

<b>Potential priorities for Exec to implement antiracist policies at County</b>
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**Criminal Legal System**

1. Post-pandemic, begin phased repurposing of King County Correctional Facility.
2. End centralized detention for youth and repurpose the juvenile detention section of the Children & Family Justice Center by 2025.
3. Vacate marijuana criminal charges that are no longer illegal, at no cost to defendant.
4. Reduce or eliminate financial burdens created by restitution.
5. Expand voting access in detention facilities
6. Develop and implement a multi-sector, systems focused, comprehensive regional approach to addressing youth gun violence that shifts the County's efforts from punitive interventions to community-based preventions and investments.
7. Identify and update all DAJD and DPD policies to eliminate racially based biases.

**Economic Development**

1. Increase technical assistance available for local BIPOC-owned small businesses for county procurement opportunities.
2. Revise priority hiring ordinance so that it includes formerly incarcerated individuals.

**Public Health, Behavioral Health & Housing**

1. Implement alternate models of service provision that expand service regardless of location and includes mobile models in addition to traditional models.
2. Use publicly owned land for affordable housing.
3. With community, implement affordable housing/community development policies that support local communities under intense gentrification pressure.
4. Site and staff emergency housing and permanent supportive housing locations that are culturally responsive, especially for Black trans individuals.
5. Respond to the end of eviction waivers.
6. Pass just-cause eviction protections in UKC.
7. Pass 60-day notice of intent to sell for affordable multifamily properties in UKC.
8. Prioritize BIPOC communities in COVID-19 response and institutionalize changes, including testing, contact tracing, care coordination (including community health workers), disaggregating data, and development of vaccination approach.
9. Improve data and reporting of death by law enforcement.
10. Fully incorporate community liaisons/navigators into COVID-19 response and continue longer-term program focused on BIPOC communities

**Infrastructure and Environment**

1. Prioritize and co-design community-driven investments for open spaces, trails, parks, trees, etc. with BIPOC residents.
2. Use equity considerations for siting facilities and community amenities.

3. Require comp plans to ID history of discrimination in local planning, current status, and remedies.
4. Prioritize partnerships with BIPOC residents in developing and updating the comp plan.
5. Provide transit and mobility services, including bike, walk and roll access, in areas with unmet need, defined as areas with high density and limited mid-day and evening service.
6. Provide a safe and secure experience for passengers, communities, and Metro employees. Coordinate enforcement in ways that are equitable and culturally appropriate.

**Internal King County operations**

1. Pro-Equity/Anti-Racist Recruitment Processes
2. Leadership supports, defined competencies and accountability for advancing equity/anti-racism
3. Pro-Equity/anti-racist workforce management & employee development
4. Cross departmental shared responsibility for advancing equity and ensuring anti-racism in all that we do as a government
5. Agency-wide pro-equity/anti-racism capacity building
6. An enhanced pro-equity/anti-racism internal organizational structure
7. Enhanced collection, use and public reporting of data
8. Creation of feedback loops to measure how County actions and policies are impacting King County residents, communities & employees
9. Partner with organized labor to prevent disproportionate impacts on BIPOC employees (pursue pro-Equity/Anti-Racist labor agreements & practices)