



# Racial Equity Toolkit (RET) Implementation

For the Advisory Committee on Implementation of Rules for Removing  
Unsanctioned Homeless Encampments, October 10, 2017

# Presentation Objectives

- Explain steps for implementing the City's Racial Equity Toolkit.
- Discuss priorities for application of the RET with the committee.



The image shows the cover of a document titled "Racial Equity Toolkit to Assess Policies, Initiatives, Programs, and Budget Issues". The cover features a dark green header with the Seattle Race & Social Justice Initiative logo and name. Below the title, there is a paragraph of text explaining the vision of the initiative.

**Racial Equity Toolkit**  
**to Assess Policies, Initiatives, Programs, and Budget Issues**

**RACE & SOCIAL JUSTICE INITIATIVE**

The vision of the Seattle Race and Social Justice Initiative is to eliminate racial inequity in the community. To do this requires ending individual racism, institutional racism and structural racism. The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.

# Applying the RET

## How Do I Use This Toolkit?

**With Inclusion.** The analysis should be completed by people with different racial perspectives.

**Step by step.** The Racial Equity Analysis is made up of six steps from beginning to completion:

### **Step 1. Set Outcomes.**

Leadership communicates key community outcomes for racial equity to guide analysis.

### **Step 2. Involve Stakeholders + Analyze Data.**

Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity.

### **Step 3. Determine Benefit and/or Burden.**

Analyze issue for impacts and alignment with racial equity outcomes.

### **Step 4. Advance Opportunity or Minimize Harm.**

Develop strategies to create greater racial equity or minimize unintended consequences.

### **Step 5. Evaluate. Raise Racial Awareness. Be Accountable.**

Track impacts on communities of color overtime. Continue to communicate with and involve stakeholders. Document unresolved issues.

### **Step 6. Report Back.**

Share information learned from analysis and unresolved issue with Department Leadership and Change Team.



# Where to Start

- ▶ What are the benefits and burdens of outreach and removal operations on unsheltered persons, and what aspects may be adjusted to reduce harm and seize opportunity?
  - ▶ What are the benefits and burdens of the current process of selecting sites for encampment removal? What alternatives or changes can be made to spread benefits equitably and address burdens?
  - ▶ What are the impacts of the current storage-and-delivery promise? Are there opportunities to make this service more helpful to unsheltered persons?
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