

KING COUNTY'S

Journey Towards Equity & Social Justice



2021



King County

Our Team

"Uplifting the Human Spirit"



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Today's Objectives

- 01 Our ESJ History

- 02 Legislative Branch's Efforts

- 03 Community Engagement

- 04 Cross-Cultural Communication

- 05 Equity, Diversity & Inclusion
Foundational Knowledge





Rev. Dr. Martin Luther King, Jr.

1986 M#6461, 2005 SB 5332

**Renamed the county
to honor civil rights
icon Rev. Dr. Martin
Luther King, Jr.**

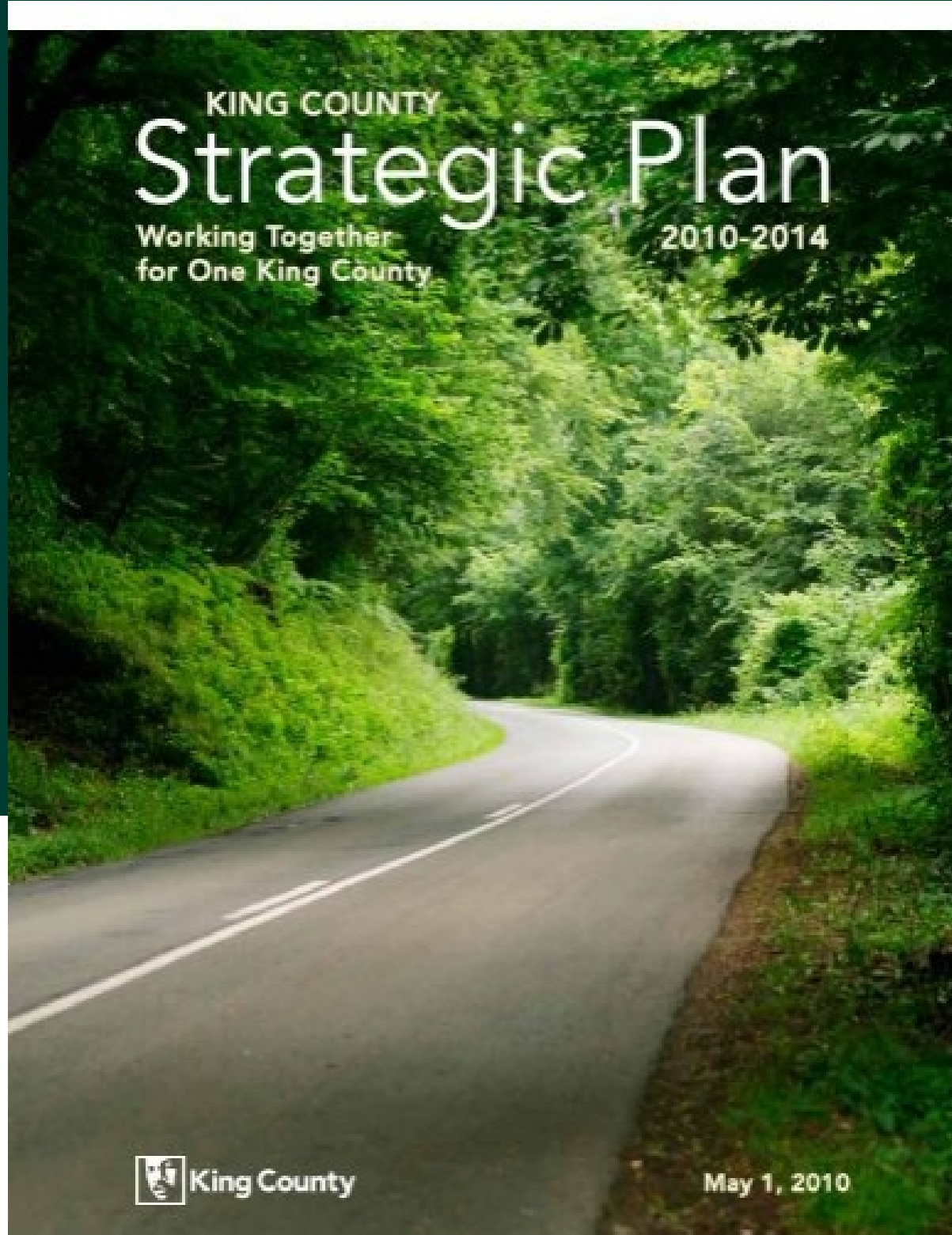


Ron Sims, King County Executive

2008

Launched King County's Equity & Social Justice Initiative

To use an equity lens in departments' policies and decisions, organizational practices, and engagement with the community.



King County Equity & Social Justice Strategic Plan 2010-2014

Foundational Practices included:

- Determinants of Equity and Definitions
- Decision Making through an Equity Impact Review Process
- Building Capacity to Engage Communities



Dow Constantine, King County Executive

2010 KC O. #16948

**King County Council adopted
Ordinance No. 16948
Operationalizing Equity &
Social Justice Foundational
Practices to County Actions**

In all decision-making, the organizational culture, and the engagement of communities, while supporting communities' efforts to develop solutions.

2010 DETERMINANTS OF EQUITY



EQUITY IMPACT REVIEW PROCESS

Identify who will be affected.

- communities of color, immigrants and refugees, limited-English speaking residents, and low-income populations
- group of stakeholders and affected parties – including those who have historically not been or felt included or engaged – and their roles in decision-making.

Listen, adjust and co-learn w/communities and employees.

- Evaluate responsiveness of actions to community priorities and concerns
- Learn w/ communities to adjust actions as priorities, concerns shift
- Communicate progress to all stakeholders
- Plan for how to include community feedback in future planning.

EQUITY IMPACT REVIEW PROCESS



Assess Equity & Community Context

- Learn about priorities and concerns (Community Engagement guide)
- What Determinants of Equity will be affected – directly and indirectly?
- Impact on known disparities – both negative and positive
- Potential unintended equity-related outcomes / consequences

Analysis & Decision Process

- Key alternatives address community priorities, concerns
- Evaluate for disproportionate burden or benefit, worsening or improving inequities
- Upstream alternatives
- Prioritize alternatives by most equitable outcomes

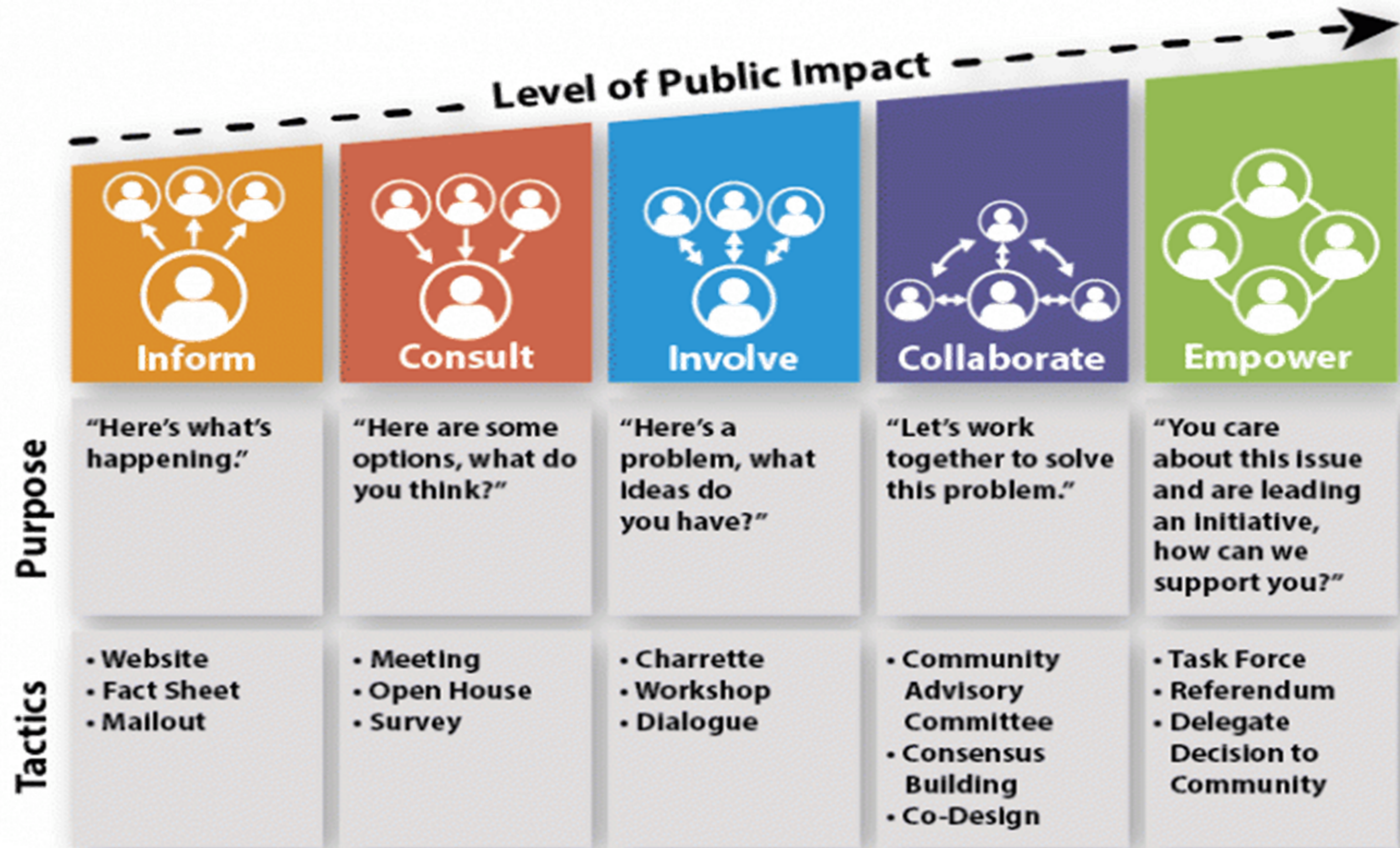
Are you staying connected with communities and employees?

- Engage and communicate with affected communities and employees to guide successful implementation
- Measure, evaluate intended outcomes in collaboration with affected communities.
- Advance pro-equity opportunities in contracting, hiring and promotion, sourcing, etc.

Community Engagement Values

- Those who are affected by a decision have a right to be involved in the decision-making process.
- The public's contribution will influence the decision.
- Promotes sustainable decisions by recognizing and communicating the needs and interests of all participants, including decision makers
- Seeks out and facilitates the involvement of those potentially affected by or interested in a decision.
- Seeks input from participants in designing how they participate.
- Provides participants with the information they need to have meaningful participation
- Communicates to participants how their input affected the decision

COMMUNITY ENGAGEMENT: SPECTRUM

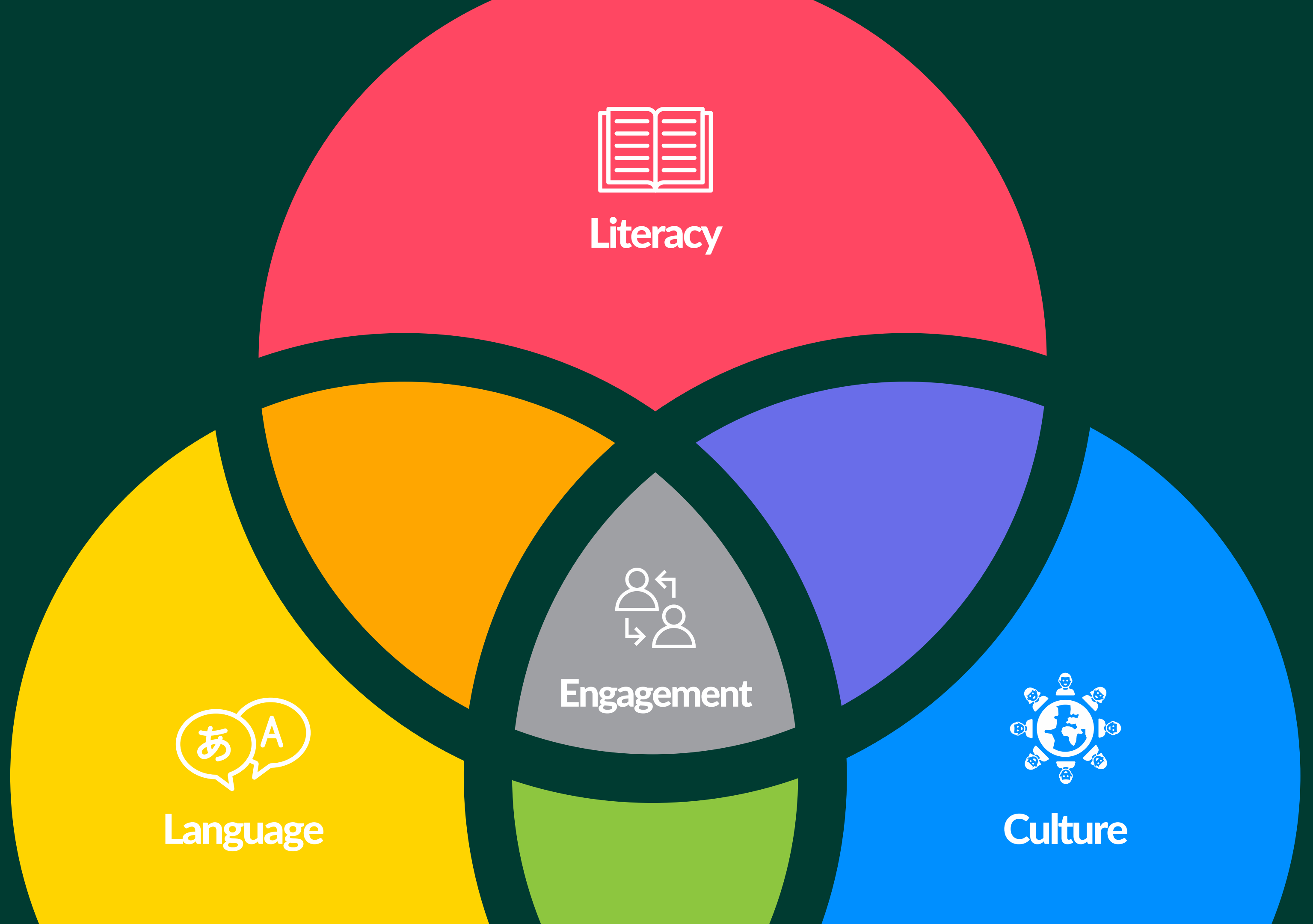


Adapted from the IAP2 spectrum of public participation

TIPS FOR INCLUSIVE ENGAGEMENT

- Build personal relationships with target populations
- Create a welcoming atmosphere
- Increase accessibility
- Develop alternative methods for engagement
- Maintain a presence within the community
- Partner with diverse organizations and agencies

CROSS-CULTURAL COMMUNICATIONS: TIPS



TIPS FOR CROSS CULTURAL COMMUNICATION

- Know yourself
- Learn about different cultures and values
- Use shared language
- Take your time not to jump to conclusions.
- Improve communication skills
- Encourage feedback.
- Develop empathy
- *Suspend all judgement*
- *Be prepared for a discussion of the past.*
- *Be aware of current power imbalances.*
- *Remember that cultural norms may not*



2016–2022 Equity & Social Justice Strategic Plan

- **Vision:** *A King County where all residents can achieve their full potential and thrive*
- **Prioritizing:**
 - Leadership, Operations & Services
 - Plans, Policies & Budget
 - Workplace & Workforce
 - Community Partnership
 - Community Education
 - Facility & System Improvements

What does it mean to be “Pro-Equity”?

- Equitable access to resources and decision-making to remedy inequities
- Leading with Racial Justice
- Employs Targeted Universalism: well-defined goals, identifying obstacles faced by specific groups, and creating tailored strategies with community to remedy inequities.
- Focuses “Upstream” – where returns are the greatest.

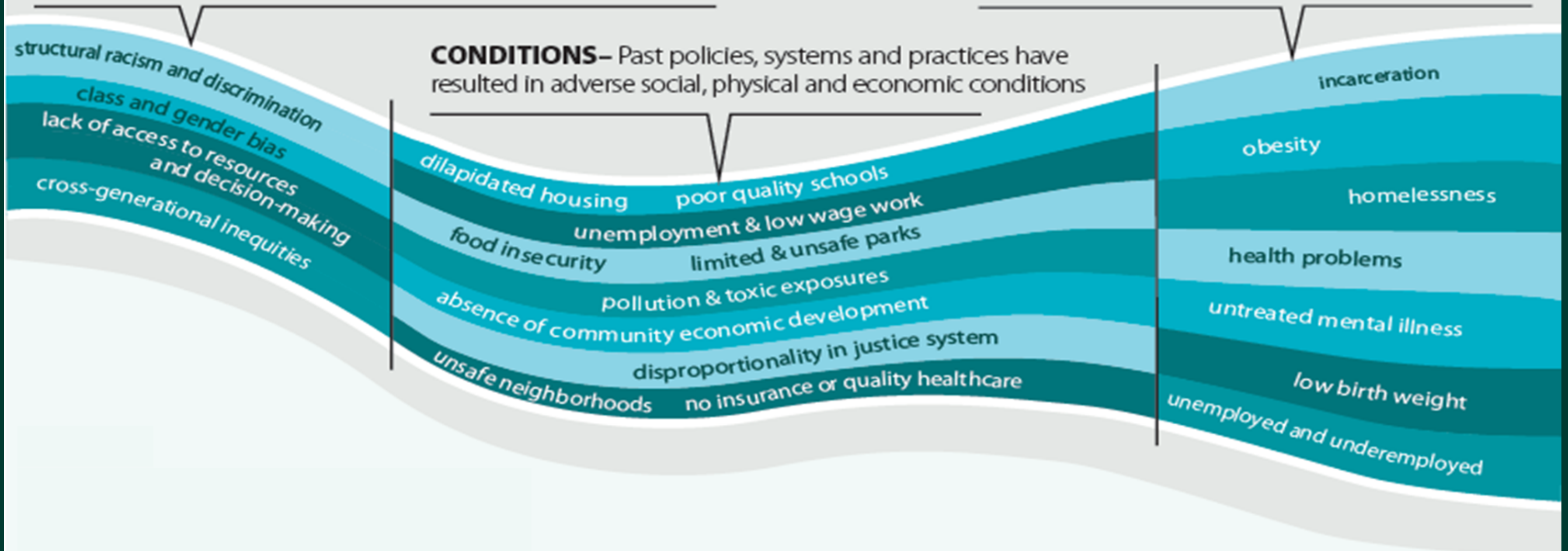
THE "UNHEALTHY STREAM"

THE "UNHEALTHY STREAM" CREATES INEQUITIES

POLICIES, PRACTICES & SYSTEMS– Policies, structures and systems – including those in government – have sustained and even contributed to inequities

OUTCOMES– Organizations and their programs historically have tended to react to problems and treat poor individual and family-level outcomes

CONDITIONS– Past policies, systems and practices have resulted in adverse social, physical and economic conditions



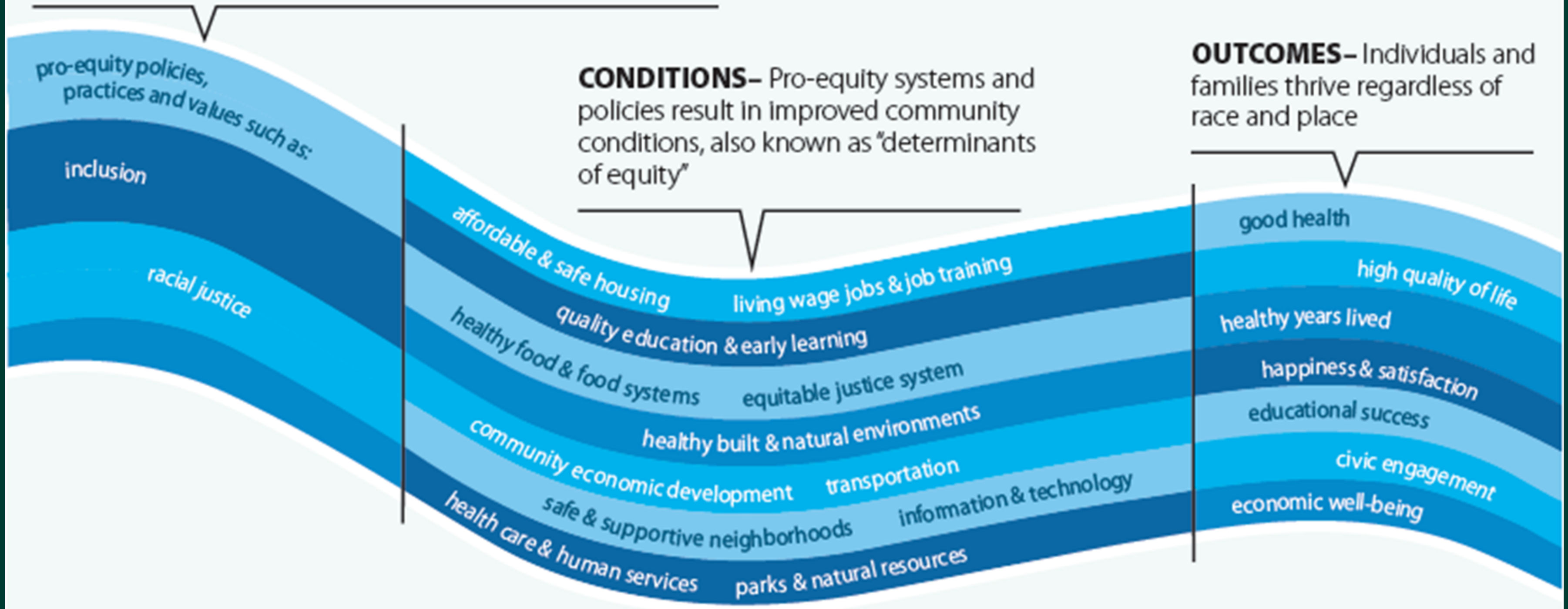
THE "HEALTHY STREAM"

PRO-EQUITY POLICIES, PRACTICES & SYSTEMS–

For greatest and most effective impact, King County is **focusing “upstream”** to address root causes and be pro-equity

CONDITIONS– Pro-equity systems and policies result in improved community conditions, also known as “determinants of equity”

OUTCOMES– Individuals and families thrive regardless of race and place



2015 LEGISLATIVE BRANCH ESJ TEAM



Objectives:

- Consider equity impacts in decision-making, policy-making and program planning
- Advance equity analysis and pro-equity decisions in budget analysis
- Build community trust and capacity
- Promote fairness and opportunity in county government through employee communication, training and engagement
- Promote fairness and opportunity in county government by institutionalizing equity in all organizational practices

2018 ESJ LEGISLATIVE ANALYSIS METHODOLOGY

Purpose

1. To identify whether a proposed legislation fosters or impedes “distributional equity”.
2. To evaluate “process equity” for a proposed legislation.

Analyze

Does the proposed legislation hinder or supports disproportionately impacted communities using the county's Determinants of Equity report?

Identify

Does the proposed legislation create disproportionate gaps based on race, class, gender and language spoken for a proposed legislation?

Assess

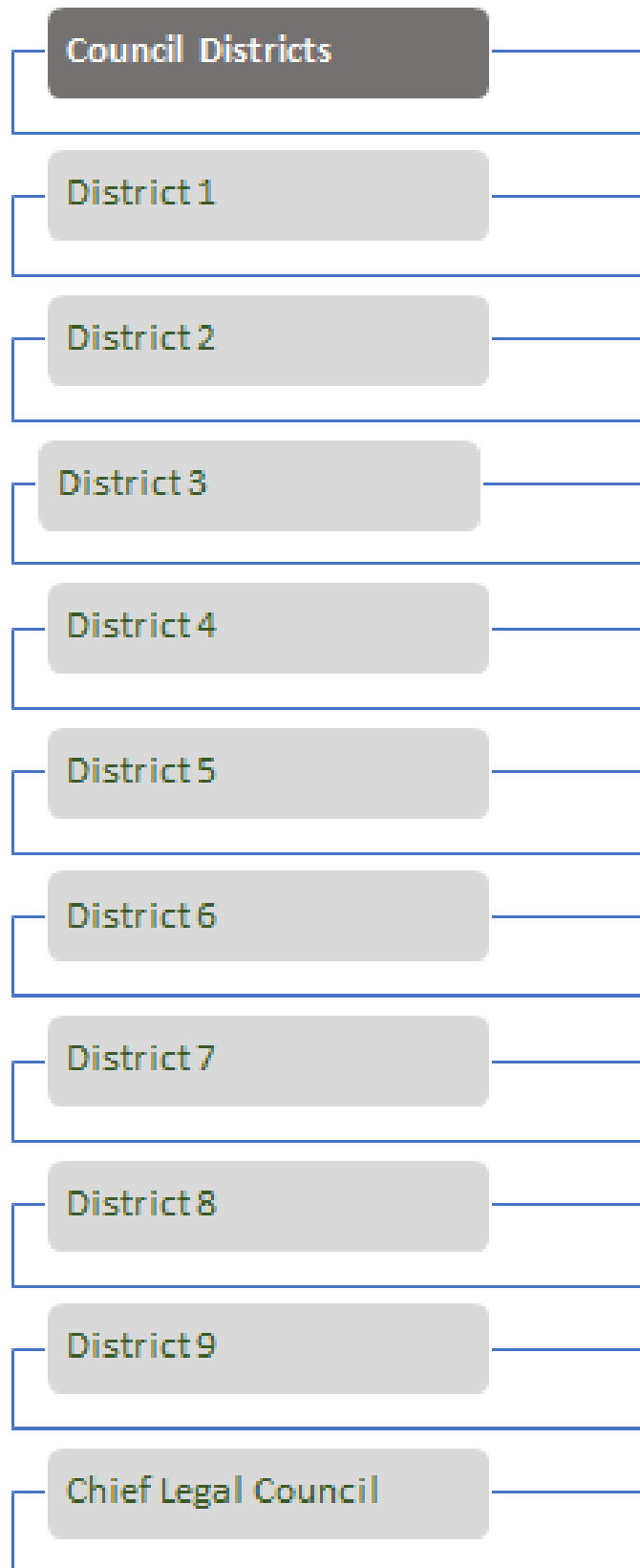
Was community engagement conducted for a proposed legislation?

Evaluate

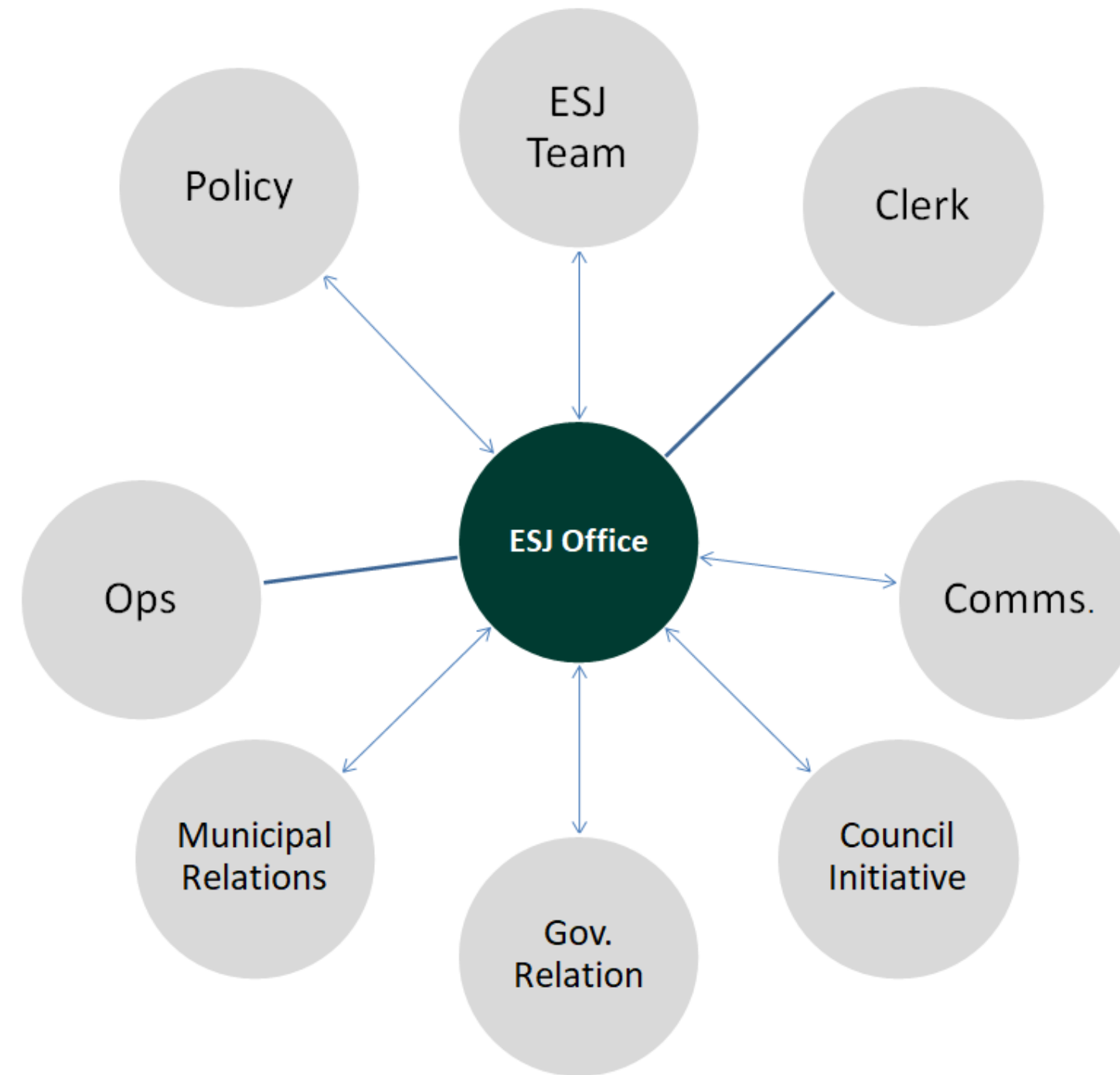
Are there any available ESJ analyses that may be related to the proposed legislation?

2019 EQUITY & SOCIAL JUSTICE OFFICE

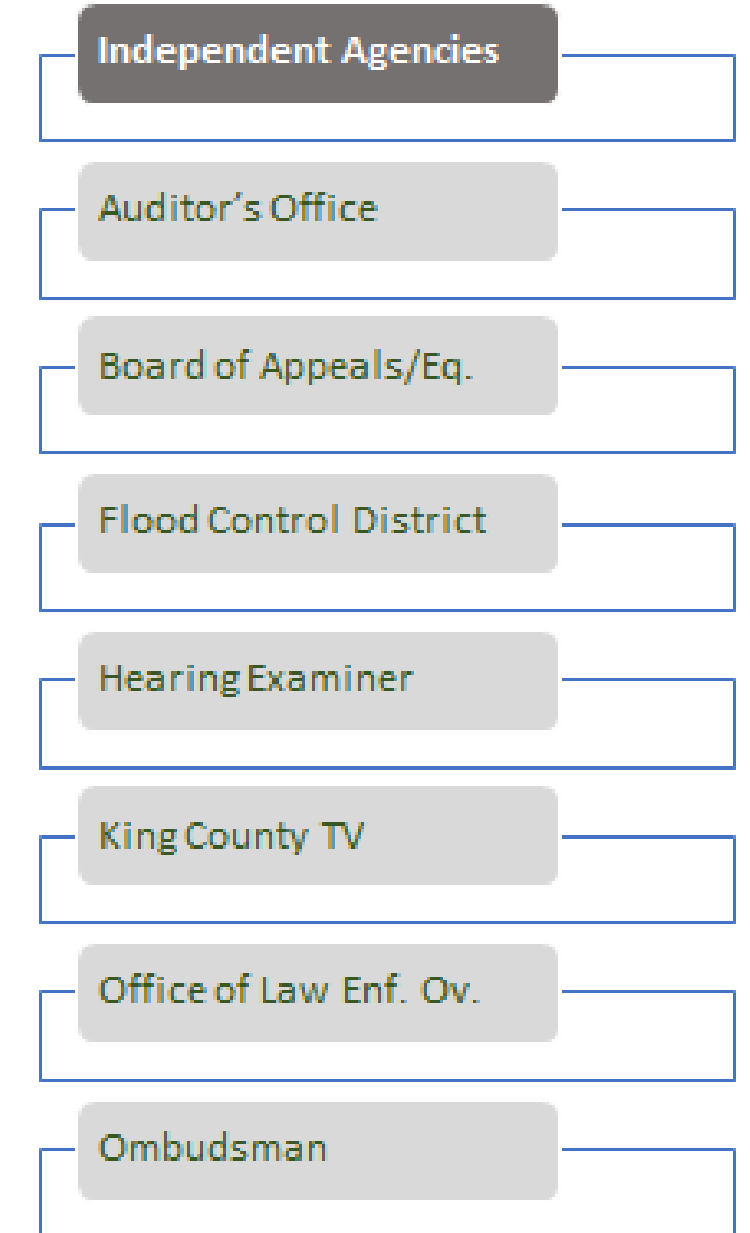
ESJ Champions



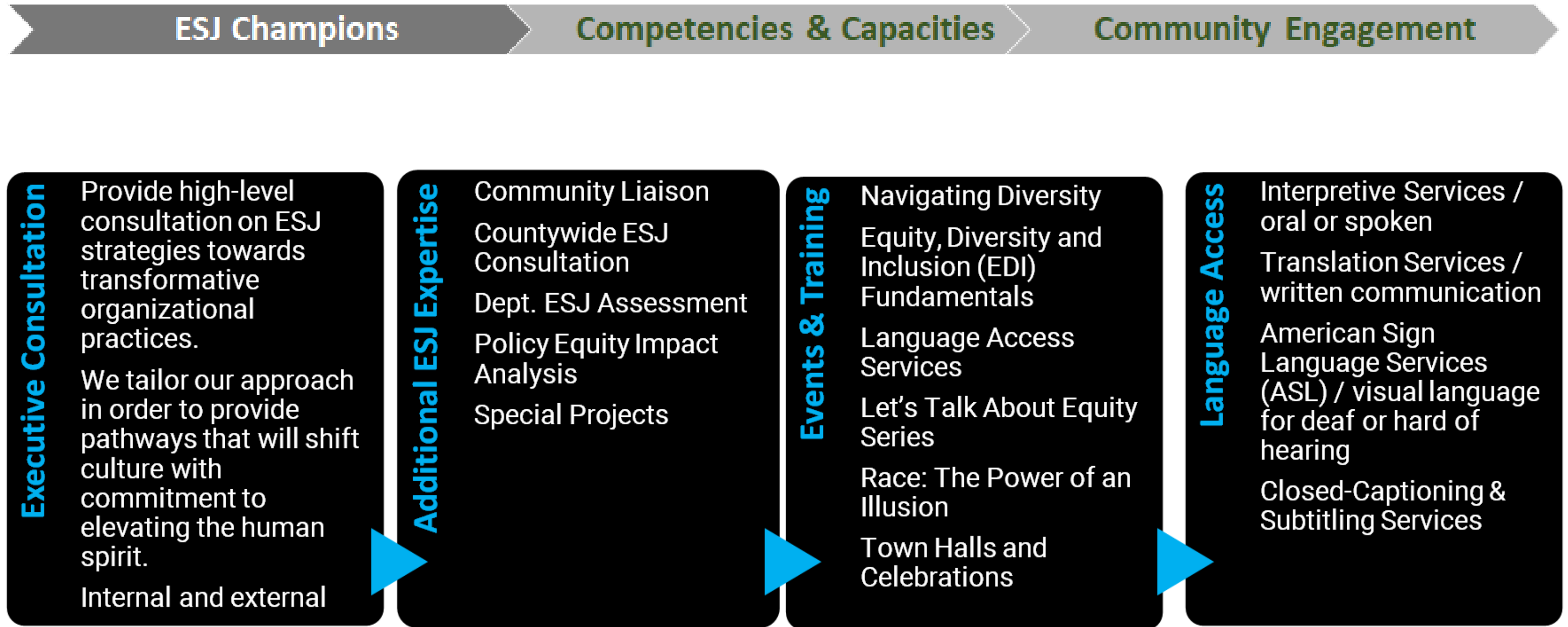
Competencies & Capacities



Community Engagement



EQUITY & SOCIAL JUSTICE: SUBJECT MATTER EXPERTISE



BREAK!



EQUITY OR EQUALITY

CYCLE OF SOCIALIZATION

- The Beginning
- First Socialization
- Institutional and Cultural Socialization
- Enforcement
- Results
- Direction for Change
- Action
- Core



IMPLICIT BIAS

- Expressed indirectly
- Unaware of bias
- Operates sub-consciously

Example: Locking your car doors when you see a black person walk by.

EXPLICIT BIAS

- Expressed directly
- Aware of bias
- Operates consciously

Example: "Women shouldn't run for office. They're too emotional."

VIDEO: THE CLARK DOLL STUDY



MICROAGGRESSIONS

Brief, everyday indignities that are verbal, behavioral or environmental. They may be intentional or unintentional, communicated to people who identify as women, POC, gay, lesbian, bisexual, transgender, gender non-conforming, etc.

Communication has an insulting message behind them that often times causes severe psychological distress and harm.

VIDEO: EXAMPLES OF MICROAGGRESSIONS



RESPONDING TO MICROAGGRESSIONS

- ASK FOR CLARIFICATION OR MORE INFORMATION**
- ACKNOWLEDGE THE FEELINGS BEHIND THE STATEMENT**
- SEPARATE INTENT FROM IMPACT**
- SHARE YOUR OWN PROCESS**
- EXPRESS YOUR FEELINGS**
- CHALLENGE THE STEREOTYPE**
- APPEAL TO VALUES AND PRINCIPLES**
- PROMOTE EMPATHY**

POLL

If someone said something offensive at work (micro-aggression), would you address it?

If YOU were the person who offended someone (micro-aggressed), would you want to know?

VIDEO: WHAT KIND OF ASIAN ARE YOU?



INTENT VS. IMPACT

INTENT

What is said

What was meant

What not to do when I offend

- Rationalize
- Justification
- Explanation
- Excuses
- Defensiveness

What to do when I offend


- Listen
- Thank them
- Acknowledge that you didn't know
- Apologize
- Record in your memory
- Move on!

IMPACT

What is heard

What is felt

"Intention is not good enough; we need to look at our impact."



Questions & Answers

Resources

[Take a Test \(harvard.edu\)](#)

[King County "Racism is a Public Health Crisis" Webpage](#)

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

[King County Office of Equity and Social Justice \(OESJ\)](#)

[King County Immigrant and Refugee Program](#)

[Coalition Against Hate and Bias](#)

[2021-2022 Anti-Racist Policy Priorities](#)

[Commitments to community engagement](#)

[King County Values](#)

[Leading with Racial Justice in King County](#)

[Office of Performance, Strategy & Budget](#)

[Navigating A Pandemic Within A Pandemic: Coping and Care for Black Communities](#)



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