



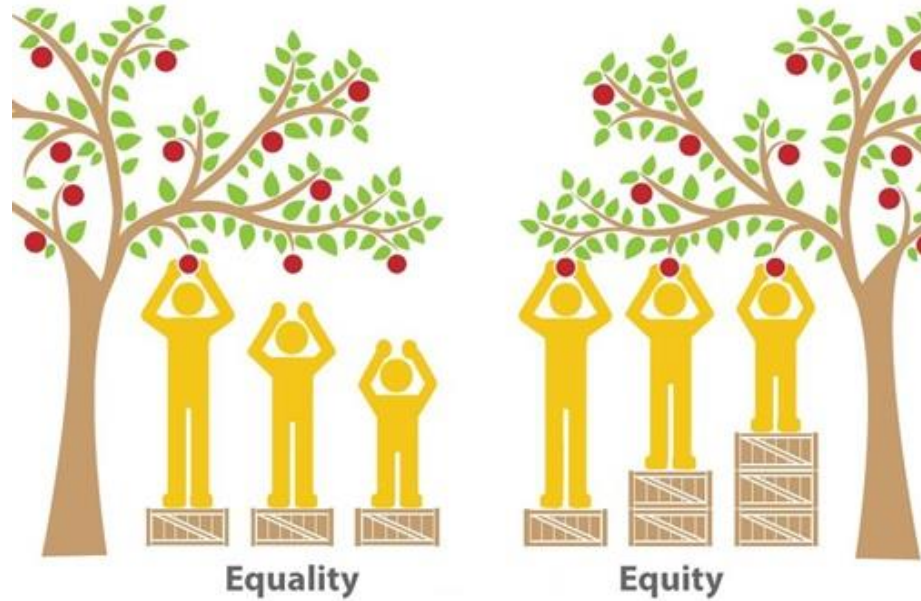
# City of Shoreline – Diversity & Inclusion

- ▶ **Vision:** Shoreline is a thriving, friendly city where people of all ages, cultures, and economic backgrounds love to live, work, and play, and most of all call home.
  - ▶ **Respect:** Listen, value others, and treat everyone with fairness and dignity.
  - ▶ **City Council Goal#4:** Expand the City's focus on equity and inclusion to enhance opportunities for community engagement.
  - ▶ **Resolution 401:** Shoreline City Council is committed to making Shoreline an inviting, equitable, and safe community for everyone; ensure that programs are accessible and open to all individuals.
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# Diversity & Inclusion – Definitions

- ▶ **Diversity:** all the ways in which people differ; characteristics that make one group different from another (race, ethnicity, gender, age, religion, disability, sexual orientation, etc.)
  - ▶ **Inclusion:** bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that genuinely shares power.
  - ▶ **Racial Equity:** Providing access to opportunities, resources, and support for communities of color by intentionally recognizing and eliminating historical barriers, and recognizing current needs, context, and situation.
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# Equality vs. Equity



# Diversity & Inclusion – “Changing the Lights”

The screenshot shows a YouTube video player for the video "Changing the Lights" by Julie Nelson. The video features Glenn Harris, President of the Center for Social Inclusion, speaking. The video has 1,847 views. The player interface includes a search bar, video controls, and a "Up next" list of related videos. The browser address bar shows the URL: [https://www.youtube.com/watch?v=T0k\\_ydKQdEo](https://www.youtube.com/watch?v=T0k_ydKQdEo). The browser tabs include "Glossary - Racial Equity Tools" and "Changing the Lights - You...".

**Glenn Harris**  
President, Center for Social Inclusion

**Changing the Lights**  
Julie Nelson  
1,847 views

**Up next**

- Putting Racism on the Table: Julie Nelson on Implicit Bias  
Washington Grantmakers  
4,360 views
- Glenn Harris at Purpose Built Communities 2015 Conference - How do we Move Towards Racial  
Purpose Built Communities  
1,327 views
- Driving Toward Equity - How Racism Works and How Municipal Leaders Can Stop It  
USDN: Urban Sustainability Directors Netw  
879 views
- "Equality" = Injustice  
Jonathan Haidt  
62,740 views
- Driving Toward Equity - Seattle's Race and Social Justice Initiative  
USDN: Urban Sustainability Directors Netw  
1,068 views
- Driving Toward Equity - Using Racial Equity Tools  
USDN: Urban Sustainability Directors Netw

[https://www.youtube.com/watch?v=T0k\\_ydKQdEo](https://www.youtube.com/watch?v=T0k_ydKQdEo)

## Diversity & Inclusion – Prioritization

- What are the benefits of sidewalks?
- With limited resources, where do we build first?
  - City data (collision reports, etc. )
  - **Community Input**
    - Advisory Committee
    - Open houses
    - Online surveys

# Diversity & Inclusion – Equity Categories

- People with vulnerable health who will benefit most from sidewalks/pedestrian infrastructure
  - People with disabilities
  - Older Adults
  - Children
- Those who are most dependent on pedestrian and public transit
  - Low-income
  - Limited English speakers
  - People of Color