

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Affordable Housing	Increase amount of lower-market-value homes so renters can transition to home ownership.	DCHS	High	Ongoing	Residential developers and funding/loan providers	Yes
Affordable Housing	-Provide home development loans. -Support lower-income homeowners to redevelop their own properties if zoned.	DCHS	Low	2025+		Yes
Affordable Housing	Support low-income homeowners to affordably build ADUs on their land, supporting their ability to house community members and create additional monthly income.	DCHS	Low	2025+		Yes
Affordable Housing	-Provide more affordable housing. -Provide more low-income housing.	DCHS	Medium	Ongoing	KCHA, State Department of Commerce, CBOs, affordable-housing developers and providers	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Affordable Housing	Build more affordable housing, tiny houses, and shelters for the homeless.	DCHS	Medium	Ongoing	KCHA, State Department of Commerce, CBOs, affordable housing developers and providers, KCRHA	Yes
Affordable Housing	Increase density of housing.	DLS	Low	Ongoing		Yes
Annexation	Incorporate with Seattle.	Executive's Office	Medium	TBD		Possibly
Bike Lanes	<p>Bike lanes:</p> <ul style="list-style-type: none"> -Bike lanes separated from cars. -Bike lanes separate from cars on 108th or 102nd. -Most critical is the north-south route to connect to West Seattle and Burien. -Bike lanes separate from cars on at least one north-south street that meets up and crosses Roxbury. -On 26th Avenue. -Separate on 4th Avenue SW. 	DLS	High	TBD	TBD pending location	Possibly

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Bike Lanes	<p>Bike lanes (cont.):</p> <ul style="list-style-type: none"> -On 112th and Glendale Way S., 14th Avenue S., 102nd, 108th. -Separated from cars on 4th Avenue, then linking to central White Center business district. -On SW Roxbury Street -On arterials like 8th and 14th. -On 16th or close. -Logical bike lane paths for commuting. -Separated on 106th/108th Street, 26th Avenue, Roxbury Street, 15th Avenue SW, 8th Avenue SW, and 1st Avenue SW. -Between South Park/Georgetown and White Center (from South Park up Olson Place SW (this is Seattle). -Along Des Moines memorial and along 112th/Glendale Way. -On 8th and 14th Avenue in Glendale area. -To Boulevard Park businesses and library! 	DLS	High	TBD	TBD pending location	Possibly
Bike Lanes	Create more bike trails and improve current bike trails.	DLS	High			Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Code Enforcement	Programs to support thoughtful code enforcement for commercial properties in White Center. Businesses have the right to conduct their affairs in a well-maintained and regulated property.	DLS	High	Ongoing		Yes
Code Enforcement	Enforce code violations by industry.	DLS	Low	Ongoing		Yes
Community Activities	Fund more cross-cultural and intergenerational events, such as a night market, farmers market, or makers market.	DLS	High	Ongoing	CBOs	Yes
Community Activities	Help promote healthy social activities and events such as live music, dancing, etc.	DLS	Medium	TBD	CBOs, chamber of commerce, CDC, private businesses	Yes
Community Center	Develop a community center with recreational programs and activities for youth, teens, adults, and families.	DLS	Medium	TBD	CBOs, foundations	Yes
Community Center	Build a youth/community center in Boulevard Park.	DLS	Low		NA	Possibly
Community Design Standards	Create a Main Street program by incentivizing landlords to maintain the historic character of their buildings.	DLS	Low	Ongoing	4Culture, University of Washington, Washington State Main Street Program	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Community Education	Provide different culturally and linguistically appropriate resources to increase awareness of services and civic participation.	DLS	High	Ongoing	OESJ	Yes
Community Engagement	More varied and relevant opportunities for residents to be involved so they can see the direct benefits of being involved in community.	DLS	Low	Ongoing	NHUAC, WCCDA, Skyway-West Hill Association	Yes
Community Engagement	Publicize volunteer opportunities to promote community engagement, including to culturally and linguistically diverse audiences.	DLS	Medium		CBOs	Yes
Community Policing	More neighborhood watch/block watch programs.	KCSO	High	Ongoing	Local police agencies, community, community organizations, DCHS	Yes
Community Solar	Incentives and support to transition off fossil fuel energy to renewable (community solar).	DNRP	Medium	Ongoing	Utilities (PSE and SCL)	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Co-Responder Model	DCHS should work closely with KCSO and mental-health professionals to respond to persons in crisis where compassion and assistance is required, in lieu of force.	KCSO	High	Ongoing	DCHS, Fire District, KCPAO, King County Executive	Yes
Dog Parks	Identify areas to develop dog parks.	DNRP	Medium		SODA	Yes
Drainage Improvements	Co-design a new private property GSI program with White Center residents.	DNRP	High	Current biennium	Stormwater CIP, Snohomish County Conservation District (technical assistance), private property owners	Yes
Early Childhood Education	Improve the availability and affordability of childcare and early-childhood education.	DCHS	High	TBD	TBD	Yes
Early Childhood Education	Support the creation of affordable and accessible childcare and preschool options for families in need of culturally sensitive childcare, and support for individuals who want to become provider of childcare.	DCHS	High		Universities and colleges, consultants, and nonprofits	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Early Childhood Education	Provide education for early-childhood caretakers.	DCHS	Low	Ongoing	Universities and colleges, consultants, and nonprofits	Yes
Early Childhood Education	Upgrade the existing early childhood education facilities.	DCHS	Low	Ongoing	School Districts, early learning operators and enterprise community partners	Yes
Economic Development	Establish land-use codes and tax incentives that protect existing businesses from increased land values and higher taxes that come from redevelopment.	DLS	High		TBD	Yes
Economic Development	Implement a community-based business attraction that creates a family-friendly business district and highlights the many cultures represented in White Center (for example: a cultural district).	DLS	High	Ongoing	CBOs	Yes
Economic Development	Increase support for BIPOC/low-income business owners buying commercial property and/or expand operations in White Center.	DLS	High		CBOs, CDC, SBA	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Economic Development	Provide training for BIPOC business owners to understand aspects of owning and growing a small business and provide a variety of funding opportunities (grant and low-interest loan programs) to North Highline businesses.	DLS	High	Ongoing	CBOs, CDC, SBA	Yes
Economic Development	Support BIPOC residents with neighborhood and culturally relevant resources to start a small business.	DLS	High	Ongoing	CBOs, CDC, SBA	No
Economic Development	Support the creation of a chamber of commerce.	DLS	High	Current biennium	Businesses, CBOs	Yes
Economic Development	Diversify businesses in Top Hat business district.	DLS	Low	Ongoing	CDC, CBOs, chamber of commerce	Possibly
Economic Development	Increase funding opportunities for businesses.	DLS	Low	Ongoing		Yes
Economic Development	Increase the number of businesses, grocery, restaurants, and bars in Top Hat; reduce abandoned and vacant spaces.	DLS	Low	TBD	CBOs, chamber of commerce	Yes
Economic Development	Support CBO planning work with small businesses.	DLS	Low	Ongoing	County and state grant funding, COVID funding, federal SBA	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Economic Development	Activate alleyways.	DLS	Medium	TBD	CDC or chamber of commerce CBOs, 4Culture	Yes
Economic Development	Close 16th to vehicular traffic so restaurants, bars and businesses can have tables and be walkable.	DLS	Medium	TBD		Possibly
Economic Development	Conduct economic development assessment for North Highline.	DLS	Medium	2023-2024 Biennium	CBOs, CDAs	Yes
Economic Development	Generate new ways to attract customers, visitors, and tourists to White Center.	DLS	Medium	TBD	CBOs, CDC, BIA	Yes
Economic Development	Prioritize the utilization or stability of abandoned buildings.	DLS	Medium	Ongoing	CBOs, chamber of commerce, CDC	Yes
Economic Development	Support small and large businesses in becoming better employers by providing high wages, healthcare benefits, time off, etc.	DLS	High	Ongoing	King County Executive	Yes
Farmer's Market	Increase supply of fresh, local, healthy, and organic foods from local BIPOC farmers and vendors.	DNRP	Medium	2023-2024 Biennium	King County Local Food Initiative, Neighborhood Farmers' Market Alliance	Yes
Food Security	White Center Foodbank new location.	DLS	Low	Ongoing	White Center Foodbank	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Habitat Restoration	Care for waterways in the area.	DNRP	Low	Current biennium	For fish passage projects: King County Road Services and King County Parks. For broader efforts to reduce water pollution: STORM, Stormwater program, Adopt-a-Drain	Yes
Healthcare access	Pop-up clinics and events like blood pressure screening.	PHSKC	Medium	Ongoing	Mobile healthcare providers, community and women's healthcare events	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Healthy Food Access	Make healthy food more affordable and accessible: -Access to healthy and affordable food choices and restaurants. -Create venues and greater access to healthy food options for Top Hat residents.	PHSKC	High	TBD	CBOs, small grocers	Yes
Healthy Food Access	Reducing the amount of fast food in North Highline. Replace with health food places or fruit and vegetable market (like in Burien).	PHSKC	Low	TBD	CBOs, businesses	Possibly
Housing Maintenance	Assist with housing and yard upkeep and maintenance.	DCHS	Low	Ongoing	CBOs	Yes
Illegal Dumping	Remove litter, trash, graffiti, and illegal dumping along roads.	DLS	Low	TBD	CBOs	Yes
Intersection Improvements	Improve intersections: -Roundabout at SW 102nd and 4th Avenue SW. -Roundabout at the intersection of 18th Avenue SW and SW 106th Street. -Left hand turn signal on 8th Avenue SW turning onto Roxbury going east. -Left turn lane on 26th/Roxbury. -Intersection of SW Roxbury Street and SW 16th Street.	DLS	Low	TBD	Some of the location listed would require coordination with Seattle	Yes
Law Enforcement	Prioritize working on gang issues, drug issues, and long-standing nuisance houses/repeat offenders.	KCSO	High	Ongoing		Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Law Enforcement	Noise enforcement on vehicles.	KCSO	Low	Ongoing	DCHS	Possibly
Law Enforcement	Increase police accountability, if necessary by going outside traditional labor relations.	KCSO	Medium	Ongoing	Labor Unions, DLR, OLEO	Yes
Law Enforcement Staffing	Increase in community service officers.	KCSO	High	TBD	KCDLS, DCHS	Yes
Law Enforcement Staffing	Increase night patrols in the White Center business district to improve safety.	KCSO	High	Ongoing	Executive	Yes
Law Enforcement Staffing	More police of color representing the community at large.	KCSO	High	Ongoing	DLS, local colleges, Executive	Yes
Law Enforcement Staffing	Support recruiting officers from the community and increase education of officers in community policing and relationship building.	KCSO	High	Ongoing	King County Human Resources, local schools, CBOs.	Yes
Law Enforcement Staffing	-More police involvement to ensure faster response and more security. -Increase police patrols at night. -Adequate funding for KCSO to have officers in the area.	KCSO	Medium	TBD	CJTC	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Law Enforcement Training	-Prioritize providing culturally appropriate services and assistance to this diverse community. -Introduce professionalism into how police talk about the people they are supposedly serving. -Make police be nicer to homeless people, and teach how to be professional with people with disabilities. -Making "Officer Friendly" a priority while keeping our officers safe.	KCSO	High	Ongoing	CBOs, CJTC	Yes
Mental Health/ Substance Abuse	Provide crisis response for those needing mental health or substance abuse services.	DCHS	High	Ongoing	MIDD, CBOs	Yes
Open Space Preservation	Protect natural, green spaces, as well as wildlife habitat and trees.	DNRP	Low	TBD	LCI Advisory Group, CFT Advisory Committee, and Open Space Equity Cabinet	Yes
Open Space Stewardship	Address weeds/vegetation.	DNRP	Medium	2023-2024 Biennium	CBOs, Schools, Chamber of Commerce	Yes
Park Safety	Provide a variety of safety measures and solutions to all of our parks.	DNRP	High	TBD		Yes
Parking	Eliminate back-in parking on 16th Avenue SW in the business district.	DLS	Medium	TBD	TBD	Possibly

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Parks	Add a downtown open space/park/plaza (for events and outdoor dining).	DNRP	High	TBD	Private developer, chamber of commerce	Yes
Parks	Create pocket parks (small parks built on small pieces of unused land) for all community members to enjoy.	DNRP	High	Ongoing	Land Conservation Initiative, Conservation Futures Tax Program, Open Space Equity Cabinet	Yes
Parks	Develop and fund a White Center downtown open space area that can support outdoor dining and ongoing community events.	DNRP	High	TBD	Private developer, chamber of commerce	Yes
Parks	Expand parks and create new parks: -Add parks in key areas. -Add pocket parks where there are currently substandard buildings. -Expand Dick Thurnau Park.	DNRP	High	Ongoing	Land Conservation Initiative, Conservation Futures Tax Program, Open Space Equity Cabinet, Washington Trails Association	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Parks and Recreation Programming	Increase youth, family, and community recreation program activities.	DNRP	Medium	TBD	Youth and amateur sports grants (i.e.: Play Equity Coalition); Targeted Equity grant program	Yes
Parks Operations and Maintenance	Fund greater trash and large debris clean-up of our parks (attention to drug related items/needles).	DNRP	High	Ongoing		Yes
Parks Programs	Fund and create community garden spaces and gardening programs.	PSHSK	Low	TBD		Yes
Pollution Education and Community Engagement	Provide opportunities for the community to learn about water pollution and how it can help to control it; care for waterways in our area.	DNRP	Low	Current biennium	STORMFest Partners include: Cities of Burien, Des Moines, SeaTac, Normandy Park, King County, EnvironIssues, the Environmental Science Center	Yes
Prosecution	Prosecute repeat property crime offenders.	PAO	Low	Ongoing		Possibly

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Racism is a Public Health Crisis	Clear communications about how the department is prioritizing anti-racism work, and metrics, when available, to show how systemic change is being accomplished.	KCSO	High	Ongoing	DLS	Yes
Reimagine Safety	Less emphasis on police/police response and more funding for community programs and resources.	Executive's Office	High	Ongoing	KCSO, LEAD, Executive	Yes
Reimagining Public Safety	Less emphasis on sheriff response. Fund programs that get to root causes/deeper solutions that focus on community-based alternatives and interventions.	Executive's Office	High	TBD		Possibly
Reimagining Public Safety	Arrest people who are threatening you. If a suspect is unwilling to cooperate, call backup so he can be taken down with less anger and more help. Five on one doesn't have to result in violence.	KCSO	Low	TBD	CBOs, CJTC	Possibly
Reimagining Public Safety	Conduct traffic enforcement via traffic cameras primarily so as to reduce the number of interactions with police.	KCSO	Low	TBD	Roads Services Division, King County Council, Executive, traffic camera contractors	Possibly

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Road Drainage	Improve drainage: -Add drainage where there is none on 1st Avenue (between SW 104th Street and S 102nd D28 Street). -Fix storm drains.	DLS	Low	TBD	DNRP SWS; TBD depending upon location	Yes
Road Impact Fees	Reinstate road impact fees	DLS	Low			Possibly
Road Maintenance	Increase the frequency of street cleaning.	DLS	Medium	TBD		Yes
Road Pavement	Improve road surfaces. -All main roads need repaving, not patching. -SW 100th by North Shorewood is rapidly deteriorating in these heavy rains. -SW 100th Street needs to be paved. -Fix potholes on Meyers.	DLS	Medium	TBD	State; TBD depending upon location	Yes
Road Vegetation	Trim tree back from street and power lines along 8th Avenue S between S 112th and S 100th Street.	DLS	Low	TBD	Utilities; TBD pending exact location	Yes
Roads Drainage	Improve drainage on most residential streets. -Various sections of 2nd Ave S.	DLS	Low	TBD		Yes
Roads vegetation	Install more street trees: -More trees on 16th, 102nd and 108th, and 4th Avenue SW. -Plant trees connecting Greenbridge to downtown White Center to encourage foot traffic to shop.	DLS	Medium	TBD		Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Sidewalks/ Pathways	Add sidewalks: -Along arterials. -Make the sidewalks smoother for wheelchairs. -To get to and from park entrances and roads one block from main arterials. -Install/clear paths in undeveloped right of ways. -On residential streets. -On long blocks. -Around the White Center neighborhood streets. -On 14th Ave S., 102nd, 108th. -On 11th Ave SW between SW 108th St. and SW 114th St. -From 4th Ave SW to 20th Ave SW in White Center and Top Hat down to 116th St. -On 28th Ave. SW. -On 1st Ave S where the west side sidewalk ends. North/south Aves between 1st ave SW and 4th ave SW. -Between Roxbury to 107th street and 13th and 26th. -Along 8th between 108th and 102nd and along SW 102nd.	DLS	High	TBD		Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Sidewalks/ Pathways	Add sidewalks (cont.): -112th Street from 26th Street to 10th Street. Section between 16th and 24th Place. -South Elmgrove Street/12th Ave S. -SW 100th Street. -Sidewalks along 1st Ave S and overall Top Hat area. -On First Ave S. -To connect the west end of white center to the commercial core. -On 8th SW between the access to the Evergreen Campus (via the park) and the White Center Elementary / Greenbridge campus. -On 98th Ave SW. -On the east to west streets with hills. Specifically 98th and 106th. -On 8th Ave S between S 96th St up the hill past Park South Apts to 4 way at S 112st St. -On Occidental between 112th and 114th. -On 102nd from 1st Ave SW to 16 Ave SW. -On 8th Ave SW to 16th Ave SW. -On residential streets like 12th, 8th Aves and S. 100-103rd.	DLS	High	TBD		Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Sidewalks/ Pathways	<p>Add sidewalks (cont):</p> <ul style="list-style-type: none"> -On 14th Ave S -north of Glendale. -Along 8th and 14th Ave. -NB on 8th Ave S @ S 100th St. -Glendale and Beverly Park area. -Ability to walk to Boulevard Park businesses/library. -824 south 100th St. -8th to 16th on 102nd. -1st Ave South between S 108th Street and S 102nd St. -More lighting and sidewalks on side roads off of 16th, 112th. -Sidewalks going down big hill on 98th. -From 18th to the bottom of the street where it ends like on 26th. -Maintenance on Roxbury from 100 to the bottom of the hill 26th. -1st ave, 102nd. -24th Ave SW and 28th Ave SW. -SW 102nd between 1st and 4th. -1st, 2nd Ave S and adjoining streets. -Greenbridge to downtown White Center. -98th and 107th as well as 21st Ave. -102nd St. between 8th Ave and 16th Ave. -1st Ave S between S 108th St. and S 102nd St. 	DLS	High	TBD		Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Sidewalks/ Pathways	Create safe streets we can walk on and enjoy.. More funds to build sidewalks where needed and increase street tree planting and maintain mature trees and new landscaping (for example: green mediums and sidewalk plants).	DLS	High	TBD		Yes
Solid Waste Collection	Make trash pick-up mandatory.	DNRP	Low	TBD	Haulers	Possibly
Street Lighting	Improve and add street lighting: -Improve street lighting on 16th Avenue SW. -Lighting connecting Greenbridge to downtown White Center. -On all residential streets. -Add lights everywhere.	DLS	High	TBD	TBD pending location	Yes
Substance Abuse	Develop and inform community of substance abuse programs to reduce alcohol and drug use.	DCHS	Low	Ongoing	CBOs	Yes
Substance Abuse	More drug rehabilitation centers.	DCHS	Medium	Ongoing	CBOs	Yes
Substance Abuse	Add safe injection sites to combat drug overdose deaths and provide opportunities to educate and medically treat.	PHSKC	Medium	TBD	CBOs	Possibly
Substance Abuse: Youth	Provide early intervention, drug-use prevention for kids and youth.	DCHS	High	Ongoing	MIDD, BSK, CBOs	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Surface water	Improve surface water drainage.	DNRP	Medium	TBD	Stormwater CIP, Road Services, CBOs, Environmental Coalition of South Seattle	Yes
Traffic Calming	<p>Add speed bumps:</p> <ul style="list-style-type: none"> -At key residential areas. -At schools. -On 14th Ave S (South of Glendale). -On 28th Ave SW between SW 106th and SW 112th. -On S 101st Street. -Speed calming on 18th Ave SW and 102nd. -On 1st Ave S between S108th Street and S102nd S stop signs. -On 28th Ave SW between SW 106th and SW 112th. -On S 101st Street. -On 100th, 101st and 102nd. -On residential streets like 12th and 8th Aves, and S. 100-103rd. -Speed bumps – ability to walk safely to Boulevard Park businesses/library. -On 1st Ave South between S108th Street and S102nd Street. 	DLS	High	TBD	TBD pending location	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Traffic Flow	Within the center commercial district, consider other options to the current yellow median located in the middle of and along 16th Avenue SW, alleviating access/exit difficulties of emergency vehicles.	DLS	High	TBD		Possibly
Trails	Create a walking trail at Glendale Forest.	DNRP	Low	2023-2024 Biennium	Washington Trails Association, Open Space Equity Cabinet, Land Conservation Initiative	Yes
Transit Infrastructure	Make bus stops more welcoming and pleasant.	METRO	Medium	Ongoing	City of Seattle, CBOs	Yes
Transit Service	Improve transit service.	METRO	High	Ongoing	City of Seattle, CBOs	Yes
Transit Service	Increase east-to-west routes and supportive transit service to job centers and community stores and resources.	METRO	High			Yes
White Center Hub	Seek capital funding to develop White Center Hub.	DLS	Medium	Current biennium	CBOs, DCHS, state and federal partners	Yes
Workforce Development	Provide language and job training.	DCHS	Low	TBD	CBOs, WFDC, foundations	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Workforce Development and Employment	Develop workforce development centers to help people market and leverage their services and skills.	DCHS	Medium	Ongoing	School Districts	Yes
Workforce Development and Employment	Invest in employment training opportunities to enrich and enhance opportunities for youth within trade union apprenticeships and growing industries like technology, green jobs, manufacturing, robotics, etc.	DLS	High	Ongoing	CBOs, CDC, Workforce Development Council	Yes
Workforce Development and Employment	Invest in workforce development programs and job training that focuses on quality jobs, living wages, and growing skills and experience that build family wealth and well-being.	DLS	High	Ongoing	CBOs, CDC, Workforce Development Council	Yes
Workforce Development and Employment	Invest in youth and young adult programs supporting entrepreneurship, assisting young people in pursuing their business ideas.	DLS	High	Ongoing	CBOs, CDC, Workforce Development Council	Yes
Workforce Development and Employment	Increase employment opportunities for non-English speaking families.	DLS	Medium	Ongoing	CBOs, foundations, WFDC	Yes
Youth Programs	More natural habitats for wildlife and youth ecology program.	DNRP	Low	TBD	New Parks YCC program, internships at WD, Green Schools program, SWD	Yes

Request category	Request	Lead agency	Community priority	Anticipated impl. timeline	Potential partners	Strengthens vision
Zoning	Create zoning to limit national chains, fast food operations and smoke shops.	DLS	High	TBD	TBD	Possibly
Zoning-Residential	-Rezone single family zones into multi-unit and/or allow accessory dwelling units. -Upzone residential zones to increase available housing.	DLS	Low	Current biennium		Yes
Zoning-Residential	-Protect the residential zoning and character of South Park "Sliver by the River" and "The Triangle". -Preserve historic homes and mature trees in the Orr/Rose Street triangle in the Sliver by the river.	DLS	Medium	N/A		Yes

North Highline Community Needs List Engagement Summary

January 14, 2022

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II. Introduction

The County began community engagement for the North Highline Community Needs List (CNL) in August of 2020, following the adoption of King County Ordinance 19146 in July of 2020. The Ordinance amended policy and code to expand the scope of the county’s subarea planning program and to initiate the CNL program. For community engagement, the ordinance amended county code identifying that each CNL:

“...be developed, reviewed, prioritized, amended, adopted and implemented using tools and resources developed by the office of equity and social justice, 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 development, review, amendment, adoption, and implementation of the community needs list. The county shall include as an appendix to the community needs list information detailing the community engagement completed during the development of the community needs list and how the community engagement meets these requirements....”¹

The Office of Equity and Social Justice’s Community Engagement Continuum² 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 CNLs for King County’s Community Service Areas – “County Engages in Dialogue” and “County and Community Work Together” – are identified in Figure 1.

Figure 1: Levels of engagement from Community Engagement Continuum used for North Highline CNL development

Levels of Engagement				
County Informs	County Consults	County engages in dialogue	County and community work together	Community directs action
King County initiates an effort, coordinates with departments and uses a variety of channels to inform community to take action	King County gathers information from the community to inform county-led interventions	King County engages community members to shape county priorities and plans	Community and King County share in decision-making to co-create solutions together	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

¹ [KCC Section 2.16.055](#)

² <https://kingcounty.gov/exec/equity/~media/5CCCBCFFBA8F405191A93BBD5F448CBE.ashx>

Working collaboratively with the community and using the Office of Equity and Social Justice’s Equity Impact Review tool as a guide, community engagement goals for the expanded subarea plan and CNL development 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 pledge³ for the North Highline Subarea Plan and CNL, committing to have a bi-directional conversation with the community, to work together, and to lift up the voices of historically underrepresented residents and groups.

Engagement opportunities for the second phase were developed to reduce barriers to participation with North Highline’s demographics in mind, including using PublicInput.com, a website that 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. 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, particularly 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.

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

III. Community Engagement

A. Outreach Approaches

The following table summarizes approaches used for community engagement during development of the expanded North Highline Community Subarea Plan, the North Highline CNL and the Skyway-West Hill and North Highline Anti-Displacement Strategies Report in the period from Summer 2020 to Spring 2021:

Table 1: Community engagement tools used in North Highline CNL development

Tool	Date	Purpose	Languages	Location
Subarea Planning and CNL Planning Kickoff	August 18, 2020	Publicize expanded subarea plan	English Spanish	Skyway-West Hill and North

³ [DLS Engagement Pledge](#)

Tool	Date	Purpose	Languages	Location
- in conjunction with Skyway-West Hill and North Highline Anti-Displacement Strategies Kickoff ZOOM meeting, and translated flyers	August 25, 2020 August 26, 2020 August 27, 2020	scope, solicit input on topics to include and groups to reach out to. Publicize CNL initiative. Collect input on topics of importance to participants at kickoff meeting.	Vietnamese Somali	Highline Anti-Displacement Strategies Report - PublicInput.com Input from August 18, 2020, kickoff meeting
Recorded presentation on subarea planning and CNL	August 2020	Publicize expanded subarea plan scope, solicit input on topics to include and groups to reach out to. Publicize CNL initiative.	English	North Highline Subarea Plan and Community Needs List - PublicInput.com
Flyer for North Highline subarea plan and CNL	August 2020	Seeking community input on subarea plan topics and CNL items by providing link to PublicInput.com project site.	English Spanish Vietnamese Somali	August 2020 Flyer
Community Service Area Town Hall Meeting on ZOOM	October 15, 2020	Publicizing subarea plan and CNL initiative	English	https://www.facebook.com/kingcountylocalservices/videos/666819547592662/
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 CNL items. ⁴	Google Translate function	North Highline Subarea Plan Survey - PublicInput.com

⁴ 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
Interactive survey site on PublicInput.com North Highline webpage	December 2020	Initial prioritizing of CNL items.	Google Translate function	North Highline Subarea Plan Survey - PublicInput.com
North Highline Unincorporated Area Council meeting	November 2020	Share scope of CNL process and encourage community participation	English	Virtual meeting on zoom
Anti-displacement workshop series and strategy sharing on 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 strategy development in Skyway-West Hill and North Highline	English	Skyway Youth Leadership Council Report
White Center Community Development Association and small business survey	As part of the anti-displacement strategies study, 15 BIPOC and immigrant business owners in White Center were surveyed about the			

Tool	Date	Purpose	Languages	Location
	impact of displacement on their businesses			

King County publicized the CNL survey meetings using the following means:

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

B. North Highline Community Voices Project

With a continued focus of centering the community in identification of needs and solutions, Local Services contracted with the White Center Community Development Association (WCCDA) in mid-2021 to partner in engaging with communities on the plan with the goal of developing a community-prioritized list of projects for the CNL. The focus of the engagement was 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 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 who 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 subarea plan input, as well as community-identified needs and interests. This body of work was completed as Phase 1 of the Community Voices contract with the WCCDA.

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 connections in White Center, the WCCDA reached out and engaged communities that are historically underrepresented in planning processes, with a strategy focused on amplifying BIPOC voices. Strategies included the following:

- Meetings were primarily conducted over ZOOM
- A variety of times and days were made available to encourage participation by residents and businesses
- Existing relationships with parents and other community leaders were utilized for translation/interpretation services
- County-prepared materials were pared down and edited into a more accessible presentation format, with more digestible overarching themes. Graphics were used to create a list that was more user-friendly and accessible to youth and families

- A presentation was translated into Spanish (the largest ethnic population is Latinx in White Center/North Highline)

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

The following table summarizes the engagement completed by the WCCDA in North Highline under “Phase 1” in July and August 2021:

Table 2. White Center Community Development Association CNL engagement activities

Presentation to Groups	Events Attended	Other
Southwest Youth & Family Services	Communities of Opportunity 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 for this phase of community engagement on the subarea plan and the CNL:

- 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, but data on homeownership in White Center shows a majority of residents are renters
- Length of time lived in neighborhood: Not collected, but a majority of respondents have been residents of White Center for over five years

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 GovDelivery list for the subarea plan also provided links to the WCCDA’s survey.

The WCCDA Phase 1 report was submitted to Local Services in August of 2021.⁵ The report identified topics that came up most frequently during the WCCDA's community engagement.

Local Services learned the following from the WCCDA's work on Phase 1 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 community-based organizations need to fit with timelines that work for the community, ensuring the best possible work and 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)
- 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)
- Local Services staff need to cultivate relationships with community rather than relying on the community organizations to do the work to answer the question: What does the community need, and what are their priorities?

Additional work was completed by the WCCDA under the Community Voices contract in Fall of 2021 to develop prioritized community-identified items for the development of the North Highline CNL. A report summarizing the methodology and results was transmitted to the county in December of 2021. The report prioritizes a "Top 39" list of needs.⁶

A total of 77 community members participated in completing a survey tool developed by the WCCDA to capture input. Of the 77 participants, 66% met with the WCCDA individually or in groups where they discussed a subset of subarea plan draft policies and map amendments included in a public review draft that was simultaneously out for review, along with prioritizing items for the CNL.

The meetings included:

- Five one-on-one meetings with Somali families
- Six one-on-one meetings with African American and Native families
- 11 Latinx families
- 16 Cham families
- 12 WCCDA staff (75% of WCCDA staff are current or former residents of North Highline)

Over 82% of survey participants identified that they lived in North Highline, 63% had lived in North Highline for over 5 years and 17% had lived in North Highline for more than 21 years.

Nearly half of survey participants homeowners (43%) and nearly half (43%) identified as renters. Remaining respondents either used to live in the area or work or own businesses in North Highline but

⁵ <https://kingcounty.gov/depts/local-services/permits/planning-regulations/subarea-plans/~media/depts/local-services/permits/community-service-areas/white-center-cda-p1-community-engagement-report.ashx>

⁶ [North Highline Community Needs Report, White Center Community Development Association, December 2021](#)

live elsewhere. One participant identified their living situation as renting land and living in a trailer in North Highline.

Almost half of the respondents identified their racial or ethnic heritage as Asian Non-Pacific Islander (43%). The next highest groups of respondents identified as Caucasian or White (24%) or Hispanic or Latino (24%).

English was identified by survey respondents as the language most spoken at home (73%). Spanish was the next most frequently identified language (21%), closely followed by Cham (20%).

As requested in the Community Voices contract, the WCCDA identified the following challenges on completing the body of work under Phase 1 of the contract:

- Given White Center’s history of being marginalized by the county, the lack of trust in the institutional system.
- The challenges of building in more access (beyond language access) and, more so, in-depth understanding of planning/policies/map amendments to community members. The need to build community understanding within each language/cultural group, so community members could actually have a meaningful conversation and ultimately provide thoughtful feedback and opinions within a month’s time.
- Need to build internal understanding of institutional subarea policies and map amendments to detail, so more accessible processes and content are created for community members.
- Improve the facilitation and logistics of community conversations.
- Also, all narratives and needs list created by the county and by us were experiencing a certain level of “lost in translation.”
- The need to refine the community needs list, to capture the collective needs more accurately.

C. Skyway West Hill and North Highline Anti-Displacement Strategy Study Engagement

Community engagement on the subarea plan and the CNL also coincided with community engagement for the Skyway-West Hill and North Highline Anti-Displacement Strategies Report, 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, CNL, 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 two 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.⁷ 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 of 2020 through April of 2021.

Community Facilitators

A community facilitator team consisted of seven community leaders representing six community-based organizations in Skyway-West Hill and North Highline, all 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 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, King 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 and Discussions

In January of 2021, 35 community members came together with 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 of 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 of 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.

⁷ 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>

Skyway Youth Leadership Council and Youth Survey

From January to April of 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 youths 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 a 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.com survey from late September of 2020 through mid-April of 2021. Staff also sent surveys 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 and Online Resource Hub

In addition to online surveys, the county used the Anti-Displacement PublicInput webpage as a way to document the community input 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.⁸ All materials, including those translated into Somali, Spanish, and Vietnamese, were also available on Google Drive in the form of an Anti-

⁸King 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>

Displacement Strategies Toolkit to maximize the accessibility and shareability of the resources.⁹ The Anti-Displacement Strategies Toolkit also included case studies of similar programs and policies in other cities.

IV. Community Input Compilation and Summary

This section summarizes community input collected and summarized during different phases of development of the North Highline Subarea Plan, the North Highline CNL List and the Skyway-West Hill and North Highline Anti-Displacement Strategy Report.

A. August 2020 Community Kickoff Meeting

Following the county's adoption of an expanded subarea planning program and new CNL program, Local Services held a virtual community meeting to kick off the initiatives, asking the following questions, and receiving the following input:

- North Highline Subarea Plan - What topics are of interest to you?
 - What is the status of the annexation of the "Sliver-By-The-River? Will the scope of subarea plan would cover annexation?
 - What are we doing for reparations for indigenous people, and helping the Duwamish become a recognized tribe?
 - White Center has historically been a "landing place" for refugees and immigrants and that role needs to be preserved.
 - There are a number of working families in North Highline and there is a need for more affordable childcare, particularly for youngsters in the preschool zero to five ages.
 - Make Lake Hicks swimmable again.
 - Can "national chain" businesses wanting to locate be limited/banned?
 - The Somali community has been in the area for a number of years and are not new to the culture [in the area].
 - To support and preserve communities in North Highline the following are needed:
 - Homeownership
 - A community market for immigrant businesses
 - A youth center (both in North Highline and Skyway-West Hill)Support for economic mobility is needed, including priority hire agreements for publicly funded projects.
 - Problems with lack of capacity at intersections for the increased traffic in the area, arising from the bridge closure. There is resultant aggressive behavior.
 - Do something about absentee commercial landlords.

- What are your priorities regarding anti-displacement and housing affordability?
 - What are we doing for economic development and stability for BIPOC and immigrant-owned businesses to prevent displacement?
 - Is there coordination between the City of Seattle and King County on anti-displacement work?

⁹King 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>

- There is a high need for lower rents at 20% and 30% AMI. Issues with applying countywide AMI in North Highline and Skyway-West Hill for application in developing affordability strategies.
 - How do anti-displacement strategies relate to strategies for affordable housing and housing for the homeless?
 - Alternative models for affordable housing that are not reliant on tax credits are needed: they are not sustainable and do not help in creating wealth.
 - Downzones aren't appropriate for creating more affordable housing.
 - Local nonprofits should have first right to refuse buying county-owned property that is being sold.
- What are your ideas for reaching more people through public engagement?
 - Put power in the hands of people who pay taxes. People will come through if they see that they are being given power, and that it is sincere.
 - While participating in meetings can be powerful, recognize that during the pandemic, planning initiatives won't be seen as a priority.
 - Build more relationships with people/groups who have been under-represented in the past. While the CDA knows people and can reach out, this does not generate the same authenticity as having the County build relationships directly with people living in North Highline. Relationship is the "magic sauce." Have direct contact – it doesn't have to be exhaustive.
 - Timing - It's the summer and people are spending time with their families.
 - Reach out to the Somali Health Board.
 - Hold info sessions or reach out to people in Parks

B. Skyway-West Hill and North Highline Anti-Displacement Strategies Community Input

From the community engagement process for the Skyway-West Hill and North Highline anti-displacement strategy, which commenced in 2020, the following community priorities emerged:

- Increase public investment in affordable housing:
 - Fund permanently affordable homeownership units for households at 50 through 80% of area median income (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 for current residents when private development happens:
 - Build more mixed-income developments
 - Increase density or provide other incentives in exchange for affordable units, especially in the commercial core, but maintain building scale, adequate parking, and access for elders and people with disabilities as density increases

C. PublicInput.com Survey Input and County-Compilation of Other Community-Identified Interests

The County’s online 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 provide input in comment boxes. The site went live in August of 2020, and by the time all input was collected at the end of March of 2021, over 300 comments had been submitted, with many commenters covering multiple topics.

In late 2020, a survey was posted on the platform for the community to prioritize topics raised, with the following results captured in January of 2021:

Which of these transportation and roads projects should be on the community needs list?*

More sidewalks	62%	Install more street trees	44%
Express bus from White Center to downtown SLU via 99	34%	Bike lanes that are separated from cars	32%
More speed bumps, lower speed limits, and other traffic calming measures	30%	More frequent bus service during commute hours	29%
Make bus stops more welcoming and pleasant	27%	Improve street lighting on 16th Ave SW	27%
Increase the frequency of street cleaning	19%	Add a left turn lane on 26th/Roxbury	19%
Eliminate back-in parking on 16th Ave SW	18%	Other	14%
Install a roundabout at SW 102nd and 4th Ave SW	10%	Pave SW 100th Street near North Shorewood Park	10%
Activate alleyways	8%	More bus-only lanes	7%
Street Calming on 14th Ave S. (South of Glendale)	6%	Reverse elimination of street impact fees	6%

Closed to responses | 135 Responses

Which of these natural resources and parks projects should be on the community needs list?*

Add some pocket parks where there are currently substandard buildings	55%	Improve White Center Heights Park with a path around the pond, lighting on the bridge, and additional landscaping	50%
Add community-centric amenities like a pea patch or community garden at North Shorewood Park	35%	More recreation activities	24%
Map and mark trails at North Shorewood Park	23%	Additional playground equipment at North Shorewood Park	20%
Prioritize dog parks	20%	Other	10%
Walking loop in Glendale	8%		

Closed to responses | 126 Responses

Which of these public health and human services ideas should be a candidate for the community needs list?*

Crisis response for those needing mental health or substance abuse services	69%	Department of Community and Human Services should work closely with KC Sheriff to respond to persons in crisis where compassion & assistance is required, in lieu of force	62%
Early intervention, prevention for kids and youth	47%	Make trash pick-up mandatory	39%
Improve the availability and affordability of childcare	37%	More programming for youth and families	36%
Build more affordable housing, tiny houses, shelters, and anything else for the homeless.	35%	Invest in community outreach with publicized volunteer opportunities to promote community engagement, including to culturally and linguistically diverse audiences	32%
Add safe injection sites to combat drug overdose deaths and provide opportunities to educate and medically treat	30%	Master gardener program	25%
Help centers that help people market and leverage their services and skills	25%	Rent control and low-income housing ("affordable" housing isn't actually affordable for poor/working class people)	25%
More affordable housing	21%	Pop-up clinics and events like blood pressure screening	20%
More drug rehabilitation centers	15%	Conduct opportunity analysis for North Highline	11%
Other	10%		

Closed to responses | 118 Responses

Which of these ideas about law enforcement (Sheriff) should be candidates for the community needs list?*

Prioritize working on gang, drug issues and long standing nuisance houses/repeat offenders	61%	Clear communications about how the department is prioritizing anti-racism work, and metrics, when available, to show how systemic change is being accomplished	52%
Clean up abandoned or vacant buildings	50%	Increase in community service officers	42%
More police of color representing the community at large	42%	Prioritize providing culturally appropriate services and assistance to this diverse community.	38%
Increase police accountability, if necessary by going outside traditional labor relations.	34%	Adequate funding for KCSO to have officers in the area	34%
More police involvement, including faster responses and more security	26%	More neighborhood watches	25%
Introduce professionalism into how police talk about the people they are supposedly serving.	20%	Make police be nicer to homeless people, and how to be professional with people with disabilities.	16%
Conduct traffic enforcement via traffic camera primarily so as to reduce the number of interactions with police.	13%	Making "Officer Friendly" a priority while keeping our officers safe	13%
Focus on block watches	11%	Other	7%

Closed to responses | 119 Responses

The online survey was extended to the end of March of 2021, and in late spring of 2021, the input received was reviewed in combination with earlier work on prioritizing as well as 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 these combined reviews, 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, representing 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 "Top Ten" 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

Other topics, in addition to the 10 identified above, included:

1. Address impacts to traffic with West Seattle Bridge closure
2. Retain residential zoning in the South Park “sliver”
3. Prioritize annexation
4. Provide crisis response services and additional community service response officers
5. Increase night patrols
6. Hire more police of color representing the community at large
7. Provide housing and services for the homeless
8. Ensure infrastructure and services match with increased growth
9. 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 CNL for North Highline, county staff categorized topics of community interest into 27 themes, as noted below:

Table 3. Themes extracted from North Highline CNL engagement

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 options for early education	Retain the charm of downtown White Center with its local businesses, diversity 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. The intention was to capture items even when they might be outside the scope of county areas of business. That way, the county could reach out to other parties to communicate North Highline community-raised interests.

D. Community Voices “Phase 1”

In September of 2021, the following topics were identified as ones most frequently raised in discussions with the community by the White Center Community Development Association, the Community Voices consultant:

- **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.

Following the development of the list, additional work was completed by the WCCDA in collaboration with the North Highline community to develop a prioritized list of community needs. A “Top 39” list of topics was submitted to Local Services in December of 2021:

Table 4. List of top priorities provided by White Center Community Development Association

	PRIORITIES	CATEGORY	WEIGHTED AVERAGE
1	Implement more before and after school, weekend, and summer youth programs with educational opportunities that broaden, going beyond the regular school curriculum, educational opportunities cultivating a range of skills for children and youth.	COMMUNITY	4.36
2	Support the creation of affordable and accessible child care and preschool options for families in need of culturally sensitive child care and support for individuals who want to become providers of child care.	COMMUNITY	4.36
3	Develop affordable and culturally appropriate housing and community spaces for BIPOC/refugee and immigrant elders. Rent should be fixed and not exceed more than a third of a senior citizen's monthly income.	HOUSING	4.34
4	Invest in workforce development programs and job training that focuses on quality jobs, living wages, growing skills and experience that build family wealth and well-being.	EMPLOYMENT	4.32

5	Fund greater trash and large debris clean-up of our parks (attention to drug related items/needles).	PARKS	4.31
6	Improve neighborhood evening hour street lighting, especially along 16th Ave. SW and on all residential streets.	TRANSIT/ STREETS	4.25
7	Develop more affordable housing for homeownership accommodating multi-generational households (below 60% of North Highline area medium income- \$40,000 - \$55,000 yearly income).	HOUSING	4.21
8	Create safe streets that we can walk on and enjoy. More funds to build sidewalks where needed and increase street tree planting and maintain mature trees and new landscaping (for example: green mediums and sidewalk plants).	TRANSIT/ STREETS	4.2
9	Implement a community-based business attraction that creates a family friendly business district and highlights the many cultures represented in White Center (for example: a cultural district)	BUSINESS	4.17
10	Support small and large business employers to become better employers by providing high wages, health care benefits, time off, etc.	BUSINESS	4.17
11	Invest in employment training opportunities to enrich and enhance opportunities for youth within trade union apprenticeships and growing industries like technology, green jobs, manufacturing, robotics etc.	EMPLOYMENT	4.16
12	Provide a variety of safety measures and solutions to all of our parks.	SAFETY	4.15
13	Less emphasis on sheriff response and fund programs that get to root causes/deeper solutions that focus on community-based alternatives and interventions.	SAFETY	4.12
14	Provide more funding for services for the homeless community in White Center, including for Camp Second Chance.	COMMUNITY	4.11

15	Support recruiting officers from the community and increase education of officers in community policing and relationship building.	SAFETY	4.07
16	Increase night patrols in the White Center business district to improve safety.	SAFETY	4.07
17	More opportunities, classes, and resources for affordable home ownership need to be provided for BIPOC low-income individuals and families and support classes for those transitioning from homelessness to permanent housing.	HOUSING	4.05
18	Provide training for BIPOC business owners to understand aspects of owning and growing a small business and provide a variety of funding opportunities (grant and low-interest loan programs) to North Highline businesses.	BUSINESS	4.05
19	Fund more cross-cultural and intergenerational events, such as a Night Market, Farmers Market, Makers Market.	PARKS	4.03
20	Increase East to West routes and supportive transit service to job centers and community stores and resources.	TRANSIT/ STREETS	4.02
21	Increase support to BIPOC/low-income business owners to buy commercial property and/or expand operations in White Center.	BUSINESS	3.98
22	Invest in youth and young adult programs supporting entrepreneurship, assisting young people in pursuing their business ideas.	EMPLOYMENT	3.97
23	Develop affordable rental family housing that hold 3-5 bedrooms accommodating multi-generational households (below 60% of North Highline area median income- \$40,000 - \$55,000 yearly income).	HOUSING	3.95
24	Create zoning to limit National Chains, Fast Food Operations and Smoke Shops.	BUSINESS	3.94
25	Fund programs that work with property owners to maintain large debris and pothole repairs along	TRANSIT/ STREETS	3.91

	alleyways in the commercial core, increase safety solutions on commercial alleyways.		
26	Improve traffic flow, traffic light timing, congestion, pollution mitigation along SW Roxbury St. and at SW Roxbury St./16th Ave. SW intersections.	TRANSIT/ STREETS	3.91
27	Support BIPOC residents with neighborhood and culturally relevant resources to start a small business.	BUSINESS	3.89
28	Create venues and greater access to healthy food options for Top Hat residents.	BUSINESS	3.89
29	Programs to support thoughtful code enforcement for commercial properties in White Center. Businesses have the right to conduct their affairs in a well-maintained and regulated property.	BUSINESS	3.86
30	Fund and create community garden spaces and gardening programs.	PARKS	3.78
31	Develop 2-4 story buildings (keeping in mind the existing building scale of the neighborhood) of affordable rental apartments, ideal for individuals who are just renting their first apartment, transitioning out of homelessness or do not have a family.	HOUSING	3.76
32	Support low-income homeowners to affordably build accessory dwelling units (ADU's) on their land, supporting their ability to house community members and create additional monthly income.	HOUSING	3.68
33	Establish land use codes and tax incentives that protect existing businesses from increased land values and higher taxes that come from redevelopment.	HOUSING	3.68
34	Develop more community-owned housing developments supported by investments, creating sustainable homeownership (for example: Community Land Trust).	HOUSING	3.65
35	Develop and fund a White Center downtown open	BUSINESS	3.65

Since August of 2020, Local Services has been compiling a catalog of community requests for services, programs, and facilities in North Highline. The items on the catalog have been derived from a number of sources, including community input directly associated with the development of the CNL, input on the development of the subarea plan, and review of prior plans and initiatives in North Highline, both those

led by the county and those led by the community. The requests fall into 61 request categories with 97 community requests listed. The requests have been prioritized as high, medium, or low.

Table 5. 30 request categories (alphabetical order) are marked high on the CNL.

<ul style="list-style-type: none"> • Affordable Housing • Annexation • Bike Lanes • Code Enforcement • Community Activities • Community Education • Community Policing • Co-Responder Model • Drainage Improvements • Early Childhood Education • Economic Development • Healthy Food Access • Homelessness • Law Enforcement • Law Enforcement Staffing 	<ul style="list-style-type: none"> • Law Enforcement Training • Mental Health/Substance Abuse • Park Maintenance • Park Safety • Parks • Parks Programs • Reimagining Public Safety • Sidewalks/Pathways • Social Justice / Racial equity • Street Lighting • Substance Abuse • Substance Abuse: Youth • Traffic Calming • Traffic Flow • Transit Service • Workforce Development and Employment
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This is in alignment with the work done by White Center CDA (77 participants, including 12 WCCDA staff members) to identify White Center/North Highline’s top priorities. Their list of 39 items is as follows:

- Implement more affordable before and after-school, weekend, and summer youth programs with educational opportunities that broaden, going beyond the regular school curriculum, educational opportunities cultivating a range of skills for children and youth.
- Support the creation of affordable and accessible childcare and preschool options for families in need of culturally sensitive childcare, as well as support for individuals who want to become childcare providers.
- Develop affordable and culturally appropriate housing and community spaces for BIPOC/refugee and immigrant elders. Rent should be fixed and not exceed more than a third of a senior citizen’s monthly income.
- Invest in workforce development programs and job training that focuses on quality jobs, living wages, growing skills and experiences that build family wealth and well-being.
- Fund greater trash and large debris clean-up of our parks (attention to drug related items/needles).
- Improve neighborhood evening hour street lighting, especially along 16th Ave. SW and on all residential streets.
- Develop more affordable housing for homeownership, accommodating multi-generational households (below 60% of North Highline area medium income- \$40,000 - \$55,000 yearly income).

- Create safe streets that we can walk on and enjoy. More funds to build sidewalks where needed and to increase street tree planting and maintain mature trees and new landscaping (for example: green mediums and sidewalk plants).
- Implement a community-based business attraction that creates a family-friendly business district and highlights the many cultures represented in White Center (for example: a cultural district).
- Help small and large business employers become better employers by providing high wages, health care benefits, time off, etc.
- Invest in employment training opportunities to enrich and enhance opportunities for youth within trade union apprenticeships and growing industries like technology, green jobs, manufacturing, robotics, etc.
- Provide a variety of safety measures and solutions for all of our parks.
- Less emphasis on sheriff response; instead fund programs that get to root causes/deeper solutions, focusing on community-based alternatives and interventions.
- Provide more funding for services for the homeless community in White Center, including for Camp Second Chance.
- Support recruiting officers from the community and increase education of officers in community policing and relationship building.
- Increase night patrols in the White Center business district to improve safety.
- More opportunities, classes, and resources for affordable home ownership need to be provided for BIPOC low-income individuals and families, as well as support classes for those transitioning from homelessness to permanent housing.
- Provide training for BIPOC business owners to understand aspects of owning and growing a small business and provide a variety of funding opportunities (grant and low-interest loan programs) to North Highline businesses.
- Fund more cross-cultural and intergenerational events, such as a night market, farmers market, and makers market.
- Increase east-to-west routes and supportive transit service to job centers and community stores and resources.
- Increase support to BIPOC/low-income business owners to buy commercial property and/or expand operations in White Center.
- Invest in youth and young adult programs supporting entrepreneurship, assisting young people in pursuing their business ideas.
- Develop affordable rental family housing with 3 to 5 bedrooms, with the goal of accommodating multi-generational households that are at or below 60% of King County area median income- (\$40,000 - \$55,000 yearly income)
- Create zoning to limit national chains, fast food operations and smoke shops.
- Fund programs that work with property owners to maintain large debris and pothole repairs along alleyways in the commercial core, and increase safety solutions on commercial alleyways.
- Improve traffic flow, traffic light timing, congestion, and pollution mitigation along SW Roxbury St. and at the SW Roxbury St./16th Ave. SW intersections.
- Support BIPOC residents with neighborhood and culturally relevant resources to start a small business.
- Create venues and greater access to healthy food options for Top Hat residents.

- Create programs to support thoughtful code enforcement for commercial properties in White Center. Businesses have the right to conduct their affairs in a well-maintained and regulated property.
- Fund and create community garden spaces and gardening programs.
- Develop two to four-story buildings (keeping in mind the existing building scale of the neighborhood) with affordable rental apartments, ideal for individuals who are renting their first apartment, transitioning out of homelessness or do not have a family.
- Assist low-income homeowners with affordably building accessory dwelling on their land, allowing them to house community members and create additional monthly income.
- Establish land-use codes and tax incentives that protect existing businesses from increased land values and higher taxes that come from redevelopment.
- Develop more community-owned housing developments supported by investments, creating sustainable homeownership (for example: Community Land Trust).
- Develop and fund a White Center downtown open space area that can support outdoor dining and ongoing community events.
- Within the commercial district, consider other options for the current yellow medians located in the middle of and along 16th Ave. SW., alleviating access/exit difficulties of emergency vehicles.
- Create pocket parks (small parks built on small pieces of unused land for all community members to enjoy).
- Develop buildings with both commercial and housing units including full price, affordable housing, affordable commercial spaces, and community gathering spaces.
- Create more bike trails and improve current bike trails.

Ordinance 19146 requires that implementation of the North Highline CNL will include monitoring on an ongoing basis via performance metrics. The metrics are to be reviewed and reported annually and updated and monitored by the community and the council.

CNLs are to be used to develop proposals for budgets transmitted by the executive to council. This means that, in advance of transmitting biennial budgets, there will be ongoing work with the community to review whether the list needs amending to respond to changes in priorities and concerns.

Throughout development of the CNL, Local Services has provided updates on the project on its websites, and used social media, mailings, and other approaches for communicating about the project. With the pandemic, some usual communication methods were curtailed, and engagement largely became virtual. However, tools and approaches for disseminating information need to be broader than currently employed, particularly as not all North Highline residents have ready access to computers and the internet.

Local Services received valuable input from the community on the process for developing the CNL. Future processes for engagement, particularly engagement with priority populations, will apply lessons learned during this process. This will improve the product by improving process equity.

At this stage in the development of the North Highline CNL, the county must continue community engagement efforts to share information with community members about the CNL. The county must do this in ways that reach those who have historically been left out of the development process, or who may not understand how the needs list may affect their daily lives. This means continuing to look for

opportunities to share information in straightforward language that is easy to understand and in multiple languages whenever possible. This won't guarantee active engagement or participation, but it will foster inclusion, demonstrating to community members that their voices and expertise are valued.

North Highline Community Needs List Equity Impact Review

January 9, 2022

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Involve community in determining whether county actions appropriately respond to community priorities and concerns.	38
Learn with the community to adjust county action as priorities and concerns shift.	Error! Bookmark not defined.
Communicate progress to all who are impacted. Plan to include community feedback into future planning.	Error! Bookmark not defined.

Introduction

The North Highline Community Needs List (CNL) Equity Impact Review strives to rigorously and holistically summarize the process by which the CNL was developed and how it might affect the residents of North Highline. It relies on King County's Equity Impact Review Process¹ by considering 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
- **Cross-generational Equity:** Consideration of effects of current actions on future generations

The King County Strategic Plan presents a vision for King County where all people have equitable opportunities to thrive.” This vision is consistent with and furthered by the 2016-2022 Equity and Social Justice (ESJ) Strategic Plan that contains four strategies to advance equity and social justice that include investing:

- Upstream and where the needs are greatest
- In community partnerships
- In employees
- With accountable and transparent leadership

The equity and social justice shared values that guide and shape our work 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

In addition, King County declared racism as a public health crisis on June 11, 2020. All of King County government is committed to implementing a racially equitable response to this crisis, centering on community. King County's racially equitable response is guided by the following values:

- Anti-racist
- Focus where the negative impacts have been most harmful
- Center on Black, Native and Brown experiences and voices
- Responsive, adaptive, transparent, and accountable
- Focus on addressing root causes

King County has committed to following four Pro-equity Anti-racism Actions:

- Share power
- Interrupt business as usual
- Replace it with something better
- Get comfortable with discomfort

¹ [Ordinance 16948](#)

It is within this framework that the North Highline CNL 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 CNL.

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

- Phase 1: Scope. Identify who will be affected
- Phase 2: Assess equity and community context
- Phase 3: Analysis and decision process
- Phase 4: Implementation. Staying connected with the community
- Phase 5: Ongoing Learning. Listening, learning, and adjusting with the community

What is the North Highline Community Needs List?

The CNL is a list of projects, programs, and investments that respond to community-identified needs and are consistent with and implement the Subarea Plan. While developed at the same time as the North Highline Subarea Plan, the CNL is not an element of the King County Comprehensive Plan. Engagement with the community was naturally blended due to the coinciding timeframes and the linkage between community vision and policies in the subarea plan and the program, services, and investments in the CNL.

Community engagement focused on residents historically left out of the planning process and centered and amplified the voices of residents who reflect the diversity of the area. The recommendations for updated subarea policies and amendments to land-use designations and zoning classifications are based on the feedback gathered from the community, as well as a thorough review of the historic, demographic, economic, and geographic characteristics of North Highline and its context within King County and the region.

In 2020, the comprehensive plan² was amended to include policy guidance on the development and implementation of the subarea plan and CNL.

- CP-100** King County shall implement a Community Service Area subarea planning program. This program includes the following components for the development and implementation of each subarea plan:
- a. A subarea plan shall be adopted for each of the six rural Community Service Areas and five large urban Potential Annexation Areas consistent with the scheduled established in the Comprehensive Plan and King County Code Title 20. Each subarea plan shall be streamlined to be focused on locally specific policies that address long-range community needs.
 - b. The County shall adopt and update on an ongoing basis, a list of services, programs, facilities, and capital improvements that are identified by the community for each geography, known as a community needs list, to implement the vision and policies in the subarea plan and other County plans and to build on the strengths and assets of the community.

² [2020 Update to the 2016 King County Comprehensive Plan](#)

- c. Implementation of each subarea plan and community needs list shall be monitored on an ongoing basis via established performance metrics.
- d. Community engagement for development, review, amendment, adoption, and implementation of each subarea plan shall use the Office of Equity and Social Justice’s equity toolkit.
- e. The King County Council shall have an established role in the Community Service Area subarea planning process, including in the development, review, amendment, adoption, and monitoring the implementation of each subarea plan and community needs list.

Also, in 2020, King County Code 2.16.055, outlining the Department of Local Services’ duties, was amended to include requirements for development of the CNL. One key requirement is that the county shall use, at a minimum, “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.

The Determinants of Equity

King County Code 2.10.210 defines the Determinants of Equity³ 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 systemic 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.

Each of the determinants of equity are likely to be either directly or indirectly influenced by the implementation of the CNL. The extent to which access to each determinant is realized depends on a number of factors, such as available funding resources, timelines for implementation, the scope and location of specific programs and investments, and the community members affected.

³ [King County’s Determinants of Equity Report \(2016\)](#)

Equity Impact Review Phase 1 – Who will be affected by the North Highline Community Needs List?

Demographic and Socioeconomic Overview of North Highline⁴

Table 1: North Highline demographics

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	North Highline	King County
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	15%	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%

⁴ Figures rounded to an appropriate significant digits.

White	-11%
Hispanic or LatinX	0.7%
Asian	2%
Native Hawaiian Pacific Islander	0%
African American	2%
Native American	-1%

The North Highline subarea covers approximately 3 square miles and 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” or the “Sliver”).

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.⁵

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.⁶ This section builds on the demographic profile in the North Highline Subarea Plan to identify notable differences and disparities that are related to residents’ needs and vulnerabilities.⁷ Additionally, it highlights where there are significant differences in demographic and socioeconomic data for Boulevard Park Census Designated Place (CDP) and White Center CDP.

Impacted Communities and Populations of Concern

King County’s CNL initiative was initiated in 2020. It coincides with development of the county’s first update of a long-range plan focusing on North Highline in the last 25 years – the North Highline Subarea Plan. The analysis of impacted community with a focus on populations of concern in North Highline for the development of the Community Needs List EIR uses the same groups considered during development of the Subarea Plan EIR.

⁵ [Ordinance 16948](#)

⁶ <https://www.kingcounty.gov/depts/local-services/permits/planning-regulations/community-service-area-land-use-subarea-plans/skyway-west-hill.aspx>

⁷ *All statistics in this section are based on the 2014-2018 American Community Survey (ACS) 5-Year Estimates unless otherwise noted.*

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 that have not historically been or felt included in community planning at any level. All members of the North Highline community have the potential to be impacted by the CNL initiative because the services, programs and facilities that can be provided by, or influenced by county government, affect the environment in which they live their lives.

County planners prioritized outreach to ensure that the perspectives of the following groups were included in the development of the CNL:

- 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 impacted communities, including priority populations, in the context of how the development of the CNL may impact each group. Phase 2 of the Equity Impact Review on the North Highline CNL describes engagement with each group of stakeholders to better understand the needs of each group in developing priorities for services, programs, and facilities 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 15% of the population is estimated to have limited English-speaking ability. This compares to 11% of the population of King County as a whole. Almost one third (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 CDP (32%), than in the White Center CDP (31%).

Chart 1: English proficiency in North Highline

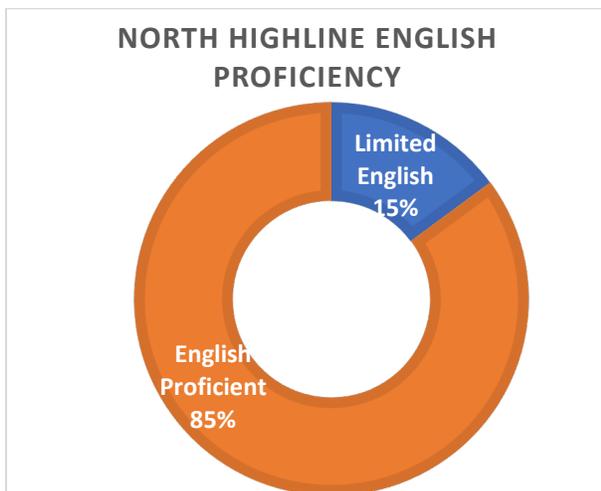
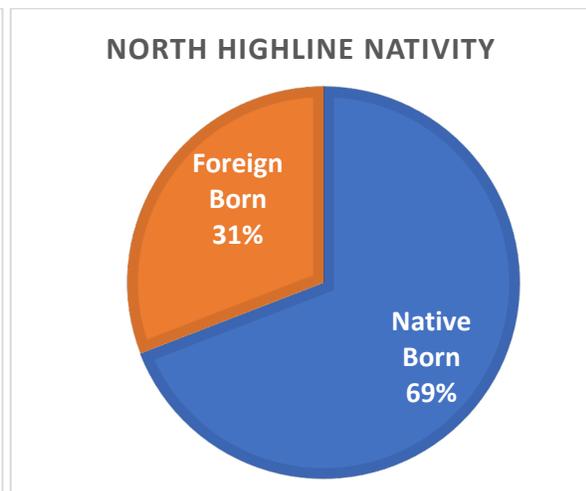


Chart 2: North Highline nativity



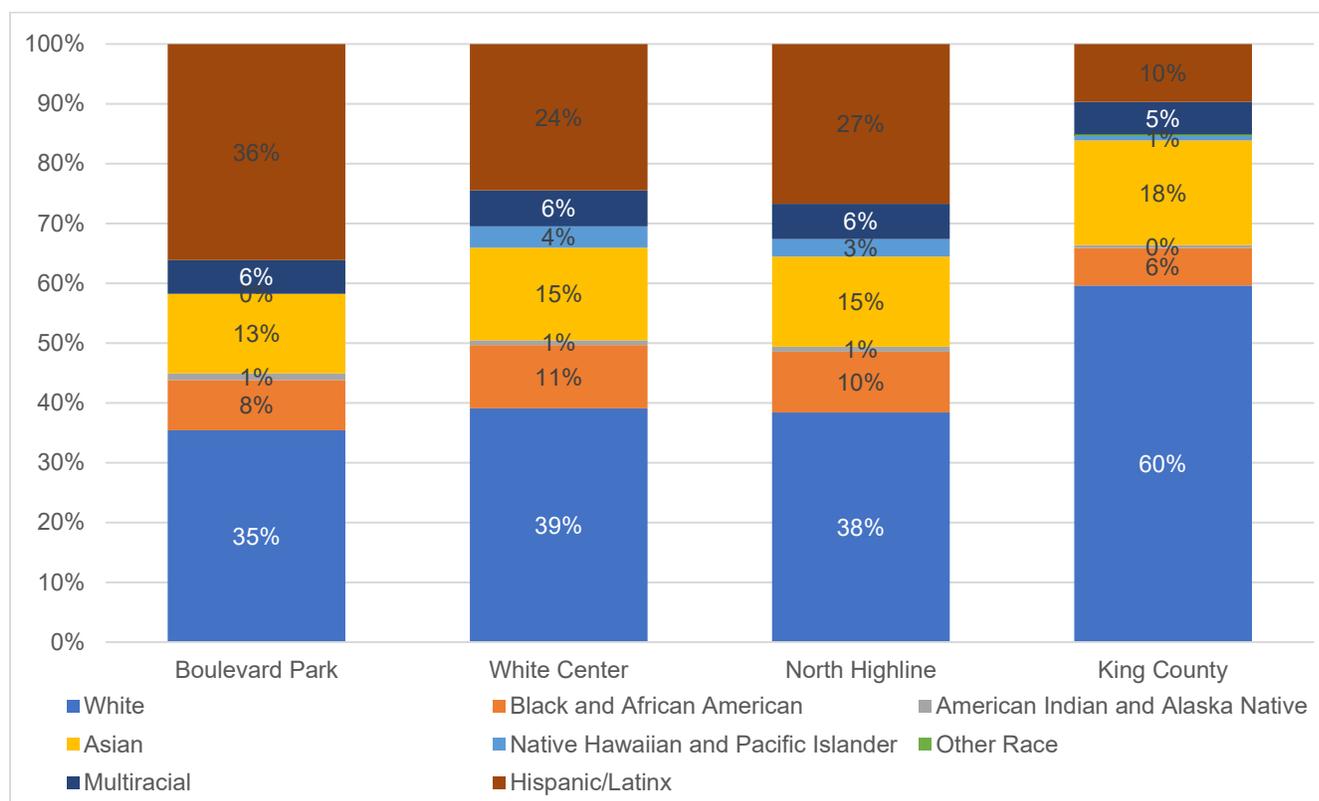
Most outreach and engagement activities are conducted in English – the dominant language in the United States, and the language of government and is a barrier to process equity. The most common languages spoken in North Highline after English are Spanish, Khmer, and Vietnamese. With this in mind, the community engagement approach for the CNL was designed to be accessible and culturally appropriate for 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 chart 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

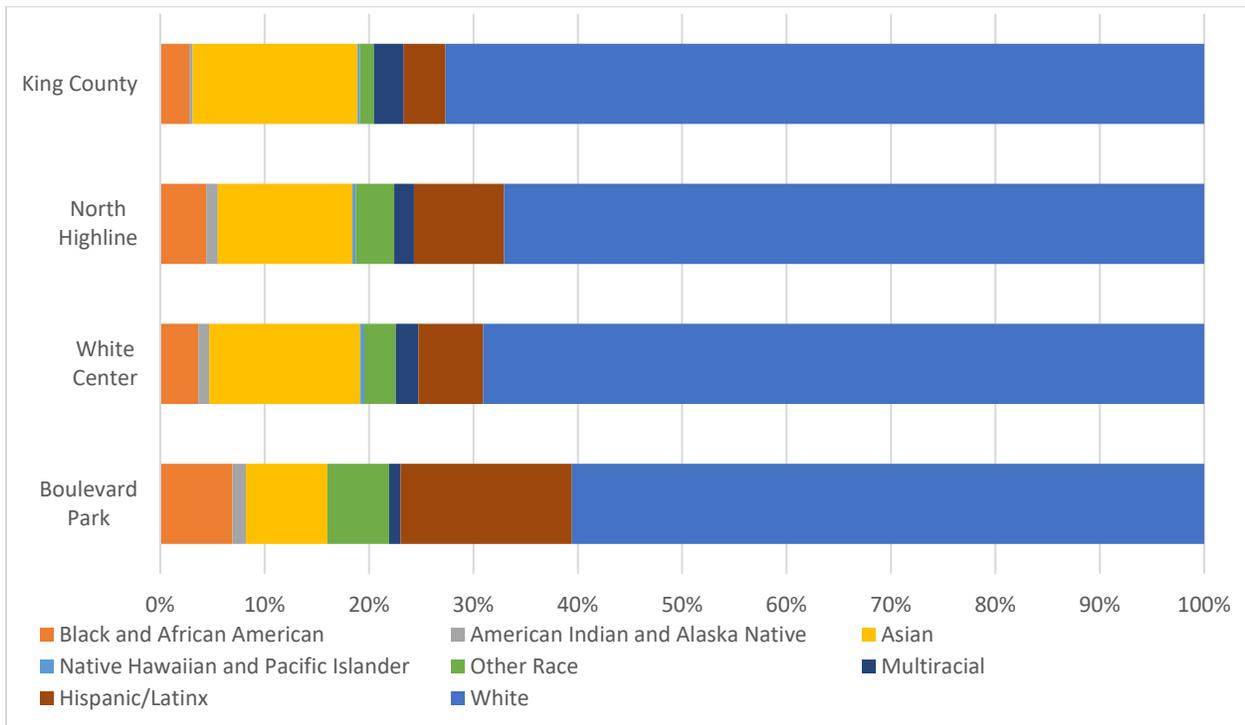
Chart 3: Race and ethnicity in North Highline



One measure of vulnerability of populations to access to equity, is whether an individual rents or owns their residence, with renter populations more vulnerable to displacement. There are significant racial and ethnic disparities between 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

Chart 4: Home ownership 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. Programs, investments, and services 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%). Programs, investments, and services that provide safe, healthy, and accessible environments for seniors and elderly residents are often an indicator that they are beneficial for people of all ages.

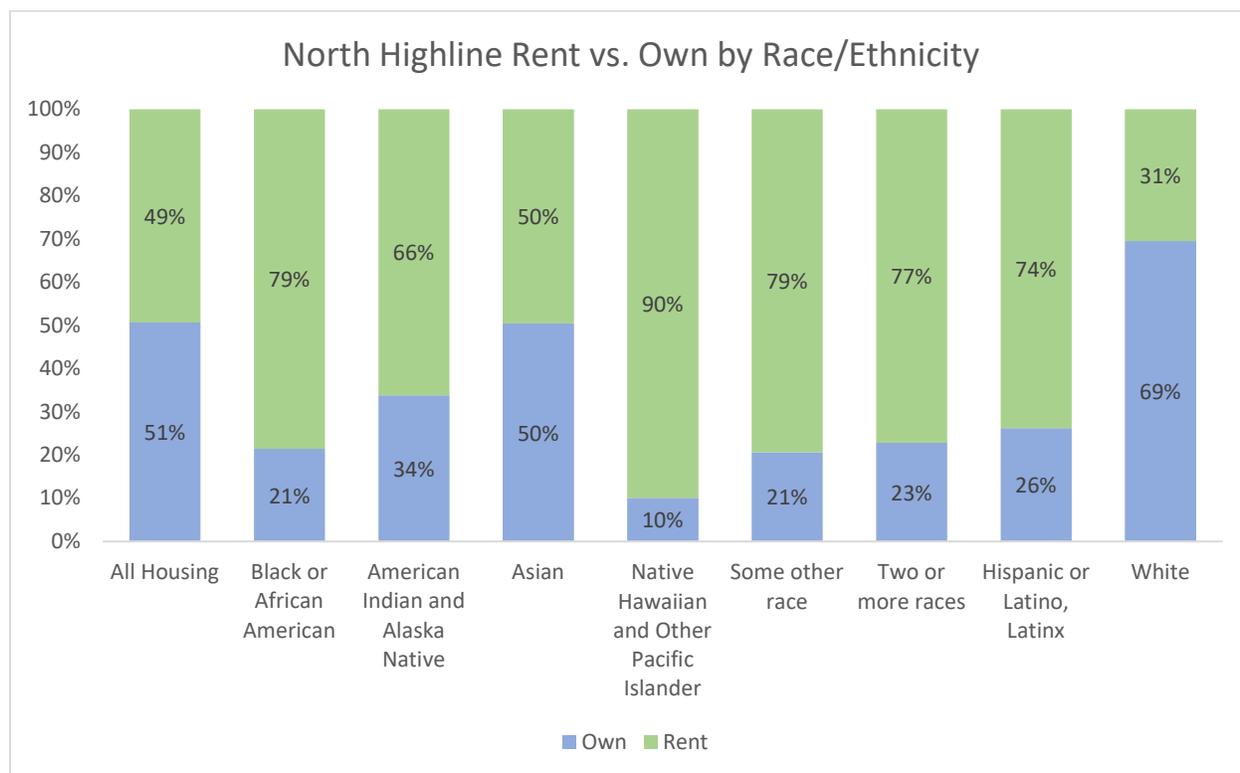
Persons with Disabilities

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.

Chart 5: Tenure by race/ethnicity in North Highline



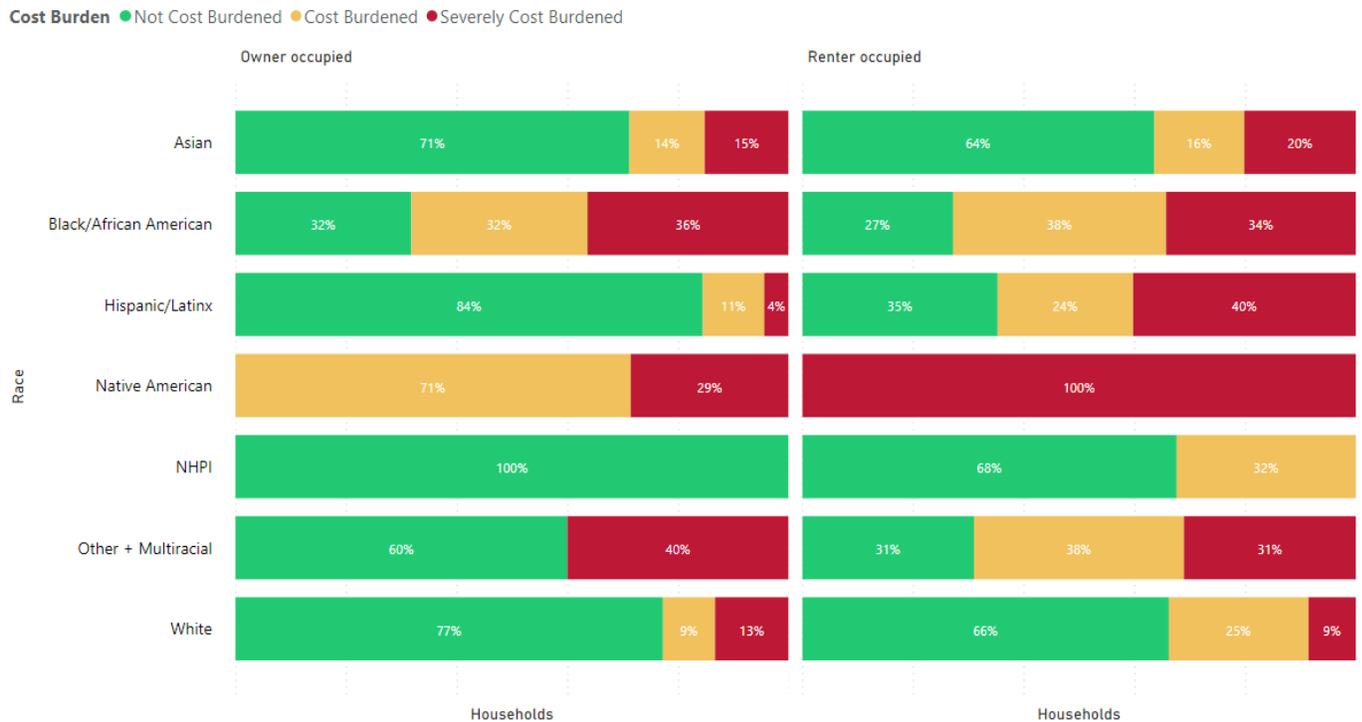
In North Highline, 52.2% of households that rent are “cost burdened,” meaning that they spend more than 30% of their income on housing, compared to 42.3% of households in King County. There is a significant disparity in the number of cost-burdened households when comparing Boulevard Park CDP and White 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. Chart 6 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. In North Highline, 62% of renter households have incomes at or below 50% of HAMFI, which is considered very low income.

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.

Chart 6: Cost burdened households by race/ethnicity



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 neighborhood names 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.

Where someone lives within the subarea can have a large influence on the types of programs, services, and investments they need and take advantage of. Understanding the diversity of perspectives throughout a given neighborhood can help to ensure that resources are targeted to where the needs are greatest and where the impact of investments will make the greatest impact.

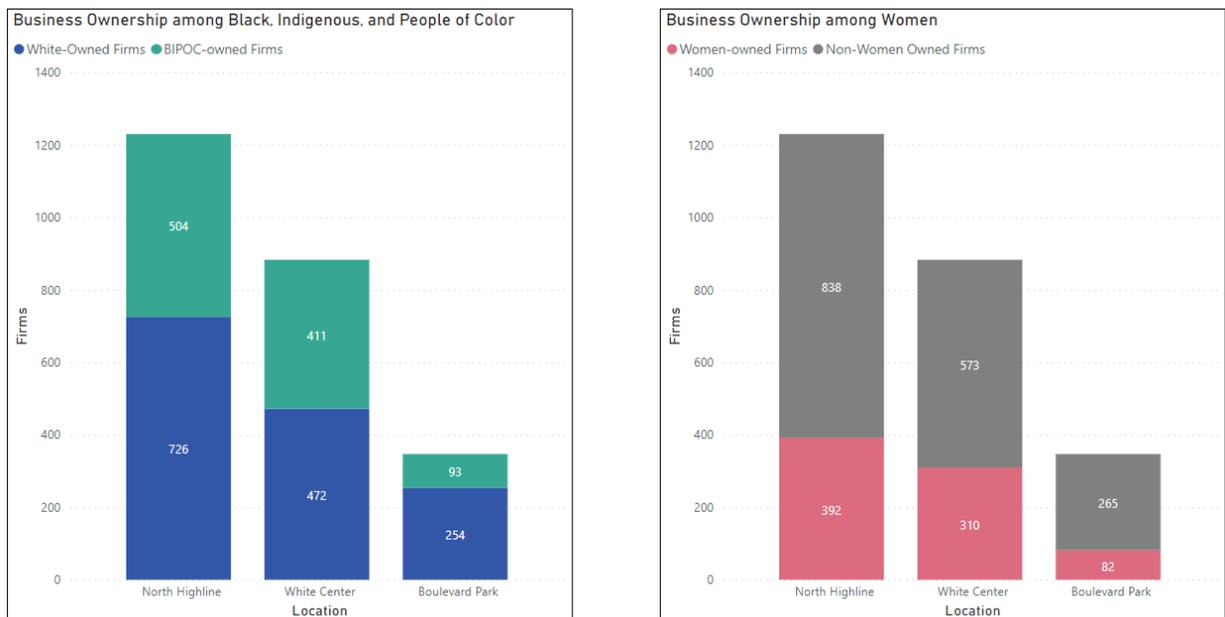
Business

Businesses are located in a number of different parts of North Highline, with concentrations in White Center, Top Hat, and Glendale. Businesses can have much to gain from investments in services, programs and facilities that directly support them, and that support their customers residing in North

Highline. And such investments are likely to reduce the risk of involuntary displacement out of the subarea. A number of businesses provide goods and services that meet the needs of North Highline residents representing a range of cultures. Businesses serving such a purpose may be forced to move for economic reasons if their customer base 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. Chart 8 compares the numbers of businesses owned by Black, Indigenous, and People of Color as well as women, respectively, proportioned by numbers of businesses. 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%.

Chart 8: Business ownership



Source: 2019 American Community Survey

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, as well as 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 those impacted in the community, focusing on populations of concern, to learn about their priorities and concerns and receive feedback and direction on the CNL. This section considers whether and how each of the determinants of equity may be impacted, and a review of how the projects, programs and investments relate to the community’s expressed priorities and concerns.

Overview of Community Engagement

Community engagement provides the opportunity for participants to shape the development of their Community Needs List. As noted earlier, engagement with the community was naturally blended with engagement on the North Highline Subarea Plan development due to the coinciding timeframes and the linkage between community vision and policies in the Subarea Plan and the program, services, and investments in the CNL. Community engagement on the Subarea Plan and the CNL 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, CNL 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.

The county is committed to engaging with and listening to the community’s voices, and Local Services is continuously looking at ways that it can improve opportunities for diverse populations in unincorporated King County to engage in its initiatives. As Local Services engaged with the North Highline community in development of the North Highline Subarea Plan and CNL, it frequently reached out, asking how the county can do more to engage more of the community, to hear diverse views and to support equity in our processes.

With the continued focus to center the community in identification of needs and solutions, Local Services contracted with the White Center Community Development Association (WCCDA) in mid-2021 to partner in engaging with communities on the broadened plan and in development of a community-prioritized list of projects for the CNL. The focus of the “Community Voices” contract between the WCCDA and the county was 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.

A detailed review of community engagement is provided in the North Highline CNL Community Engagement Report. The following table summarizes community engagement focused on priority populations in the Equity Impact Review, drawing from engagement during the development of the North Highline Subarea Plan, and the Skyway-West Hill and North Highline Anti-Displacement Study, and the CNL.

With the pandemic, in-person meetings were curtailed starting in spring of 2020. This coincided with the broadening of the subarea plan program, initiation of the CNL initiative and outreach on the Skyway-West Hill and North Highline Anti-Displacement Study.

Table 2: Community engagement details

Population	Engagement Details	Equity Opportunity
<p>Limited English Proficiency Communities</p>	<p>In early phases of the subarea plan development, Local Services staff prepared surveys in Spanish, and translated project information in Spanish, Vietnamese, Khmer and Somali. Spanish, Vietnamese, Khmer, and Somali interpretation was provided at events held or attended in the community in 2019 and in early 2020. From early 2020 onwards, in addition to one virtual meeting in English, three separate virtual language-specific meetings were held by the county in August of 2020 to kick-off the broadened subarea planning program and the CNL initiative, and to engage on the Skyway-West Hill and North Highline Anti-Displacement Study. The languages were Somali, Spanish, and Vietnamese. Flyers in the same languages were produced and included links on online project page that included a translation feature. Use of the interpreters was relatively small. Only the Somali community took part in measurable numbers with about six residents participating. The Spanish-language meeting only had one attendee. No Vietnamese community members joined that meeting.</p>	<ul style="list-style-type: none"> • Partner with trusted community-based organizations in connecting with underrepresented limited English proficiency populations. • Make connections with faith-based communities and other trusted community organizations that serve immigrant and non-English speakers. • Compensate participants for their engagement, respecting their time, involvement, and expertise. • Go to where residents meet to be respectful of their time and engagement.

	<p>The county used an online engagement tool for seeking input into the CNL that allowed for translation into the most common languages spoken at home in North Highline. Additionally, the county webpage providing information on North Highline planning initiatives had information “pre-translated” into Spanish, Vietnamese, Somali, and Khmer, so participants would be immediately offered an “in-language” option when visiting the website. The county website provided contact information for providing information on the website in another language.</p> <p>In the initial online survey for the CNL, of 138 participants, 94% identified that the primary language spoken at home was English.</p> <p>In late 2020, a direct-mail post card was sent to mailing addresses in North Highline with a call to action to submit ideas for the needs list. The message on the postcard was translated into multiple languages.</p> <p>A virtual workshop series for the Skyway-West Hill and North Highline Anti-Displacement Study was held between October of 2020 and May of 2021. Interpreters were made available initially.</p>	
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	<p>With limited update in language-specific break out rooms, this approach was not continued.</p> <p>Under the Community Voices contract, the White Center Community Development Association (WCCDA) engaged with the North Highline community in fall of 2021 on the subarea plan and priorities for the CNL. Respondents to a survey question on languages spoken most often at home identified that after English, Spanish was the most frequently identified language (21%), closely followed by Cham (21%).</p>	
Racial and Ethnic Groups	<p>In early phases of the subarea plan development, Local Services staff attended meetings with the Latinx, Cambodian, Vietnamese, and Somali communities. Generally, this included being part of already-scheduled events or meetings.</p> <p>The county used several methods to increase its engagement with the racial and ethnic groups as part of the CNL development process. The first was the creation of an online engagement hub that allowed participants to join in the conversation without having to come to formal community meetings. Second, the county attended existing community-</p>	<ul style="list-style-type: none"> • Partner with trusted community-based organizations in connecting with populations from racial and ethnic groups. • When holding community meetings, document the number of participants, and if possible, their race and ethnicity to ensure they represent the demographics of the community. • Compensate participants for their engagement, respecting their time, involvement, and expertise. • Go to where residents meet, to be respectful of their time and engagement.

	<p>based organizations’ meetings to reach people in spaces they trusted and where they already felt comfortable. Finally, a locally based non-profits was hired to help connect with residents who have traditionally not been included in these types of community planning exercises. In the initial survey for the CNL, of 138 respondents 77% identified as White with the next highest group identifying as Asian (12%).</p> <p>Under the Community Voices contract, in summer of 2021, the WCCDA met with a Spanish parent group, a Native American parent group, a Somali parent group, a Khmer parent group, and a Vietnamese/Cham parent group.</p> <p>In fall of 2021 the WCCDA held one-on-one meetings with Somali, African American and Native American families. Additionally, the WCCDA met with Latinx and Cham families.</p> <p>About half of participants in a fall 2021 WCCDA survey identified their racial or ethnic heritage as Asian Non-Pacific Islander (43%). The next highest groups of respondents identified as Caucasian or White (24%) or Hispanic or Latino (24%).</p>	
Youth	In early phases of the subarea plan development, Local Services staff	<ul style="list-style-type: none"> Working with local schools to connect with youth allows initiatives to reflect

	<p>attended meetings with youth at schools in North Highline and at the White Center Teen Program.</p> <p>During the anti-displacement collaboration with the Department of Community and Human Services, staff worked with the Skyway Youth Leadership Council. The young people who participated in this effort chose several anti-displacement strategies to focus on and then developed a survey of their peers to solicit input that included youth outreach in North Highline.</p> <p>In the initial survey for the CNL, of 138 respondents, 3% identified as being 25 years old or younger.</p> <p>During its work with the North Highline community under the Community Voices contract, the WCCDA met with a LGBTQIA youth group. During outreach completed by the WCCDA in summer 2021, it identified that age groups that participated ranged from 16 – 75 years old.</p> <p>Efforts by Local Services staff to reconnect with the contacts in the Highline School District to hear youth voices during later stages of the subarea planning project, were not successful.</p>	<p>their unique perspectives and attitudes, and to identify what is needed to support their success.</p> <ul style="list-style-type: none"> • Consider other places where youth gather to seek input. For example, teen groups. • Compensate youth for their engagement, respecting their time, involvement, and expertise. • Consider a range of ways to connect with youth, including in-person meetings and virtual, online forums. • Capture more demographic information so that King County better understands what community voices are missing.
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<p>Seniors and Elderly</p>	<p>In early phases of the subarea plan development, Local Services staff attended resident community council meetings at Greenbridge organized by the King County Housing Authority. This included a senior living community meeting.</p> <p>In the initial survey for the CNL, of 138 respondents, 11% identified as being 66 years old or older.</p> <p>During outreach completed by the WCCDA in summer 2021, it identified that age groups that participated ranged from 16 – 75 years old.</p> <p>It was thought that by using more traditional means of communication, such the direct mail postcards, that more senior and elderly residents would be made aware and participate in the subarea planning and CNL processes.</p>	<ul style="list-style-type: none"> • Partner with trusted community-based organizations that serve elders in North Highline. • Go to where elderly residents meet, to be respectful of their time and engagement. • Consider a range of ways to connect with seniors, including in-person meetings and virtual, online forums. • Compensate seniors for their engagement, respecting their time, involvement, expertise and lived experience.
<p>Persons with Disabilities</p>	<p>In early phases of the subarea plan development, Local Services staff attended a resident community council meeting for Nia, a senior living community, at Greenbridge, organized by the King County Housing Authority. This included a senior living community meeting.</p> <p>It was thought that by using more traditional means of communication,</p>	<ul style="list-style-type: none"> • Respect that, by centering services, programs, and facilities on the needs of community members with disabilities, the needs of many members of the community without disabilities will be met. • Connect with disability service providers to learn what challenges and priorities their customers have.

	<p>such the direct mail postcards, that more persons with disabilities would be made aware and participate in the subarea planning and community needs list processes.</p> <p>During later stages of the subarea planning work, county staff connected with a member of the North Highline community to learn about community development from the perspective of a person with disabilities.</p>	<ul style="list-style-type: none"> • Partner with trusted community-based organizations that serve people with disabilities in North Highline. • Consider a range of ways to connect with people with disabilities, respecting access, and other accommodations for participation. • Compensate community members for their engagement, respecting their time, involvement, expertise and lived experience.
<p>Neighborhoods</p>	<p>In early phases of the subarea plan development, Local Services staff hosted or attended meetings throughout the North Highline subarea, with meetings in White Center, Top Hat, Glendale, and South Park.</p> <p>The online surveys that were conducted did not focus on specific neighborhoods, but participants were asked to identify which area of North Highline they call home. In the initial survey for the CNL, of 140 respondents, 64% identified with White Center and 21% identified with Top Hat. The remainder were spread between Glendale/Beverly Park (5%), South Park Sliver by the River (3%) and “Other” (7%).</p> <p>Direct mail postcards were sent to addresses in North Highline in 2020,</p>	<ul style="list-style-type: none"> • Work with neighborhood groups to further define community priorities and allow resources to be targeted where the needs are the greatest. • Track metrics of language translation use to better understand how we might encourage greater participation by our limited English proficient community members.

	providing links to the CNL project and survey.	
Renters and Low-Income Households	<p>In the early phases of the subarea plan, outreach included community meetings organized by the King County Housing Authority. Participants included renters from low-income households.</p> <p>In the initial survey for the CNL, of 138 respondents, 88% identified as owning their homes, 10% identified as renters, and 1% identified as “Other”.</p> <p>The Community Voices survey in the fall of 2021 included 77 community members, with about half of the participants identifying as homeowners and about half as renters. Participants were not asked for income levels.</p>	<p>Renters and low-income households are at the highest risk of involuntary displacement. When housing prices or the cost-of-living increases, they are often left with no choice but to relocate to other neighborhoods or areas. Understanding the strategies that can help alleviate some of these risks is vitally important.</p> <ul style="list-style-type: none"> • Compensate community members for their engagement, respecting their time, involvement, expertise and lived experience. • Track metrics of language translation and use data to better understand how we might encourage greater participation by limited-English-proficient community members.
Businesses	<p>In the early phases of the subarea plan, outreach included attending a White Center Chamber of Commerce quarterly meeting, and a White Center Business Focus Group meeting, as well as visiting businesses in Top Hat.</p> <p>As part of the Skyway-West Hill Anti-Displacement Strategies study, 15 BIPOC and immigrant business owners in White Center were surveyed about the impact of displacement on their businesses.</p>	<ul style="list-style-type: none"> • Recognize that, due to hours of service, businesses may not be able to readily participate in meetings at times that suit agencies or other participants. Adjust efforts accordingly. • Compensate business members for their engagement, respecting their time, involvement, expertise, and lived experience. • Businesses are at risk of displacement if their customer base is not able to remain

	<p>The WCCDA convened virtual and in-person meetings with businesses in White Center in the latter part of 2021, primarily to focus on subarea plan development.</p>	<p>in North Highline due to economic, residential, or cultural displacement. Learning about the direct and indirect needs of businesses in North Highline is a key element of supporting the overall well-being of the community.</p>
<p>Community Service Providers</p>	<p>In the early phases of the subarea plan, Local Services staff attended Communities of Opportunity, King County Housing Authority Agency Service Providers, and White Center Agency Partners meetings.</p> <p>In latter stages of the subarea plan development, county staff attended a WCCDA-organized meeting of its White Center Agency Partners group.</p> <p>The Community Voices contract with the WCCDA provided an opportunity partner with a group that 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 who do not traditionally participate in planning processes.</p>	<ul style="list-style-type: none"> • Assess our faith-based organization engagement strategies to determine how we can better connect with this community.

	Efforts to engage with faith-based organizations to seek input on the subarea plan and the CNL were not very successful.	
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King County advertised engagement opportunities using the following channels:

- Department of Local Services/King County website
- GovDelivery E-mail List
- PublicInput.com
- Next Door
- Social media (Facebook, Instagram)
- King County Local Services Unincorporated Area News
- Postcards sent to all North Highline addresses in December of 2020

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 Community Development Association
- North Highline School District

The Office of Equity and Social Justice’s Community Engagement Continuum⁸ 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 CNL for King County’s community service areas – “County Engages in Dialogue” and “County and Community Work Together” – are identified in the following table:

Table 3: Community engagement levels

Levels of Engagement				
County Informs	County Consults	County engages in dialogue	County and community work together	Community directs action
King County initiates an effort, coordinates with departments and uses a variety of channels to inform community to take action	King County gathers information from the community to inform county-led interventions	King County engages community members to shape county priorities and plans	Community and King County share in decision-making to co-create solutions together	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 <ul style="list-style-type: none"> • Media releases, brochures, pamphlets, outreach to vulnerable populations, ethnic media contacts, translated information, staff outreach to residents, new and social media 	<ul style="list-style-type: none"> • Focus groups, interviews, community surveys 	<ul style="list-style-type: none"> • Forums, advisory boards, stakeholder involvement, coalitions, policy development and advocacy, including legislative briefings and testimony, workshops, community-wide events 	<ul style="list-style-type: none"> • Co-led community meetings, advisory boards, coalitions, and partnerships, policy development and advocacy, including legislative briefings and testimony 	<ul style="list-style-type: none"> • 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, the community engagement around the CNL development included ensuring that diverse and historically underrepresented voices of the community were amplified and reflected in the CNL.

Local Services has learned many things about how to improve engagement on planning and community development initiatives in North Highline during subarea planning and CNL development. Under the

⁸ [King County Office of Equity and Social Justice Community Engagement Guide](#)

Community Voices contract, the WCCDA was asked to share input on improvements that the county could make for its engagement with the North Highline community. The WCCDA shared the following:

- Timelines for delivery of products that involve contracting with community-based organizations (CBOs) need to fit with timelines that work for the community, to end up getting the best possible work and 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)
- Local Services staff need to cultivate relationships with community rather than relying on CBOs to do the work to answer the question: What does community need and what are the priorities?

Key phases of WCCDA's community engagement work ended in December of 2021. At that stage, the WCCDA shared the following opportunities and challenges on its work under the Community Voices contract:

- Given White Center's history of being marginalized by the county, the lack of trust in the institutional system.
- The challenges of building in more access (beyond language access) and even more in-depth understanding of planning/policies/map amendments to support our community members. The need to build community understanding within each language/cultural group, so community members could have a meaningful conversation and ultimately provide thoughtful feedback and opinions within a month's time.
- Need to build our internal understanding of institutional subarea policies and map amendments to detail, so we could create more accessible processes and content for our community members.
- Improve the facilitation and logistics of our community conversations.
- Also, all narratives and needs list created by the county and by us were experiencing a certain level of "lost in translation."
- The need to refine the community needs list, to capture the collective needs more accurately.

Local Services is grateful for input and perspectives from the WCCDA that will improve its design of initiatives in the future to better attain process equity.

Equity Impact Review Phase 3 – Analysis and Decision Process

What is the relationship between the CNL and the determinants of equity?

The CNL is a list of projects, programs, and investments that respond to community-identified needs. Items included on the CNL should be consistent with the policies in the subarea plan and help the community realize its vision for the future. For example, the community has, for many years, expressed a need for affordable housing, additional sidewalks, streetlighting, and early childhood education. These and other community-identified needs are reflected in the draft North Highline Subarea Plan policies and have been included on the CNL and indicated as high priorities for the community.

By using the determinants of equity as a framework, some general observations can be made about what types of impacts the delivery of items on the CNL (batched in categories) 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. These factors, while invisible to some, have profound and tangible impacts on all.

Summary of Decision-Making Process and Community Needs List Items

Guided by ongoing engagement with those impacted, including under the North Highline Subarea Plan and the Skyway-West Hill and North Highline Anti-Displacement Study, and with populations of concern, a catalog of community requests was developed at the end of 2020. This list was then shared with the community into the start of 2021, so they could indicate which requests were the highest priorities for their community.

In reviewing the requests and priorities outlined here, county staff began by reviewing the overall catalog of requests in early 2021. The catalog was supplemented with additional items derived from prior planning processes in North Highline to capture topics raised consistently over time and/or identified by the community as high priority in prior initiatives. County staff determined if requests were within the scope of the county's work programs. In the cases where the request was outside of the county's scope, an effort was made to indicate if a community service organization or other nongovernmental organization may be able to fulfil the request.

Next, for the items within the county's scope, the various executive departments attempted to identify if the request was something that fell within their existing work programs and if there was a strategic or operational plan in place that would support implementation of the request. Departments also considered whether there were financial or resource constraints that could impact timelines.

At the same time, each of the requests was compared against the community vision statement and guiding principles in the subarea plan to ensure the requests were consistent with and would help fulfil the community's vision.

Equity Analysis of Community Needs List

The following table considers how the CNL may directly or indirectly impact access to each of the determinants of equity.

Table 4: CNL equity impacts

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline CNL to influence the Determinants of Equity
Early Childhood Development	Early-childhood development that supports nurturing relationships, high quality and 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>The CNL has the potential to directly impact whether affordable and accessible childcare resources are more available to children and families in North Highline. The CNL includes the following as high priorities: improving the availability and affordability of childcare and early-childhood education, supporting the creation of affordable and accessible childcare and preschool options for families in need of culturally sensitive childcare, and supporting individuals who want to become childcare providers.</p> <p>Early-childhood education-related work is within the scope of county services, and implementation of these requests could be accomplished through early-intervention programs carried out by community-based organizations and supported by the county and the state. The county already supports community-based organizations in the provision of early-childhood development programs through the Best Starts for Kids program, among others.</p>
Education	Education that is high quality and culturally appropriate and allows each student to reach his or her full learning and career potential	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

Determinant of Equity	Brief Description from KC Office of Equity and Social Justice	Potential of the North Highline CNL to influence the Determinants of Equity
		<p>expected to affect equity in access to a range of school choices and educational opportunities, impacting access to opportunity for residents of North Highline, and ability to generate wealth. 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. Public schools are primarily funded through property tax revenue – the higher the property value, the greater the tax revenue which directly correlates with the resources needed to provide a quality education. An increase in housing value in this area would lead to higher property taxes which would lead to displacement of the current residents. King County is committed to anti-displacement and will have to work with our state on restructuring our school funding methods so that they are more equitable.</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 CNL has a limited potential to directly influence equity in access to education. The county does not have a direct role in providing educational programs to school-aged students. Rather, the Highline School District is the primary provider of educational programs to students in North Highline. The county supports community-based organizations in the provision of educational programs through the Best Starts for Kids program, among others. This is a high priority for the community and will need to be implemented by supporting existing organizations or looking for new organizations that can address this community priority.</p> <p>By supporting access to educational programs, there is the potential for greater distributional and inter-generational equity for households in</p>

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Jobs and Job Training	Jobs and job training that provide all residents with the knowledge and skills to compete in a diverse workforce and with the ability to make sufficient income for the purchase of necessities to support them and their families	<p>North Highline than might otherwise be achieved for households in the community without additional support for access to opportunity.</p> <p>Creation of jobs is mostly determined by market forces. However, the CNL could help lead to increased access to jobs for both new and current residents by providing increased access workforce development and job training programs in the neighborhood. The county does not currently have a workforce development programs so any direct provision of this service would need to be carried out by a community partner with possible support from the county.</p> <p>The CNL also has the potential to indirectly improve access to jobs and job training in North Highline through investments in the number and types of employment opportunities in the neighborhood, as well as creation of job training facilities and programs in the commercial and mixed-use zones in the neighborhood.</p> <p>The CNL has the potential to indirectly influence creation of jobs if business district revitalization efforts successfully result in more vibrant local business districts that create opportunities for new businesses and jobs, as well as jobs tied to developing and redeveloping land and structures in North Highline. However, residents must still compete with for those jobs and business opportunities.</p> <p>It should be noted that jobs and job training are not generally within the scope of the County’s services and programs, so any direct influence on this determinant would be through support of other organizations. Developing workforce development centers to help people market and leverage their services and skills is a high priority on the community needs list.</p>
Health and Human Services	Health and human services that are high quality, affordable and culturally appropriate and support the optimal well-being of all people	All communities have gaps in social and health indicators that are addressed by community service providers. The gaps in service are more likely to be greater and of more significant in areas where the population experiences social and economic disparities.

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		<p>The disparities in income between people of different races and ethnicities within North Highline, and between households in North Highline are likely affecting equity in access to healthcare providers and human services. Healthcare access is within the scope of county services. The CNL includes several health and human service requests. This includes as high priority requests: Providing early intervention and drug-use prevention for kids and youth as a high priority; providing crisis response for those needing mental health or substance abuse services; and, providing more funding for services for the homeless community in White Center, including Camp Second Chance.</p> <p>Providing pop-up clinics and events like blood pressure screening and providing more drug rehabilitation centers are identified as medium priorities for North Highline on the CNL, along with providing more drug rehabilitation centers and adding safe injection sites (to combat drug overdose deaths and provide opportunities for medical treatment and education).</p>
Food Systems	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 affects equity in access to a range of affordable healthy food sources and choices.</p> <p>While provision of places supplying food on a commercial basis is determined by market forces, the CNL may have the potential to influence access to affordable food systems for both new and existing residents. Access to a healthy diet will influence overall health and ability to access opportunity.</p> <p>Creating venues and greater access to healthy food options for Top Hat residents is a high priority CNL request. Increasing the supply of fresh, local, healthy, and organic foods from local BIPOC farmers and vendors is a medium priority request.</p>
Parks and Natural Resources	Parks and natural resources that provide access for all people to safe, clean, and quality outdoor spaces,	North Highline has six county parks with facilities supporting passive and active recreation, and a section of a regional trail. The county also runs

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	<p>as well as facilities and activities that appeal to the interest of all communities</p>	<p>the White Center Teen Program from the Steve Cox Memorial Park. The community also includes open space, Duwamish riverfront, stream drainages and lakes, including Lake Hicks.</p> <p>The CNL has the potential to directly influence this determinant by expanding existing parks and adding parks in key areas in the neighborhood. This work is within the scope of the county’s services and programs. However, at present, with the exception of the White Center Teen Program, the county does not provide programming.</p> <p>The CNL identifies a provision of more bike trails and improving current bike trails as high priorities, along with funding greater trash and large debris clean-up of parks (with attention to drug-related items) and providing a variety of safety measures in parks.</p> <p>Additional high priority parks-related requests include expanding parks and creating new parks with a focus on adding parks in key areas, adding pocket-parks where there are currently substandard buildings or unused land and expanding Dick Thurnau Park. The CNL includes adding a downtown open space/park/plaza for events and outdoor dining as a high priority, along with funding and creating community garden spaces and gardening programs. Providing a community center that provides recreational programs and activities for youth, teens, adults, and families is a high priority on the CNL.</p>
<p>Built and Natural Environment</p>	<p>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>	<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 CNL has a high potential to influence equity in access to healthy built and natural environments and the steps to support this determinant are within the County’s scope. The CNL requests that are relevant to this determinant are captured in a number of other</p>

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		<p>determinant topic areas. Requests relevant to this determinant, not otherwise captured in other sections, include the following.</p> <p>The CNL identifies the following as high priority requests: Programs to support thoughtful code enforcement for commercial properties in White Center (with the additional context that businesses have the right to conduct their affairs in a well-maintained and regulated property), co-designing a new private property Green Stormwater Infrastructure (GSI) program with White Center residents, and improving neighborhood street lighting in commercial and residential areas.</p> <p>As medium priorities, the CNL includes: Incentives to support transition off fossil fuel energy to renewable (community solar) energy, addressing weeds and vegetation-management, improving surface water drainage, installing more street trees (including to encourage active mobility), and seeking capital funding to develop the White Center HUB.</p>
Transportation	Transportation that provides everyone with safe, efficient, affordable, convenient, and reliable mobility options including public transit, walking, carpooling, and biking	<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.</p> <p>The CNL has the potential to influence equity in access to transportation and transit for existing and new residents. Managing transportation and transit are within the scope of county services.</p> <p>As high priority requests the CNL includes: Creating safe streets; adding speed bumps; adding sidewalks (or even striped markings to delineate walking space) in neighborhoods; adding sidewalks to get to park entrances, along arterials, and within a block of main arterials; making the sidewalk surfaces smoother for wheelchair users; installing (or clearing) paths in undeveloped rights-of-way (to increase walkability); increasing street tree planting; maintaining mature trees and new landscaping; and improving and adding streetlighting.</p>

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		<p>In addition, the community has identified the following as high priorities: Improving traffic flow, traffic light timing, congestion, and pollution mitigation (associated with traffic); providing bike lanes and bike trails, and considering other options to the current median along 16th Ave SW (due to access challenges for emergency vehicles); improving access to transit services, including increasing east-west routes and supportive transit service to job centers and community amenities and services.</p> <p>As medium priority requests, the CNL identifies the following: Eliminating the back-in parking system in the White Center commercial area along 16th Ave SW, increasing the frequency of street cleaning, making bus stops more welcoming and pleasant, and improving the condition of road surfaces.</p>
Community Economic Development	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>There are disparities in North Highline based on household incomes, such as whether households are cost-burdened, and in terms of 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, negatively impacting access to opportunity and generation of inter-generational wealth.</p> <p>The CNL has the potential to directly influence this determinant by improving services related to economic development for the community in areas that are within the scope of county services and in alignment with county priorities.</p> <p>High priority requests on the CNL include: Funding more cross-cultural and intergenerational events (such as a night market, farmers market and makers market); providing culturally and linguistically appropriate resources to increase awareness of services and civic participation; providing programs to support thoughtful code enforcement for commercial properties in White Center (in the context of businesses having the right to conduct their affairs in a well-maintained and</p>

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		<p>regulated property); and supporting the creation of a chamber of commerce.</p> <p>Medium priority requests in the CNL that are relevant to this determinant of equity include: Publicizing volunteer opportunities to promote community engagement, specifically including culturally and linguistically-diverse audiences; conducting an economic development assessment for North Highline; prioritizing the utilization or stability of abandoned buildings; closing 16th Ave SW to vehicular traffic to support a pedestrian-oriented area with outside seating for restaurants and bars; and annexing into the City of Seattle.</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>Neighborhood identity and character give a community its sense of place. North Highline residents feel strongly about maintaining the character of the White Center commercial core, supporting a thriving small and local business community, and respecting the scale of residential neighborhoods while acknowledging that without increased density, supply of housing and range of housing type, the ability for many residents are at risk of displacement.</p> <p>The ability of a neighborhood to thrive can be based on many factors. CNL requests that have the potential to impact access to the other determinants of equity discussed in this table are likely to have the potential to impact whether North Highline’s neighborhoods thrive. With respect to zoning, protecting the residential zoning and character of South Park’s “Sliver by the River” is identified as a medium priority request on the CNL.</p>
Housing	Housing for all people that is safe, affordable, high quality and healthy	<p>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.</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</p>

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		<p>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 CNL has a high potential to influence equity in access to housing for all people that is safe, affordable, high quality, and healthy. It is within the scope of county programs to affect change under this determinant of equity.</p> <p>A number of the high priority requests on the CNL respond to a need for increased housing opportunities. High priority requests include: Increasing the amount of lower market value homes so renters can transition to home ownership; supporting low-income homeowners in affordably build accessory dwelling units (ADU's) on their land, (to support their ability to house community members and create additional monthly income); and, establishing land use codes and tax incentives that protect existing businesses from increased land values and higher taxes that come from redevelopment.</p> <p>Medium priority requests include: Building more affordable housing, tiny houses, and shelters for the homeless; and, providing more affordable housing and more housing for low-income families.</p>
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>Public safety in North Highline is frequently raised as an area requiring additional attention and resources. It is within the scope of county programs to consider topics on public safety raised by the North Highline community, and reimagining public safety is a county priority.</p> <p>High priority requests on the CNL include: Increasing neighborhood watch/block watch programs; having the Department of Community and Human Services work closely with the King County Sheriff's Office (KCSO) and mental health professionals to respond to people in crisis when compassion and assistance is required, in lieu of force; prioritizing work on gang, drug issues, and long-standing nuisance houses/repeat</p>

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		<p>offenders; having more police of color representing the community at large; increasing community service officers; supporting recruiting officers from the community; increasing education of officers in community policing and relationship building; increasing night patrols in the White Center business district to improve safety; providing culturally appropriate services and assistance to the diverse North Highline community; introducing professionalism into how police talk about the people they are serving; having police be nicer to homeless people, and being professional with people with disabilities; making "Officer Friendly" a priority while keeping officers safe; and, having clear communications about how the KCSO is prioritizing anti-racism work; and providing metrics, when available, to show how systemic change is being accomplished.</p> <p>Medium priority requests on the CNL include: Having more police involvement to ensure faster response and more security, increasing police patrols at night, and, providing adequate funding for KCSO to have officers in the area.</p>
Law and Justice	A law and justice system that provides equitable access and fair treatment for all	While law and justice are in the scope of the county's services, the North Highline CNL did not include high or medium priority items affecting 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 CNL 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 CNL, guided by community input, and expressed through implementation of programs, services, and capital investments may affect the three frameworks of equity: distributional equity, process equity, and cross-generational equity.

Equity Impact Review Phase 4 – Implementation. Staying Connected with the Community

At this stage in the development of the North Highline CNL, King County must continue its community engagement efforts to share information with community members in ways that reach those in the community who have historically been left out of its development or may not understand how the community needs list may affect their daily lives. This means continuing to look for opportunities to share information in an accessible way, using plain language that is easy to understand in multiple languages whenever possible. This will not guarantee active engagement or participation, but rather foster a sense of belonging in the process and knowledge among community members that their voices and expertise are valued.

The next step in implementation of the CNL is for the Executive to transmit a copy of the community needs list, along with the associated priorities, to the King County Council for its consideration. The executive departments will also be using the needs list as a guide as they prepare their budget requests for the next two years.

Equity Impact Review Phase 5 – Ongoing Learning **Involve community in determining whether county actions appropriately respond to community priorities and concerns.**

The CNL process will continue to include working with community, the King County Council, county departments, and other agencies to prioritize and implement the actions within the CNL. It will be important that the process of implementing the community needs list items be open and transparent, that the communities or neighborhoods that are directly affected be included in the decision making and implementation, and that resources are directed where needs are the greatest.

There are many ways to go about this, and many are mentioned in the “equity opportunities” column of the table under Phase 2 of this review. Some of the key steps may include:

- Partnering with existing community organizations who already work with and represent underrepresented community members. Residents who have historically been excluded from community planning processes are less likely to participate, unless they are encouraged by groups they trust and to which they belong.
- Engage with residents in places where they are already meeting. This type of action respects and values peoples’ time and acknowledges that they only have so much time to participate.
- Simplify program or project materials so they can be translated into multiple languages and be understood without needing a comprehensive knowledge of the topic materials.
- Work with and in schools to engage students and their families. School-aged children represent the future of North Highline and connecting with them early will build future civic responsibility. Families with students in school have less capacity to engage on non-education-related topics in

their neighborhood, so working in schools affords an opportunity to get students and their caregivers a chance to be active in their community.

- For implementation of actions that will require more in-depth and long-term engagement, the county should consider compensating participants. This would signal that their time and expertise are valued and important.

Learn with the community to adjust county action as priorities and concerns shift.

CNLs are snapshots in time. Local Services listens to community needs on an ongoing basis. It will ask community members to evaluate and reaffirm their priorities through various methods of engagement so that any shifts over time are included in the subsequent community needs list. Local Services will need to update and modify the CNL regularly to be responsive to community. And agencies will also need to update their responses as the lists change. If the priorities have shifted over time, agencies will need to reassess whether the implementation timelines should change, whether budgeting is available or needs to be requested, etc.

Ordinance 19146 requires that implementation of the North Highline CNL be reviewed and reported on annually. Local Services will gather the updates from agencies and share these reports on the King County website and on publicinput.com (or other survey location) where community can leave comments. In addition, the updates will be shared in community meetings and annual Local Services town hall meetings, with requests for comment. These comments will inform further CNL development and reporting.

The CNL is intended to assist with the development of budget proposals transmitted by the executive to the council. This means that, in advance of transmitting biennial budgets, there will be on-going work with the community to prioritize the CNL so that executive departments can be responsive to changes in priorities and concerns.

Communicate progress to all who are impacted. Plan to include community feedback into future planning.

Throughout development of the CNL, Local Services has provided updates on the project on its websites as well as using social media, mailings, and other approaches to communicate about the project. With the pandemic, some usual communication methods were curtailed, and engagement largely became virtual. However, tools and approaches for disseminating information need to be broader than those employed, particularly as not all Skyway-West Hill residents have ready access to computers and the Internet.

Local Services received valuable input from the community on the process for developing the CNL. Future processes for engagement, particularly engagement with priority populations, will apply lessons learned during this process. This will improve the product by improving process equity.