Highline during this phase of engagement:

Affordability of Housing

- Ability for community to rent and purchase homes in White Center. Including equitable programs that assist with affordable homeownership and affordable rental units.
- Economically diverse neighborhood; with a mix of market rate and affordably priced units.
- Affordable housing that is beautiful and functional.

Support for Small BIPOC owned Businesses

- Ability to maintain and acquire spaces for small BIPOC owned businesses.
- More education, mentoring, consultation, and community investment for existing businesses in the neighborhood.
- Support a greater diversity of shops in White Center.

Displacement of North Highline residents

- Families expressed consistently the desire to remain in White Center and not being driven out by rising costs of housing, property taxes, etc.
- Provide home repair funding for low-income homeowners.
- Provide more programs that would assist with affordable home ownership, rental assistance.

Building Wealth

- Access to quality well-paying jobs in all industries, job training, childcare options.
- More resources to help residents pursue microenterprise by providing technical assistance, loans, and/or grants.

Programs and Services for Youth

- Parents raised the need for supportive services for youth and culturally relevant engagement.
- Before and after school programming for youth to engage in.
- Economic opportunity for youth to learn job skills.

Community Safety

- Increased safety and less punitive measures but more preventative strategies to address crime and drug use.
- More safety resources for community: Security devices, non-police security, increased lighting.
- Improve walkability and bike-ability of community so it can be more accessible for those without cars.
- Community did not see safe injection site being a priority for the White Center community. One concern brought up was that establishing a safe injecting site in White Center will create an opportunity for other cities to send their drug users to White Center instead of creating their own injection sites in their city.

County staff used the input to develop content, and to complete the Equity Impact Review. It was the intention that the proposed policies, land use and zoning map amendments and development conditions contained in the Public Review Draft would represent the voices of the community and its redrafted Community Vision Statement, and that the Subarea Plan Public Review Draft development and proposal would further process, distributional and intergenerational equity.

Throughout development of the Subarea Plan, the County Councilmember provided input on engagement, both with ideas and also providing opportunities to publicize events and input opportunities. County staff also met periodically with staff in the cities of Seattle and Burien to share information on the status of the Subarea Plan and to learn about the cities' planning initiatives in areas adjacent to North Highline.