

## 11\_AR\_Question\_Public\_Participation

11	Public Participation Annual Report Questions Counties	S5.C.4.a	Describe in Comments field opportunities created for the public, including overburdened communities, to participate in the decision-making processes involving the development, implementation, and updates of the SWMP and SMAP (SMAP applies to Counties).
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King County continues to provide the following opportunities for public to participate in the decision-making process of developing, implementing and updating the SWMP and SMAP:

King County provides opportunity to provide input to its SWMP via the following web sites:

- [2021 Stormwater Management Program Plan](#)
- [Annual reports to Ecology for the NPDES Municipal Stormwater Permit](#)

King County provides Natural Yard/Lawn Care, workshops and partner web links: [www.naturalyardcare.org](http://www.naturalyardcare.org). King County continues to update this part of KC's SWMP via input from workshops.

## Stormwater Investment Plan – Community Input

Phase I Municipal Permit related programs that support and **are informed by** King County's SIP:

- Stormwater Management Program (SWMP)
- Stormwater Planning Program including the Stormwater Management Action Plan (SMAP)
- Structural Stormwater Control Program (SSCP)

Throughout 2020 and into 2021, King County has sought input from cities, counties, tribes, public agencies, nonprofits, elected officials, regional thought leaders, and related organizational groups (salmon restoration practitioners, regional Conservation Districts, representatives from the development community, etc.) as part of the development of King County's Stormwater Investment Plan (SIP). King County's SWMP is a component of the overall SIP and receives from input from this process. Community input including input from overburdened communities will culminate in the May 18<sup>th</sup> [Aligning Across Watersheds: A Regional Stormwater Summit](#).

## STORM (Stormwater Outreach for Regional Municipalities)

STORM involves over 83 participating permittees. King County receives valuable input from other members regarding regional outreach and education for the best efficiency and effectiveness.

## IC-ID Field Screening and Source Tracing Guidance Manual

Information used for the 2020 update of the IC-ID Manual included a survey of Washington municipal stormwater permittees, two feedback/input workshops, a literature review, and a review of IDDE data. Links to these deliverables and other project information can be found on [Ecology's SAM web page for the project](#).

## RainScapes: Natural Rainwater Solutions & Overburdened Communities

**GSI is a team effort** - <https://kingcounty.gov/services/environment/water-and-land/stormwater/green-stormwater-infrastructure-incentive-program.aspx>

We're one of many groups that are embracing GSI to help make our world a healthier and more beautiful place. We're excited to share what we've learned along the way, and to connect with and learn from others in the community. Together, we can make GSI practices more effective and accessible for everyone.

### Website Translations

[ទាញយកគេហទំព័រជាភាសាខ្មែរ](#)

[Soodejiso nooca Soomaaliga ah ee degelkan](#)

[Descargue la versión en español de este sitio web](#)

[Tải phiên bản tiếng Việt của trang web này](#)

## White Center Community-Led GSI Strategy

White Center is a two square mile, highly urban portion of unincorporated King County. It contains a diverse population of approximately 16,000 people, along with a high amount of impervious surface and a lack of green space. In addition to water quality issues resulting from a lack of stormwater controls, the community also lacks services enjoyed by neighboring jurisdictions. King County is aiming to add more GSI in White Center, not only address the stormwater impacts, but also to add multi-benefits that are important to community members. To do this, a co-designed strategy was completed in 2021. A series of in-depth interviews, surveys, presentations, and focus groups were conducted with the White Center community to find out more about community concerns and how people would like to see GSI offer solutions. See [excerpt from a community presentation](#).

[https://kc1-portal2.sharepoint.com/WaterAndLand/MuniPermit/Annual Report Documents/2021\\_Annual\\_Report/2021\\_AR\\_Attachments/2021\\_DocumentFiles/11\\_AR\\_Question\\_Public\\_Participation.docx](https://kc1-portal2.sharepoint.com/WaterAndLand/MuniPermit/Annual Report Documents/2021_Annual_Report/2021_AR_Attachments/2021_DocumentFiles/11_AR_Question_Public_Participation.docx)

## King County's 2021-22 Biennial Budget (<https://kingcounty.gov/council/budget.aspx>)

### The public is invited to comment on King County's biennial budget

In its review of the county's biennial budget, the King County Council values the input of county residents. Traditionally, public hearings have been held in different regions of the county for the public to attend, learn about the county budget and the challenges being faced at the time, and provide feedback. Because of the pandemic, these meetings have moved online. The public is invited to provide oral comments at one of the meetings below or by email as described further down.

To participate in these meetings except the November 17 meeting, please visit the Council's Budget and Fiscal Management Committee web page for the information needed to join the online meeting: <https://www.kingcounty.gov/council/committees/budget.aspx>. Information on joining the meeting on November 17 will be provided later on this page.

- Budget and Fiscal Management Committee (BFM): **Wednesday, September 30, 9:30 a.m. – 12 p.m.** (estimated)
- BFM: **Wednesday, October 21, 6 p.m. – 8 p.m.** (est.)
- BFM: **Tuesday, October 27, 9:30 a.m. – 12 p.m.** (est.)
- BFM: **Wednesday, October 28, 9:30 a.m. – 12 p.m.** (est.)
- BFM: **Tuesday, November 10, 9:30 a.m. – 12 p.m.** (est.)
- BFM: **Thursday, November 12, 9:30 a.m. – 12 p.m.** (est.)
- Council: **Tuesday, November 17, 11 a.m. – 12 p.m.** (est.)

Members of the public may also provide input on the county budget via email. For information, please visit the [the budget website's public input page](#).

### Community Engagement

Intentional and meaningful community engagement and co-creation is foundational to King County's success in being pro-equity, living its value of leading with racial justice, and effectively addressing racism as a public health crisis. The 2021-2022 Proposed Budget makes investments [to change the County's approach to working with the community](#) to support co-creation and the long-term success of community-based organizations.

## Appendix

### Appendix - GREEN STORMWATER INFRASTRUCTURE – from White Center Now Blog

**Jessica Engel** from the county explained the concept. She showed an example – Hillside Church in Kent donating use of an underutilized parking lot that was converted into 44 garden beds, plus cisterns, composting systems, and bioswales.



## We want to hear from you!

- Phase 2 of community outreach will start soon!
- We can include you all in those invites
- Any additional community groups/leaders we should reach out to?
- Any existing community meetings/workshops in the coming months we can attend to collect feedback?

A new White Center resident asked about the overall goal of the program: Reduce flooding and reduce polluted runoff getting into local waterways.

## *Appendix - Community Engagement - Budget*

Intentional and meaningful community engagement leading to co-creation is foundational to King County's success in being pro-equity, living its value of leading with racial justice, and effectively becoming a more anti-racist government and region. The 2021-2022 Proposed Budget makes investments to enhance the County's approach to working in partnership with communities to support self-determination and co-creation.

### BACKGROUND

King County's traditional approach to community engagement has historically lacked process equity. Lack of meaningful community input can lead to inequitable outcomes for communities most impacted by systemic racism. Additionally, departments have generally operated in silos, causing added challenges for communities. Effectively partnering with community and addressing racism requires co-creation between King County with community—at the outset and throughout the duration of projects.

### KEY INVESTMENTS

#### *Community Engagement Compensation Fund*

A Community Engagement Compensation Fund and approach will provide for compensation to community members and community-based organizations (CBOs) for their expertise and engagement on task forces and ad hoc groups. Initially, the \$600,000 fund will focus on compensating participation from communities most harmed by systems of oppression and racism.

#### *Cultural Community Liaisons*

Cultural Community Liaisons will help to co-create solutions and ideas and share two-way information and insights as trusted liaisons. This model engenders trust and credibility between communities and county government. This program will build on the learnings and success of the Community Navigators program, which has been used to support the County's COVID-19 response, and will invest approximately \$2 million in supports to advance the anti-racism agenda in 2021-2022.

#### *Partnering on New Models to Serve Residents*

King County agencies will partner with community members to design and implement new models for key services.

- A cross-agency group including the Executive Department, Department of Local Services, Department of Community and Human Services, and the King County Sheriff's Office will partner with community members to design and implement a new community-driven safety model in urban unincorporated King County, which will be funded through a \$500,000 reserve in the General Fund. While the work will begin with a focus on unincorporated King County, the new model may ultimately advance the broader criminal legal system.



- Metro Transit will partner with employees, cities, and the community to change its approach to policing on transit and fare enforcement, and develop new, community-driven solutions in 2021, with the goal of implementing changes in late 2021 or 2022.
- The Executive Department, King County Sheriff's Office, and other agencies will also partner with school districts and contract cities to develop alternative approaches for School Resource Officers (SRO) for implementation in the 2021-2022 school year.
- The Zero Youth Detention (ZYP) Regional Approach to Youth Gun Violence will develop a long-term, systems-focused, community-centered, comprehensive strategy to reduce firearm death and violence. ZYP is working with the community to build safe, healthy, hopeful communities where equitable quality and quantity of life can exist, regardless of race and location.

#### *Cross-Functional Community Engagement Team*

A new community engagement team will plan and execute specific engagements and co-creation activities with and alongside community partners directly associated with implementing the County's policies and agenda to become a more anti-racist entity and region. The team will build on efforts already underway in the COVID-19 response to develop a strategic plan for equitable community engagement, and will focus on breaking down existing silos that lead to community fatigue and lack of equitable engagement. They will also ensure coordination through a cross-agency team and manage a central platform for track and coordinating community engagement activities, especially those where needs are greatest, to advance King County's anti-racist agenda. In addition, the team will work with the County's Customer Experience team to develop and administer an annual community engagement survey to understand the impact of policy decisions on community members.

#### *Improving Access to Information through Translation*

King County will invest \$1 million to build out an ongoing translation program for the [Kingcounty.gov](https://kingcounty.gov) website to ensure that information is available in the six most-spoken languages in the County. The new translation program will allow nearly all residents to access information about jury summons, marriage licenses, snow closures, and more in their preferred language.

#### *Shared Budget Decisions in Unincorporated King County*

King County is prioritizing community-driven input in the unincorporated area by expanding community participation and decision-making to improve the services, programs, and facilities provided by the County. The Department of Local Services will develop a community-centered advisory board to support an ongoing participatory budgeting effort for operating programs in the urban unincorporated area in 2021. In addition, Local Services will lead a \$10 million participatory budgeting effort for capital projects in the urban unincorporated area.

Local Services, with Council input, will also work with community members to develop a catalog of requests for services and investments, and evaluate the feasibility of the requests. Those items that are prioritized by the community and deemed feasible will be used by County agencies to inform 2023-2024 budget proposals.



## Appendix - DNRP Equity and Social Justice Policy

**Affected Agencies:** Department of Natural Resources and Parks

**Authorities:** King County Equity and Social Justice Strategic Plan; HR Policy Bulletin 2018-001: Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy, Procedures & Responsibilities; Sustainable Infrastructure Scorecard

**Keywords:** Equity, Justice, Social Justice, Inclusion

**Sponsoring Agency:** Department of Natural Resources and Parks

### Purpose

This policy directs King County Department of Natural Resources and Parks (DNRP) employees to incorporate the equity and social justice values, principles, and goals within these existing policies into the business practices and operations of the department. This policy aligns with the King County Equity and Social Justice Ordinance 16948 and the 2016–2022 Equity and Social Justice (ESJ) Strategic Plan.

The purpose of this policy **is not** to address discrimination or harassment in the workplace: which is covered in HR Policy Bulletin 2018-0001, Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy, Procedures & Responsibilities, issued July 1, 2018.

**Applicability and Audience:** This policy applies to all DNRP employees.

### Definitions

**Capital Program:** The coordination of several related capital projects over time to deliver benefits to the organization.

**Capital Project:** An investment into an asset through a chartered activity that delivers specific time bound tasks.

**Community-Based Organizations (CBOs):** Nonprofit groups that work at a local level.

**Community Engagement:** Two-way exchange of information, ideas and resources. Engagement activities include a range of approaches from informing to sharing decision-making to resident-led efforts.

**Community Partnerships:** Any collaborations between the County and Community-Based Organizations, informal and formal Community Groups and residents engaged to achieve a shared goal.

**Culturally Responsive:** Services and activities that respond to identified culture characteristics of diverse populations, needs and concerns (economic, language, customs, etc.) in a manner beyond generic or culture neutral approaches.

**Department Leadership:** Department Director, Department Deputy Director, Chief Administrative Officer, Division Directors, Division Deputy Directors.

**Determinants of Equity:** 14 Factors that highlight the social, economic, geographic, political and

physical environment conditions in which people live.

**Employee Resource Groups:** Also known as Affinity groups, focus exclusively on protected categories of people as defined by federal, state, and local anti-discrimination laws. Affinity Groups address racism and other forms of oppression to advance the county's equity and socialjustice goals.

**Equity:** A system of fairness; full and equal access to opportunities, power and resources.

**Equity Impact Review:** A rigorous analytical process used in projects that use various data thatevaluate the historical and impacts across multiple population characteristics and dimensions (race/ethnicity, socio-economic, income, etc.).

**Fair and Just:** The county serves all residents by promoting transparency and opportunity and eliminating inequities through proactive or corrective actions.

**Language Access Plan:** A strategy document consistent with King County Ordinance 18665that identifies vital documents and how to provide services to individuals who are non-Englishspeaking or have limited English proficiency.

**Priority Populations:** Communities of Color, Native and Indigenous communities, immigrants and refugees, limited-English communities, LGBTQ communities, low-income populations, andpeople with disabilities.

**Pro-Equity:** Removing barriers and using strategies that eliminate or reduce policies, programs,and historic operational decisions that have burdened priority populations and emphasizes decisions and actions that rebuilds those communities.

**Workforce Members:** Employees (includes all part- and full-time employees) and otherpersons under the direct control of the county, whether they paid by county.

## Policy

Sustain King County's "Fair and Just" principle and the equity and socialjustice values, policies and practices within the department by:

1. Mitigating the impacts and removing barriers for individuals and priority populations to access the full benefits of parks, clean water, healthy builtand natural environments.
  - a) Applying Equity and Social Justice (ESJ) strategies and values in thedevelopment of budgets, services, capital programs and management practices.
  - b) Using equity data and tools (e.g. Equity Impact Review) in decisionmaking processes to determine the impact (benefit/burden) on priority population communities.
  - c) Providing access to safe, clean and quality outdoor spaces, and tofacilities and activities that are culturally responsive and recognize the interests of all communities.

## Community Engagement and Equitable Access to Decision Making

2. Department Leadership and employees will provide equitable access for priority populations in community engagement activity and contribute in department project, program and policy decision-making by:
  - a) Each program or business operation with a direct impact on the public will develop community engagement strategies consistent with King County's 2016-2022 Equity and Social Justice strategic plan, and King County Community Engagement Standards.
  - b) Prioritize resources and strategies that sustain community partnerships with priority populations.
  - c) Department leadership will identify a community relations strategy that will work across divisions to minimize multiple, simultaneous communications or engagement strategies initiated by the department.
  - d) Divisions will develop material and facilitate opportunities for priority populations understand the services it provides and mechanisms for their views and opinions considered in its programs, projects and decision-making processes.
  - e) Divisions will establish a Language Access Plan that provides vital documents and access for persons with limited-English proficiency (LEP).
    - e) The department will develop an annual report that summarizes:
      - i. The project, program and community engagement opportunities and participation by priority populations.
      - ii. The tools and methods used to engage priority populations.

## Financial and Business Management Practices

3. Department leadership shall integrate analysis of equity impacts and measures into the department biennial business development, budget decision making, management and reporting practices.
4. Finance managers will develop guidelines for employees, with purchasing authority, to utilize low barrier tools that identify and share opportunities for priority populations, community-based organizations and businesses to supply and provide goods and services to meet DNRP operational needs.
5. DNRP Employees shall use race/ethnicity and income data to assess affordability of rates, fees and charges as part of division and department rate-approval processes.

## Capital Management

Divisions will ensure that its capital program design and operation meet the department's vision, mission and goals, including equity and social justice values, principles, and goals.

- a) Shall ensure that prioritization criteria and ranking within the divisions overall capital project portfolio, consider the potential for each project to advance ESJ goals.
  - b) Capital programs shall apply ESJ ranking criteria that considers the location of the project, the potential to leverage community partnerships, and the opportunity to advance disadvantaged, minority and women business enterprises, through contracting opportunities during the implementation of the project through contracting opportunities during the implementation of the project..
2. Capital project managers and team members shall establish Equity and Social Justice Credits (ESJC) as outlined in the Sustainable Infrastructure Scorecard on individual capital projects.
  - a) The ESJC shall be applied regardless of the rating system applied (LEED, Living Building Challenge, etc.) to the project.
3. Capital project managers and project team members must use community engagement continuum to apply the best community outreach approach that informs, involves, and empowers priority populations in decision making on capital programs and projects.

## Workplace and Workforce Management

6. All DNRP employees shall strive to apply ESJ practices to create a work environment that values all employees and promotes employee engagement in shared decision making, the learning of all employees on the application of equity and social justice values and strategies into the department operations.

Expectations include:

- a) Department Leadership will establish workforce plans and actions for creating and maintaining a respectful workplace culture where employees report they are valued, feel a sense of belonging and connection to the organization's mission. This includes but is not limited to:
    - i) Meaningful opportunities for employee participation and to integrate ESJ practices into their work.

- ii) Access and ability of employees to participate in a shared decision-making process through ESJ committees, Employee Resource Groups (ERG) consistent with King County ERG policy and other employee forums approved by the Division Director or Directors Office.
- iii) Ensure that managers/supervisors develop action plans and resources dedicated to the professional development of staff and increase the knowledge, skills and abilities of employees to apply ESJ best practices.
- iv) Work with department and division ESJ committees to establish annual division-level action plans that evaluate and report on the division strategies towards creating a workforce that reflects the racial/ethnic diversity of county demographics.
- v) Create and communicate clear expectations for managers/ supervisors to integrate ESJ performance measures in their duties and in the work of the section or program.

### Pro-Equity Investments – Grant Programs

- 7. DNRP Managers and supervisors will integrate ESJ goals and measures into department solicitation for services and in contracts/agreements where appropriate.
- 8. DNRP grant managers shall establish criteria that utilizes Pro-equity practices in the Grantmaking Guide.
- 9. DNRP employees will develop grant evaluation process to prioritize funding organizations serving and composed of, priority populations. The evaluation panel should include priority populations.
- 10. DNRP employees shall utilize and document use of the pro-equity practices in the [Grantmaking Guide](#) to design grant programs.
- 11. DNRP employees shall utilize and document use of [Equity Impact Review Tool](#) throughout the grant cycle.
- 12. DNRP employees shall measure and evaluate intended outcomes of ESJ Investments in collaboration with affected communities and evaluate if effective monitoring systems in place to identify unintended consequences and negative impacts on priority populations.

### Implementation Plan

This policy becomes effective for department on the date that it is signed by the Department Director. The Directors Office in coordination with each Division with representation from labor will create an implementation plan for the policy. Updates to

policy implementation will be a part of the biennial budget process. The DNR Department Leadership is responsible for implementation of this policy.

The DNR Director is responsible for ensuring labor partners can provide input to the policy and to ensure any requested bargaining is conducted.

DNR Director's Office in coordination with Divisions are responsible for communicating this policy to the management structure within its divisions and office.

## Maintenance

This policy will be maintained by the DNR Director's Office.

This policy will automatically expire five (5) years after its effective date. A new, revised, or renewed policy will be initiated by the DNR Director's Office prior to its expiration.

## Consequences for Noncompliance

All DNR employees are expected to advance ESJ principles and practices and to ensure that employees adhere to this policy. Failure to implement the policy can result in poor performance evaluations and can result in discipline.

## Appendices and Resources:

### Staff Responsibilities

[2016-2022 - Equity and Social Justice Strategic Plan Community](#)

[Engagement Guide](#)

[Sustainable Infrastructure Scorecard](#)

[Determinants of Equity](#)



## Appendix - Staff Responsibilities

### Department leadership

Provide leadership by proactively working with department and division leadership to integrate apply expectations on the duties and responsibility outlined in the ESJ policy.

Provide support to ESJ committees and employee resource groups (ERG) and other employee forums.

Incorporate equity analysis into department and division decision-making (i.e. policymaking, biennial business development, budget decision-making) and overall management practices.

Develop plans and strategies for how the division operations advance economic benefits to disadvantaged, minority and women business enterprises in its business and contracting opportunities.

Communicate clear expectations for managers and supervisors to proactively integrate ESJ in the performance of their duties and in the work of the section or program.

### Managers and Supervisors

Pro-actively apply ESJ policy, King County Values, ESJ values and strategic plan goals into the operations and delivery of services.

Communicate expectations to employees on the duties and responsibility outlined in the ESJ policy.

Support the professional development of staff to increase their knowledge, skills and abilities in ESJ.

Promote and work with staff and teams to provide meaningful community engagement and opportunities for communities to express their views and make contributions that influence policy, project and program decision-making.

Incorporate equity and social justice tools and best practices in capital projects (i.e. equity impact review, Equity and Social Justice Credits (ESJC) and Sustainable Infrastructure Scorecard).

Apply racial equity analysis tools and data in financial and budget decision-making and approval processes.

Apply ESJ goals and measures are built into department solicitation for services and in contracts/agreements where possible.

### All DNRP Employees

Understand and apply expectations on the duties and responsibility outlined in the ESJ policy.

Understand and apply the equity and social justice principles and goals of King County government.

Apply purpose and apply DNRP ESJ policy, King County True North & Values, ESJ values and goals in their work when delivering programs and services.

Understand and apply King County Pro-equity practices and how to apply a pro-equity framework

Apply a pro-equity framework in decision-making processes.