We are leaders in the region to realize equity for all. Diversity, racial equity and inclusion are integrated into how we carry out all our work.

psrc.org/equity
Poll Questions
The region’s vision for equity...

All people have the means to attain the resources and opportunities that improve their quality of life and enable them to reach full potential. Differences in life outcomes cannot be predicted by race, class, or any other identity. Communities of color, historically marginalized communities, and those affected by poverty are engaged in decision-making processes, planning, and policy-making.
We are a growing region

Source: PSRC
People of color represent:
24% of region’s population in 2000

Population by Race and Hispanic/Latinx Origin: 2000
Source: American Community Survey, 1995-1999 5-Year Estimates
People of color represent:
24% of region’s population in 2000
31% of region’s population in 2010
People of color represent:
24% of region’s population in 2000
31% of region’s population in 2010
41% of region’s population in 2021
84% of region’s growth since 2000

15 cities at 50%+ people of color in 2019
Almost 6 out of 10 AIAN households live in areas of lower opportunity.
Members’ Perspectives

Jurisdictions have begun to recognize need to address equity in plans and policies:

- Need to go beyond standard practices to assess equity impacts
- Lack clear mandates
- Relatively little guidance, best practices, and tools
- Consequently, equity is often a secondary consideration
HB 1220 & BIL

House Bill 1220

- Requires cities and counties to plan for housing affordable to all income levels
- Identify, address, and undo racially disparate impacts, displacement, and exclusion in housing

Bipartisan Infrastructure Law (BIL)

- Providing more infrastructure funding than ever before and many new transportation programs
- Expanding access, undoing past harms (e.g., disproportionate pollution, disconnected communities)
Why Lead with Race?

• Attempts to be race-neutral only led to continued barriers for communities of color
• Planning and policies have played a role in creating and perpetuating these barriers
  - Donation Land Claims Act
  - Redlining
  - Restrictive Covenants
  - Urban Renewal
  - Single-Family Zoning
Home Ownership Rates

2 out of 3 of white residents own a home (66%), while only 1 out of 4 Native Hawaiian / Pacific Islanders own a home (25%)
Median Income

**White** residents ($91,300) earn almost double what **American Indian / Alaska Native** residents earn ($48,000)
Homeownership Rates by Income and Race/Ethnicity

Homeownership rates for people of color are much lower than rates for white households, even after controlling for household income.
Why Lead with Race?

- Focusing on racial inequities provides framework, tools, and resources for other marginalized groups

- Create a region where everyone is thriving and we can no longer predict life outcomes based on race or other demographics
“Priority attention must be given to the task of promoting a wider range of choices for those who have few, if any, choices.”

Norman Krumholz, AICP – (1975)
AICP Code of Ethics

• The American Institute of Certified Planners (AICP) requires members adhere to ethical standards of a Code of Ethics and Professional Conduct.

• “To work to achieve economic, social, and racial equity.”
Regional Equity Strategy

The Strategy includes a suite of resources co-created with the Equity Advisory Committee. It will provide guidance to help members and staff work towards the region’s equity goals.
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- **Capacity Building**
  - Learning Opportunities
  - Prioritizing Equity
  - Inclusive Procurement
  - Hiring and Retention

- **Data and Research**
  - Equity Tracker Data
  - Data and Analysis
  - Legacy of Structural Racism Interactive Report

- **Community Engagement**
  - Equity Advisory Committee
  - Anti-Displacement Organizations Report
  - Equitable Engagement Guidance

- **Best Practices**
  - Racial Equity Impact Assessment
  - Equity Planning Guidance
Racial equity assessments are designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets. It is both a product and a process. Use of a racial equity tool can help to develop strategies and actions that reduce racial inequities and improve success for all groups.
Equity and the Plan Update Process
Equity Resources

Available Now

• Demographic Profile
• Displacement Risk Mapping
• Equitable Engagement Guidance
• Equity Planning Resources
• Housing Element Guide
• Housing Innovations Program (HIP)
• Legacy of Structural Racism Report
• Opportunity Mapping
• Racial Equity Impact Assessment
• Racial Residential Segregation

https://www.psrc.org/equity
https://www.psrc.org/housing
Thank You!

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