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**4CULTURE.ORG**

# BUILDING FOR EQUITY

## Equity in Construction & Development Assessment 2023

*This document is a reference to the 2023 Equity in Construction and Development Assessment which is a required component of the Building for Equity: Cultural Facilities application. Use this document to prepare for the online assessment when you apply to the Building for Equity Cultural Facilities grant.*

**Applications must be submitted online by 5:00 PM PDT on Friday, July 28, 2023.**

### Introduction

4Culture is undertaking this assessment of applicants primarily to gather information and evaluate racial equity-focused efforts organizations have taken during the process of construction and development of their projects. In alignment with 4Culture’s institutional approach to equity, this assessment acknowledges that systemic inequity takes many interconnected forms—racism, sexism, ableism, transphobia, heterosexism, and more. The intent of this assessment is to focus on racial equity because it will identify tools we can use to help dismantle all of these oppressions. To learn more about Racial Equity at 4Culture, visit: [Racial Equity at 4Culture](#) and [Mission, Vision, Values - 4Culture](#).

The goal of this component of the application is to identify and evaluate equitable development efforts and practices that advance racially equitable outcomes. Special attention is requested in describing alternative equity-focused efforts not covered in this assessment.

Lengthy responses to this assessment are not needed. The wording of some of these questions may not exactly fit your organization and its efforts. Please describe your equity efforts to the best of your ability. Some questions 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. Most questions ask you to tell us about your organization’s efforts toward equity. Please share what you can even if is outside of the definitions and terms provided. If you have questions about this assessment, please email [maya.santos@4culture.org](mailto:maya.santos@4culture.org). To learn more about the Building for Equity program visit: [Building for Equity - 4Culture](#).

## Definitions & Resources

**You'll see the following terms in the assessment:**

**Equitable development** is an approach to planning and community development paired with public and private investments and service delivery that advances equity and self-determination of communities:

- Adversely impacted by structural racism and discrimination;
- Experiencing disparities in economic and health outcomes; and
- Facing a heightened risk of displacement. These communities primarily include BIPOC, low-income, immigrants and refugees, people with disabilities, seniors, and LGBTQ+ communities.\*

(source: \* [King County. Equity and Social Justice Strategic Plan 2016-2022](#))

**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)

**Racial Justice** is a vision and transformation of society to eliminate racial hierarchies and advance collective liberation, where Black, Indigenous, and people of color and those defined as African American/Black, Hispanic/Latino, Asian American, Pacific Islander, Native Hawaiian, Alaska Native, or Native American, in particular, have the dignity, resources, power, and self-determination to fully thrive. (source: [Race Forward](#))

**Racial Equity** is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of BIPOC people. (source: adapted from [Race Forward](#))

**BIPOC** is an acronym for Black, Indigenous, and people of color and defined as African American/Black, Hispanic/Latino, Asian American, Pacific Islander, Native Hawaiian, Alaska Native, or Native American. (Adapted from the Washington State Office of Minority and Women's Business Enterprises).

**LGBTQIA+** is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more. These terms are used to describe a person's sexual orientation or gender identity. See below for a more detailed definition of each term, from [GLAAD's LGBTQ Media Reference Guide](#). (source: [The Center](#))

**Underserved** as a term for the purposes of this assessment describes communities inclusive of (but not exclusive to) people who are differently abled, people with low-incomes, seniors, recent immigrants, residents of minority race and ethnicities, BIPOC, LGBTQIA+, gender-nonconforming individuals, and/or residents of rural and unincorporated areas of King County.

**Historically marginalized** people for the purpose of this assessment refers to the impacts of generations of racist and gender-biased policies and practices that restricted or excluded women, low-income and BIPOC communities from land ownership and effectively marginalized

them from power and decision-making around development. (source: University of Washington. The Seattle Civil Rights and Labor History Project. [Racial Restrictive Covenants - Seattle Civil Rights and Labor History Project \(washington.edu\)](#) & University of Washington and Eastern Washington University Racial Restrictive Covenants Project - Washington State. [Racial Restrictive Covenants Project - \(washington.edu\)](#))

**BIPOC-led businesses/service providers** - a business or service provider (1) that is at least 51 percent owned by one or more individuals who identify as BIPOC or, in the case of a corporation, in which 51 percent of the stock is owned by one or more such individuals. (2) Whose management and daily business operations are controlled by one or more BIPOC individuals. (inspired by term “*disadvantaged business enterprise*”: federal rule Title 49 C.F.R. 26.67 [Electronic Code of Federal Regulations](#).)

**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 assessment, businesses do not need to be state-certified to qualify.

For more resources visit [the King County’s Priority Hire Program website](#).

**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 [here](#).

**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 [here](#).

**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](#))

Learn more about King County’s Apprenticeship Program [here](#).

**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 [PowerSwitch Action](#))

You can learn more about community workforce agreements [here](#). For more resources visit King County's Priority Hire program page [here](#).

# INSTRUCTIONS

Answer all questions as it applies to your organization and project to the best of your ability. There is a total of 6 possible points for completing this assessment.

## QUESTIONS

### YOUR ORGANIZATION

1. Based on the demographic information you provided as part of your application, do a majority of your voting board members identify as BIPOC?

- No
- Yes

2. Is the primary mission of your organization to promote or serve the needs of BIPOC and/or historically marginalized populations?

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

\*3. Does your organization have racial equity practices and/or training that have been active for at least 1-3 years with ongoing plans and actions in place? Example practices and/or trainings may include recruitment practices, anti-racist policies in effect, anti-racist communication reviews, etc.

- No
- Yes (describe existing ongoing plans and actions)

500 characters/approximately 70 words limit

4. Does your organization have target outcome goals for your racial equity practices referred to above? Example target goals can include system changes that impact:

- Demographic representation in organizational leadership, paid staff, Board membership and/or recruitment

- MBE/BIPOC service providers, consultants and/or contractor hires
- No
- Yes (describe target goals below)

500 characters/approximately 70 words limit

## COMMUNITY ENGAGEMENT IN YOUR PROJECT

5. Describe how your organization engages BIPOC and/or historically marginalized communities around this facility project internally and externally.

500 characters/approximately 70 words limit.

6. Does your organization incorporate input from the community it serves, including underserved populations, in the development of this project?

- No
- Yes (describe how community input is incorporated below)

500 characters/approximately 70 words limit.

## CONSTRUCTION AND DEVELOPMENT OF YOUR PROJECT

7. 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.

8. Does your project have a written outreach plan to solicit bids from MBE or BIPOC-led contractors, business, or service providers?

- No
- Yes (describe below)

500 characters/approximately 70 words limit.

9. Does your organization intend to require contractors to engage with or implement an apprentice program aimed to produce BIPOC and/or historically marginalized journey-level workers? Learn more about apprentice programs [here](#).

- No
- Yes (describe below)

500 characters/approximately 70 words limit.

10. Does your organization intend to require contractors to engage with or implement community workforce agreements? You can learn more about community workforce agreements [here](#).

- No
- Yes (describe below)

500 characters/approximately 70 words limit.

11. Does your project have target racial equity outcome goals in project management or delivery? For example, goals can include but are not limited to:

- BIPOC-led service providers, consultants and/or contractors hired
- Economic impact of the project on BIPOC communities through or around your project. Example measurements of economic impact include:

Long-term:

- Project brings new activity to BIPOC businesses in the neighborhood

- Project increases your organizations capacity to provide more resources to more BIPOC communities in the vicinity of the project and beyond.

- No
- Yes (describe below)

500 characters/approximately 70 words limit.

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

- No
- Yes (describe below)

500 characters/approximately 70 words limit.

**For administrative purposes, please answer the following questions.**

\*13. What is the name of your organization, as it appears in your application to the Building for Equity: Cultural Facilities program?

\*14. 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.

## **Need Assistance? Contact Us!**

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**\*Required Field**