

Racial Equity Toolkit (RET) Summary Sheet: Cover Sheet and Questions

Please fill in below to identify the RET completed:

Department/Office: Office of Sustainability and Environment

Name of policy, program, etc. analyzed: Fresh Bucks (Two RETs combined – one about FBx enrollment and one about FBx outreach)

Names and titles of key staff that led this RET process: Robyn Kumar, Narita Ghumman

Dates of RET process (e.g., 8/2018 – 12/2018):

This Summary Sheet should be completed by those who worked on this RET with input from Change Team members and department leadership. Representatives from these different groups should review the final version so that there is consensus on content before it is shared with the Mayor's Office. Please fill out a separate Summary Sheet for each of the 4 required RETs that your department named in your director's Performance Plan with the Mayor.

For questions about using this Summary Sheet, please contact your OCR RSJI Liaison.

***Please respond to the following questions on a separate document (no more than two pages).
Please include this page as the cover sheet along with your response.***

1. List the racial equity outcome(s) that you set in Step 1 of the RET process. (Max 300 characters)

Main outcome:

- Eliminate racial disparities in access to healthy foods for low-income Hispanic, Black/African American, American Indian/Alaska Native (AIAN), Native Hawaiian Pacific Islander (NHPI) communities and immigrants and refugees, particularly those with language barriers.

Sub-outcomes:

- Ensure Food Gap eligibility criteria is inclusive of low-income Hispanic, Black/African American, American Indian/Alaska Native (AIAN), Native Hawaiian Pacific Islander (NHPI) communities and immigrants and refugees, particularly those with language barriers.
- Ensure Fresh Bucks enrollment process gives equitable opportunities for benefits enrollment for low-income Hispanic, Black/African American, American Indian/Alaska Native (AIAN), Native Hawaiian Pacific Islander (NHPI) communities and immigrants and refugees, particularly those with language barriers.
- Ensure Fresh Bucks communication strategies are focused on increasing healthy food access opportunities for low-income Hispanic, Black/African American, American Indian/Alaska Native

(AIAN), Native Hawaiian Pacific Islander (NHPI) communities and immigrants and refugees, particularly those with language barriers.

- Ensure Fresh Bucks operates in partnership with and builds capacity for community-based organizations to build leadership within low-income Hispanic, Black/African American, American Indian/Alaska Native (AIAN), Native Hawaiian Pacific Islander (NHPI) communities and immigrants and refugees, particularly those with language barriers to respond to healthy food access barriers.

2. Which stakeholders (groups and/or key individuals) did you engage in this RET? In what ways did you engage them? (Max 600 characters)

Our RET Change Team was comprised of both internal City staff and external program partners. Internal City staff included Fresh Bucks team members Narita Ghumman and Tiffany Anderson, Natalie Thompson from HSD and Joaquin Uy from OIRA. External program partners serving on the RET Change Team were Tanika Thompson from Got Green (GG) and Jihan Rashid from Somali Health Board (SHB). The RET Change team met 4 times over the course of this RET process to identify RET focus communities, information to gather during community engagement sessions, ways to engage community to provide input and to synthesize community engagement findings into recommendations for Fresh Bucks strategy areas. We conducted community engagement activities to gather input on identified Fresh Bucks strategy areas. We engaged community members from RET focus communities through listening sessions (at affordable housing events, community events) and surveys and with program stakeholders through focus groups and 1-on-1 interviews.

3. Please describe up to five key benefits and/or burdens for people of color of this policy, program, project, or other decision, which the RET process helped you to identify or confirm. (Max 300 characters each)

Benefits

- Fresh Bucks helps people to afford fresh produce.
- Fresh Bucks helps to introduce people to new ways of eating, new ways of purchasing produce (e.g., farmers markets).

Burdens

- Not everyone has time or ability to go to the farmers market for produce.
- Not everyone knows about this program. Need to figure out a way to inform more people (through lots of different communications methods) about the Fresh Bucks program.
- Focusing program enrollment in one specific area (e.g., online) means that people who don't have access to technology, language barriers could miss out on using the program.

4. Please describe up to five key actions – things that you will do differently or begin to do now – of this policy, program, project, or other decision, which will increase opportunity and/or minimize harm for people of color. (Max 300 characters each)

- 1) Building community engagement and community feedback gathering into continuous Fresh Bucks program process improvement.
- 2) Deepening partnerships with community based organizations (CBOs) and leveraging and supporting the leadership and expertise of community leaders and CBOs to inform Fresh Bucks best practices.
- 3) Utilize multi-prong strategies for Fresh Bucks enrollment and communications – one size does not fit all.

- 4) Integrate racial equity success metrics into key performance indicators (KPIs) that we track to assess program success.

5. How will leadership ensure implementation of the actions described in question 4? (Max 800 characters)

These activities are integrated into the overall Fresh Bucks program work plan and will be integrated into individual work plans for Fresh Bucks team members. Progress on these activities will be tracked through monthly monitoring of Key Performance Indicators (KPIs) which will be presented to OSE leadership at bimonthly meetings.

6. How have/will you report back to your stakeholders? (This includes the people who were directly engaged in this RET process, those who will be affected by decisions made, and other departments or divisions impacted by the RET findings and the actions described in question 4.) (Max 800 characters)

We will hold report back sessions for both RET Change Team members and community groups engaged through the 2018 RET process within 2019 Q1-Q2. Report back sessions will include a compilation of engagement key findings and how key findings are impacting program strategy.

7. What additional racial equity issues did this RET reveal? Consider how these unresolved issues present opportunities for structural transformation (i.e. working across departments, and with other institutions and sectors to achieve racial equity). (Max 800 characters)

This RET revealed a need for City entities to be coordinated across departments for provision of affordability benefits. The Mayor's Affordability Portal represents an opportunity for advancement of a streamlined, coordinated system for low-income Seattle residents to learn about and access affordability benefits from a 'one stop shop' portal. One of the challenges will be to provide a tool that can be accessed and utilized equitably across multiple communities. The Fresh Bucks team will continue to participate in and contribute to Affordability Portal conversations and system development.