

RACIAL EQUITY

2018 – 2021

STRATEGIC PLAN SUMMARY



■ INTRODUCTION

The Local Hazardous Waste Management Program (LHWMP) has committed to leading with race. By addressing the barriers experienced by people of color, we will effectively identify solutions and remove barriers for other groups.

LHWMP's Racial Equity Strategic Plan sets a path forward to improve the program's policies, practices, and service delivery.

■ ABOUT LHWMP

The Local Hazardous Waste Management Program (LHWMP) is a multi-jurisdictional program serving all of King County including the City of Seattle, 37 other cities, two tribes, and unincorporated areas. Our mission is to protect and enhance public health and environmental quality in King County by reducing the threat posed by the production, use, storage, and disposal of hazardous materials. LHWMP is responsible for providing relevant and effective services to 2.1 million residents and 60,000 businesses.

The Racial Equity Strategic Plan is a joint effort by LHWMP's Management Coordination Committee, staff, and Program partners.

■ APPROACH

LHWMP is working to improve its effectiveness through an approach called "targeted universalism." Targeted universalism recognizes that different populations in King County face different barriers in accessing and benefiting from our services. Our approach is to set a universal goal that can be achieved through targeted programmatic efforts.

■ RACIAL EQUITY VISION

Race is not a determinant of hazardous materials exposure in households and businesses in King County.

To achieve this:

1. Racial equity and environmental justice principles and practices are embedded throughout LHWMP operations.
2. LHWMP recognizes and reflects the racial diversity of the ratepayers it serves.
3. We actively engage and partner with others to understand and address racism and utilize culturally relevant data to inform our work.





■ THEORY OF CHANGE

Leading with Race: A framework of racial justice strategies to address root causes and eliminate inequities

LHWMP “leads with race.” We recognize that individual, structural, and institutional racism contribute to inequities and disproportionality in the services that we provide. By focusing on racial equity, LHWMP provides a framework and resources to develop policies, practices, and tools that address inequities and eliminate disparity in exposure to hazardous materials.



Alternative formats available
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■ STRATEGY

The following four strategies will help us address inequities, improve our health and environmental outcomes, make the most impact, and deliver services to our customers who have the greatest needs.

STRATEGY 1: Build organizational capacity to address racial disparities and inequities.

LHWMP will engage program staff and agency partners to create a shared understanding and lens of individual, institutional, and structural racism. Programs and services will be informed by relevant community data. Best practices will be embedded in learning opportunities, tools, and application of knowledge to support a community of practitioners who can work to advance racial equity.

STRATEGY 2: Embed race and social justice policies and practices across LHWMP.

LHWMP’s policies and practices account for race and other demographic differences in household hazardous waste exposure. This will result in improved service delivery to all customers and protecting the environment.

STRATEGY 3: Align LHWMP efforts within King County, the City of Seattle, as well as local, regional and national initiatives through strategic partnerships and collaborations.

LHWMP will collaborate with peers and partners who are committed to race, social, and environmental justice. Opportunities for strategic partnerships will be identified to align efforts within agencies across city and county governments, non-profit and for-profit agencies, foundations, and other philanthropic organizations.

STRATEGY 4: Be a community-centered organization that partners with communities for inclusive outreach and engagement.

LHWMP will collaboratively partner with communities to ensure Program goods and services are relevant and accessible, so that all can benefit. To ensure equitable inclusion of customers’ voices and participation, the Program’s outreach and engagement approach is racially equitable and informed by our customers. LHWMP’s projects and service delivery will be informed by community priorities as identified by the customers it serves.