



King County

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King County Executive

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January 5, 2023

The Honorable Dave Upthegrove
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Upthegrove:

Pursuant to Motion 16062, please find enclosed the King County Equitable Development Initiative (EDI) Implementation Plan Phase 1.

As required, the enclosed Implementation Plan, Phase 1 includes:

- A framework that is consistent with equitable community-driven development principles identified in Section A of Motion 16062.
- Recommendations and next actions for County and community structure, capacity and related resources necessary to support an Equitable Development Initiative, informed by similar programs.

Consistent with the Motion requirements, and as detailed in the report, a Community Planning Workgroup (CPW) comprised of 16 community members played a central role in planning, designing, and deciding on the King County EDI proposed framework and structure contained in the report. Selected through an open application process, each member has lived experience or expertise relevant to the Equitable Development Initiative (EDI); all members represent a broad array of King County's demographic and geographic communities. The Department of Community and Human Services, in partnership with multiple other County agencies, worked with the CPW to develop Phase 1 of the Implementation Plan.

The burdens and benefits of King County's rapid growth over the last decade have not been distributed equitably across people of all races, ethnic backgrounds, incomes, and places. Generations of racist policies and practices excluded low-income and Black, Indigenous, and people of color (BIPOC) communities from land ownership and effectively marginalized them from power and decision-making around development.

This report defines equitable development as an approach to planning and community development paired with public and private investment and service delivery that advances equity and self-determination of communities adversely impacted by structural racism and

discrimination, experiencing disparities in economic and health outcomes, and facing heightened risk of displacement.

The framework in Implementation Plan Phase 1 indicates that the King County EDI would prioritize investments in equitable development projects in these communities, which mainly include BIPOC, Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) communities, low-income individuals and families, immigrants and refugees, people with disabilities, and seniors.

According to the framework outlined in the report, the King County EDI would pursue the following goal: “Thriving King County communities where historically and currently underrepresented groups have the agency to lead and own development, build wealth, and make choices where they live, work, and play.”

The framework outlines seven objectives for the King County EDI to accomplish that goal and recommends a four-part structure for the Initiative:

- **Part 1.** Make new investments in community-led equitable development projects.
- **Part 2.** Collaborate across departments to promote equitable development as a goal countywide.
- **Part 3.** Build partnerships and leverage expertise, ideas, and resources beyond King County government.
- **Part 4.** Integrate learning, monitoring, and evaluation objectives and practices.

While this report identifies various opportunities to build on existing efforts and resources, full implementation of these component parts will need significant new resources that have not yet been identified. Implementation will require a defined leadership role, appropriate staffing, interdepartmental coordination, and new investments to support priority communities through community grants and capacity building, while also leveraging resources outside of King County government.

The scale of resources the CPW identified as necessary to implement a meaningful countywide EDI would require substantial new revenue authority and likely state legislative action.

Identifying clear and realistic funding constraints will be critical to the success of this phase of the work. We look forward to working with the CPW and other community partners to build on the Phase 1 report during the development of Phase 2.

The Phase 1 report required approximately 1,170 staff hours to produce, costing approximately \$93,000, including community and interdepartmental engagement as well as report production. In addition, CPW members collectively contributed an additional estimated 600 hours to the development of the Phase 1 report.

Given the significant financial, organizational, and political resources necessary to implement this plan, success of a King County EDI will depend on collaboration and partnership between my office, the King County Council, the State of Washington, local jurisdictions, other elected officials, and impacted communities.

The Honorable Dave Upthegrove

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If your staff have any questions, please contact Leo Flor, Director, Department of Community and Human Services at (206) 477-4384.

Sincerely,

 for

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff

Melani Pedroza, Clerk of the Council

Shannon Braddock, Chief of Staff, Office of the Executive

Karan Gill, Deputy Chief of Staff, Office of the Executive

Mina Hashemi, Director, Council Relations, Office of the Executive

Dwight Dively, Director, Office of Performance, Strategy, and Budget

Leo Flor, Director, Department of Community and Human Services