

**2009 Equity and Social Justice Commitments by Department  
Year-End Tracking**

Department	Commitment	Determinant of Equity Addressed	Progress Update 12/31/09
DAJD	1) Build internal awareness and education about equity through communication with senior and with the diversity committee. In addition, DAJD will work to include an ESJ component to our New Employee Orientation program. 2) Form disproportionate minority contact group similar to Juvenile Criminal Justice Council for adults	Racial justice in organizational practices  Community and public safety	<ul style="list-style-type: none"> <li>➤ DAJD has used the Managers and Supervisors ESJI awareness training as the method of raising the level of visibility of the Initiative within the department.</li> <li>➤ DAJD has added a demographic component to our monthly Detention and Alternatives Report (DAR) which has stimulated conversation at several Criminal Justice Council meetings, and has lead to a briefing for the County Council's Law, Safety and Human Services Committee on the topic of Disproportionate Minority Confinement in our Adult and Juvenile secure and alternative programs.</li> </ul>
DCHS	1) Mental Health and Substance Abuse: DCHS will increase its knowledge and understanding of disproportionate access to mental health and substance abuse services through better identification of affected populations, measurement of appropriate levels of service, and determination of whether outcomes are equally effective across population groups.  2) Prevention and Early Intervention: With its partners, the Department of Community and Human Services will review its services for inequities related to prevention and early intervention for the population birth to age three and, where they exist, craft and implement mitigation strategies.  3) Homelessness: Under guidance of the DCHS, King County will use Safe Harbors Homeless Management Information System (HMIS) data, program generated data and the Committee to End Homelessness' (CEH) in King County Strategy recommendations to link people of color, immigrants and refugees with homeless housing and services and understand barriers in accessing and succeeding in housing. The DCHS will use the understanding gained through such investigations to identify strategies that can be implemented through its programs that will increase access to and success in housing for those populations.	Access to affordable and culturally appropriate human services  Quality early childhood development  Affordable, quality, healthy housing	<ul style="list-style-type: none"> <li>➤ A report on access and outcomes was presented to the DCHS Management Team in December 2009.</li> <li>➤ Follow up work will occur in 2010.</li> <li>➤ For mental health (MH) and substance abuse (SA) treatment, access parity has remained stable.</li> <li>➤ MH treatment showed equivalent results for racial/ethnic groups in employment, housing, maintenance and improvement of function, and reduction in incarceration.</li> <li>➤ SA treatment completion and retention rates improved across all racial and ethnic groups from 2004 - 2008.</li> <li>➤ Greatest substance abuse improvements were seen among SA treatment completion rates for African Americans (both youth and adults).</li> <li>➤ A report on access and outcomes was presented to the DCHS Management Team in December 2009.</li> <li>➤ Follow up work will occur in 2010.</li> <li>➤ End of 2008, Developmental Disabilities Division (DDD) was providing services to 1.7% of the county's children age's birth to three.</li> <li>➤ The DDD is engaged in a pilot program to increase service to historically underserved minority groups - Somali, Vietnamese, and Hispanics - through a grass-root, community centered approach. Significant interest has been expressed about the services available.</li> <li>➤ Increasing percentages of all children regardless of race/ethnicity are achieving developmental milestones by the end of their developmental disability services.</li> <li>➤ A report on access and outcomes was presented to the DCHS Management Team in December 2009.</li> <li>➤ Follow up work will occur in 2010. Persons of Color living below poverty levels access homelessness services in greater proportion than Whites. This is especially true for single adults. Access for Asian/Pacific Islanders is below parity.</li> </ul>

<p>DDES</p>	<p>1) Form Based Zone Code: project goal is to develop a code that creates healthy environments in all neighborhoods by focusing on public space – streets, landscaping, open space - while encouraging important objectives such as improved walkability and the creation of mixed use neighborhoods. We have selected a demonstration area at Cottage Lake. The proposed Form Based Code and pilot project is incorporated in the 2010 King County Comprehensive Plan update.</p> <p>2) Affordable/workforce housing project: the department created an interagency team (DDES, Facilities (executive services) and Housing – Community and Human Services) to coordinate the siting, funding, permitting and development of infrastructure to facilitate affordable and workforce housing projects on King County surplus properties. Sites have been selected and an RFP is under way in order to select developers.</p> <p>3) <b>Our new 2009</b> proposal is to establish a fund to supplement permitting costs for qualified low income proposals and/or individuals. An example is for a low-income individual that needs to construct an access ramp to their home though they cannot afford the permitting fees. We are in the beginning stages of seeing if the proposal is feasible and can be implemented.</p>	<p>Healthy physical environment Access to parks and nature</p> <p>Affordable, quality, healthy housing</p> <p>Affordable, quality, healthy housing</p>	<p>➤ One Form Based Zoning Code demonstration property will be included in the 2010 King County Comprehensive Plan (KCCP) update. The draft KCCP was out for public review in late December, 2009. This is on track for completion as originally scheduled - the King County Council review of the KCCP update is expected to be completed by the end of July, 2010.</p> <p>➤ A request for proposal (RFP) was issued for 3 sites. The County received one proposal, for the White Center Workshop property. A developer proposed 16 units of homeless housing.</p> <p>Other successes: An ordinance was adopted that allowed variation in development standards (setbacks, height, etc.) that resulted in more flexibility for site design</p> <p>For the 2009 proposal, it was determined that an ordinance change was needed in order to move forward. The ordinance was transmitted to the King County Council in September, 2009, as part of a fee ordinance, and was not acted on; the ordinance has been revised and it is the department's hope that it will be transmitted for Council consideration in mid-2010.</p> <p>Other equity related work:</p> <ul style="list-style-type: none"> <li>➤ Recorded a 56 lot affordable housing subdivision in the Redmond Ridge East development. Building permits are the next step.</li> <li>➤ 88 units of affordable housing were completed and occupied in the King County Housing Authority Greenbridge development.</li> <li>➤ Provided expedited review and devoted staff to low income housing projects, resulting in more efficient processing of applications and lower costs to applicants</li> <li>➤ Issued a building permit for 25 units of affordable housing in the King County Housing Authority project of Park Lake II. Both this and the following item were accomplished by innovative sequencing of permits that resulted in issuance of permits within a shorter time frame than usual.</li> <li>➤ Issued a building permit for 65 units of affordable senior housing in the King County Housing Authority project of Park Lake II.</li> <li>➤ An ordinance was adopted that allowed a social service agency that serves transitional or low income housing to be located in the Neighborhood Business zone if there is transitional or low income housing within 300'; it also allows off-site parking within 300'.</li> </ul>
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DES	<p>1) Develop and present a two tiered training program:</p> <p>a) Tier 1: Equity and Social Justice awareness training curriculum. Participants will:</p> <ul style="list-style-type: none"> <li>• learn the equity &amp; social justice vision, mission &amp; guiding principles;</li> <li>• explore the underlying concepts of equity &amp; social justice and how it applies to their work in King County;</li> <li>• understand the importance of equity &amp; social justice in King County; and</li> <li>• understand how equity &amp; social justice principles apply to county policies, delivery of services and community engagement in their work.</li> </ul> <p>b) Tier II: a specific class focused on social justice and public sector decision making.</p> <p>2) Establish yearly reviews of ESJI principles and critical county policies for all DES employees.</p> <p>3) Continue toward the goal of higher participation at the “gold” level in the Health Reform Initiative using new tools to reach groups with high bronze or silver levels of participation.</p>	Racial justice in organizational practices	<p>Tier I</p> <ul style="list-style-type: none"> <li>➤ DES initiated a training design team which developed an Equity and Social Justice (ESJ) Awareness Training class (Tier I Training) to train employees on the concepts listed above.</li> <li>➤ This team also designed a Train-the-Trainer ESJ Awareness Training Facilitation Skills class to train trainers to present the ESJ Awareness class.</li> <li>➤ Twenty trainers were trained from the directors, managers and supervisors from each executive department, the Executive’s Office, Superior Court and District Court. These new trainers were given the task of training their fellow supervisors, managers and directors, with support from the department’s IDT member(s).</li> <li>➤ Between September and December 2009, 620<sup>1</sup> out of 1036 employees were trained. In addition, the majority of the Employee-based EEO/AA Advisory Committee membership was trained and newly appointed members will be appointed in 2010. Each department was supposed to compile a list of issues and suggestions gained from the training and share it back with the employees trained.</li> </ul> <p>Other successes: Employee evaluations of the training indicated the training was well received and employees are eager to find ways to apply ESJ principles in their work. HRD staff began to apply ESJ principles to county hiring practices.</p> <p>Tier II</p> <p>The Finance and Business Operations Division management took the EIR Tool training and shared their feedback with the DES design team. This led to a decision to retune the training. The HRD management team took the revised EIR Tool training and suggested a number of changes. This led to a number of revisions and a presentation to the DES management team. The DES Design Team then began a process to assess how those trained to use the Equity Impact Review (EIR) Tool viewed the training and whether they felt it was useful. It was determined that the Tier II Training on the EIR Tool needed to be revamped and rewritten. The DES Training Design Team decided to focus on training as many supervisors, managers and directors on the ESJ Awareness as this was a crucial preparatory foundation for the Tier II Training.</p> <ul style="list-style-type: none"> <li>➤ DES has identified the policies for review: PER 22-3-3, PER 18-8, Domestic Violence in the Workplace</li> </ul> <p>Increased outreach to those employees without regular access to computers through</p> <ul style="list-style-type: none"> <li>➤ A paper newsletter: In 2009 we lost funding for the Health Matters paper newsletter that was mailed to all employees’ homes. Our plan was to produce a free electronic newsletter, but this would omit those without regular access to computers. So, we surveyed managers of workgroups who do not have regular access to computers including those with traditionally higher level of bronze employees: solid waste, transit, parks and facilities. Our survey was to determine how useful the information regarding program deadlines and offerings in current paper newsletter was, if managers felt the information was important tot their employees and if they would distribute a paper copy to their employees at the worksite. We got commitments from the managers we surveyed to distribute an abbreviated, paper version of the electronic newsletter that would go out monthly to all employees. It’s called the Health Matters minute. We produce it every month and distribute it to managers who have all agreed to replicate the color publication and distribute it to employees.</li> </ul> <p>In person presentations about changes to the program: Significant changes to Health Incentives were rolled out in 2009. To ensure employee populations that don’t have regular access to computer got the information about changes, we worked with managers and followed their advice about the best way to reach their populations. For transit, we attended Pick, the annual Health and Safety Fair and did onsite presentations. For Solid Waste, we worked on a special cc fax that goes to all solid waste employees and provided supplemental printed materials.</p>
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DNRP	<p>1) Solid waste – apply an equity lens in decisions for solid waste plan (school dumping litter, rate setting, siting facilities) for NE Lake WA &amp; South Co.</p> <p>2) Parks – capital improvement equity review. Work with PH related to physical activity access.</p> <p>3) Waste water – consider equity in reclaimed water long range plan</p> <p>4) Water/land resources – incorporate economic considerations in flood control district to protect of family wage jobs in Kent Valley</p>	<p>Healthy physical environment</p> <p>Access to parks and nature</p> <p>Healthy physical environment</p> <p>Family wage jobs/job training</p>	<p>The Solid Waste Division included the following policy in the <i>2009 Draft Comprehensive Solid Waste Management Plan</i>:</p> <ul style="list-style-type: none"> <li>➤ Incorporate principles of equity and social justice into solid waste system planning. The Plan addresses how ESJI can be incorporated into planning programs and services, including fair distribution of facilities and resources. The Plan was prepared in cooperation with 37 King County cities with which the county has Interlocal agreements. If adopted, policies contained in the Plan will be incorporated into King County Code.</li> <li>➤ The Recycling More program targeted areas with low recycle rates (often areas with lower income and/or a higher concentration of ESL populations) with an emphasis on reaching those who may not have received recycling messages in the past by translating brochures into other languages and attending community events.</li> </ul> <p>Parks has completed the data mapping of Average Household Distance to a Regional Trail Compared to the percent Sedentary by Health Planning Area. This is the first step to work on coordination with Public Health on physical activity access.</p> <p>Water and Land Resources <u>has identified</u> areas for analysis in 2010 including:</p> <ul style="list-style-type: none"> <li>➤ Distribution of Farmer’s Markets</li> <li>➤ Evaluation of immigrant communities support for agricultural development</li> <li>➤ Distribution of drainage complaint response</li> <li>➤ Distribution of Neighborhood Drainage Assistance Program projects</li> <li>➤ Distribution of Flood District capital investments</li> </ul> <p>Other Successes:</p> <ul style="list-style-type: none"> <li>➤ In partnership with others provided green building technical assistance to affordable housing projects in King County, provided grants to green affordable housing projects, and participated in the American Institute of Architects Diversity Roundtable to provide awareness of equity and social justice issues around green building.</li> <li>➤ DNRP has completed the ESJI awareness training for ALL managers/supervisors and other leadership staff. This training has fostered greater thinking about the ESJ efforts already underway and promising ideas for future work.</li> </ul>
DPH	<p>1) Continue translation policy implementation and pursue county- wide policy</p> <p>2) DSJG cultural competence training module will add components on Institutionalized Racism &amp; Equity and Social Justice (aligning with DES on training, prioritizing supervisors and managers</p>	<p>Racial &amp; ethnic justice in organizational practices</p> <p>Access to affordable and culturally appropriate health &amp; human services</p>	<ul style="list-style-type: none"> <li>➤ Public Health has created a translation policy and system (<a href="http://www.kingcounty.gov/health/translation">www.kingcounty.gov/health/translation</a>) which is in implementation to make the translation process more efficient, facilitate a greater number of translations, and produce translations that are of consistent high quality. The Translation Policy includes translation requirements and processes for creating translations of consistent high quality The Public Health Translation Manual has innovative translation guidelines, resources and best practices. Included are language maps for the county, priority language tiers with 20 languages, quality translation vendors chosen in a competitive process, and a translation worksheet to guide the translation process. Starting in February, 2010 translation trainings will be available to Public Health programs upon request. Since the Policy went into effect, Public Health divisions and programs have been extensively following it.</li> <li>➤ ESJ supervisor/manager training: To date, 201 PH supervisors and managers have been trained in equity and social justice, and 8 others will be trained this week. This represents almost 90% of all supervisors and managers department-wide.</li> <li>➤ Diversity &amp; Social Justice Group's staff training: DSJG has finalized a training curriculum, and is starting staff trainings in 2010. Following an interview process, the Groups selected 10 trainers among Public Health staff; these staff have been trained and will conduct a pilot training in February. The DSJG training consists of three modules, and focuses on cultural competency, anti-racism, and equity and social justice.</li> </ul>

	3) Access to health services		<ul style="list-style-type: none"> <li>➤ To be more culturally sensitive and better serve our diverse clients, Public Health is adding sexual orientation to health history forms.</li> <li>➤ The Diversity &amp; Social Justice Group is developing a LGBT component to incorporate in its training curriculum.</li> </ul> <p>Other successes:</p> <ul style="list-style-type: none"> <li>➤ Coordinated with other KC departments to host the Place Matters Design Lab in Seattle</li> <li>➤ In managing the H1N1 outbreak, PH created an intentional focus on equity in command and policy discussions. During the fall and winter of 2009-2010, Public Health made a concerted effort to improve and enhance outreach to vulnerable and limited-English proficiency populations. Public Health follow-up efforts included:             <ol style="list-style-type: none"> <li>1) Education and outreach to vulnerable populations: Translated numerous health education materials and H1N1 vaccine clinic information, usually into at least the six (and often into the top 12 or even 20) most common spoken languages in King County</li> <li>2) Five community-based organizations were awarded money to assess “hard to reach” populations and barriers for to H1N1 vaccine and/or conduct H1N1 vaccine clinics on-site in January and February 2010</li> <li>3) Extensive outreach to schools and childcares</li> <li>4) Health Educator outreach: extensive outreach to key service providers and community access points</li> <li>5) Media: news releases, ethnic media buy (Spanish, Vietnamese, Somali, Chinese, Russian, Ukrainian), email translated flyers</li> <li>6) Interpreter Outreach</li> <li>7) H1N1 vaccine clinic promotion: display flyers, distribute flyers at free clinics, promote clinics to walk-in clients</li> <li>8) Community blogs/calendars, post flyers or dates of free clinics</li> <li>9) Video public service announcements (PSAs) with wide audience appeal</li> </ol> </li> </ul>
DOT	<ol style="list-style-type: none"> <li>1) Develop a tool to prioritize non-motorized transportation improvements based on transportation, health, air quality and equity outcomes.</li> <li>2) Implement the HealthScape principles based on sustainable changes to the built environment to achieve the goal of efficient transportation, improved air quality, healthier communities and reduced greenhouse emissions in a disadvantaged neighborhood.</li> <li>3) White Center –DOT will work to expand the supply of affordable housing within close proximity to transit, housing, recreation and employment centers through public/private partnerships for transit oriented development.</li> <li>4) Outreach to SE Seattle and SW King County to prepare communities for Link Light Rail and a new fare card – ORCA.</li> </ol>	Access to all modes of safe and efficient transportation	<p>The non–motorized transportation tool continues to be evaluated for application in organizing Road Services projects. The tool is designed to assist in matching the list of projects (location of sidewalks, size and type of crosswalks, etc.) against priorities (safety, support for more walking opportunities) established by Road Services. The tool prioritizes the projects based on county defined priorities.</p> <ul style="list-style-type: none"> <li>➤ HealthScape’s land use impact assessment tool was applied to decisions affecting Greenbridge Housing and the White Center community. It was considered in construction of the 98<sup>th</sup> Street Pedestrian walking ramp that will significantly improve community access to transportation options and the core business district in White center.</li> <li>➤ The tool has attracted federal interests as a way to guide community planning and forecast the impact on the environment, health and transportation. King County is evaluating the tool to determine its future application across the county</li> </ul> <p>Construction of the SW 98th Street Pedestrian Crossing represents a significant community enhancement for the White Center and the Greenbridge housing community. The pedestrian crossing is approximately 90% complete. Installation of handrails and light poles should be complete by early February 2010. Landscaping to complete the project is scheduled for the spring time. The pedestrian crossing offered safe and direct access to additional transportation options and direct access to the business core.</p> <ul style="list-style-type: none"> <li>➤ The Department of Transportation’s outreach to SE Seattle and SW King County continued in 2009 to prepare the communities to access a new service - Link Light Rail and the ORCA fare card. Following a Townhall meeting hosted by King County Councilmember Larry Gossett in late 2009, DOT conducted targeted outreach in SE Seattle with neighborhoods impacted by Link Light Rail service.</li> </ul>

			<ul style="list-style-type: none"> <li>➤ Training materials were developed for Link Light Rail, ORCA and the Metro Fare Office to ensure consistent information was available to residents calling to inquire about any of the services offered by Metro Transit and Sound Transit (ST). Standard training significantly improved customer service by reducing and eliminating the need to refer requests for information to another agency.</li> <li>➤ Training was conducted with fare enforcement staff following feedback from the community that initial enforcement should be more educational to the public and less focused on fare violation enforcing and a \$125.00 lack of ticket penalty. Training received excellent response from the community. It offers a good example of listening to community needs and modifying our approach to achieve a better outcome – a knowledgeable community that was able to take advantage of a full array of new transportation services. A common social service agency ticket (“Combi-Pass”) was developed for use on Metro Transit and Sound Transit to bridge the timeframe for use of disposable ORCA cards (one year away) eliminating uncertainty on what fare would be accepted by public transportation options offered by Metro Transit and Sound Transit.</li> <li>➤ Outreach to students and school administrators was conducted at Rainier Beach, Franklin and other schools in SE Seattle to familiarize students and the school administration with the ORCA fare cards and transportation service changes and the transition timeline.</li> <li>➤ DOT’s <i>In Motion Program</i> worked “hands on” with the Asian Counseling and Referral Service (ACRS), Chinese Information Services, immigrant and other refugee agencies to ensure these communities and support agencies were informed and confident in their use of the ORCA fare card and services changes due to Link Light Rail.</li> </ul> <p>DOT’s introduction of the ORCA fare card combined with the inception of Link Light Rail service in SE Seattle and SW King County represents an excellent example of applying the principles of the equity and social justice. DOT conducted outreach recognizing the inherent differences in community cultures and diversity of community interests. DOT’s initial work established a strong foundation for use of the ORCA fare card to access regional transportation options in the future.</p>
Executive. Office	Transmit and advocate for a piece of legislation that places the principles and work of the Equity and Social Justice Initiative into King County code.	All 13 conditions	<ul style="list-style-type: none"> <li>➤ An Equity and Social Justice Ordinance (Ordinance 2009-0425) was introduced to the King County Council in July 2009, co-sponsored by Councilmembers Gossett, Patterson, Phillips and Constantine.</li> <li>➤ Staff from every Council member’s office, including central committee staff, was briefed on the Initiative and the legislation.</li> </ul> <p>The legislation did not come before the full council for a vote in 2009, but served as a vehicle for engaging county leadership on ESJI during the political transition.</p>
OSPMM	Building on the community enhancement initiative’s work in 2008 to improve Skyway park, the focus of the 2009 commitment is to develop a community-driven action plan for revitalization of Skyway.	Community economic development Neighborhood social cohesion	<p>In June 2009, following a six-month process involving over 100 residents, we completed Skyway Solutions: A Community Agenda for Revitalization. The action plan articulates community goals and identifies ways that people in the Skyway neighborhood can work together on community-driven revitalization activities. The process helped grow an ethic of inclusive collaboration, and build community capacity to lead change in the neighborhood.</p> <p>Other successes:</p> <p>Skyway Solutions produced several early successes in 2009, as community members created:</p> <ul style="list-style-type: none"> <li>➤ A demonstration vegetable garden</li> <li>➤ Banners celebrating the neighborhood</li> <li>➤ Carved gateways in the local park</li> <li>➤ A Skyway Solutions web site</li> <li>➤ An active on-line discussion forum (West Hill Connects)</li> </ul> <p>Although no longer coordinated by King County, the Skyway Solutions steering group continued to meet and expand, coordinated by local resident leaders.</p>

