



101 PREFONTAINE PL S  
SEATTLE, WA 98104  
**4CULTURE.ORG**

# **BUILDING FOR EQUITY**

## **EQUITY IN CONSTRUCTION & DEVELOPMENT APPLICATION SURVEY**

### **Introduction**

4Culture is undertaking this survey of Grantees primarily to gather information about the results of equity-focused efforts organizations have taken during the process of construction and development of their projects.

The intent of this survey is to evaluate the efficacy of the Building for Equity Program through its Contractors and to strengthen commitments toward equitable futures in Cultural Facilities Projects receiving significant awards from 4Culture. The goal of this survey is to have an honest assessment of where King County arts and culture facilities projects are now in terms of equity efforts, so we can all work towards change together in the future.

Lengthy responses to this survey are not needed. Special attention is requested in describing alternative equity-focused efforts. The wording of some of these questions may not exactly fit your organization and its efforts. Some may not be relevant or apply to your specific organization.

Please answer the best you can and tell us if a question doesn't apply to you. There are questions where you can tell us about your organization's efforts that may not be covered elsewhere in the survey.

If you have questions about this survey, please email [maya.santos@4culture.org](mailto:maya.santos@4culture.org).

## DEFINITIONS & RESOURCES

### You'll see the following terms in the survey:

**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)

**Underserved** as a term for the purposes of this survey describes communities inclusive of but not exclusive to people who are differently abled, people with low-incomes, youth, seniors, recent immigrants, residents of minority race and ethnicities, indigenous/native, LGBTQIA and/or gender-nonconforming individuals, residents in rural King County, and populations in geographic areas or representative of cultures within county zip codes experiencing the most significant social inequities as per the census tract designated as a Community of Opportunity.

A Community of Opportunity designation is applied to communities located in, or that provide a majority of their public programs or services within, a census tract designated as “40% highest need” by the 2018 Communities of Opportunity Composite Index.

Managed through the Prevention Division of King County Public Health, Communities of Opportunity is a partnership and initiative of the Seattle Foundation and King County. It is used to identify areas in King County experiencing the highest levels of need. For more information visit: <https://www.coopartnerships.org/about-coo>

**Minority-owned business Enterprises (MBE)** 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. For the purposes of this survey, businesses do not need to be state-certified to qualify.

For more resources visit King County’s Priority Hire Program at <https://kingcounty.gov/depts/finance-business-operations/business-development-contract-compliance/programs/PriorityHire.aspx>

**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).

**Apprenticeship** builds skills at the intersection of worker and employer interests. It provides relevant work experience, on-the-job learning, employment during training, and wage rewards for skill gains. (Source: Equity in Apprenticeship - <https://equityinapprenticeship.org/case-studies/principles-for-equity-in-apprenticeship>)

Learn more about King County’s Apprenticeship Program at <https://kingcounty.gov/depts/finance-business-operations/business-development-contract-compliance/programs/apprenticeship.aspx>

**Community Workforce Agreements (CWA)** consist of project labor agreements that include a targeted hire provision designed to get low-income workers into construction careers. (adapted from Partnership for Working Families)

You can learn more about community workforce agreements at <https://www.forworkingfamilies.org/page/policy-tools-community-workforceagreements> . For more resources visit King County's CWA program at <https://kingcounty.gov/depts/finance-business-operations/business-development-contract-compliance/programs/PriorityHire/CWA.aspx>

**LEED Social Equity credits** are options for projects already seeking LEED (Leadership in Energy and Environmental Design) certification.

More about these credits can be found at <https://www.usgbc.org/articles/usgbc-accelerates-social-equity-new-leed-credits>.

**SEED's** (Social Economic Environmental Design) goal is to provide a common standard to guide, evaluate and measure the social, economic and environmental impact of design projects. You can learn more about their certification options at <https://seednetwork.org/seed-awards/instructions/>.

**Build Art Space Equitably (BASE)** is an annual equity-focused certification program aimed to build capacity in communities of color to build permanent affordable cultural spaces. For more information on this certification program visit: <https://seattle.gov/arts/programs/cultural-space/base-build-art-space-equitably-certification>

**Building for Equity Learning Circles Program** is 4Culture's education series designed for like-minded individuals to learn more about what it takes to meet your long-term facility needs. For more information on this program visit: <https://www.4culture.org/grants-artist-calls/building-for-equity/>

# INSTRUCTIONS

## **If your project budget (not grant request) is less than \$2 million:**

- Only answers to Section 1 of this survey are required. We encourage you to answer any relevant questions in Sections 2 and 3 to provide 4Culture a better understanding of the ongoing efforts in the field, but you will not be negatively scored based on Sections 2 and 3.
- Scoring of this survey will be based on the entirety of your survey response, but in general organizations with projects under \$2 million will be scored as follows:
  - One point for the first “yes” answer, with appropriate supporting details, to any question in Section 1 of the survey.
  - One additional point for the next “yes” answer, with appropriate supporting details, in Section 1 or Section 2 of the survey.
  - The review panel may award points based on alternative approaches on a case-by-case basis.
  - The maximum score for this survey is two points.

## **If your project budget (not your grant request) is equal to or over \$2 million:**

- Answers to the questions in Section 1 and Section 2 are required.
- Scoring of this survey will be based on the entirety of your response, but in general organizations with project budgets equal to or greater than \$2 million will be scored as follows:
  - A half point for the first “yes” answer, with appropriate supporting details, to any question in Section 1 of the survey.
  - A half point for each additional “yes” answer in Section 1 or 2, with appropriate supporting details.
  - The review panel may award points based on alternative approaches on a case-by-case basis.
  - The maximum score for this survey is two points. To receive the maximum score at least a half point must come from Section 2.

The scoring guidance provided is for the current application process only. Organizations should expect the scoring criteria to require greater equity-focused efforts in future years.

**SECTION 1**

*\*1. Does your organization have ongoing anti-racism efforts planned for the current year? Examples may include training, programming, internal systems, and processes or an alternative appropriate for the cultural context of your organization.*

- No
- Yes (describe below)
- We would like to provide a different answer (describe below)

500 characters/approximately 70 words limit

*\*2. Based on the demographic information you provided as part of your application, does a majority of your voting board members represent an underserved community?*

- No
- Yes (describe below)
- We would like to provide a different answer (describe below)

500 characters/approximately 70 words limit

*\*3. Is the primary mission of your organization to promote or serve the needs of underserved populations?*

- No (Provide mission statement below)
- Yes (Provide mission statement below)

*\*4. Is your project defined as a Transit-Oriented Development (within .5 miles of a light rail station, streetcar stop, or bus rapid transit stop – i.e. a lettered Metro line, not numbered)?*

- No
- Yes

*\* 5. Does your project involve unreinforced masonry? (This only applies to projects in existing buildings with masonry that has not been reinforced to reduce the risk of failure or collapse in an earthquake.) If your project involves a different structural/building safety issue, please describe below.*

- No
- Yes
- We have a different structural/building safety issue (describe below)

500 characters/approximately 70 words limit

*\* 6. Has your / Is your organization participating in the Building for Equity Learning Circles program, the Office of Arts and Culture BASE program or other equitable development-focused cohort programs?*

- No
- Yes (describe below)

500 characters/approximately 70 words limit

## SECTION 2

**Required for project budgets equal to or over \$2 million. Optional, but encouraged, for project budgets less than \$2 million.**

7. Does your organization have any racial equity practices/training planned or in progress for the current year? If yes, please describe.

- No
- Yes (describe your plan and what is in progress below)
- We would like to provide a different answer (describe below)

500 characters/approximately 70 words limit

8. Does your project plan to complete one or more LEED:Social Equity credits or a SEED application? Learn more about LEED:Social Equity [here](#). Learn more about SEED application options [here](#).

- No
- Yes (describe below)

500 characters/approximately 70 words limit

9. Has your organization set a goal for the percentage of contracts for this project that will go to minority-owned business enterprises (MBEs) in the following ways:

- Minority laborers hired to perform the construction work
- Minority-owned subcontractors providing workers and services for portions of the development effort
- Minority-owned vendors supplying necessary goods from construction materials to finished products

- No
- Yes (describe below)
- We would like to provide a different answer (describe below)

500 characters/approximately 70 words limit

10. Does your project have a written outreach plan to solicit bids from minority-owned business enterprises?

- No
- Yes (describe below)
- We would like to provide a different answer (describe below)

500 characters/approximately 70 words limit

11. Is your project planning to measure the economic impact of your project on underserved communities in the area and/or through project development and construction?

- No
- Yes (describe how you will measure economic impact below)
- We would like to provide a different answer (describe below)

500 characters/approximately 70 words limit

12. Does your project plan to have an apprentice program aimed to produce minority journeymen/women/people? Learn more about apprentice programs [here](#).

- No
- Yes (describe below)
- We would like to provide a different answer (describe below)

500 characters/approximately 70 words limit



13. Is your project participating in any community workforce agreements? You can learn more about community workforce agreements [here](#).

- No
- Yes (describe below)

500 characters/approximately 70 words limit

14. Does your project have equitable outcome goals in project management or delivery? For example, goals can include but are not limited to a percentage of Minority-Owned Business Enterprise (MBE) contractors hired, an increase in underserved audiences and participants, a more inclusive leadership through hire, Senior Leadership, and/or Advisory Board membership

- No
- Yes (describe your equitable outcome goals below)

500 characters/approximately 70 words limit

15. Does your project plan to track and measure equitable outcomes mentioned above? If yes, please describe how below.

- No
- Yes (describe below)

500 characters/approximately 70 words limit

*\*16. What is the name of your organization, as it appears in your application to the Building for Equity: Cultural Facilities program?*

*\*17. What is the EIN or Federal Tax ID for your organization? Required format XX-XXXXXXX. If you are applying under a Social Security Number, input 00-0000000.*