

Convergence Study

Equity Strategy Actions & Outcomes

- **Center Community**
 - Actions
 - Regularly work with local stakeholders and community partners to identify community assets, needs, and opportunities
 - Work closely with grassroots agencies and similar organizations serving disadvantaged communities (especially low-income, people of color, indigenous, immigrants/refugees, etc.)
 - Outcomes
 - Increase capacity for participation of all community members and raising their voices
 - Create collaborative partnerships that fos

- **Design for All**
 - a. Actions
 - i. Include ability rights community throughout the design & planning process
 - b. Outcomes
 - i. Go well-above ADA-compliance
 - ii. Create a built environment usable by everyone regardless of disability, age, or size

- **Create Equitable Housing Abundance and Affordability**
 - a. Actions
 - i. Partner with market-rate developers to provide affordable homes in the neighborhood
 - ii. Incentivize developers to provide affordable homes through tax subsidy
 - iii. Explore new ideas for homeless housing, such as shelter with permanent supportive housing or micro modular housing
 - iv. Explore Mental Illness and Drug Dependency (MIDD) tax to fund housing resources for the those with mental health or substance use disorders
 - v. Hotel/motel tax bonds for transit-oriented affordable workforce housing

- vi. Preserve and increase affordable housing supply

- b. Outcomes

- i. Reflective of the incomes and characteristics of the broader community

- ii. Focus on transit-dependent households

- iii. Fair share of affordable housing in line regional growth

- iv. Innovate new housing models for the homeless

- v. Increase affordable housing funding

- vi. Improve housing stability

- **Provide Affordable, Equitable, and Convenient Transportation Options**

- a. Actions

- i. Increase service frequency

- ii. Connect the neighborhood to the transit hub

- iii. Improve bike/pedestrian environment to accommodate for transit needs of all groups, especially for transit-dependent populations

- iv. Expand services for rural communities and transit-reliant folk who work during non-peak hours

- v. Make ORCA and ORCA LIFT cards easily obtainable, such as by partnering with employers and schools

- vi. Generate mobility options for all

- b. Outcomes

- i. Improve overall service, especially for transit-dependent populations

- ii. Collaborate with community partners to enhance opportunities

- iii. Invest in communities most in need of mobility improvements

- iv. Improve access to employment, education, and services

- v. Improve health through more physical activity in bike/ped infrastructure

- vi. Improve air quality through less reliance of cars

- **Support a Just and Equitable Economy**

- a. Actions

- i. Job skill development for people with disabilities/community inclusion
- ii. Create walk up & bike up business spaces (rather than drive up)
- iii. Establish financial opportunities for small business develop, grow & sustainability
- iv. Collaborate/ partner w/ local anchor institutions/ stakeholders to create opportunities for & w/ in community/ district
- v. Actively support minority-owned businesses and organizations
- vi. Actively support local agriculture and small businesses
- vii. Support new community-based business models such as cooperatives and B-corps.
- viii. Improve access to transportation and affordable housing to connect people to more economic opportunities
- ix. Expand apprenticeship programs and workforce training for disadvantaged populations, such as training in energy and green infrastructure installation
- x. Provide education & training for how to manage businesses.
- xi. Use small businesses and contractors in city/county jobs
- xii. Sharita: Expand and broaden searches and recruitment of more candidates of minority and women owned enterprises (ie: contractors vendors, suppliers, contractors) to contract with for projects.
- xiii. Smaller retail storefronts & floorplates to lower rental costs for new businesses.
- xiv. Create a back-end community kitchen.
- xv. Promote businesses that reuse byproducts of industrial businesses, such as wood chips and waste heat.
- xvi. District energy solutions? - waste heat, stormwater hydro energy, community solar. Build partnership with Snohomish PUD.
 - 1. Allow neighbors to buy into ownership of the system.
- xvii. Address food sustainability issues with an insect-based protein farm.
- xviii. Create opportunities for equitable access to capital, such as by creating an Everett CDFI.
 - 1. Create a Washington State Bank.

b. Outcomes

- i. Allow small businesses to grow and encourage new entrepreneurs
- ii. Expand white- and blue-collar employment opportunities that are accessible to all groups
- iii. Reduce barriers to employment for disadvantaged populations by helping them acquire skills for better jobs

- **Cultivate Safe and Healthy Environments**

- a. Actions

- i. Promote access to public amenities such as healthy, affordable foods that are representative to local diversity
- ii. Invest in child and youth development such as high quality childcare facilities and community-based programs to support families
- iii. “Adopt-A-Neighborhood” for litter clean-up, graffiti removal, and beautification

- b. Outcomes

- i. Create inclusive, safe environments for everyone
- ii. Everyone has opportunities to progress through childhood with improved outcomes regardless of where they reside

- **Promote Environmental Justice**

- a. Actions

- i. Incentivize green infrastructure
- ii. Incentivize alternatives modes of transportation via walking, biking, and transit
- iii. Provide workforce training and education in green infrastructure
- iv. Encourage and incentivize the use of electric vehicles and green buildings
- v. Protect and create local green spaces
- vi. Educate the public on air quality problems for neighborhood.
- vii. Focus on pedestrian-based businesses instead of drive-up/drive-in.

- b. Outcomes

- i. Generate employment opportunities for all in green jobs
- ii. Improve neighborhood conditions

- iii. Reduce emissions from cars and buildings from increase of non-car travel and green buildings

- **Preserve, Sustain, and Utilize Local Assets.**

- a. Actions

- i. Respect local community character and values
- ii. Preserve and promote cultural diversity to strengthen these communities through capacity building
- iii. Build and sustain relationship with local tribal communities

- b. Outcomes

- i. Build on local cultural assets
- ii. Create an inclusive and multicultural neighborhood