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## **The Seattle Planning Commission utilizes the racial equity principles from the [Center for Urban and Racial Equity](#) to guide our work**

- Movement Solidarity – Racial equity work must be connected and guided by racial justice movements including the Movement for Black Lives
- Systems Analysis: Understanding history, the distribution of power and resources, and the policies, systems and practices that create and perpetuate inequities is key to addressing the web of interconnected issues that inhibit communities of color from reaching their fullest potential.
- Social Justice: Because racial inequities are rooted in policies and systems that unjustly disadvantage people of color, solutions to these challenges must be grounded in a commitment to shifting power imbalances and advancing social justice.
- Inclusion & Community Voice: An equity-oriented approach centers and actively seeks full inclusion of people of color in the process of identifying challenges and shaping solutions that will affect their lives and communities.
- Naming and Confronting Racism: Deliberate and focused attention on the various manifestations of racism—interpersonal, cultural, institutional and structural—is needed to transform the policies, systems and practices that produce unfair outcomes across race and ethnicity.
- Intersectionality: Recognition of the ways that sexism, classism, homophobia, nativism, and other forms of discrimination and exclusion intersect with race contributes to a fuller analysis of racial inequities and better targeted strategies to address them.
- Sustained Commitment: A commitment to long-term, sustained investment in time, resources and people is required of governments, institutions and organizations that aspire to make equity real internally and throughout society.

### **We see these principles show up in the work of the Commission in the following ways**

- Advise the Mayor, City Council, and department staff on the elimination of systemic barriers in planning, and naming policies and practices that have produced historical and contemporary inequities based on race, gender, class, sexual orientation, geography and other forms of difference
- Advance equitable planning practices by developing and promoting innovative planning and policy concepts through the independent research and work of the Commission
- Foster connections, partnerships, and collaborations across departments, agencies, and communities that further racial equity and intersectionality in planning practice
- Advocate for new systems, policies, and practices that institutionalize equity and support sustainable, transformational change. Including targeting distribution of resources and access to opportunity to members of groups that have experienced systemic and institutional discrimination and oppression
- Nurture collaborative Commission culture that builds a community of learning, mutual respect, acknowledgment of power dynamics, and a valuing of diverse experiences and identities
- Conduct commission meetings using “Color Brave Space” norms that promote equitable interpersonal interactions and ensure that commissioners have equity principles at the forefront of their approach to the Commission’s work