



Puget Sound Regional Council

Equity Advisory Committee | Remote Only

Date: Thursday, September 1, 2022 from 5:30-7:30 pm

Optional: Post-Meeting Q&A from 7:30-8:00 pm

1. Welcome and Roll Call (5:30) – *Co-Chairs*

2. Reports

- a. Meeting Summary for July 7, 2022*
- b. EAC Member Report Out
- c. Staff Announcements

3. Discussion Item (5:55)

- a. Anti-Displacement Organizations Feedback* – *Noah Boggess & Jennifer Barnes, PSRC*

4. Break (6:35)

5. Discussion Item (6:45)

- a. Legacy of Structural Racism Interactive Report* – *Charles Patton & Michelle Stewart, PSRC*

6. Zoom Poll (7:25)

7. Information Item

- a. VISION 2050 Planning Resources: Equitable Engagement for Comprehensive Plans

8. Adjourn (7:30)

9. Next meeting: October 6, 2022

Optional Post-Meeting Q&A (7:30) – *Charles Patton, PSRC*

*Supporting materials attached.

Members can access the attendance sheet [here](#) to complete and submit to finance@psrc.org for compensation.

Zoom Remote Connection Details

- To join the webinar, please click the following link: <https://psrc-org.zoom.us/j/82794919153?pwd=Q1RPOFYwS1FZdIZGVFIxWTdDR05KZz09> and enter Passcode: 152141.
- To join by phone, call 888 475 4499 or 833 548 0276 and enter Webinar ID: 827 9491 9153 and Passcode: 152141.
- If you need a sign language interpreter or communication aid, call 206-464-7090 or TTY Relay 711.
- العربية | Arabic, 中文 | Chinese, Deutsch | German, Français | French, 한국어 | Korean, Русский | Russian, Español | Spanish, Tagalog, Tiếng việt | Vietnamese, email LanguageHelp@psrc.org.



Puget Sound Regional Council

Equity Advisory Committee Meeting Summary

Date: July 7, 2022

Location: Remote Only

Presentations from the meeting are available on the PSRC website:

<https://www.psrc.org/eac-meetings>. Audio recording of the meeting is available by request.

Introductions & Welcome

Chris Stearns, from King County, and Shannon Turner, from Kitsap County, called the meeting to order at 5:30 pm. The co-chairs welcomed everyone, and asked Mikayla to begin the roll call for attendance.

EAC Member Report Out

Committee members were given an opportunity to share out about upcoming events or projects in their region. Elly Trinh shared that two non-profits collaborated to host an event at Hope Factory, a project to build tiny homes for unhoused neighbors in the industrial district of King County on July 27. The event was an opportunity to meet volunteers, and to assist with building the tiny homes. Chris Stearns shared that the 2022 Seafair Indian Days Pow Wow was held on July 15-17 at Daybreak Star Indian Cultural Center, and that the Muckleshoot Sobriety Pow Wow and Coed Softball Tournament was held July 29-31 at the Muckleshoot Pow Wow Grounds in Auburn, WA. Lisa Espinosa shared out about a celebration welcoming residents of the International District in Seattle on July 30, and how the event also served as a resource sharing opportunity.

Staff Announcements

Charles updated members that he researched alternative methods of requesting compensation, but that the current system would have to be in place for the time being. He also encouraged members to fill out the equity tracker survey brought before the committee by staff earlier in the year, and asked Michelle Stewart to share her experience in filling out the survey with the committee.

Public Participation Plan

PSRC staff are in the update process for PSRC's Public Participation Plan. The EAC was briefed on the purpose of the Public Participation Plan and was asked to provide feedback on the desired outcomes and guiding principles of the plan.

You can view the presentation [here](#).

Questions? Contact Michele Leslie, Senior Communications Specialist, at mleslie@psrc.org.

Racial Equity Impact Assessment Follow Up

As part of the Regional Equity Strategy, PSRC staff are developing a Racial Equity Impact Assessment. At the July meeting, staff discussed how PSRC considered feedback heard at the June EAC meeting and shared a draft Racial Equity Impact Assessment worksheet. Feedback on the worksheet will be taken into consideration in developing a final Racial Equity Impact Assessment and other resources.

You can view the presentation [here](#).

Questions? Contact Ben Kahn, Associate Planner, at bkahn@psrc.org or Grant Gibson, Associate Planner, at ggibson@psrc.org.

Introduction to the Anti-Displacement Organizations Team

As part of the Regional Equity Action Plan, PSRC has created a working group comprised of staff from across the agency to identify and empower community-based organizations (CBOs) working on Anti-Displacement strategies throughout the region. This group has been tasked with creating a directory of such CBOs and conducting outreach to understand how local governments can be more effective partners. PSRC staff provided an update on the team's progress and asked for feedback on interview questions and potential CBOs to engage with.

You can view the presentation [here](#).

Questions? Contact Noah Boggess, Senior Public Engagement Specialist, at nboggess@psrc.org or Jennifer Barnes, Program Manager, at jbarnes@psrc.org.

Adjourn

At the close of the meeting, members participated in a poll to evaluate the meeting. The meeting adjourned at 7:30 pm.

Members Represented at the Table

See attached attendance roster.

PSRC Staff and Other Guests Present

Mikayla Svob, PSRC
Charles Patton, PSRC
Erin Hogan, PSRC
Ben Kahn, PSRC
Grant Gibson, PSRC
Jennifer Barnes, PSRC
Michele Leslie, PSRC
Robin Koskey, PSRC

Wayne Liou, Seattle Public Utilities
Ben A., Pierce County
Laurie Arnold, Clarity Consulting NW
Ashley Mathews
Sarah Titcomb, Snoco PDS
Yes Segura
Nancy Buonnano Grennan, PSRC

PSRC Equity Advisory Committee - Attendance Roster

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Puget Sound Regional Council

DISCUSSION ITEM

September 1, 2022

TO: Equity Advisory Committee

FROM: Noah P. Boggess, Senior Public Engagement Specialist

SUBJECT: Anti-Displacement Organizations Feedback

IN BRIEF

PSRC staff are finalizing outreach materials and preparing for the engagement process with CBOs working in the anti-displacement space. PSRC staff will provide an update on the team's progress and ask for feedback on interview questions prior to beginning outreach.

DISCUSSION

PSRC is investigating the best ways in which local governments can complement existing efforts by these groups. The final product from this team will be a directory of CBOs working in Anti-Displacement and a report highlighting strategies and best practices for local governments to support these organizations.

Draft questions for Regional CBOs

Organizational Structure

- *What is the role of your organization?*
- *What type of work do you do specifically addressing displacement?*
- *What is your geographic service area?*
- *Are there other organizations that you commonly partner with in your anti-displacement efforts?*
- *What are the major challenges in your work?*

Relationship with Local Government

- *How do local governments typically financially support organizations like yours?*
- *What innovative strategies have you seen local governments use to support organizations like yours financially (e.g., offering free or discounted office space in government buildings)?*
- *What is your working relationship with your local government?*

- *In what ways can local government assist in your work?*

Questions for the Equity Advisory Committee

- What are the questions we should be asking these groups?
- How can PSRC and our member jurisdictions be better partners to these CBOs?

Next Steps

PSRC staff will take the feedback provided from the Equity Advisory Committee and begin outreach to CBOs in July. Eligible non-profit CBOs will be compensated for their time. Staff will return to the Equity Advisory Committee with a status update at the September meeting. The final directory and report will be complete by the end of 2022.

Lead Staff

For more information, please contact Jennifer Barnes, Program Manager at jbarnes@psrc.org, or Noah P. Boggess, Senior Public Engagement Specialist at nboggess@psrc.org.

Attachment A: Anti-Displacement Organization Outreach List

Attachment A: Anti-Displacement Organization Outreach List

The following is a list of organizations to contact regarding anti-displacement efforts in the central Puget Sound region (This is not an exhaustive list). Please note, not all of these organizations are necessarily community-based organizations. Some are government partners who can help connect PSRC with community-based organizations.

King County

Africatown Central District Preservation and Development Association
African American Leadership
Africatown Seattle
Byrd Barr Place
Central Area Development Association (CADA)
Chief Seattle Club
Communities of Color Coalition
Community Roots Housing
Crescent Collaborative
Delridge Neighborhood Development Association
Duwamish River Community Coalition
Eastside for All
El Centro de la Raza
Friends of Little Saigon
HomeSight
Homestead Land Trust Impact Capital
Interim Community Development Association
King County United Way - Black Community Building Collective
Plymouth Housing
Rainier Beach Action Coalition
Rebuild together Seattle
Reclaiming Our Greatness
Seattle Chinatown and International District Preservation and Development Authority (SCIDpda)
Seattle Housing Authority
Southeast Effective Development (SEED)
Urban Indian Health Institute
Urban League of Metropolitan - Seattle
White Center Community Development Association (CDA)

Kitsap County

Catholic Community Services (CCS) and Catholic Housing Services (CHS) of Western Washington
Housing Solutions Center (HSC) of Kitsap County

Pierce County

Catholic Community Services (CCS) and Catholic Housing Services (CHS) of Western Washington
Hilltop Action Coalition

Snohomish County

Cocoon House
Housing Hope
Catholic Community Services (CCS) and Catholic Housing Services (CHS) of Western Washington
Community Resource Center of Stanwood Camano
Everett Gospel Mission
Housing Authority of Snohomish County
Housing Consortium of Everett
Interfaith Family Shelter
Take The Next Step

Additional Geographies

Black Community Impact Alliance
Catholic Community Services (CCS) and Catholic Housing Services (CHS) of Western Washington
Compass Housing Alliance
Futurewise & "King County for Everyone (KC4E)"
Puget Sound Sage



Puget Sound Regional Council

DISCUSSION ITEM

September 1, 2022

TO: Equity Advisory Committee

FROM: Charles Patton, Program Manager, PSRC

SUBJECT: Legacy of Structural Racism Interactive Report

IN BRIEF

Data and Research is one of four pillars of the [Regional Equity Strategy](#)¹. It includes technical tools and data resources to help PSRC more effectively incorporate equity into agency work as well as support jurisdictions, organizations, and the public in elevating equity in their pursuits. As part of this body of work, PSRC is developing an interactive report that will provide a historical overview of structural racism in the Puget Sound region and how this history informs existing disparities related to transportation, housing, economics, etc.

At the September meeting, PSRC staff will provide a briefing on the Legacy of Structural Racism Interactive Report and ask the Equity Advisory Committee about how to improve it.

DISCUSSION

PSRC develops data, guidance, and resources to support implementation of VISION through local planning. Recent legislation such as the [Bipartisan Infrastructure Law](#) (BIL) and [House Bill 1220](#) is requesting jurisdictions undo past harms and racially disparate impacts caused by local policies, plans, and actions. Planners from cities and counties in the region will need more resources to better understand these past harms so they can develop strategies that effectively address them.

The Legacy of Structural Racism Interactive Report will provide a historical overview of structural racism in the Puget Sound region and how this history informs existing disparities related to transportation, housing, economics, etc. The purpose of this resource is to provide planners with a better understanding of the region's racial history to help inform member jurisdictions about the root causes of current racial gaps, which

¹ The four key component categories of PSRC's Regional Equity Strategy are A) Capacity Building, B) Data and Research, C) Community Engagement, and D) Best Practices.

will help shape strategies that can effectively address the consequences of these past harms. This resource will not be exhaustive but it will provide a high level overview, focusing solely on policies to align with needs identified in the BIL, HB 1220, and other relevant legislation.

What will be included in the interactive report?

The structure of the Legacy of Structural Racism Interactive Report will cover six distinct periods in the history of the Puget Sound region: 1) Colonization; 2) Immigration, Migration, and Industry; 3) Redlining and Restrictive Covenants; 4) WWII; 5) Civil Rights Movement, Urban Renewal, and the Federal Highway System; and 6) Contemporary History and Policies.

1. Colonization
 - a. Tribes of the Central Puget Sound Region
 - b. White Settlement of the Coast Salish Lands (e.g., Donation Land Law and Homestead Act)
 - c. Treaties in the Puget Sound Region
 - d. Boarding Schools
 - e. Regaining Rights and Land
2. Immigration, Migration, and Industry
 - a. Asian Immigration
 - b. Great Migration of Black Americans to the Region
 - c. White Backlash to New Residents (e.g., Chinese Exclusion Act and Alien Land Law)
3. Redlining and Restrictive Covenants
 - a. Redlining
 - b. Restrictive Covenants
 - c. Contract Selling
 - d. Racial Segregation
4. WWII
 - a. Social Security Act
 - b. Japanese Internment
 - c. Racially Segregated Wartime Housing
 - d. GI Bill
5. Civil Rights Movement, Urban Renewal, and the Federal Highway System
 - a. Civil Rights Movement
 - b. Open Housing Movement
 - c. Highway Construction
 - d. Public Transit Proposals Defeated
 - e. Urban Renewal
6. Contemporary History and Policies
 - a. Single-Family Zoning
 - b. Mortgage Loan Discrimination
 - c. Home Appraisal Discrimination
 - d. Gentrification and Displacement

What has been done to date?

The Legacy of Structural Racism Interactive Report started with brainstorming in the summer of 2020 and has been an in-house PSRC undertaking thus far. An internal stakeholder group was assembled in fall 2020 with representation from staff across the agency. This group has convened regularly to provide guidance on an outline of potential topics, a review of similar reports created by government agencies from across the country, and draft webpages that serve as templates for the resource.

Next Steps

In September, the project team will introduce the Legacy of Structural Racism interactive report to the Equity Advisory Committee and ask the following questions:

1. Are we missing any important topics?
2. Are there any regional examples of various forms of marginalization that should be included?
3. Are there any other purposes for this resource (i.e., who else could use this)?

PSRC staff will take initial feedback from the Equity Advisory Committee at the September meeting and incorporate it into the interactive report. Staff will share a draft resource ahead of a continued discussion at the December EAC meeting and work to complete the report by the end of 2022 / beginning of 2023.

Lead Staff

For more information, please contact Charles Patton, Program Manager, at cpatton@psrc.org or Michelle Stewart at mstewart@psrc.org.



VISION 2050 Planning Resources

Equitable Engagement for Comprehensive Plans

JULY 2022



The Growth Management Act establishes a baseline for public participation as a component of the planning process. However, many traditional methods and approaches do not facilitate effective engagement with historically impacted communities.

Traditional outreach methods, such as online open houses, public hearings, and online surveys, often only reach a subset of community members. These community members are typically those who are already familiar with the local planning process and have the time to stay up to date with what is happening. As a result, many planning processes fail to adequately consider the perspectives of marginalized communities most impacted by planning decisions. This can lead to additional burdens on impacted communities, exacerbating disparities in the region.

VISION 2050 calls for PSRC to develop a regional equity strategy with tools, resources and strategies for centering equity, including best practices for ensuring equitable engagement. This guide is intended to help local jurisdictions consider new strategies and practices to build a foundation of equitable engagement for 2024 comprehensive planning efforts.

This guide includes four recommendations for conducting equitable engagement: identify communities most impacted, develop public engagement goals and outcomes, establish meaningful relationships and remove barriers to engagement. Each of these considerations includes an explanation, strategies to carry out engagement, and questions to consider. This guide can be used as a starting point for engagement. Resources linked throughout the document provide additional information on carrying out these strategies.





Identify Communities Most Impacted



Planning decisions have had and continue to have disproportionate impacts on different communities based on geography, race, ability, and economic conditions. One of the reasons for these disproportionate impacts is that planning processes have excluded or deterred impacted communities, such as communities of color, from participating in planning processes, or have minimized or discounted their feedback in comparison to feedback shared by privileged communities. Moving forward, it is essential to not only identify who and where those communities are that may be most impacted by these planning decisions, but to develop the engagement process with the goal of prioritizing their input.

Using a racial equity lens can help a jurisdiction consider how different groups have faced, and continue to face, different barriers so the jurisdiction can ensure the engagement process engages those most impacted by planning decisions. Not all communities are identified, and have their impacts identified, in common data sources. Relying only on these data sources may exclude individuals who are undocumented and other hidden households. See the Establishing Meaningful Relationships section for strategies to connect with various communities that may not be identified from assessment tools.

Strategies

Opportunity and Displacement Risk Mapping. Opportunity and displacement risk mapping are two related resources that, together, can help identify where in metropolitan areas there is more access to opportunity—things that improve quality of life like housing, jobs, transportation, education, healthcare—as well as areas most vulnerable to redevelopment and displacement. When beginning a planning process, using these tools can help identify communities most impacted by planning decisions, particularly people of color and people with low incomes.

- PSRC: [Opportunity Mapping Tool](#) and interactive Report
- PSRC: [Displacement Risk Mapping Tool](#) and Interactive Report

Equity Impact Assessment Tool. Employing an Equity Impact Assessment Tool throughout a planning process can be very valuable in identifying where impacts are likely to be greatest, who they are likely to impact, and the degree of impact that a project will have on particular communities.

- Government Alliance on Race & Equity (GARE) [Racial Equity Toolkit](#) (2016) – Includes guidance on using a Racial Equity Tool and a set of questions to carry out an assessment.

Questions to Consider

- What are the demographics of your jurisdiction?
- Do the populations you typically conduct outreach with reflect the diversity of the communities you serve?
- Are there areas in your jurisdiction at higher risk of displacement? Could potential planning decisions, such as growth and the implementation of new infrastructure, exacerbate this risk and, if so, who would be most impacted?
- Are there any communities or population groups in your jurisdiction that are experiencing disparities related to housing, jobs, transportation, education, healthcare, etc.?



Develop Public Engagement Goals and Outcomes



Developing public engagement goals will aid your jurisdiction in selecting the best strategies and dedicating the appropriate resources. One key aspect of determining public engagement goals relates to determining the public's role in the public participation process and the amount of impact they may have on a decision. Using a community engagement spectrum to identify the level(s) of decision making you're giving to the public will set clear goals and expectations from the beginning, help you choose appropriate engagement activities and help you identify key engagement milestones in the planning process.

Strategies

Level(s) of influence. An engagement spectrum can be used to establish and communicate clear expectations about the purpose of the community engagement process in question. The levels of public participation on the spectrum are directly tied to the potential level(s) of influence in the decision making process.

- International Association of Public Participation (IAP2): [Public Participation Spectrum](#)

Corresponding engagement activities. Once the level of influence is decided upon for various stakeholder groups or decisions in the planning process, corresponding engagement activities can be chosen to carry out the process.

- Metropolitan Area Planning Council, Boston: [Community Engagement Recipe Book](#)

Providing a feedback loop. You heard great feedback from the community, but now what? Effectively communicating what you heard back to decision makers is a key part of the engagement process. This is critical both for developing a strong plan as well as for maintaining trust with community members. Developing clear documents and presentations that share engagement results, inviting community members to public meetings to share their views, and inviting decision makers to community events are all strategies that can foster effective communication of feedback in the process.

- [Draft VISION 2050 Comments](#) and [Memo to Growth Management Policy Board](#) (2019) – Includes an overview of the comments received, as well as detailed information on each comment, response from PSRC staff and process for the board to review comments and take action to revise the draft plan.

Questions to Consider

- What level of decision making are you planning and able to provide to the public?
- What are the key milestones for decision making in your update process, and can the public feedback be incorporated at those points?
- How much will your public engagement plan cost, including any compensation for participants?

Other Resources

- Groundwork USA [Best Practices for Meaningful Community Engagement](#) (2018) – Includes tips for engaging historically underrepresented populations in vision and planning.
- IAP2 [Public Participation Toolbox](#) – Information on various techniques for public participation.
- Snohomish County Light Rail Communities: [Results from Public Outreach](#)



Establish Meaningful Relationships



Engagement does not begin and end with a single project or plan. Successful engagement means building a foundation of trust and collaboration with communities prior to seeking input. It also means valuing the time people give and making it clear how community input will influence or shape decision making. Taking steps to establish meaningful, long-term relationships with communities impacted by planning decisions pays future dividends and ensures the voices of impacted communities are integral to the process. Including these voices could lead to stronger outcomes for all community members and more buy-in down the road from community members and decision makers.

Strategies

Community Advisory Committees. Planning processes typically involve input from numerous boards and committees composed of elected or appointed officials and planning professionals. Often missing from this process are the voices of community members, particularly those representing historically marginalized communities, who are typically most impacted by planning decisions. Creating a standing committee composed of individuals who can speak to their community's needs, challenges, and opportunities can help create a meaningful, long-term relationship between local governments and communities. The expertise that comes from this lived experience can address potential gaps a jurisdiction may have, help avoid unintended consequences, and provide a more holistic understanding of problems and potential solutions.

- [PSRC Equity Advisory Committee](#) – a cross-sector working group composed of residents as well as governmental and community-based organizations representing BIPOC communities. Co-creates products with staff and the Executive Board and advises PSRC committees and policy boards on policies and programs with an equity lens.
- [MRSC Advisory Boards and Commissions](#) – Provides a basic overview of local government advisory boards, task forces, commissions, and committees in Washington state, including relevant statutes and local examples.

Compensation. People from or who represent historically impacted communities provide valuable perspectives and expertise that is often missing in planning processes. Providing financial compensation not only honors that expertise but can also remove major barriers to participation. Multiple local jurisdictions in the central Puget Sound region have adopted, or are considering, policies to allow for the compensation of community members who serve on advisory committees, focus groups, or participate in the planning process in other ways.

- [PSRC Compensation Policy](#) and [Equity Advisory Committee Member Compensation FAQ](#)

Questions to Consider

- In what ways are you dedicating funding and staff time towards establishing relationships with community groups?
- How are you valuing people's time, effort, and expertise? How are you removing barriers to participation?

Other Resources

- PSRC TOOLBOX Peer Networking Series: [Equitable Engagement in Comprehensive Plans](#) – Oct 29, 2021
- [PSRC VISION 2050 Youth Engagement](#) – Spring 2019
- City of Seattle Comprehensive Plan: [Partnerships with Community-Based Organizations](#), [Community Liaisons](#)



Remove Barriers to Engagement



A public engagement process may not successfully capture the full range of community concerns if it does not include multiple ways to participate. While in-person events, like open houses and workshops, can be helpful in communicating plans to the public, they rarely allow for all members of the community to engage with planning staff and voice concerns. Too often, these events are held in places that are inaccessible and/or at times that are unavailable to large groups of people, particularly those who already face barriers to participation (e.g., those who have conflicts with work, those who are unable to secure childcare, or those with disabilities or who face language barriers.) Going where historically impacted communities are, partnering with community-based leaders, providing accommodations to ensure events are successful, and providing multiple ways to participate can go a long way towards ensuring an equitable public engagement process.

Strategies

Make public meetings accessible. Many factors prevent certain people or groups from being able to attend and participate in public meetings. Meetings held at specific times may exclude people who have work or family obligations. Meetings held in specific locations may present challenges for people with limited transportation options or who face geographic barriers. How accessible a location or building is can determine whether someone with a physical disability can attend. Making public meetings as accessible as possible, with as many accommodations as possible, is a necessary component of an equitable engagement process.

- Mobility for All [Inclusive Planning Toolkit](#) – Guidance on planning for accessible meetings.
- PSRC's [Coordinated Mobility Plan](#) (CMP) outreach – PSRC staff worked to increase accessibility for CMP virtual outreach meetings. For example, staff sent accessible presentation materials prior to meetings, developed multiple ways to provide feedback, ensured virtual closed captioning in all meetings, and provided a process for requesting accessible accommodations, such as American Sign Language (ASL) interpretation in advance of the meetings.

Provide multiple ways to participate. Social, economic, and cultural conditions, as well as differences of ability, can influence how people prefer to communicate and interact with others. When it comes to planning processes, planners should be mindful of this and ensure there are multiple ways to provide input and participate. Some may prefer to attend a more traditional open house, where they can interact with staff directly. Others may prefer to engage via an online open house or simply provide comments on their own. Having a better understanding of limitations to online access for different households can help tailor these approaches.

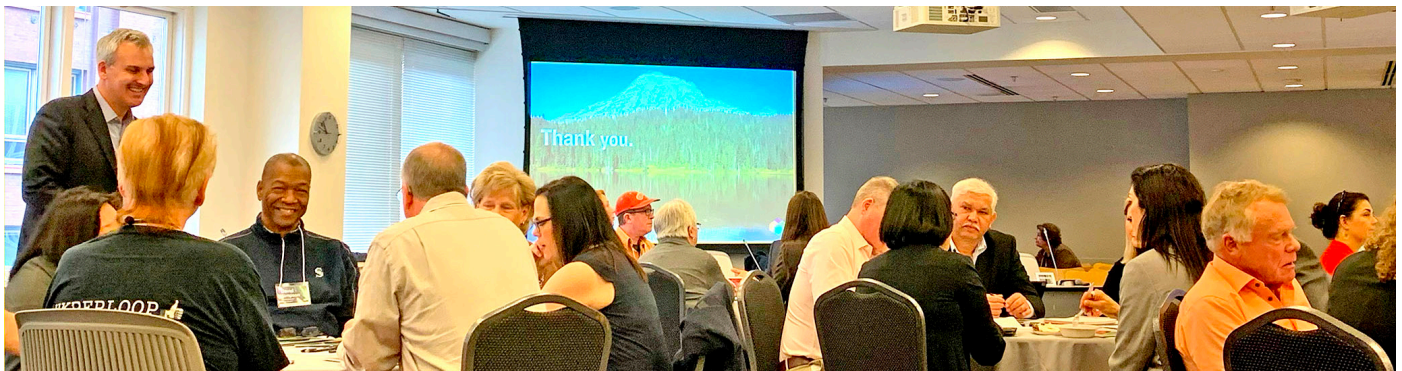
- PSRC Regional Transportation Plan [survey, interviews](#) and [focus groups](#) – In 2021 PSRC conducted an online and telephone survey for the Regional Transportation Plan. Selected participants were invited to take part in follow-up surveys and focus groups to share more information on their experience with the transportation system.
- City of Bellevue 2044 Comprehensive Plan: [Preliminary Community Engagement Report Phase 1](#)

Tailor outreach to preferences of identified communities. A big factor that can limit public participation is the fact that outreach and marketing strategies often fail to capture the ways specific communities get their news. Relying entirely on big conventional sources to get the word out about a project may be more efficient, but doing this can lead to a lack of diversity of thought and experience. Ensuring materials are available in different languages, communicating using mediums preferred by communities, and utilizing a mix of marketing resources are effective ways to help incorporate a diverse range of perspectives in a planning process.

- [MRSC Youth Participation in Local Government](#) – Provides examples of Washington state cities and counties that have established youth councils, commissions, and other programs to encourage teenagers and young adults to participate in local government.
- Pierce Conservation District's [Harvest Pierce County Program](#) – Cultural Ambassadors Program pays bilingual, bicultural community leaders to help ensure programming is reflective of and responsive to community members in the county. The program's ambassadors have helped co-create programming in Vietnamese, Khmer, Spanish, Russian, Ukrainian, Moldovan, and Korean.
- King County [Language Access for Limited English-Speaking Populations](#) – Includes guidance and tools for accessible communication to individuals with Limited English Proficiency and barriers to communication.

Questions to Consider

- Are you providing accessible information and marketing materials in multiple languages and through a diverse array of sources?
- Are you holding meetings/open houses in a variety of accessible locations and at different times of day?
- Are you providing amenities like childcare at public meetings?
- Are you facilitating different methods of providing input to account for social, economic, and cultural differences?



The considerations and resources included in this guidance document are meant as a starting place when considering an equitable approach to community engagement. These resources have been generated by PSRC staff with input from PSRC's [Equity Advisory Committee](#). PSRC is available to connect planners to local resources and provide more information on the information provided in this document.