

King County Equity and Social Justice Strategic Plan Update



Presentation Overview

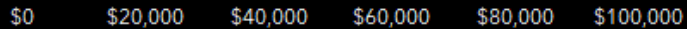
- Context for advancing equity, racial and social justice in King County government
- Highlights of success in this work so far
- Current context
- Plan focus areas
- Call to action



Setting the Context:

King County at a glance, is a great place to live, learn, work, play, and pray

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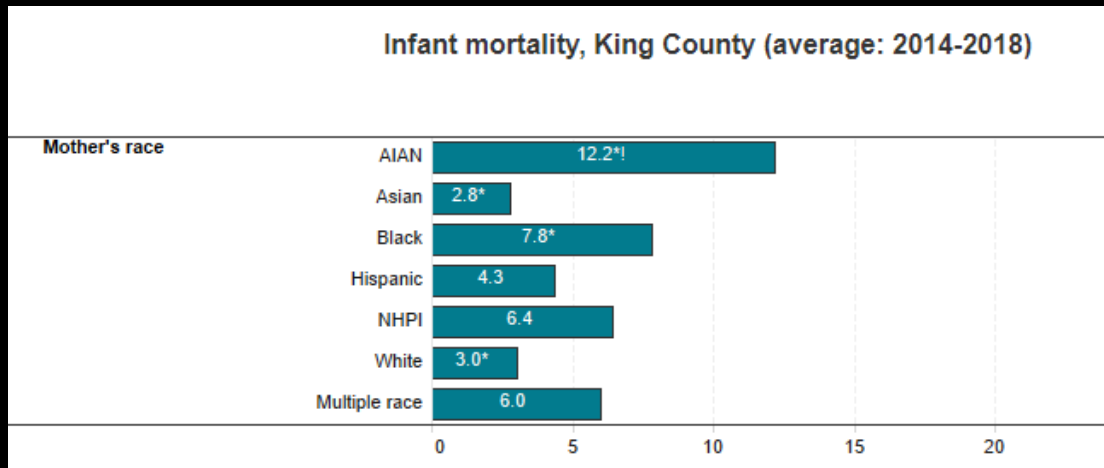


- By 2040, Black, Indigenous, People of Color will represent the demographic majority population in the region, mostly in South and East King County.
- Nearly 30% of residents speak a language other than English, and one out of four people are foreign born.

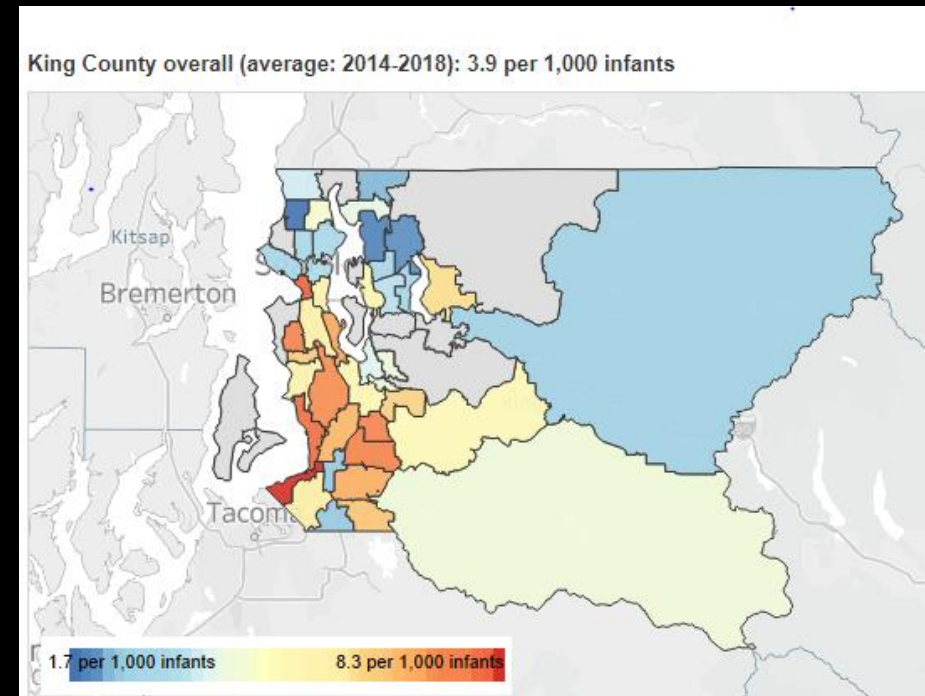


Setting the Context: Race & Place Matter in King County

Race is the leading predictor of quality-of-life outcomes: it can determine where one lives, and the conditions and opportunities for that person to be born healthy, grow, thrive, and prosper.



Systemic racism and other forms of injustices are leading contributors to **higher infant deaths** among *Native American/Alaska Native, Black/African American, and Native Hawaiians and Pacific Islanders*, who also happen to live in South King County

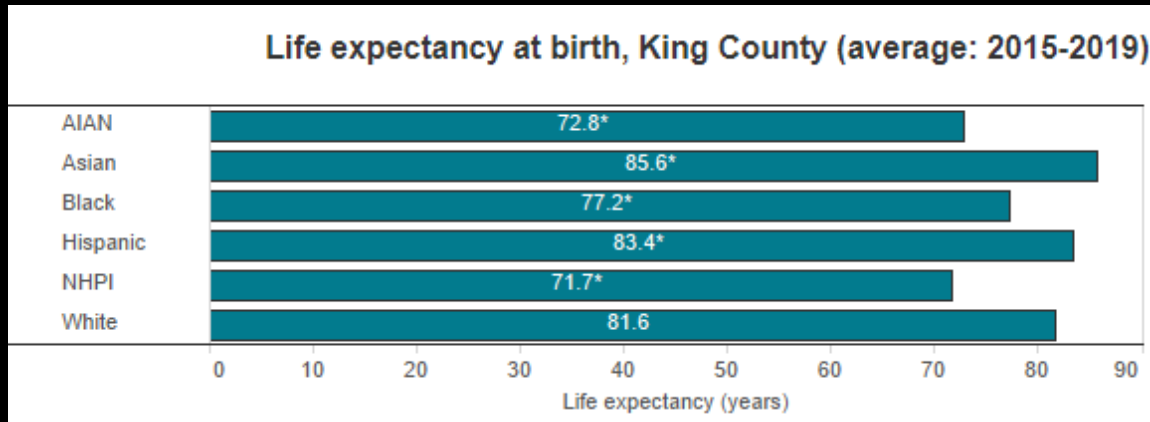


King County

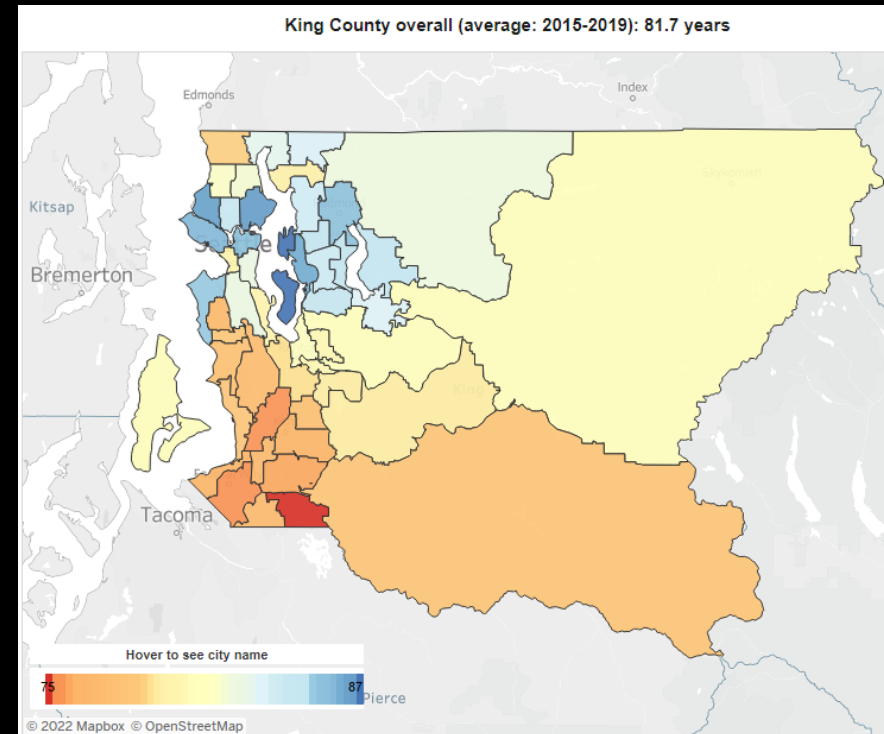


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Race is the leading predictor of quality-of-life outcomes: it can determine where one lives, and the conditions and opportunities for that person to be born healthy, grow, thrive, and prosper.



Systemic racism and other forms of injustices are leading contributors to **lower life expectancy** among *Black/African American, Native American/Alaska Native, and Native Hawaiians and Pacific Islanders*, who also happen to live in South King County

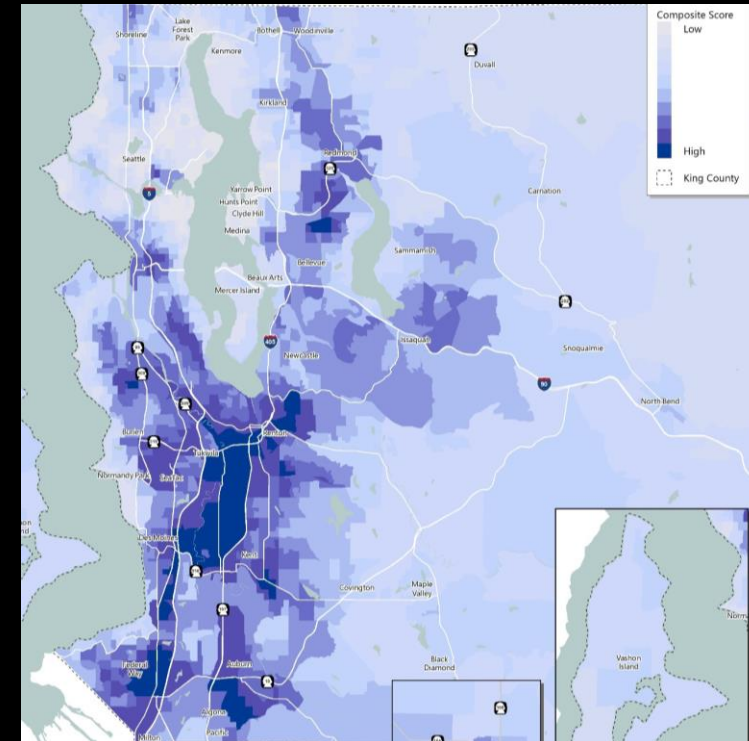
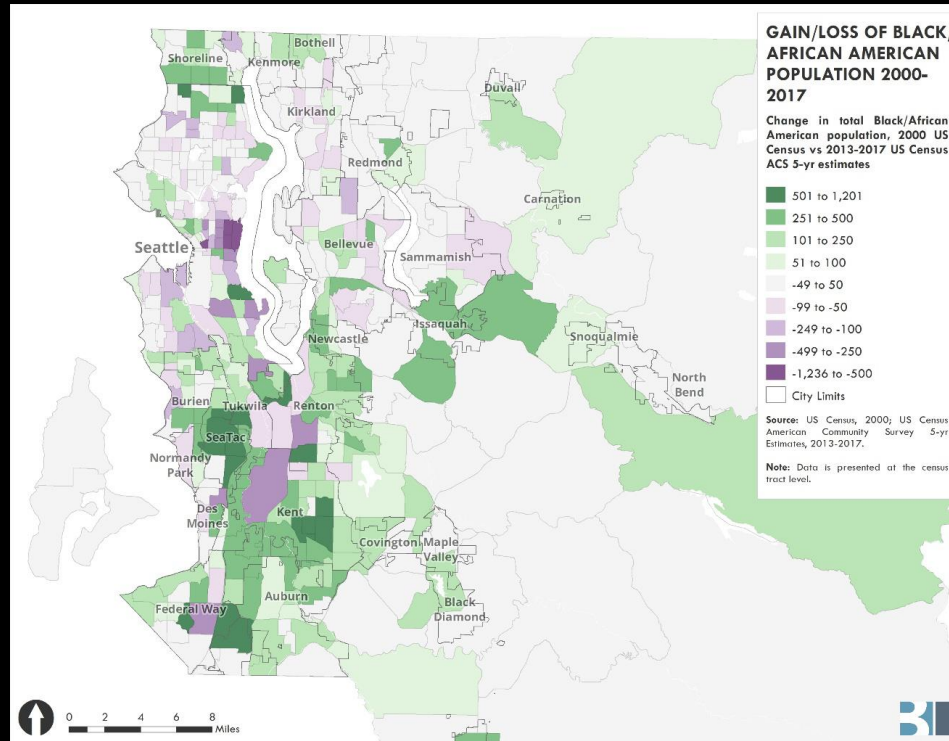


King County



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Black communities in our region continue to be displaced from their historical cultural communities in Seattle's Central District

Darker areas highlight where public transit accessibility to services are low, and yet where people are more likely to take transit and/or are dependent on transit, live.



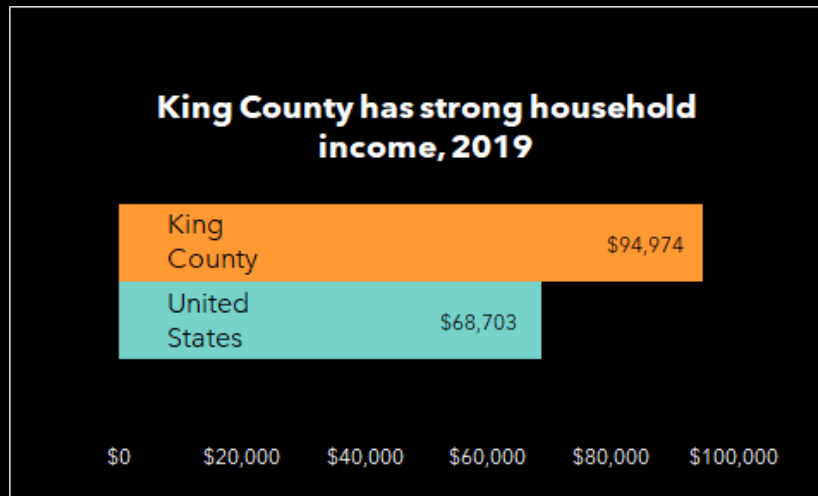
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Data source: King County Metro

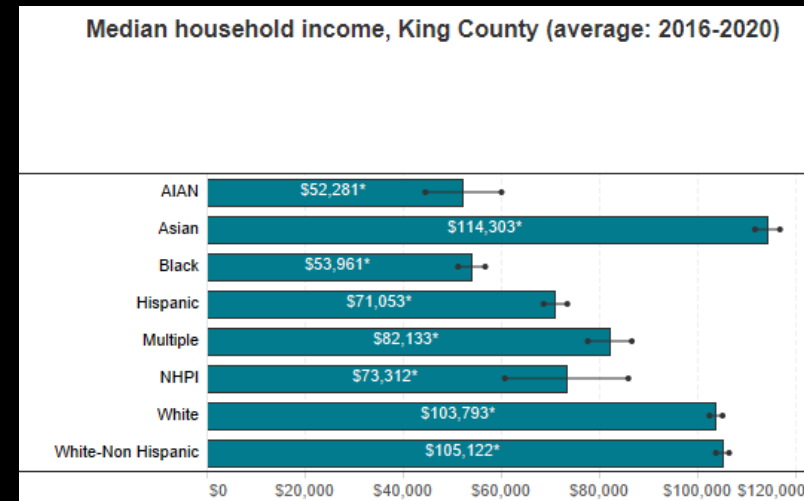


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Overall, King County looks strong relative to the nation. But this region's prosperity is not equitably shared across all groups – race is a predictor of community, family and generational prosperity.



Systemic racism and other forms of injustices are leading contributors to **lower median household income** (often an indicator for prosperity) for *Native America/Alaskan Natives*, *Black/African Americans*, *Hispanic*, and *Native Hawaiians and Pacific Islanders*.



Setting the Context: King County Government Equity, Racial, and Social Justice



VISION: “A King County where all people have equitable opportunities to thrive.”

“Equity is the full and equal access to opportunities, power and resources so that all people achieve their full potential and thrive. Equity is an ardent journey toward well-being **as defined by those most negatively affected.**”

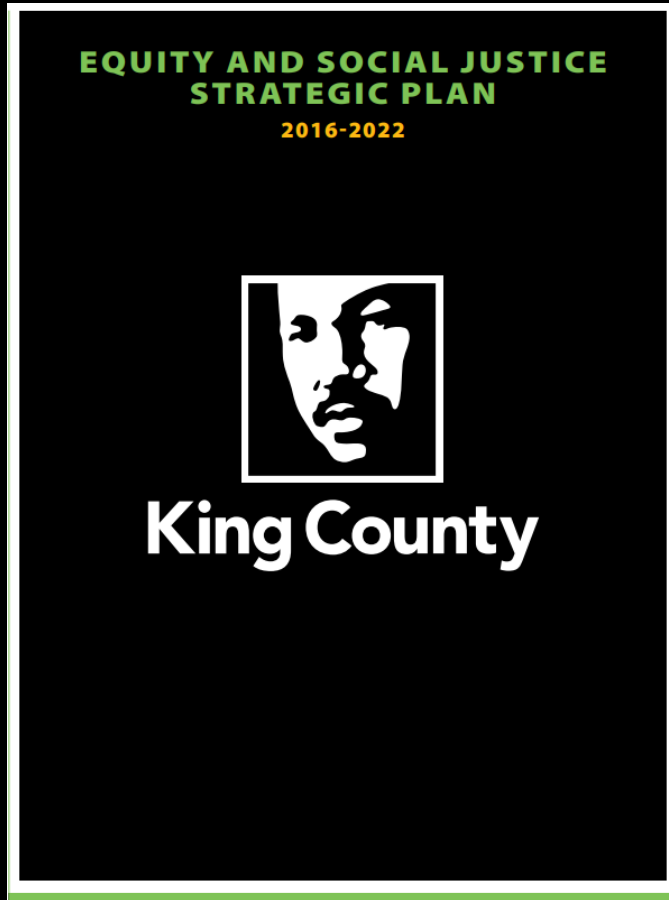
Leading with Racial Justice means “we dismantle systems, policies and practices that perpetuate structural racism, inequities and different forms of discrimination based on power and privilege.”



King County



Setting the Context: 2016 ESJ Strategic Plan



King County INVESTS...



Upstream,
where needs
are greatest,



in
community
partnerships,



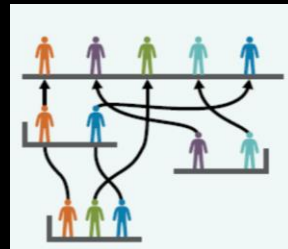
and in
employees,



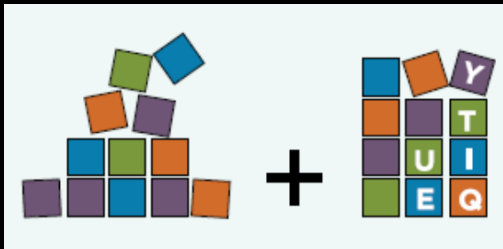
with **transparent
and accountable
leadership.**

Our Equity and Social Justice Shared Values:

Inclusive and collaborative | Diverse and people focused | Responsive and adaptive |
Transparent and Accountable | Racially just | Focused upstream and where needs are greatest



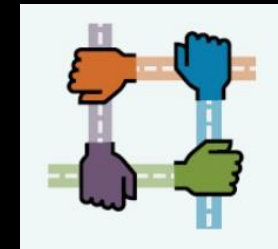
Applying Targeted
(Focused)
Universalism



Dismantling systems of injustice;
building equitable systems for
access to resources and decisions



Focus on people
and places where
needs are greatest



Creating
inclusive
processes



Highlights of Successes So Far...



King County Affinity Groups



Fostering the development of employee resource groups, also known as affinity groups, which build fellowship, leadership opportunities, and an inclusive environment where all are valued, included and empowered to succeed.

King County Investing in BIPOC-Centered Employee Training

Partnering with organizations leading the way regionally and nationally to deliver learning opportunities consistent with the county's commitment to be a pro-equity/anti-racist government.



Declaration of Racism as a Public Health Crisis

Convening the Gathering Collaborative to establish priorities for and award grants for equitable economic recovery.

Establishing priorities for the 2023-2024 budget.

Defining a longer-term vision for an anti-racist/pro-equity King County government.

Participatory Budgeting



Implementing a democratic process in which community members directly decide how to spend part of a public budget.

It gives people real power to make real decisions over real money.

Highlights: Applying anti-racism & pro-equity approaches to build more equitable processes, policies and systems

In each of these major policy and operational areas, teams are applying these approaches:

- Centering communities most harmed by systemic racism and other injustices in planning and decision-making
- Leading with Racial Justice
- Investing upstream and where needs are greatest
- Using Targeted Universalism to tackle root causes
- Dismantling inequitable systems to build more equitable systems



King County Best Starts for Kids



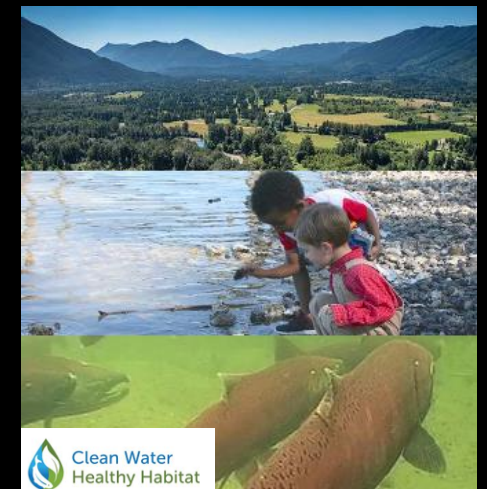
King County Zero Youth Detention



Mobility Equity & Sustainability



King County Affordable Housing



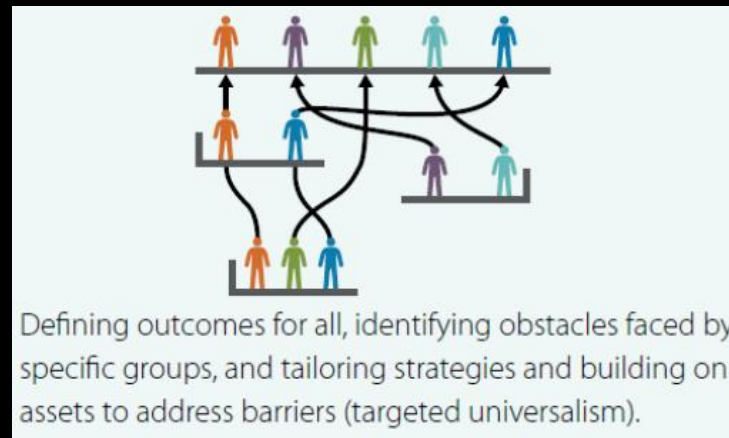
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Current Context: Applying Lessons Learned to Advance Equity



- Lead with racial justice
- Incorporate additional emphasis on ensuring equitable outcomes for all
- Focus more heavily on engaging and collaborating with community and employees
- Address racism and other forms of injustice to collectively improve the well-being of the whole community



Call to Action





Questions? Let's connect!

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