



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**October 11, 2010**

**Ordinance 16948**

**Proposed No. 2010-0509.2**

**Sponsors** Gossett, Phillips, Patterson,  
Ferguson, Hague, Drago and Dunn

1 AN ORDINANCE establishing definitions and directing  
2 implementation steps related to the fair and just principle of  
3 the adopted 2010-2014 countywide strategic plan.

4 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

5 SECTION 1. Through adoption of the King County Strategic Plan 2010-2014:

6 Working Together for One King County, King County has transformed its work on  
7 equity and social justice from an initiative to an integrated effort that applies the  
8 countywide strategic plan's principle of "fair and just" intentionally in all the county does  
9 in order to achieve equitable opportunities for all people and communities. This  
10 ordinance establishes definitions and indentifies the specific approaches necessary to  
11 implement and achieve the "fair and just" principle that is embedded as a core element of  
12 the goals, objectives and strategies of the countywide strategic plan.

13 SECTION 2. The definitions in this section apply throughout this ordinance  
14 unless the context clearly requires otherwise.

15 A. "Community" means a group of people who share some or all of the  
16 following: geographic boundaries, sense of membership, culture, language, common  
17 norms and interests.

18 B. "Determinants of equity" means the social, economic, geographic, political  
19 and physical environment conditions in which people in our county are born, grow, live,

20 work and age that lead to the creation of a fair and just society. Access to the  
21 determinants of equity is necessary to have equity for all people regardless of race, class,  
22 gender or language spoken. Inequities are created when barriers exist that prevent  
23 individuals and communities from accessing these conditions and reaching their full  
24 potential. The determinants of equity are:

25         1. Community economic development that supports local ownership of assets,  
26 including homes and businesses, and assures fair access for all to business development  
27 and business retention opportunities;

28         2. Community and public safety that includes services such as fire, police,  
29 emergency medical services and code enforcement that are responsive to all residents so  
30 that everyone feels safe to live, work and play in any neighborhood of King County;

31         3. A law and justice system that provides equitable access and fair treatment for  
32 all;

33         4. Early childhood development that supports nurturing relationships, high-  
34 quality affordable child care and early learning opportunities that promote optimal early  
35 childhood development and school readiness for all children;

36         5. Education that is high quality and culturally appropriate and allows each  
37 student to reach his or her full learning and career potential;

38         6. Equity in county practices that eliminates all forms of discrimination in  
39 county activities in order to provide fair treatment for all employees, contractors, clients,  
40 community partners, residents and others who interact with King County;

41         7. Food systems that support local food production and provide access to  
42 affordable, healthy, and culturally appropriate foods for all people;

43           8. Health and human services that are high quality, affordable and culturally  
44 appropriate and support the optimal well-being of all people;

45           9. Healthy built and natural environments for all people that include mixes of  
46 land use that support: jobs, housing, amenities and services; trees and forest canopy; and  
47 clean air, water, soil and sediment;

48           10. Housing for all people that is safe, affordable, high quality and healthy;

49           11. Job training and jobs that provide all residents with the knowledge and skills  
50 to compete in a diverse workforce and with the ability to make sufficient income for the  
51 purchase of basic necessities to support them and their families;

52           12. Neighborhoods that support all communities and individuals through strong  
53 social networks, trust among neighbors and the ability to work together to achieve  
54 common goals that improve the quality of life for everyone in the neighborhood;

55           13. Parks and natural resources that provide access for all people to safe, clean  
56 and quality outdoor spaces, facilities and activities that appeal to the interests of all  
57 communities; and

58           14. Transportation that provides everyone with safe, efficient, affordable,  
59 convenient and reliable mobility options including public transit, walking, car pooling  
60 and biking.

61           C. "Equity" means all people have full and equal access to opportunities that  
62 enable them to attain their full potential.

63           D. "Equity and social justice foundational practices" means those practices that  
64 can increase the county's influence on access to the determinants of equity when applied  
65 to the county's actions in: siting and delivery of services; policy development and

66 decision making; education and communication within county government; and  
67 community engagement and partnerships. Equity and social justice foundational  
68 practices are goals for all governmental actions; across countywide strategic plan goals,  
69 objectives and strategies; and across agencies, programs and services. The equity and  
70 social justice foundational practices are efforts that enable King County government to:

71 1. Raise and sustain the visibility of the countywide strategic plan's "fair and  
72 just" principle and equity and social justice values, policies and foundational practices;

73 2. Increase focus on the determinants of equity in order to make progress in the  
74 elimination of the root cause of inequities;

75 3. Consider equity and social justice impacts in all decision-making so that  
76 decisions increase fairness and opportunity for all people, particularly for people of color,  
77 low-income communities and people with limited English proficiency or, when decisions  
78 that have a negative impact on fairness and opportunity are unavoidable, steps are  
79 implemented that mitigate the negative impacts;

80 4. Foster an organizational culture that promotes fairness and opportunity;

81 5. Collaborate across agencies, departments and other organizations;

82 6. Build capacity to engage all communities in a manner that: promotes and  
83 foster trust among people across geographic, race, class and gender lines; results in more  
84 effective policies, processes and services; and supports communities' efforts to develop  
85 solutions.

86 F. "Fair and just" means the county serves all residents by promoting fairness and  
87 opportunity and eliminating inequities through actions to which equity and social justice  
88 foundational practices are applied.

89 G. "Inequity" means differences in well-being that disadvantage one individual or  
90 group in favor of another. These differences are systematic, patterned and unfair and can  
91 be changed. Inequities are not random; they are caused by past and current decisions,  
92 systems of power and privilege, policies and the implementation of those policies.

93 H. "Social justice" means all aspects of justice, including legal, political and  
94 economic, and requires the fair distribution of public goods, institutional resources and  
95 life opportunities for all people.

96 SECTION 3. To achieve the fair and just principle embedded within the  
97 countywide strategic plan goals, objectives and strategies, the executive shall:

98 A. Apply equity and social justice foundational practices to county actions and  
99 endeavor to integrate these practices into the county's: strategic, operational and business  
100 plans; management and reporting systems for accountability and performance; and  
101 budgets in order to eliminate inequities and create opportunities for all people and  
102 communities;

103 B. Establish an interbranch team to facilitate accountability of and coordination  
104 by all branches, departments, agencies, and offices of county government regarding  
105 implementation of the fair and just principle of the countywide strategic plan. The  
106 executive shall designate a department or agency to colead the effort. The interbranch  
107 team shall be composed of the directors or their designees of all branches, departments,  
108 agencies and offices of county government. The interbranch team shall support the  
109 county's application of equity and social justice foundational practices through:

110           1. Development of analytical tools to support all branches' departments and  
111 agencies in identifying the equity impacts of policies and decisions and ways in which to  
112 amplify positive impacts and mitigate negative impacts;

113           2. Development of guidelines which can be implemented across all branches'  
114 departments and agencies for outreach, communication and community engagement to  
115 improve the scope and effectiveness of county efforts to ensure that all communities  
116 receive information and have the opportunity to shape county policies and services;

117           3. Identifying focus areas and supporting the development of policies and  
118 actions that improve fairness and opportunity in county government organizational  
119 practices, including all employment practices such as hiring, training, retention and  
120 promotion and business practices such as contracting, procurement and grant writing;

121           4. Providing a forum for exchange of information and identification of  
122 opportunities for collaboration across branches' departments and agencies on equity and  
123 social justice foundational practices; and

124           5. Supporting the identification of annual work plans by branches' departments  
125 and agencies on application of equity and social justice practices, including the items  
126 listed in subsection B.1. through 5. of this section; and

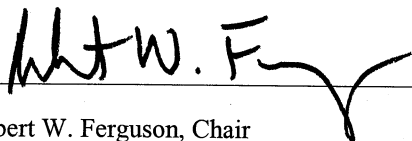
127           C. Design and publish an annual report for King County elected leadership,  
128 employees and the public on the status and trends in equity in the county and measures of  
129 accountability for work plans and results related to implementation of this ordinance.

130            SECTION 4. It is the intent of the council that this ordinance is a general  
131 statement of county policy that cannot form the basis of a private right of action.  
132


Ordinance 16948 was introduced on 9/13/2010 and passed by the Metropolitan King  
County Council on 10/11/2010, by the following vote:

Yes: 9 - Ms. Drago, Mr. Phillips, Mr. von Reichbauer, Mr. Gossett,  
Ms. Hague, Ms. Patterson, Ms. Lambert, Mr. Ferguson and Mr. Dunn  
No: 0  
Excused: 0


KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
\_\_\_\_\_  
Robert W. Ferguson, Chair

ATTEST:

  
\_\_\_\_\_  
Anne Noris, Clerk of the Council

APPROVED this 20 day of OCTOBER 2010.

  
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Dow Constantine, County Executive

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2010 OCT 20 PM 2:38  
CLERK  
KING COUNTY COUNCIL

Attachments: None