

Dr. Samad Aidane & Benita R. Horn



# Equitable Outcomes in Policy, Projects & Decisions



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## Agenda

**Introductions**

**Workshop Outcomes**

**Equity Lens Case Study**

**Moving to Action**

**Next Steps**

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## Introductions

Samad Aidane, Ph.D, PMP – A project management and cross-cultural leadership development researcher, trainer, consultant, and coach.

Benita Rodriguez Horn – AWC Diversity, Equity, Inclusion and Belonging Consultant



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## Workshop Outcomes

- To gain an overview of the equity lens process.
- To understand how using an equity lens supports achieving equitable outcomes.
- To begin thinking about how to support use of an equity lens in your jurisdiction.

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## What Is an Equity Lens or Racial Equity Impact Assessment?

- A systematic examination of how different groups (such as race, gender, ability, income, age, etc.) will likely be affected by a proposed action or decision, much like an environmental impact assessment.
- Used to eliminate and prevent adverse consequences.
- Vital for preventing inequities and remedying social injustices.

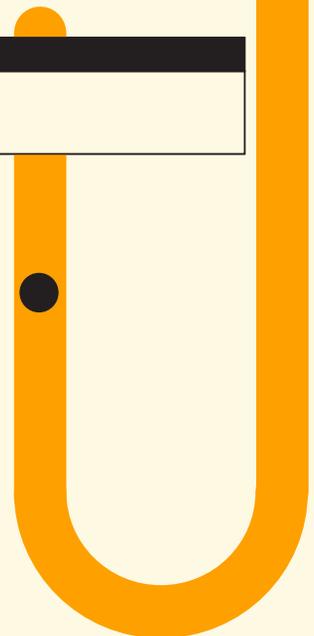


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## Racial Equity Means

- Race can no longer be used to predict life outcomes and outcomes for ALL groups are improved.
- To do so, we have to:
  - ✓ Set Universal strategies for everyone
  - ✓ Set Target strategies to focus improvements for those worse off
  - ✓ Move beyond “services” and focus on changing policies, institutions and structures



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## Equity Lens Process



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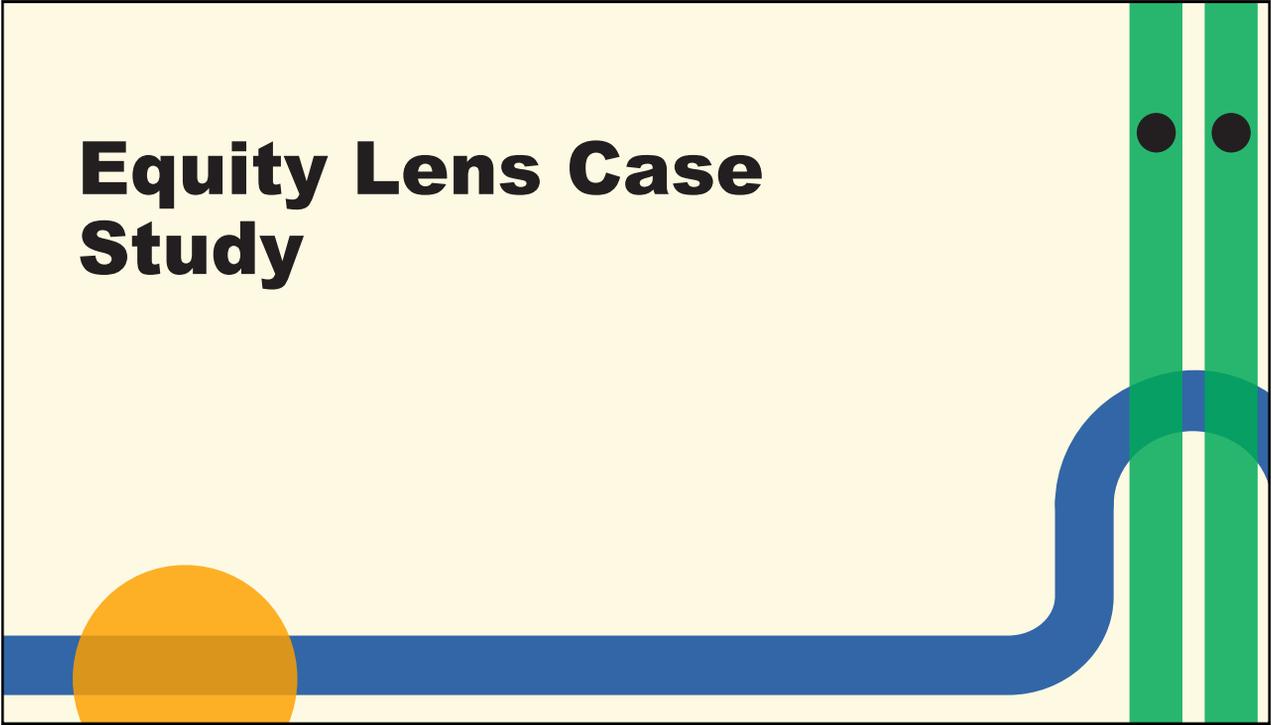


## Who Uses an Equity Lens

- Government Staff
- Elected Officials
- Community Based Organizations

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# Equity Lens Case Study



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		<b>Sound Transit Case Study</b>
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## Project 1: West Seattle and Ballard Link Extensions



- Public transit agency serving the Seattle metropolitan area.
- Created in 1993 by King, Pierce and Snohomish counties to build a regional rapid transit system.
- Operates: Link light rail system in Seattle and Tacoma, regional Sounder commuter rail, and Sound Transit Express bus service.

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## Project 1: West Seattle and Ballard Link Extensions



- West Seattle to downtown (2032)
- Adds 4.7 miles of light rail service from downtown Seattle to West Seattle's Alaska Junction neighborhood.
- Ballard to downtown (2039)
- Adds 7.1 miles of light rail service from downtown Seattle to Ballard, including a new downtown Seattle rail-only tunnel.

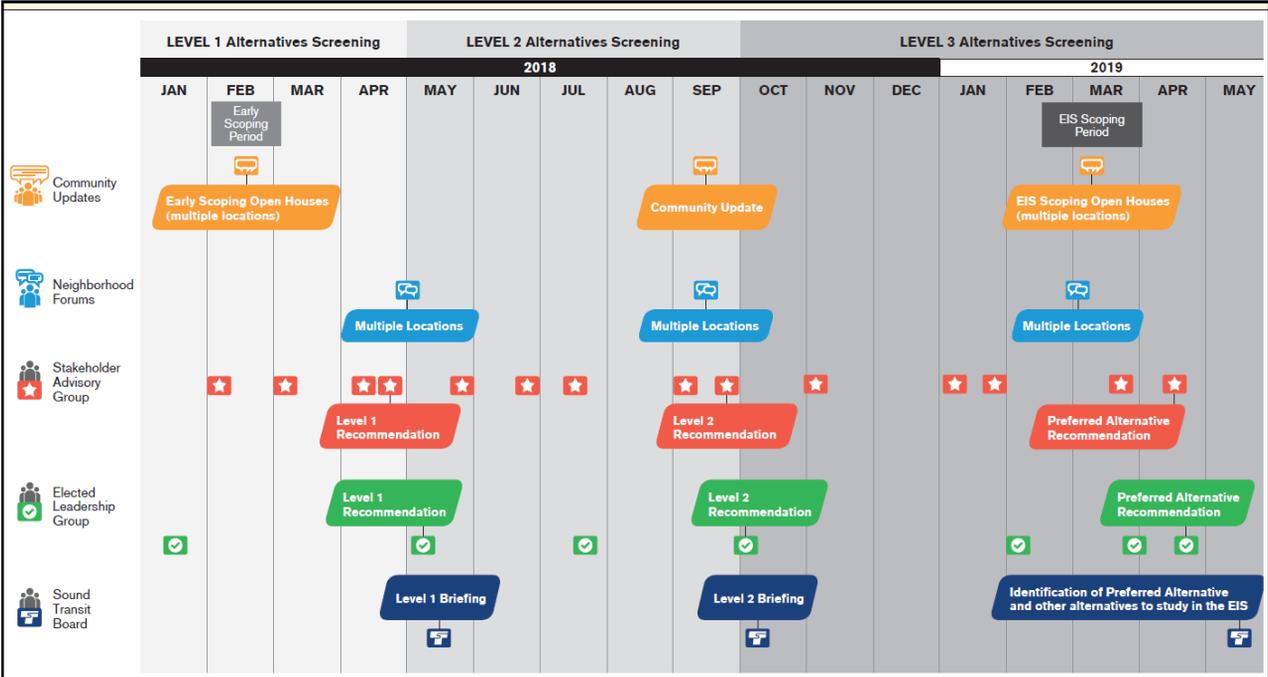
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# Project 1: West Seattle and Ballard Link Extensions



Source: <https://www.soundtransit.org/sites/default/files/documents/west-seattle-ballard-link-extensions-ph-2-racial-equity-toolkit-draft.pdf>

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Source: <https://www.soundtransit.org/sites/default/files/documents/west-seattle-ballard-link-extensions-ph-2-racial-equity-toolkit-draft.pdf>

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## Project 2: Rainier Valley (Central Link Line)

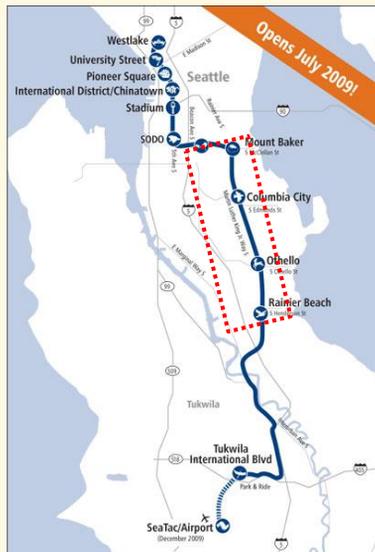


<https://www.seattletimes.com/seattle-news/transportation/the-worst-spots-for-light-rail-crashes-in-seattle-and-how-to-fix-them/>

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## Project 2: Rainier Valley (Central Link Line)



Source: <https://www.seattle.gov/rsji/racial-equity-research/racial-demographics>

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## Project 2: Rainier Valley (Central Link Line)



<https://www.seattletimes.com/seattle-news/transportation/cracks-in-light-rail-tracks-slow-trains-in-south-seattle-expect-closures-for-repairs-over-weekend/>



<https://www.seattletimes.com/seattle-news/transportation/the-worst-spots-for-light-rail-crashes-in-seattle-and-how-to-fix-them/>

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## Project 2: Rainier Valley (Central Link Line)



<https://bettertransport.info/pitf/safetycomments-saveourvalley.htm>

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## Definition of Equitable Project Delivery

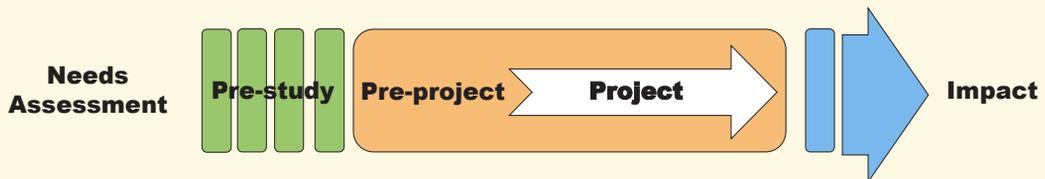
**Equitable Project Delivery means that race can no longer predict projects outcomes for communities and that the benefits and harms of projects are shared fairly across all communities.**

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## The Anatomy of a Project

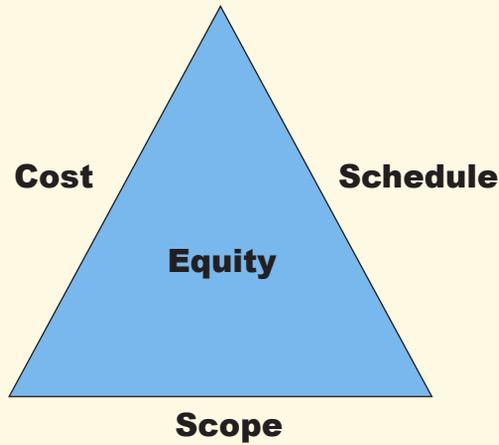


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## Balancing the Project's Triple Constraint

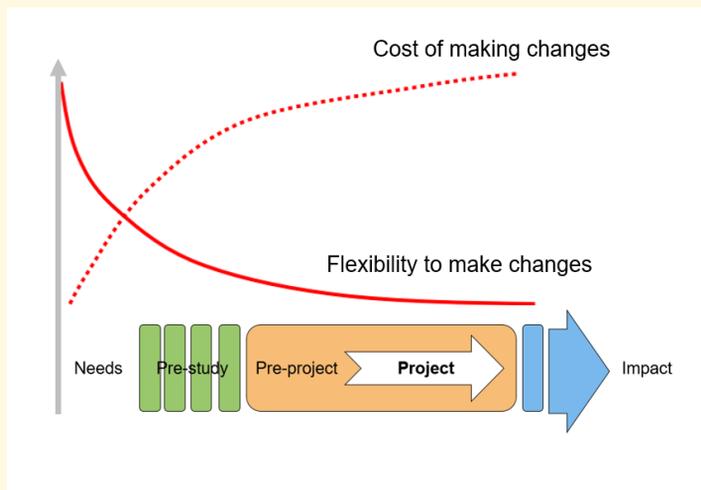


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## Projects and the Cost of Making Changes

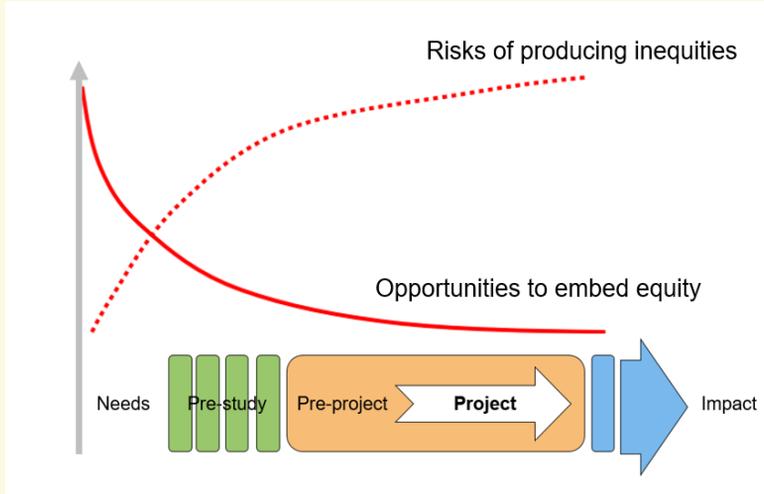


Adapted from: Samset, K., & Volden, G. H. (2016). Front-end definition of projects: Ten paradoxes and some reflections regarding project management and project governance. *International journal of project management*, 34(2), 297-313.

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## Embedding Equity in Projects Delivery: Opportunities and Risks

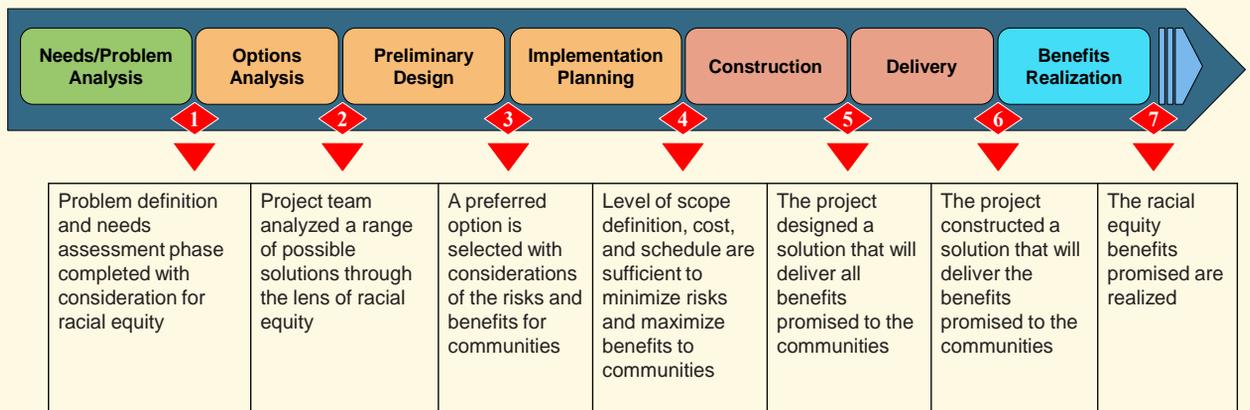


Adapted from: Samsset, K., & Volden, G. H. (2016). Front-end definition of projects: Ten paradoxes and some reflections regarding project management and project governance. *International journal of project management*, 34(2), 297-313.

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## Equitable Project Delivery



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## Moving to Action

- How are you going to support your jurisdiction in applying an equity lens to the 4 P's (policy, projects, programs and planning)?
- What questions do you have about the use of an equity lens?

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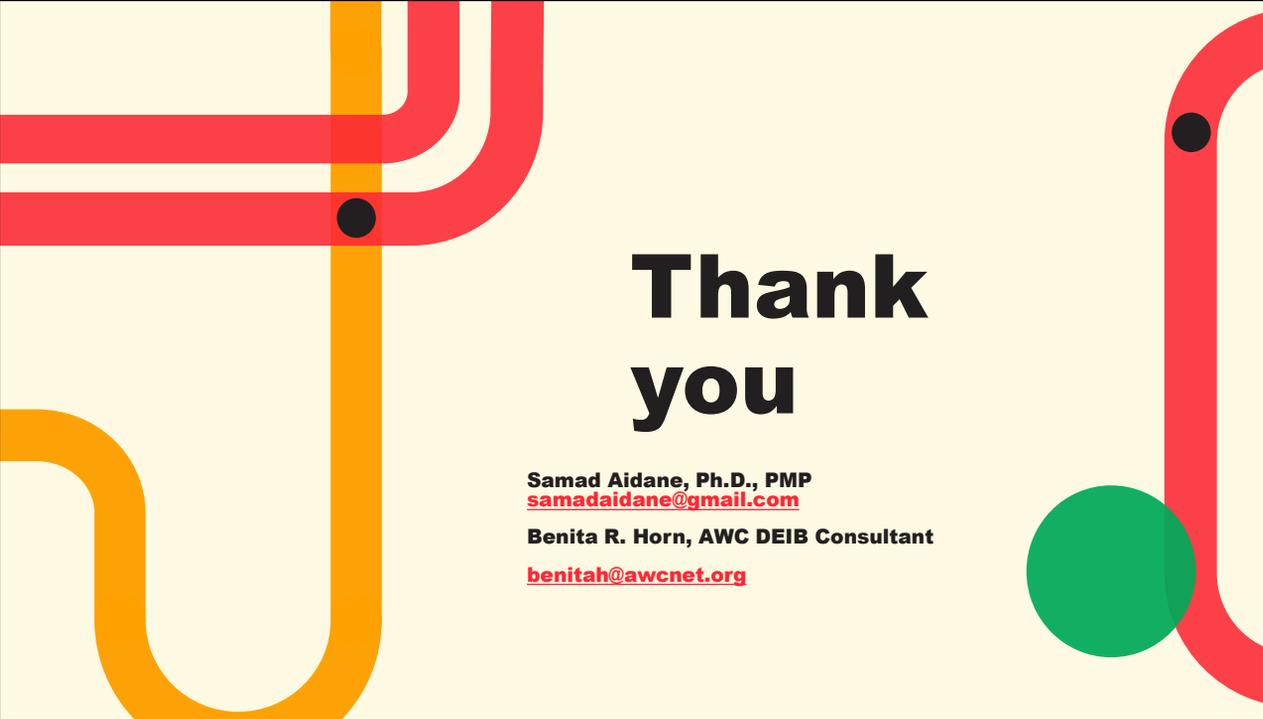


## Next Steps: Coaching for Success

### ASK:

- How and when was an equity lens applied to this recommendation or decision?
- At what point was community engaged in the process? How?
- What were the outcomes of the equity lens process?
- What strategies were put in place to mitigate unintended outcomes?

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# Thank you

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