

**Landmarks Capital informational interview of applicants:
equity in preservation and rehabilitation projects**

4Culture is gathering information about equity-focused efforts by owners and stewards of historic properties. These interviews will help us assess the status and needs of stewards of landmarked properties, so that 4Culture and our grantees can begin to develop resources and strategies to achieve greater equity in the field of preservation. **Your responses to these questions will not be shared with the review panel or be part of the application scoring process for 2021.** The information collected will be analyzed to help 4Culture to refine criteria for future funding.

The wording of some of these questions may not exactly fit your situation or efforts. Some questions may not be applicable, or your answer may simply be “no” for many questions. This is ok and even expected for small-scale preservation projects, and for the variety of property types and owners that 4Culture supports. There is an open-ended question at the end where you can tell us about your efforts that may not be covered elsewhere.

These questions are being made available for your review, prior to a scheduled phone interview with 4Culture staff, so that you know what to expect and have an opportunity to explore any topics or definitions that may be unfamiliar. If you prefer, you may respond to the questions in writing rather than in an interview.

If you have questions or concerns, reach out to Dana Phelan at dana.phelan@4culture.org or 206-263-1604.

Questions:

1. Do you have ongoing anti-racism efforts planned for 2021? Examples may include training, programming, internal systems and processes, or an alternative approach appropriate for the context of your organization, business, or the management of your property. If so, please describe below.

Definition: Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably (Source: NAC International Perspectives: Women and Global Solidarity)

Racism: A complex system of beliefs and behaviors grounded in a presumed superiority of the white race. These beliefs and behaviors are conscious and unconscious; personal and institutional; and result in the oppression of people of color and benefit the dominant group, whites. A simpler definition is racial prejudice + power = racism. Racism can also be perpetuated between groups and people of color who can reproduce racist policies and use the power that they do have to oppress people of color for gain. (Sources: People's Institute for Survival and Beyond and Ibram X. Kendi, How to be an Antiracist)

2. Based on your own assessment, roughly what percentage of your voting board members (or property ownership) represent underserved communities? Please describe below.

3. Does your organization/business focus on or include promoting or serving the needs of underserved populations? If so, please describe below.

4. Are you seeking minority-owned business enterprises (MBEs) to complete the work described in your Landmarks Capital application? What is your outreach plan to solicit bids by MBEs and/or what challenges do you face in seeking these contractors?

Definition: Minority-owned businesses are ones based in the United States or a tribal reservation where one or more minorities own at least 51% of the business and show contribution of capital and expertise and control the managerial and day-to-day operations. Minority is defined as African American/Black, Hispanic/Latino, Asian American, Pacific Islander, Native Hawaiian, Alaska Native, or Native American. In Washington, other individuals may be found to be socially and economically disadvantaged on a case-by-case basis. (Adapted from the Washington State Office of Minority and Women's Business Enterprises). For the purposes of this survey, businesses do not need to be state-certified to qualify.

5. Are there other ways in which your project will support underserved communities, such as achieving a positive economic impact on historically disadvantaged communities, offering educational or apprenticeship programs, or participating in community workforce agreements?

Definition: Community Workforce Agreements consist of project labor agreements that include a targeted hire provision designed to get low-income workers into construction careers. You can learn more about community workforce agreements at <https://www.forworkingfamilies.org/page/policy-tools-community-workforce-agreements>. You can learn more about King County's program at <https://kingcounty.gov/depts/finance-business-operations/business-development-contract-compliance/programs/PriorityHire.aspx>.

6. Are there other ways in which your project will help achieve more equitable outcomes in your community? Will these project outcomes and community impact be measured or monitored?