

Racial Equity Framework for the Puget Sound

2019



Created by

the Puget Sound Cohort in partnership with Race Forward

Vision

We are committed to working **collectively** to ensure that we are shifting **power, resources,** and **decision-making** to communities of color and those most impacted² by issues related to the environment and infrastructure.³ We will work to **preserve the culture and identity** of diverse communities in the Puget Sound as we strive to create more **integrated and inclusive communities.** Fundamental to this vision is the fact that when racial equity is prioritized and normalized, we all advance.

Principles

NOTE: Each coalition or network that is using this document should spend time discussing the section below to allow for greater specificity, clarity, and ultimately agreement about what these principles mean in the context of your work.

SHARED UNDERSTANDING:

- Emphasize the leadership of people of color
 - Those most impacted by institutional and structural racism are best situated to develop solutions that interrupt current power structures and norms
- Do no harm to people, communities, and the environment
- Our work builds towards long-term transformative approaches that shift systems
- Multiracial solidarity is necessary to advance our collective vision

COLLECTIVE APPROACH:

- Process and outcome are equally important
- Focus on community impact
- Shift power and decision-making to communities of color
- Highlight intersectionality by drawing connections between different issues and encouraging shared learning

ORGANIZATIONAL ACCOUNTABILITY:

- Relationships are critical to our success
- We are stronger when working in partnership and collaboration
- Transparency, honesty, and mutual respect are cultivated
- Create new patterns that disrupt the status quo

Robust discussions about accountability⁴ are a necessary component of racial equity work. We encourage organizations to review our Accountability Principles document and identify some guiding principles that the group can commit to.

¹ Please see the acknowledgements section at the end of this document for a list of organizations participating in the cohort

² Identifying which communities are most impacted should be a robust and holistic process. Pay particular attention to how the environment intersects with people's health and well-being (for example: proximity to environmental hazards, exposure to pollutants, flood risk, heat risk, etc). By analyzing which communities are going to be hit first and worst because of climate change (due to race, geography, income, or other factors), you can begin to map which communities make sense to incorporate more fully in your work. As it relates to infrastructure, we encourage you to think about transportation and housing, as well as access to resources, services, opportunities, and other areas that might intersect with the built environment. What are the components necessary for communities to thrive; which communities have access to those and which don't?

³ The Puget Sound Cohort was focused on combatting gentrification and displacement, but this framework is applicable to any set of issues related to the built environment.

⁴ Accountability to other organizations in the coalition/network, between white-led organizations and people of color-led organizations, and between the coalition/network and the communities most impacted

Toolkit⁵



GOAL | ALIGNMENT

STEP #1:

What is your racial equity goal?

How does your proposal align with the vision and principles outlined in this framework? (*NOTE: pay particular attention to how this helps build community ownership/power*)



BACKGROUND | MISSING PEICES

STEP #2:

What data do you currently have that can give you a deeper understanding of the issue you're working on as it relates to race, class, and geography?

What data gaps exist?



COLLABORATION | CO-CREATION | COMMUNITY ENGAGEMENT

STEP #3:

Are there opportunities for those most impacted (paying particular attention to communities of color) to be involved in developing, refining, and finalizing the proposal?

What is your plan for community engagement?

Is there an opportunity for co-creation with people of color-led organizations?

⁵ Adapted from the [Racial Equity Toolkit](#)



STRATEGY | DESIGN | MITIGATION

STEP #4:

Based on your data collection and community engagement, what are your strategies for advancing racial equity?

How is the proposal designed to respond to root causes (including the disproportionate amounts of environmental pollution, adverse health impacts, displacement, and more, for communities of color)?

What are potential unintended consequences and what are parallel strategies for mitigating them?



DESIGN

STEP #5:

What is your implementation plan (*focus on activities, timeline, and who's responsible for which pieces of the plan*)?



ACCOUNTABILITY | MESSAGING

STEP #6:

How will you ensure accountability (*both to the network/coalition and to those most impacted*)?

What are your messages and communication strategies that will help advance racial equity?

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