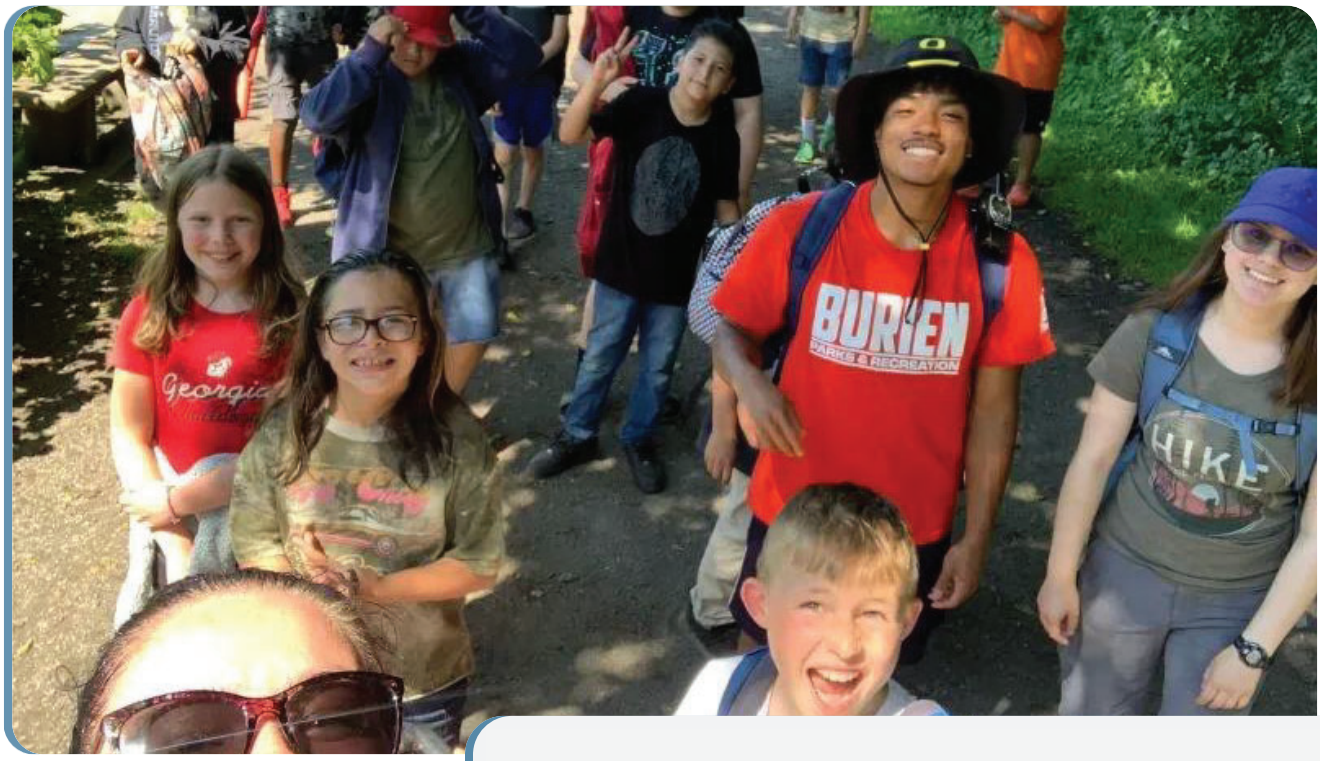
# 1 Equity




### What You Will Find in this Chapter

- Information about how the Plan was developed with equitable engagement and evaluation process.
- Goals and policies to provide equity in plans, processes, and investments.
- Implementation and ongoing tracking of equity outcomes.

# Our Equity Value

*People of all backgrounds, races, languages,genders, and abilities are provided full and equitable access to achieve their full potential and to thrive. Burien acknowledges that past inequitable planning led to injustices we have today.*

> An equity value is included in the Vision & Plan Introduction, and applies to all elements.

# Introduction

Following are the ways in which the plan was crafted with Equity in mind and how the Plan will be evaluated to be accountable to the values, vision, goals, and policies.

**Coordinated engagement** through Shape Your City, targeted engagement with community-based organizations, and establishment of a multicultural Community Connectors program.

**Plan development through adaptation of a Government Alliance on Race & Equity Toolkit:**

- **Identify Outcomes:** Develop shared understanding of key outcomes that will guide the work (equity, resilience, and health metrics).
  - Measurable outcomes are included in each element and developed based on advisory body review and community visioning themes.
- **Study Context and Conditions:** Document history and current situation the community seeks to change.
  - The Housing Element was evaluated for racially disparate impacts, displacement, and exclusion in housing.
  - The Housing Element evaluation was also applied to the Land Use Element and community design related policies.
- **Develop and Test Possible Strategies:** Identify opportunities for change and community-centered, actionable strategies. Test draft strategies by considering their distribution of burdens and benefits, and by gathering community feedback.
  - Each element was screened with a rubric considering benefits and burdens, ability to positively address priorities of overburdened communities, and reduce known disparities.
- **Finalize Recommendations and Support Implementation and Monitoring:** Track indicators for disparate impacts and build long-term community relationships.
  - Each Element has an implementation section with metrics and actions to evaluate the plan on an ongoing basis.
- **Evaluate results** against desired outcomes and share lessons learned.
  - The Comprehensive Plan is subject to a five-year progress report under the Growth Management Act (GMA).

# Goals and Policies

Equity is defined here as the full and equal access to opportunities, empowerment, and resources so that all people achieve their full potential and thrive. The City of Burien acknowledges that government policies and practices have disproportionate impacts based on community and identity (such as race, ethnicity, language, housing status, ability, sexual orientation, and gender identity). For example, these disproportionate impacts result in less public investment and more barriers to civic participation for Black, Indigenous, and People of Color ("BIPOC") communities, immigrant communities, low-income communities, and people with disabilities. Local government has an ongoing responsibility to ensure that all its communities are given the opportunity to thrive and that all communities are valued, respected, and self-directed.

## Goal 1.1 Provide opportunity for all people in Burien to benefit equitably from City of Burien services, processes, and investments, regardless of identity, community, or socioeconomic circumstances.

**Policy 1.1-1** Analyze social equity impacts in the development of Burien's strategic plans, policies, programs, and budgets. Structured questions and equity impact analyses will be used to ensure that equity is considered in decision-making processes.

**Policy 1.1-2** In the development of public-facing Burien operations and processes such as permitting, communications, park programing, facilities programing, and customer service, provide equitable access for all communities and reduce barriers to public participation.

**Policy 1.1-3** Ensure Burien practices foster a climate of equity and inclusivity. Burien is accountable for treating its staff equitably.

**Policy 1.1-4** When developing Burien's strategic plans, policies, and programs, meaningfully engage with the communities who will be most impacted by the plan, policy, or program. Outreach and engagement efforts shall actively seek input from voices that are historically underrepresented in civic decision-making processes, including BIPOC communities, immigrant communities, low-income communities, LGBTQIA+, people with disabilities, and unhoused people. Burien will meet communities where they are by adjusting and adapting to provide more inclusive outreach and engagement.

**Policy 1.1-5** Ensure that community engagement opportunities are accessible and inclusive by incorporating a range of locations, times, and formats, use new and emerging technologies, as well as social media, to enhance understanding and participation. Provide accommodations that allow people with disabilities, people with childcare responsibilities, and people with first languages other than English to fully participate.

**Policy 1.1-6** Develop Burien's Capital Investment Plan with a goal of providing equitable access to municipal services such as roads, pedestrian and bicycle facilities, park facilities, and street trees.

# Implementation

The Equity Element is implemented through:

- Burien Strategic Plan.
- Burien Capital Facility Plan and City Budget including the Capital Investment Plan.
- The metrics and actions of all other elements in this plan.