2018 Solar Summit
Diversity Equity and Inclusion

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King County Internal
Green Building Team
King County-owned buildings and infrastructure will be built, maintained, and operated consistent with the highest green building and sustainable development practices.

**County-Owned Capital Projects Achieving Highest Possible Certification Levels**

*Target:* 100% of projects achieve Platinum by 2020

*Target:* 100% of new projects certified net zero GHG emissions by 2030

The number of completed projects achieving Platinum-level status has increased 23% compared to 2015 performance data.

**County Project Construction and Demolition (C&D) Materials Diverted from Landfills**

*Target:* 80% by 2016, 85% by 2025, zero waste of materials by 2030

On average, King County construction projects met the 2016 target milestone of 80% C&D diversion.
Strategic Climate Action Plan


By 2020, King County will identify and will make substantial progress in the design, construction or certification process for at least 10 new County construction or retrofit projects that will achieve Net Zero Energy or Living Building Challenge certification.
Equity and Social Justice Ordinance

The condition in which people live, work and play are determinants of equity. Equal opportunity in these areas is necessary for all people to thrive and achieve their full potential regardless of race, income or language spoken.

• Healthy built and natural environments.
• Access to safe and efficient transportation.
• Strong, vibrant neighborhoods.
• Family wage jobs and job training.
King County has identified that each of us need to thrive in the following determinants of equity:

- Access to affordable, healthy, local food
- Access to health and human services
- Access to parks and natural resources
- Access to safe and efficient transportation
- Affordable, safe, quality housing
- Community and public safety
- Early childhood development
- Economic development
- Equitable law and justice system
- Equity in county practices
- Family wage jobs and job training
- Healthy built and natural environments
- Quality education
- Strong, vibrant neighborhoods

Flourishing communities are rooted in the determinants of equity.
Race and Place Matter in King County

Race and place predict whether people have the opportunity to thrive.

Quality of Life Indicators

Communities of Color

Percent of population are people of color:
- Less than 20%
- 20-40%
- Greater than 40%

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King County Equity and Social Justice Strategic Plan
Architecture and Engineering

Education Stats:
- 55% Men (80% become licensed)
- 45% Women (20% become licensed, make 17.3% less than men)
- 17% Women in leadership roles
- 4% People of color in leadership roles non-partner

Breakdown by ethnicity:
- 4.2% African American
- 10% Asian
- 3.8% Latino

89% of Leadership roles go to white men
King County HH Income by Race & Place

**BY RACE**
- **ABOVE KC AVERAGE**
  - AFRICAN AMERICAN/BLACK: $38.7K
  - ASIAN: $73.9K
  - HISPANIC/LATINO: $49.4K
  - NATIVE AMERICAN/ALASKAN NATIVE: $42.0K
  - PACIFIC ISLANDER/NATIVE HAWAIIAN: $60.6K
  - WHITE: $74.7K
  - MULTIPLE RACE: $60.0K

- **BELOW KC AVERAGE**

**BY PLACE**
- AVERAGE OF 20 ZIP CODES WITH THE HIGHEST ANNUAL HOUSEHOLD INCOME: $118.5K
- AVERAGE OF 20 ZIP CODES WITH THE LOWEST ANNUAL HOUSEHOLD INCOME: $45.5K

Difference of $36K

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King County Equity and Social Justice Strategic Plan
ESJ practices throughout capital project development lifecycle

1. Develop ESJ plan
2. Participation, partnering and engagement
3. Diverse project design team
4. Conduct Equity Impact Review
5. Site, design and construct to counter known disparities
6. Realize pro-equity elements of ESJ plan
7. Advance economic justice via contracted work
8. Pro-equity sourcing
9. Innovations
Credit 1

Develop a project-specific ESJ plan – based on assessment of ESJ conditions and information gathered on priorities of stakeholders and existing and/or potential users

Project-specific ESJ plan or substantive ESJ guidance is included in project charter

– up to 2 pts
Credit 2

Stakeholder partnering and collaboration – Priority-population active participation in siting, design and/or programming, via community organization partnerships, multi-faceted outreach and approaches to equal involvement, and/or participatory budgeting.

Substantive priority and/or non-traditional perspectives included

– up to 2 pts
Credit 3

Assemble exemplary diversity in project and design teams that help guide pro-equity development and build capacity among priority populations, consultants, and in-house staff

Non-traditional perspectives included

– up to 2 pts
Credit 4

Conduct equity impact review (EIR) process – to inform likely equity and social justice effects of siting, design and/or construction alternatives

EIR is public and accessible

– up to 2 pts
Credit 5

Site, design, and construct to counter known disparities in conditions – enhance access to determinants through project characteristics and development model

Demonstration of pro-equity effect

— up to 4 pts
Credit 6

Realize priority elements of project’s ESJ plan – including process equity innovations, partnerships, and features driven by those with the greatest need

Validate plan accomplishments

– up to 4 pts
Credit 7

**Advance economic justice** via Priority Hire, Project Labor Agreement, SCS, SOAW, apprenticeships, and selecting contracts to advantage social just enterprises, and partner with companies and community-based organizations that advance economic justice

*Gradient based on % beyond requirements – up to 3 pts*
Credit 8

Pro-equity sourcing – select site and building materials, equipment, and systems which have pro-equity upstream and supply chain effects (e.g. local suppliers).

Based on % beyond requirements

– *up to 3 pts*
Credit 9

Innovation – Exemplary practices, processes, or outcomes at any phase of the capital project lifecycle.

Opportunity for new ideas

– up to 4 pts
Healthy Stream Creates Equity

PRO-EQUITY POLICIES, PRACTICES & SYSTEMS—
For greatest and most effective impact, King County is focusing "upstream" to address root causes and be pro-equity

CONDITIONS— Pro-equity systems and policies result in improved community conditions, also known as "determinants of equity"

OUTCOMES— Individuals and families thrive regardless of race and place

pro-equity policies, practices and values such as:

- inclusion
- racial justice

- affordable & safe housing
- quality education & early learning

- healthy food & food systems
- equitable justice system

- community economic development
- transportation

- safe & supportive neighborhoods
- information & technology

- health care & human services
- parks & natural resources

- good health
- high quality of life

- healthy years lived
- happiness & satisfaction

- educational success
- civic engagement

- economic well-being