



Dr. Samad Aidane & Benita R. Horn

Equitable Outcomes in Policy, Projects & Decisions

1

Agenda

Introductions

Workshop Outcomes

Equity Lens Case Study

Moving to Action

Next Steps

2



Introductions

Samad Aidane, Ph.D, PMP – A project management and cross-cultural leadership development researcher, trainer, consultant, and coach.

Benita Rodriguez Horn – AWC Diversity, Equity, Inclusion and Belonging Consultant

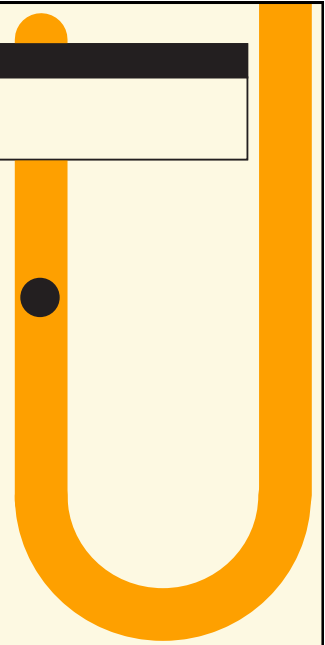


3



Workshop Outcomes

- To gain an overview of the equity lens process.
- To understand how using an equity lens supports achieving equitable outcomes.
- To begin thinking about how to support use of an equity lens in your jurisdiction.



4



What Is an Equity Lens or Racial Equity Impact Assessment?

- A systematic examination of how different groups (such as race, gender, ability, income, age, etc.) will likely be affected by a proposed action or decision, much like an environmental impact assessment.
- Used to eliminate and prevent adverse consequences.
- Vital for preventing inequities and remedying social injustices.

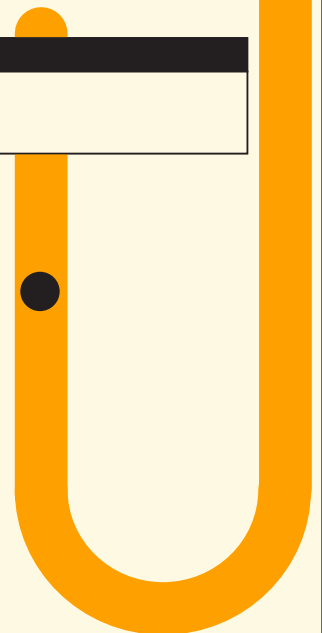


5



Racial Equity Means

- Race can no longer be used to predict life outcomes and outcomes for ALL groups are improved.
- To do so, we have to:
 - ✓ Set Universal strategies for everyone
 - ✓ Set Target strategies to focus improvements for those worse off
 - ✓ Move beyond “services” and focus on changing policies, institutions and structures



6



Equity Lens Process



7



Who Uses an Equity Lens

- Government Staff
- Elected Officials
- Community Based Organizations

8

Equity Lens Case Study

9



Sound Transit Case Study



10



Project 1: West Seattle and Ballard Link Extensions



- Public transit agency serving the Seattle metropolitan area.
- Created in 1993 by King, Pierce and Snohomish counties to build a regional rapid transit system.
- Operates: Link light rail system in Seattle and Tacoma, regional Sounder commuter rail, and Sound Transit Express bus service.

11



Project 1: West Seattle and Ballard Link Extensions



- West Seattle to downtown (2032)
 - Adds 4.7 miles of light rail service from downtown Seattle to West Seattle's Alaska Junction neighborhood.
- Ballard to downtown (2039)
 - Adds 7.1 miles of light rail service from downtown Seattle to Ballard, including a new downtown Seattle rail-only tunnel.

12

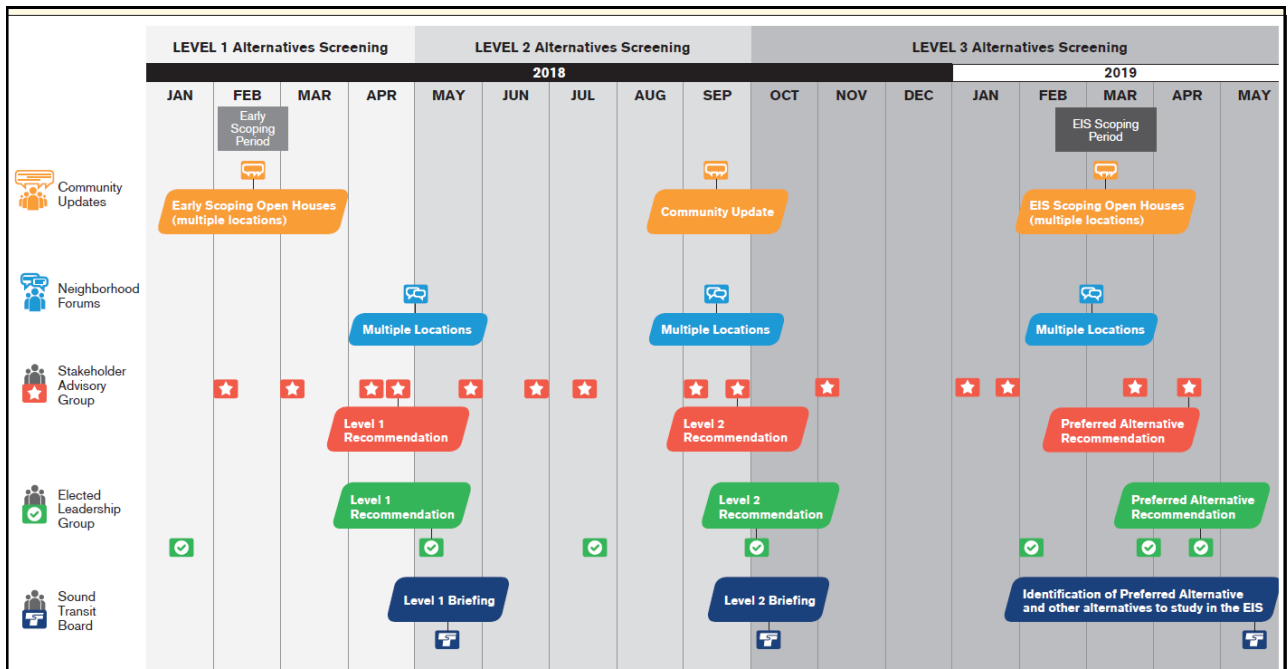


Project 1: West Seattle and Ballard Link Extensions



Source: <https://www.soundtransit.org/sites/default/files/documents/west-seattle-ballard-link-extensions-ph-2-racial-equity-toolkit-draft.pdf>

13



Source: <https://www.soundtransit.org/sites/default/files/documents/west-seattle-ballard-link-extensions-ph-2-racial-equity-toolkit-draft.pdf>

14



Project 2: Rainier Valley (Central Link Line)



<https://www.seattletimes.com/seattle-news/transportation/the-worst-spots-for-light-rail-crashes-in-seattle-and-how-to-fix-them/>

15



Project 2: Rainier Valley (Central Link Line)



Source: <https://www.seattle.gov/rsji/racial-equity-research/racial-demographics>

16



Project 2: Rainier Valley (Central Link Line)



<https://www.seattletimes.com/seattle-news/transportation/cracks-in-light-rail-tracks-slow-trains-in-south-seattle-expect-closures-for-repairs-over-weekend/>



<https://www.seattletimes.com/seattle-news/transportation/the-worst-spots-for-light-rail-crashes-in-seattle-and-how-to-fix-them/>

17



Project 2: Rainier Valley (Central Link Line)



<https://bettertransport.info/pitt/safetycomments-saveourvalley.htm>

18



Definition of Equitable Project Delivery

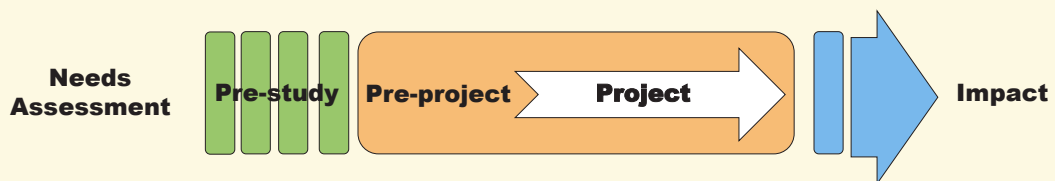
Equitable Project Delivery means that race can no longer predict projects outcomes for communities and that the benefits and harms of projects are shared fairly across all communities.

Copyright © 2023 Samad Aidane

19



The Anatomy of a Project

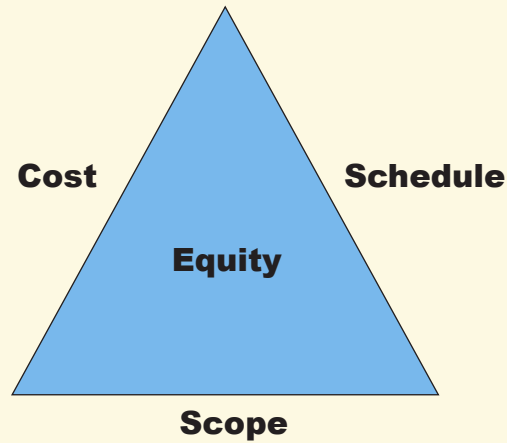


Copyright © 2023 Samad Aidane

20



Balancing the Project's Triple Constraint

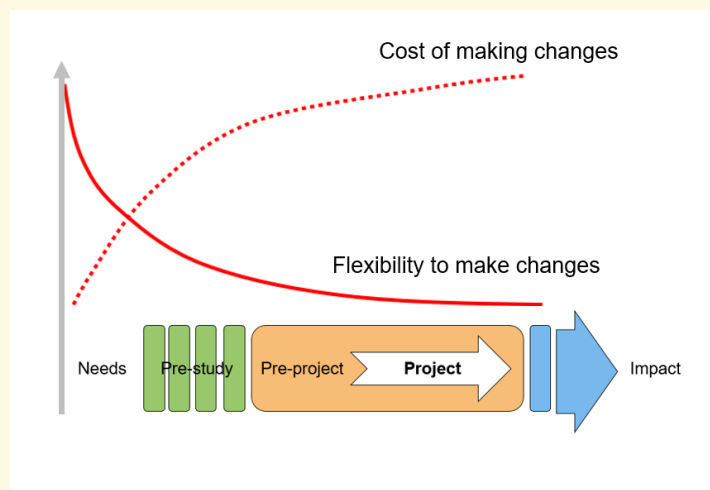


Copyright © 2023 Samad Aidane

21



Projects and the Cost of Making Changes

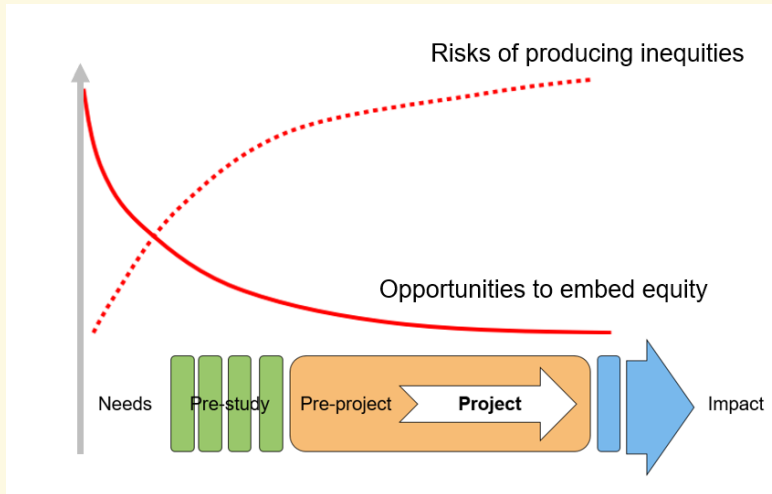


Adapted from: Samset, K., & Volden, G. H. (2016). Front-end definition of projects: Ten paradoxes and some reflections regarding project management and project governance. *International journal of project management*, 34(2), 297-313.

22



Embedding Equity in Projects Delivery: Opportunities and Risks

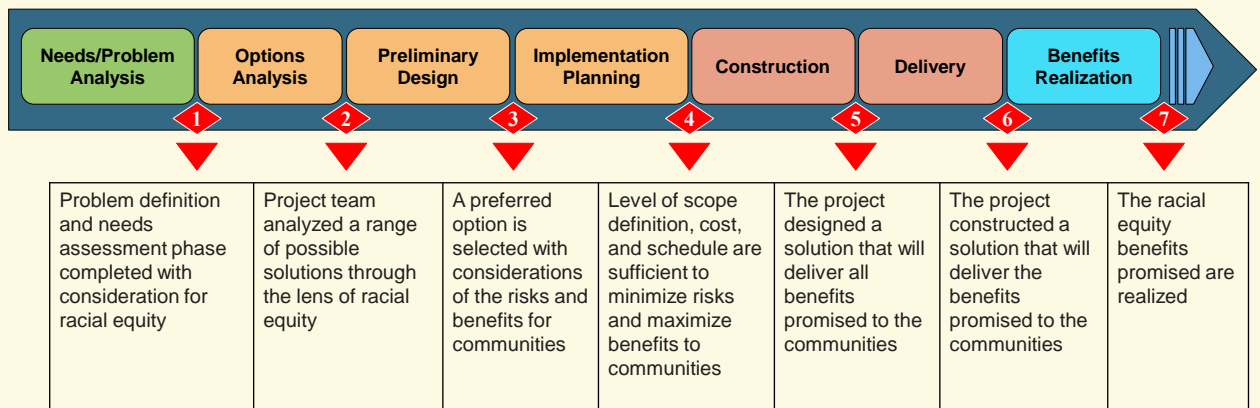


Adapted from: Samset, K., & Volden, G. H. (2016). Front-end definition of projects: Ten paradoxes and some reflections regarding project management and project governance. *International journal of project management*, 34(2), 297-313.

23



Equitable Project Delivery



Copyright © 2023 Samad Aidane

24



Moving to Action

- How are you going to support your jurisdiction in applying an equity lens to the 4 P's (policy, projects, programs and planning)?
- What questions do you have about the use of an equity lens?

25



Next Steps: Coaching for Success

ASK:

- How and when was an equity lens applied to this recommendation or decision?
- At what point was community engaged in the process? How?
- What were the outcomes of the equity lens process?
- What strategies were put in place to mitigate unintended outcomes?

26

An abstract graphic on a light yellow background. It features several thick, rounded lines in red and orange. On the left, a red line runs horizontally and then curves upwards, with a black dot at the intersection. An orange line runs vertically and then curves downwards. On the right, a red line runs vertically and then curves downwards, with a black dot at the intersection. A large green circle is positioned near the bottom right, partially overlapping the red line.

Thank you

Samad Aidane, Ph.D., PMP
samadaidane@gmail.com

Benita R. Horn, AWC DEIB Consultant
benitah@awcnet.org