

# Friday Harbor Racially Disparate Impacts Assessment Summary

June 21<sup>st</sup>, 2024

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Friday Harbor's most recently adopted comprehensive plan goals and policies were assessed for their potential to negatively impact non-white residents, employees, and visitors. This racially disparate impacts (RDI) analysis is a requirement of 2021 amendments RCW 36.70A.070 (2)(e), RCW 36.70A.070 (2)(f) and RCW 36.70A.070 (2)(g) and is intended to highlight shortcomings of the Town's goals and policies to address structural racism and implicit racial bias in the Comprehensive Plan. While the town is predominantly made up of white, English speaking, high-income households, the town has specifically addressed some racial disparities faced by its minority populations in past comprehensive plans. Despite the town's best efforts, there are still opportunities for its goals and policies to go further to address these negative racial impacts. BERK consulting has recommended several changes that would either remove or amend existing policies or add new policies to mitigate RDI during the ongoing Periodic Update to the Comprehensive Plan.

The first step in the analysis flagged goals and policies with potential for racially disparate impacts. Policies in the current comprehensive plan that do not have the potential to impact demographic groups differently were excluded from the analysis. Next each selected goal and policy was evaluated and provide qualitative score as follows:

- Supportive -needed and addresses RDIs, displacement and exclusion
- Approaching- can support mitigation of RDIs but may be insufficient
- Challenging- challenges the ability to mitigate RDIs

This scoring system ensured that goals and policies that adequately address racially disparate impacts are kept or strengthened in the Periodic Update. Others that are either scored as approaching or challenging RDI mitigation were either recommended for amendment to ensure it addressed RDI, anti-displacement, and inclusionary language or were recommended for removal from the Comprehensive Plan.

The full list of the audited policies is included as an appendix to this summary document and select few policies are included as Exhibit 1 below.

## Exhibit 1 Summary Table of Racially Disparate Impacts Analysis

Opportunities - Policy	Summary of what needs to change	Summary of suggested Additions
Overall notes	Avoid terms such as citizens, town or neighborhood character, the poor to describe people and places.	Use people terms to describe people, and avoid terms that are static and discourage change. Add specificity when possible - populations with limited incomes or disparities such as higher risk factors for poor health outcomes.
<b>Land Use Element</b>		
N/A	Add new goals and policies	Include goals and policies that reflect the new Commerce guidance from HB 1220 and HB 1337. Include language on affordable housing, permanent supportive housing, emergency housing, etc.
<b>Housing Element</b>		
HO-4 Assure that the Town of Friday Harbor retains its residential character by monitoring the dwelling unit ratio of parcels zoned single-family residential to parcels zoned multi-family residential.	Changes are needed to the Housing Element to remove unclear references to residential character.	Strengthen support for growth targets, community housing needs (encourage housing development that meets the needs of FH residents, including increased rental and ownership options for seniors, people with disabilities, service workers, make adequate provisions for all economic segments of the community including moderate, low, very low, and extremely low-income households), and diversity of housing types including moderate density housing (missing middle housing types), and emergency housing, emergency shelters, and permanent supportive housing.
<b>Capital Facilities Element</b>		
N/A	Add new goals and policies	Perhaps include language on promoting affordable and equitable access to utilities, and capital facilities and investing in communities where there are lower levels of service or where there are populations with higher need.
<b>Utilities Element</b>		
N/A	Add new goals and policies	Address equitable access of utility services to address disparities in access.
<b>Parks and Recreation Element</b>		
PR-3 To ensure that Friday Harbor residents have access to a variety of park and recreation opportunities.	Add additional specificity that parks and recreation offerings should include all ages, abilities, incomes, and interests.	More specificity of inclusive recreation programming including variety of cultural events and celebrations that are relevant and inclusive of the diverse community. Adequately and equitably acquire, develop, and maintain parks and open spaces.
<b>Economic Development Element</b>		
N/A	Add new goals and policies	Add new policies that emphasize investment that is in line with community priorities. Supporting BIPOC- and women, minority, and non-native English speaker owned small businesses and employers. Strengthening access to well-paying jobs and career development opportunities for all residents, particularly those with fewer resources.