

Building for Equity: Cultural Facilities - Equity in Development and Construction

Introduction

4Culture is undertaking this survey of applicants primarily to gather information about the equity-focused efforts organizations have been or are planning to undertake. Most organizations will answer “no” to many of these questions. That is OK and even expected if you are not undertaking a multimillion dollar project or this is your organization’s first significant capital project. The goal of this survey is to have an honest assessment of where King County arts and culture projects are now, so we can all work towards change together in the future. Lengthy responses to this survey are not needed, please reserve most of your time for the question in the application itself where you will tell us about your project.

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 is an open-ended question at the end where you can tell us about your organization’s efforts that may not be covered elsewhere in the survey.

If you are considering not applying due to the length of this survey, please contact 4Culture before you opt out of the application process.

If you have additional concerns about this survey, please email Eldon.tam@4culture.org.

Definitions and 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)

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) - <https://equityinapprenticeship.org/case-studies/principles-for-equity-in-apprenticeship>)

Community Workforce Agreements 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-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>.

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>.

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.

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/>.

Transit-Oriented Development are mixed-use developments consisting of residential and commercial units within 0.5 miles of a light rail station, streetcar stop, or bus rapid transit stop. In King County, bus rapid transit is called RapidRide and has lines that are lettered (Example: A line).

Unreinforced Masonry refers to walls and other structures, such as chimneys, that are made of brick, cinderblock, or other masonry material that is not braced by reinforcing material. They are at risk of failure or collapse in an earthquake. You can learn more at <https://www.commerce.wa.gov/about-us/research-services/unreinforced-masonry-building-inventory/>

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Instructions

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

- Only answers to Section 1 of this survey is 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. This is guidance only and may be modified by the review panel on a case-by-case basis, particularly if the review panel believe the scoring criteria inequitably impacts an organization. Organizations should expect the scoring criteria to require greater equity-focused efforts in future years.

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SECTION 1 (required)

* 1. Does your organization have ongoing anti-racism efforts planned for 2021? Examples may include training, programming, internal systems and processes or an alternative appropriate for the cultural context of your organization.

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)

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

500 characters/approximately 70 words limit

*** 2. Based on your own assessment, do 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 your mission statement below)
- Yes (provide your mission statement below)
- We would like to provide a different answer (provide your mission statement and explain below)

500 characters/approximately 70 words limit

*** 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.)**

- No
- Yes (briefly describe how your project will address any deficient masonry below)

500 characters/approximately 70 words limit

*** 6. Is your/has your organization participated 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

If yes, which one?

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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 certifications in racial equity practices/training? If yes, please describe.

- No
- Yes (describe 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)?

A minority-owned business is one 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.**
- **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. Other individuals may be found to be socially and economically disadvantaged on a case-by-case basis.**

(criteria excerpt from the Washington State Office of Minority and Women's Business Enterprises)

State certification of MBE status is not required for businesses in this survey.

- 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 businesses 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 historically disadvantaged communities?

- No
- Yes (describe 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? Learn more about apprentice programs [here](#).

- No
- Yes (describe below, indicate if there is a focus on any specific demographic groups)
- 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)
- We would like to provide a different answer (describe below)

500 characters/approximately 70 words limit

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SECTION 3 (answer questions if relevant to your project)

14. Is your project or organization planning to track other data to achieve equitable outcomes in project management or delivery?

- No
- Yes (describe below)

500 characters/approximately 70 words limit

15. Is your project focused on achieving equitable outcomes through a means not listed or addressed above?

- No
- Yes (please describe below)

500 characters/approximately 70 words limit

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*** 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.**

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Thank you. Your survey response is complete. You may go back to edit your response or click done below to end the survey.