

Tacoma Equity Index



Nancy Shattuck, Fair Housing Outreach Specialist
Christina Chelf, IT Supervisor;



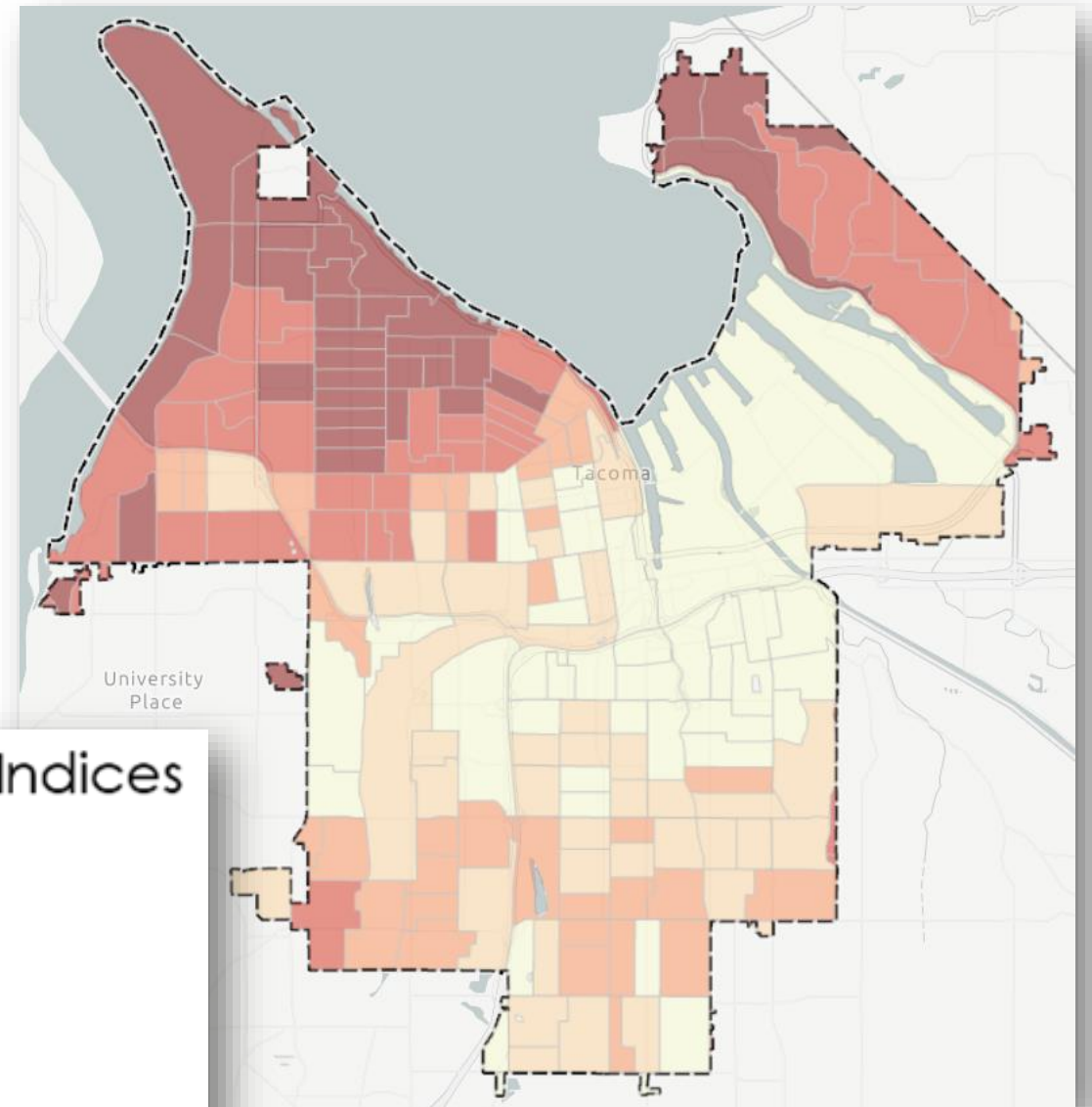
shared vision | shared future

Agenda

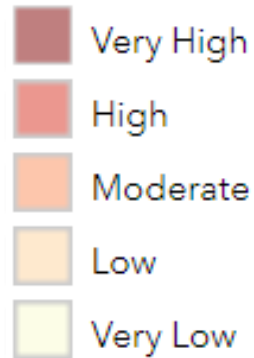
- What is the Tacoma Equity Index?
- What is the purpose of the Equity Index?
- How is City Policy tied to Equity?
- How do we at Tacoma use the Equity Index specifically related to Fair Housing Outreach?

What is the Tacoma Equity Index?

- Map that highlights areas of higher and lower opportunity
- Guides equitable service delivery and resource allocation



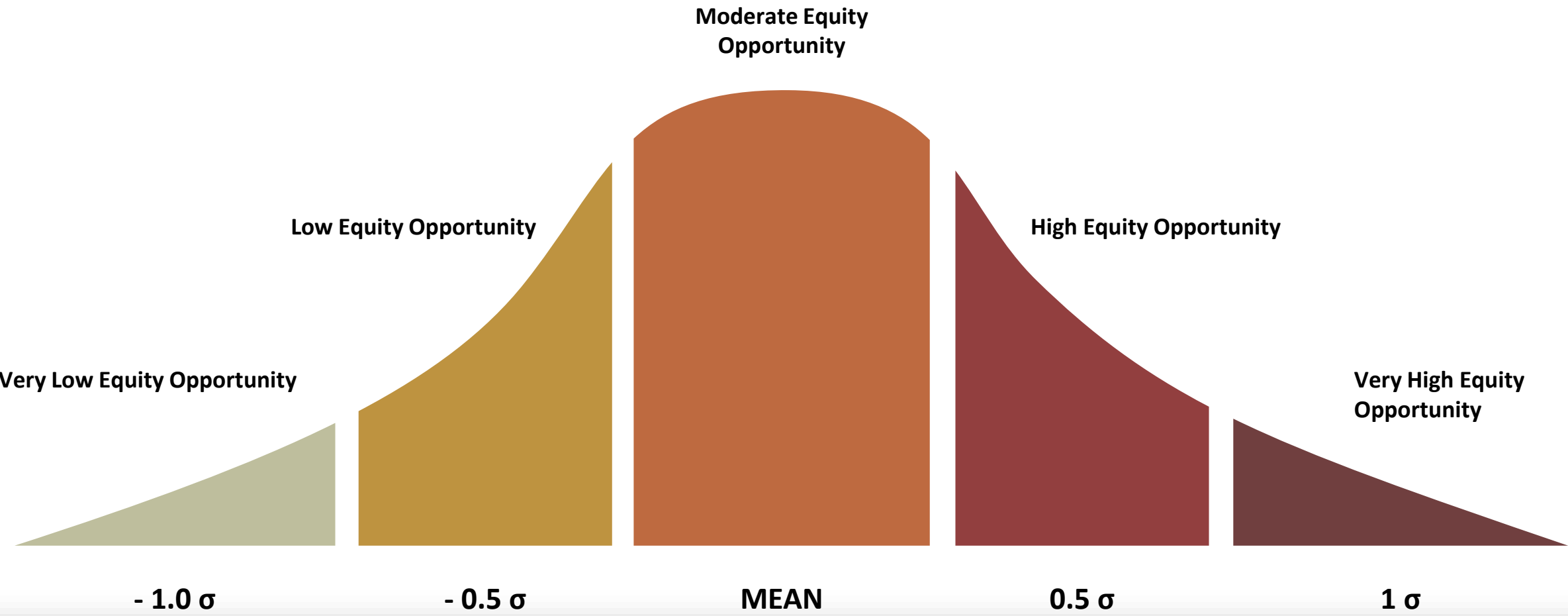
Tacoma Equity Indices



What is the Equity Index?

- 29 Indicators by Determinant Categories
- 197 Scored Census Blocks (City index)
- 5 Equally Weighted Determinant Categories based on our strategic priorities
- Racial Demographics Overlay

Distribution of Data



shared vision | shared future

What is the Purpose of the Equity Index?

Tacoma is an inclusive and equitable place to

Live, Learn, Work, and Play

Identify and Track Disparities

- Identify disparities in outcomes faced by those most likely to experience inequity and track them over time

Support Data-Driven Decision-Making

- Guide decisions about the allocation of resources and policy development

Increase Transparency and Accountability

- Increase transparency and accountability and give communities tools to share in successes and advocate for change

Tacoma 2025 Goal Areas



Livability



Economy & Workforce



Education



Civic Engagement



Accessibility & Equity

How is City Policy Tied to Equity?

Livability

- Nuisance
- Crime Index
- Median Home Value
- Housing Cost Burden
- Average Life Expectancy
- Urban Tree Canopy

Accessibility

- Parks and Open Spaces
- Average Road Condition
- Access to Healthy Food
- Home Internet (Digital Access)
- Voter Participation
- Transit Options

Environmental Health

- Non-Diesel Emissions
- Ozone
- PM2.5
- Heavy Traffic
- Toxic Releases
- Housing Lead Risk
- Proximity to Hazardous Waste Treatment Storage/Disposal
- Proximity to Superfunds
- Proximity to Risk Mgmt Facilities

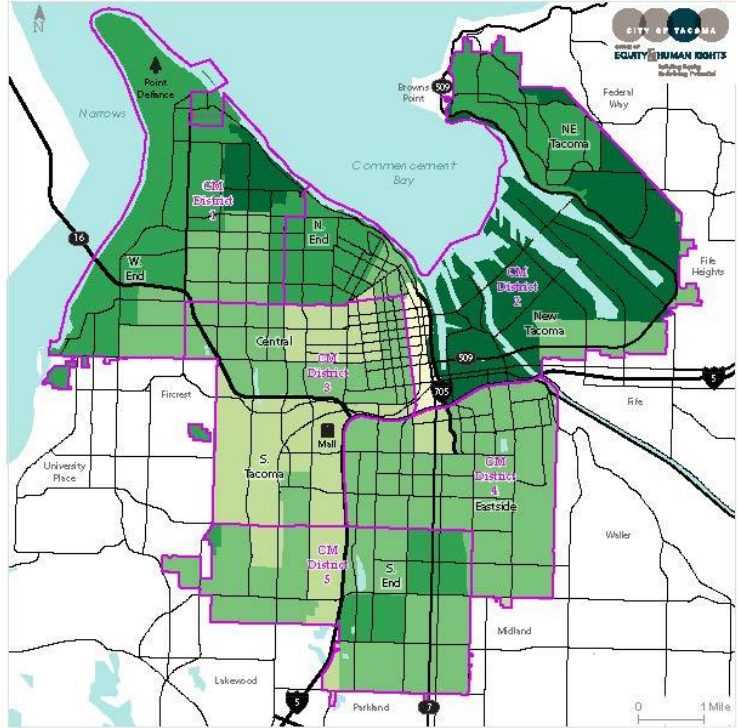
Education

- Student Mobility Rate
- 4-Years High School Graduation Rate
- Average Student Test Rate
- Percent of 25+ with Bachelor Degree or More

Economy

- Employment/Job Index
- Unemployment Rate
- Median Household Income
- 200% of the Poverty

Tacoma Average Life Expectancy



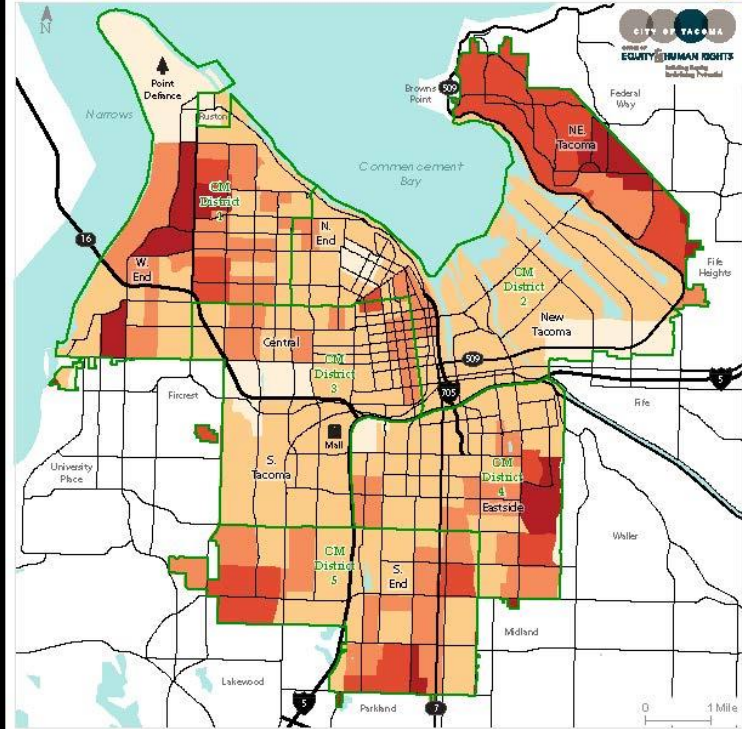
Life Expectancy

- 85 or Older
- > 80 - 85
- > 75 - 80
- > 70 - 75
- > 65 - 70

□ Councilmanic District

Source: U.S. Small-area Life Expectancy Estimates Project - 2010 - 2015 Averages

Tacoma Average Road Quality



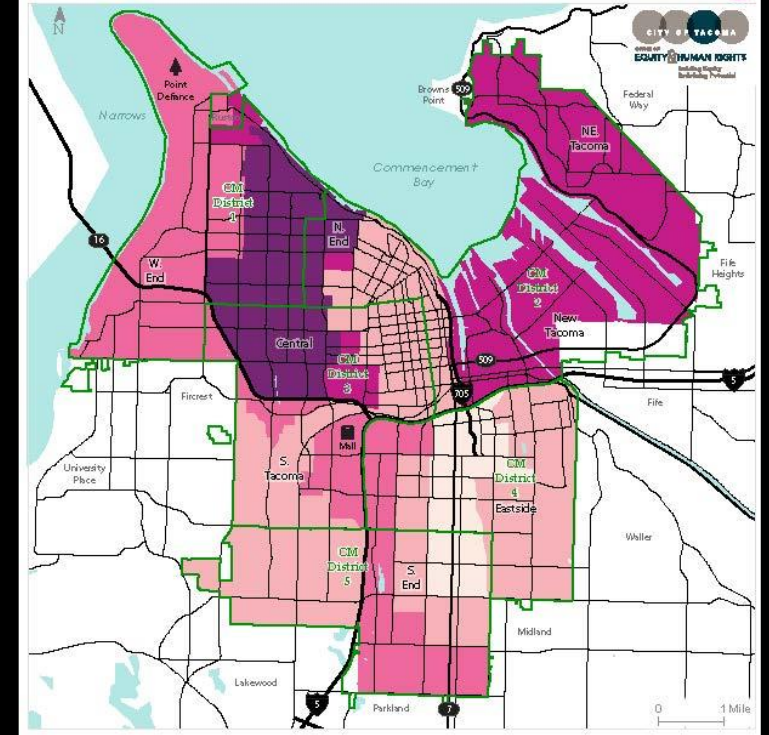
Road Quality

- 60 or More (Good)
- > 50 - 60 (Fair)
- > 40 - 50 (Marginal)
- > 25 - 40 (Poor)
- 25 or Less (Very Poor)

□ Councilmanic District

Source: City of Tacoma Department of Public Works

Tacoma 7th Grade Math Proficiency



Percent Proficient

- > 50%
- > 40% - 50%
- > 35% - 40%
- > 30% - 35%
- 30% Or Less

□ Councilmanic District

Source: Washington State School Report Cards, Tacoma Public Schools Attendance Zones



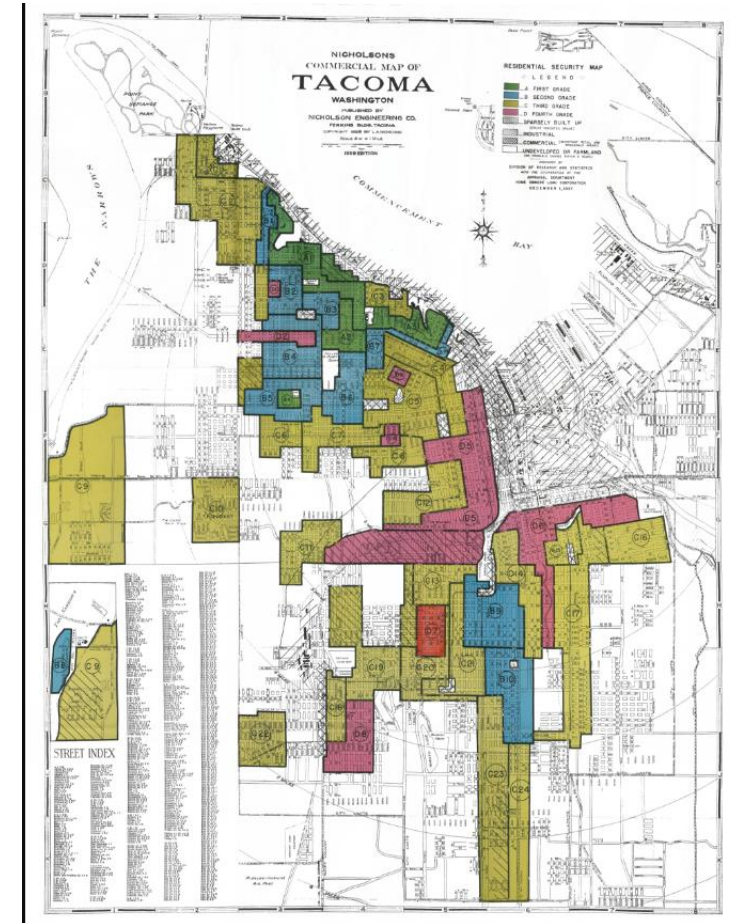
shared vision | shared future

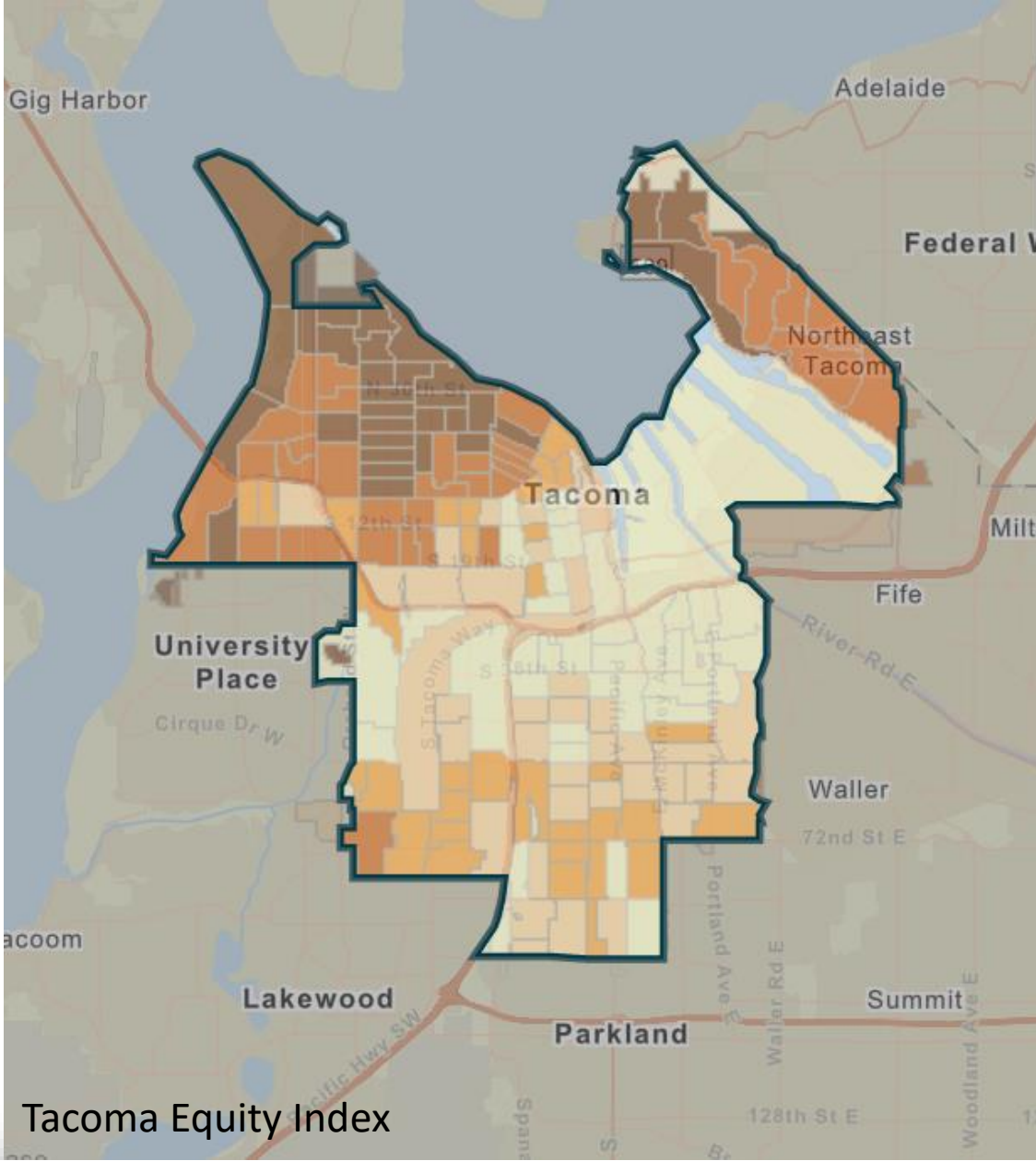
Why Address Inequities?

- Inequities did not occur overnight or naturally
- They were created by a history of racist systems, policies, and practices
- They Prevent us from achieving our community's vision (2025)

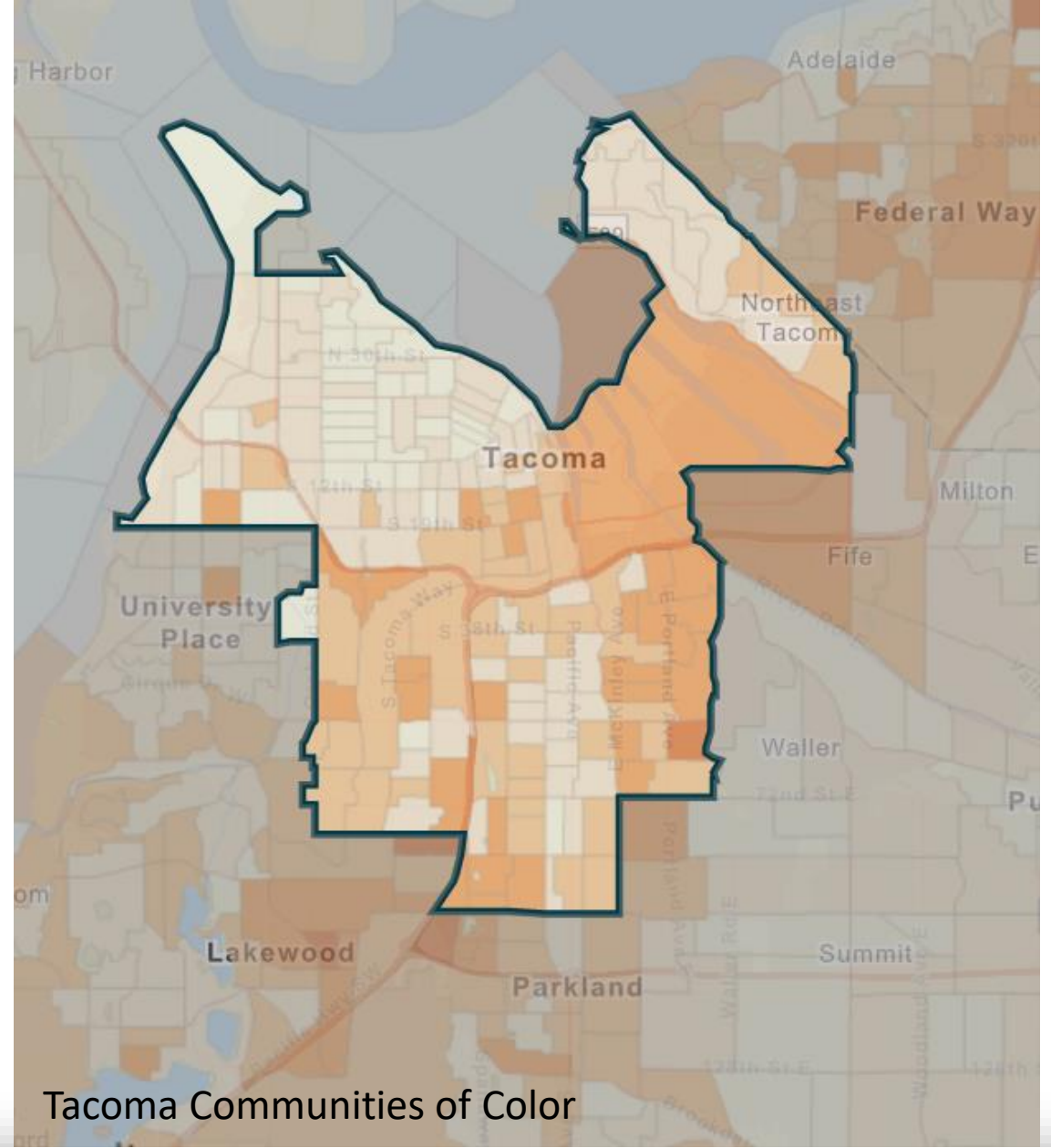
Redlining in Tacoma

- Residual effects of Redlining is still felt today (map from 1937).
- In 1967, Tacoma City Council passed legislation to criminalize racial discrimination in housing.
- The damage has been done. The Wealth Gap is generational and will take generations to fix. It is our responsibility to intentionally repair the damage and partner with our community.





Tacoma Equity Index



Tacoma Communities of Color



shared vision | shared future

What Can the Equity Index Do For You?

There are a wide variety of things the equity index can do to help with your work

Prioritize Funding

Prioritize New Installations

Schedule Asset Repairs

Grant Allocation

Policy Analysis

Loan Distribution

Resource Planning

Identify Service Gaps

Outreach

COVID Relief Distribution

Advocate for Businesses

Identify Service Impacts

Prioritize Services

Planning

Budgeting

Propose New Programs

Racial Equity Action Plans

Program Justification



shared vision | shared future

Fair Housing Outreach

Strategic and Targeted Outreach to specific communities which include a higher population of the protected classes:

- Race
- Color
- Religion
- National Origin
- Sex
- Disability, and
- Familial Status.



Washington State & City of Tacoma:

- Marital Status
- Sexual Orientation
- Military/Veteran Status

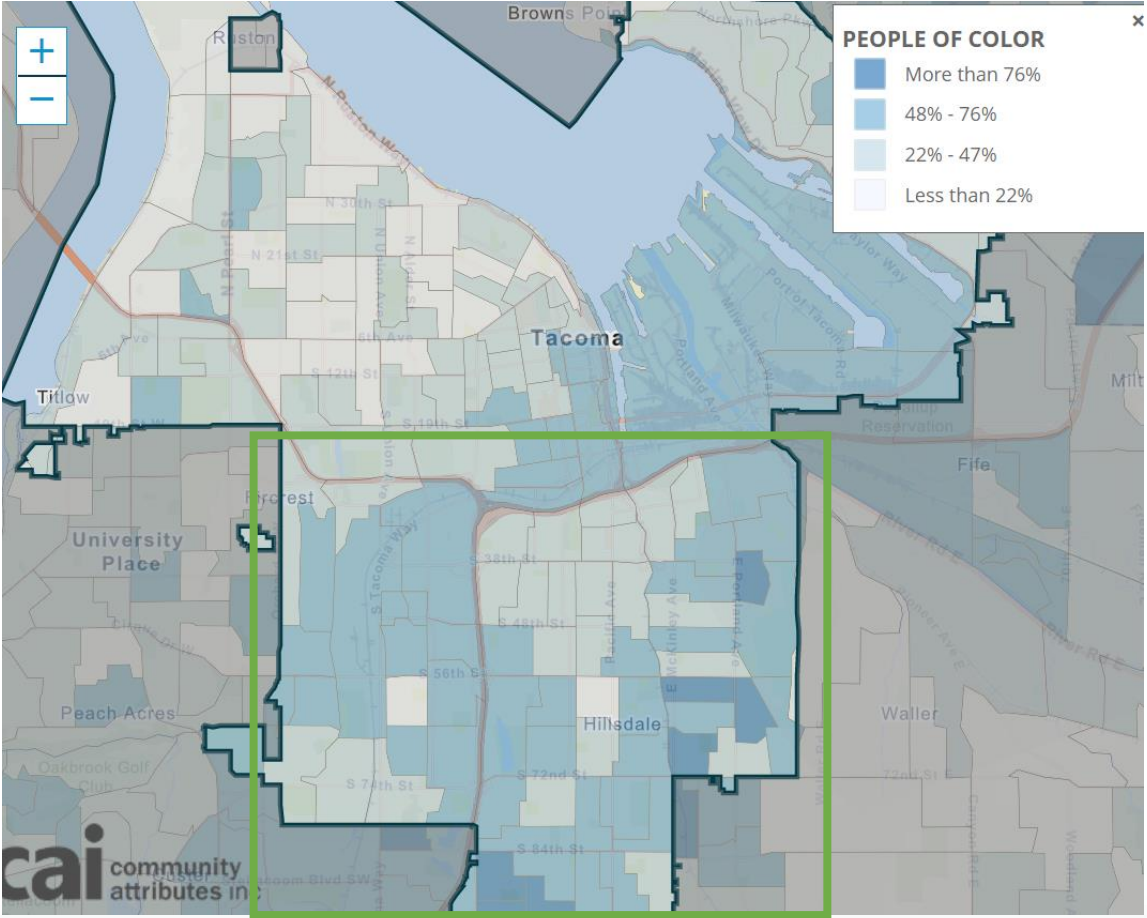
City of Tacoma:

- Age (over 40)
- Ancestry
- Gender Identity
- Source of Income

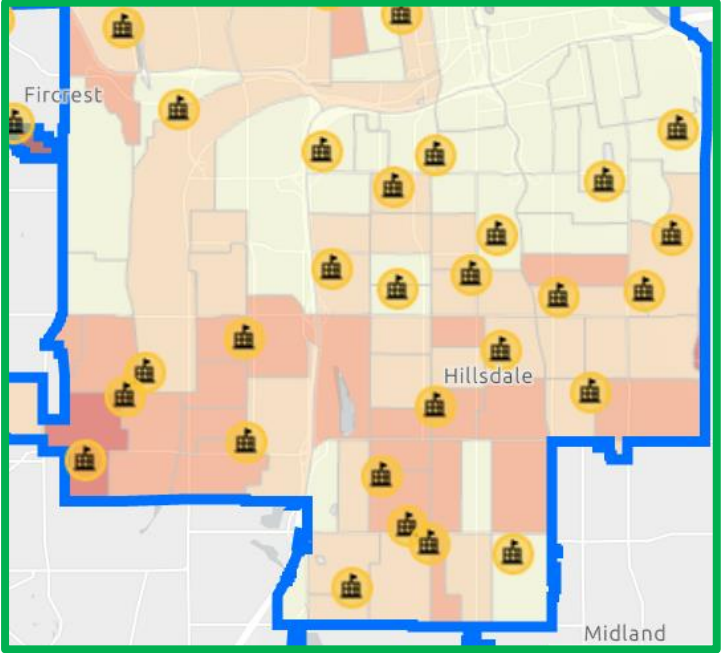
Fair Housing Outreach Plan

- Methods of Outreach
 - Community Media (Radio, Newspaper, Community Newsletters)
 - Local Event Booth at fairs/festivals (awareness)
 - Public Advertising (Billboards, Bus wraps, Bus stop/shelter wraps)
 - Social Media
 - Seminars/Presentations/Workshops
 - Print Media
 - Email

Seminars, workshops, presentations

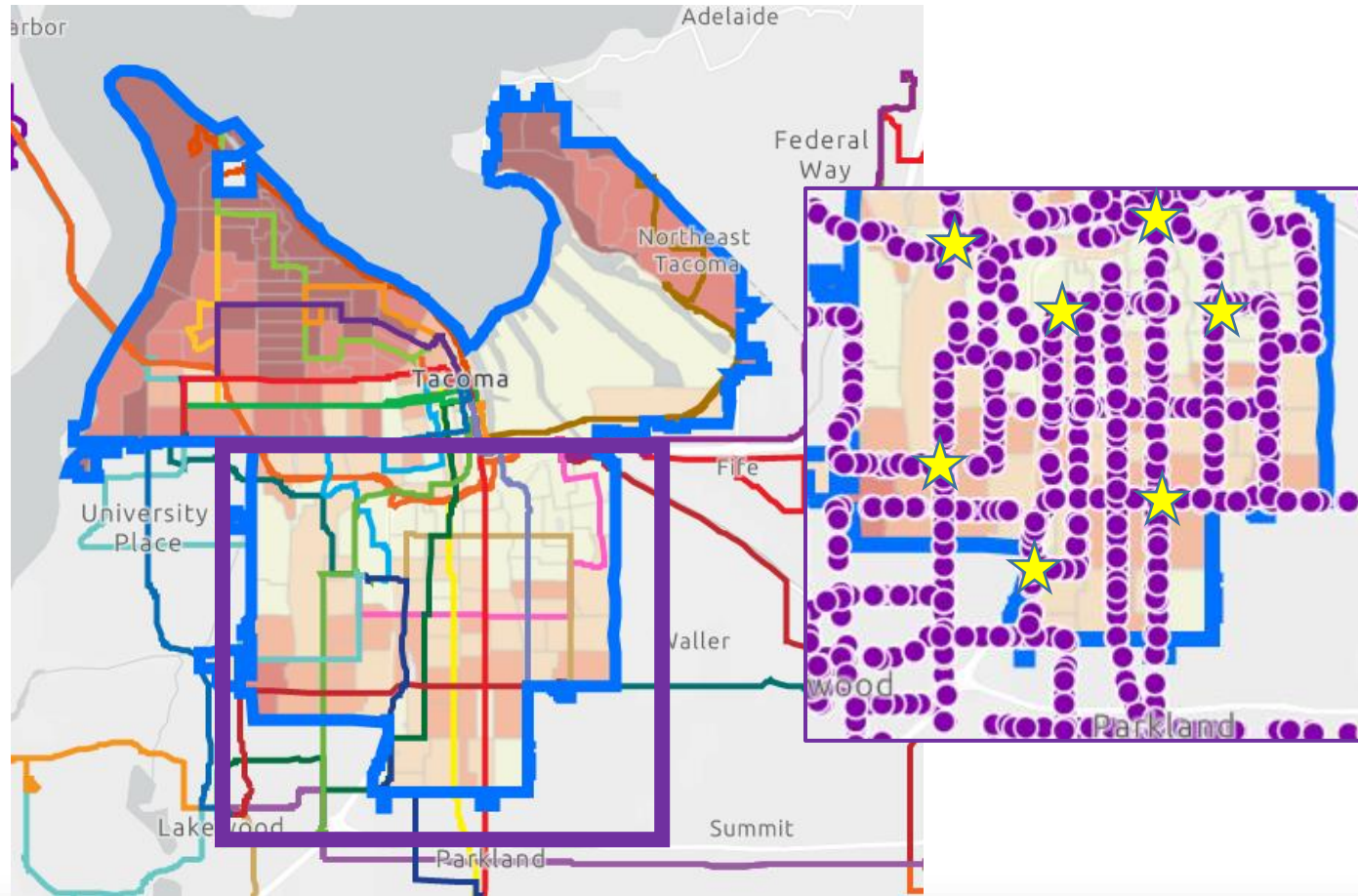


Where are public schools located within the city limits of Tacoma where the demographic will include more BIPOC students?



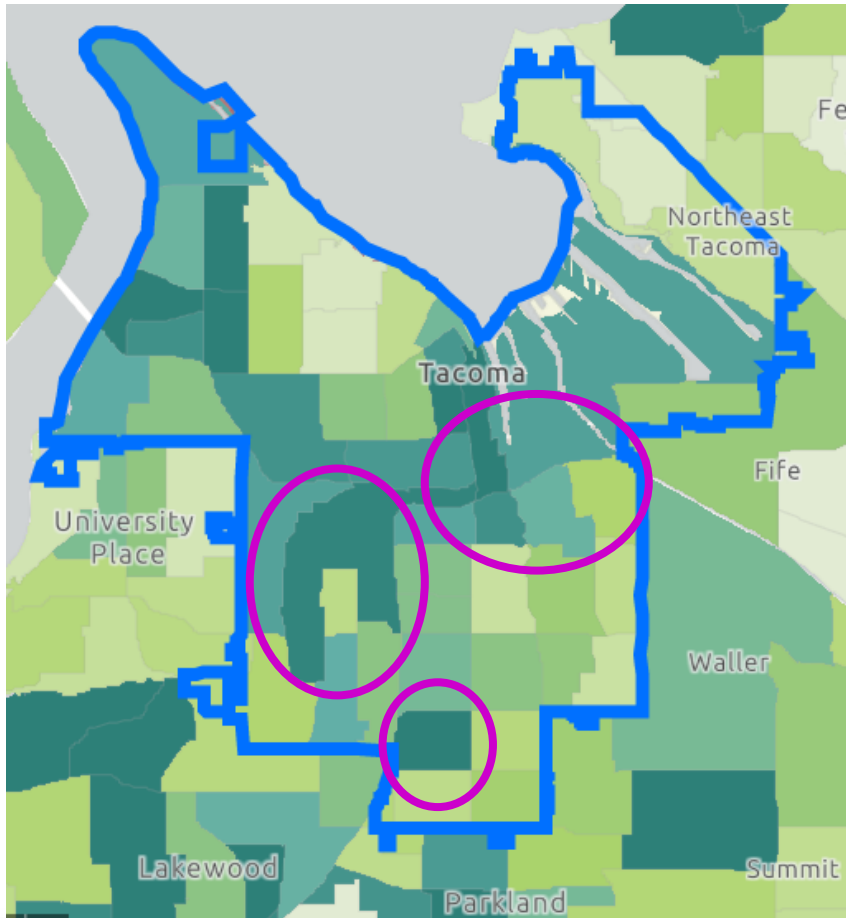
shared vision | shared future

Bus Stop/Shelter Wraps

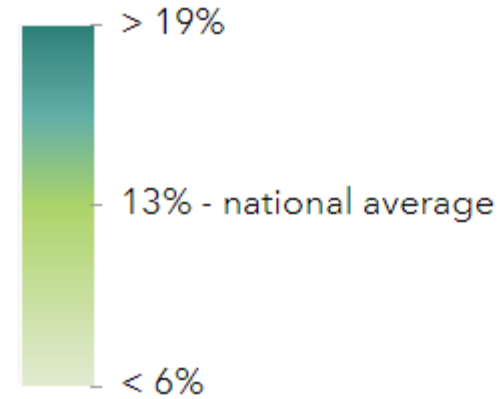


How to maximize visibility to pedestrians, car users, cyclists and public transport users?

Disability



Percent of population with a disability



Where to target specific targeted outreach messages related to the different related protected classes?

Are your outreach efforts successful?

- Baseline of Fair Housing Complaints documented from 2014-today
- Targeted outreach to vulnerable communities April 2022 – April 2025
- Continually review of complaint origin to determine if outreach efforts are successful
 - Where is our message being seen?
 - Who is hearing our message and are they reporting discrimination?
 - If no reports of discrimination – reassess and adjust outreach methods
 - Increased reports of discrimination – what is working? Can it be duplicated in other communities?

Thank You!



Questions?

nshattuck@cityoftacoma.org and GISTeam@cityoftacoma.org

www.CityofTacoma.Org/equityindex



shared vision | shared future