

Help Define Justice, Equity, Diversity and Inclusion in Projects	
How would you know if a project supports Justice? (maximum 500 characters)	
Respondents	Responses
1	Reparations - if the project redistributed either power, land or resources to those to whom it was taken
2	The project will consider inequities in the local community where it is being completed, and how this project might contribute to the reparation of those inequities. This could include all of the items listed below but also things like financial donations to disenfranchised groups, donating land back to previous disenfranchised owners or simply reducing long-term environmental impacts from a project that could disproportionately harm those communities.
3	I find it interesting this question comes first. We often find the idea of justice, whether distributive or retributive, to emerge from the deep conversation that threads through the project between the client, stakeholders and us, that helps construct the program of what needs to be addressed. This conversation leads to a shared understanding by all the actors in the project of the 'history' of the community and the site (or sites) of action, curated by the community, and the issues of equity, and diversity that the project has the potential to address.
4	If the project is focused on serving a sector of society that is commonly denied equal treatment in terms of access to resources, freedom from prejudice and historical marginalization.
5	I would evaluate the project using the definition of Environmental Justice use by SANDAG (San Diego Association of Governments): "Environmental justice is an important component of social equity. Environmental justice should ensure that land use plans, policies and actions do not disproportionately affect low income and minority communities. Environmental justice is achieved when everyone, regardless of race, culture, or income, enjoys the same degree of protection from environmental and health hazards and equal access to the decision-making process to have a healthy environment in which to live, learn, and work." Projects should be sited to contribute to the equitable distribution of new public facilities and services in the community in which they are located and to increase and enhance community quality of life. Livability should be promoted in communities by expanding opportunities for transit access and transit-oriented development New schools and residential dwellings should be separated from industrial facilities and uses that pose a significant hazard to human health and safety. Industrial facilities and uses should be sited so that they do not pose a significant hazard to human health and safety
6	It helps support people who have lost their way in redefining their lives
7	1. The project as made and demonstrated a conscious effort from conception through completion to understand their intended and unintended impacts to both the local and global community. The project managers are purposefully and meaningfully engaging with local community members and/or representative organizations that are either historically or presently at risk of being adversely impacted by the project's presence during development and following completion. Community members have been given agency to make meaningful project changes that support justice and/or the community's vision for development. The project team also demonstrated a collective consciousness on the impacts or the labor and materials required for the project. Diversity (race, gender, nationality, ableism, etc) is present on the project teams at all level. Investments (time, resources, or capitol) could have been made in talent development in cases where extreme disparities in diversity exist in the talent pool. A lifecycle assessment has been completed or valiantly attempted for all project materials' social and environmental impacts. Project

	teams have worked to eliminate or minimize the selection of products that present health or wellbeing issues for stakeholder populations.
8	If the project demonstrates an ability to make systemic change to benefit traditionally underserved or marginalized individuals and/or communities.
9	Clear indication of the issues and how they were framed by diverse social, cultural economic and political forces and then resolved. Understanding how the design process shaped the built environment and the methods by which the process integrated multiple factors. In particular, understanding the dynamic between built and natural environments by leveraging the issue of fairness in terms of ecological, advanced building performance, adaptation, resilience and health principles in the work.
10	King County Metro's Mobility Framework envisions a responsive regional network of traditional and new transportation services that gets people where they want to go, when they want to get there, while contributing to health communities, a thriving economy, and a sustainable environment. The Mobility Framework was community-led and co-created with the King County Metro Mobility Cabinet, a group of 23 community leaders representing riders and a variety of organizations and communities countywide, focused on low and no-income people, black, indigenous, and people of color, immigrants and refugees, people with disabilities, and limited-English speaking communities. The Guiding Principles set a vision for how Metro and partners can achieve a regional mobility system that is innovative, integrated, equitable, and sustainable. Safety and financial responsibility will remain high priorities for Metro. Invest where needs are greatest; Address the climate crisis and environmental justice; Innovative equitably and sustainability; Ensure safety; Encourage dense, affordable housing in urban areas near transit; Improve access to mobility; Provide fast, reliable, integrated mobility services; Support our workforce; Align our investments with equity, sustainability, and financial responsibility; Engage deliberately and transparently. Following the development of Guiding Principles, the Equity Cabinet developed recommendations in five thematic areas that consolidated these principles: Investments, surrounding land use, innovation, workforce, and engagement. The recommendations in this Mobility Framework are visionary and crucial to centering equity and sustainability in Metro's work. Many of them cannot be implemented by Metro alone and require action and collaboration from partners, including local jurisdictions, transit agencies, throughout the region, and others. Metro looks forward to working with regional elected officials and partners to fund and implement these recommendations. The recommendations are meant to provide guidance for ways Metro can add to and build on its existing, regional network of mobility services, with the goal of achieving a mobility network that is innovative, integrated, equitable and sustainable.
11	Equal opportunity, equal access, fairness, balance of decisions and actions
12	It would provide qualitative and quantitative evidence of upholding equity, access, and inclusive participation in the project process regardless of age, socioeconomic status, ethnicity, or gender.
13	Site location does not displace people or sister species, access to site supports public transit and full spectrum of accessibility, energy use in structures maximizes renewables, social networks are inclusive and economic justice is transparent.
14	If it identifies, challenges, and initiate changes existing policies that pose barriers to a diversity of housing choices.
15	Not sure
16	The community is in a position of power and leadership. There is a transparent process that is inclusive and reciprocal - not extractive. Holistic approach to thinking about problem solving that includes an acknowledgement of racial history

17	All of the below, and particularly when the communities experiencing injustice are part of the project's leadership & decision-making processes.
18	It accommodates all users regardless of social conditions.
19	A projected evaluation of its cumulative impact on the African American communities 20 years after start
20	The project address the community's critical needs and challenges?
21	Definition for Justice: Fair treatment of diverse people and groups. The project team would need to identify all the groups of people that will be impacted by the project. The team will need to describe how each of these groups is different and similar. Then team would need to demonstrate how they reached out to each group to research and define each group's unique needs. The project team would need to describe their methodology for incorporating each group's needs into the project in a way that is balanced and fair to all groups.
22	All workers on the project were paid a living wage, there were no safety violations during construction, the project itself is not displacing groups of people by its creation, the community was consulted and had direct impact on the design of the project.
23	It creates opportunities for reparation and reconciliation.
24	I suppose it would have to equitable and fair - something that is hard to measure i suppose. especially as it relates to a moral standard. so really, it's an ethical filter that would be applied. an example of a project that supports justice could be the positive improvement made for a community that has a set of challenges, economically, institutionally, educationally, etc.
25	The end result intentionally serves and betters the lives of a vulnerable group of people.
26	It is in the project's intent.
27	The project would include the perspective and input from organizations, individuals and community groups. There is a commitment to access, opportunity and leadership from varying perspectives, especially from those individuals or groups that are underrepresented.
28	A project supports justice, when in all aspects of the development process is seeking FIRST to make right historical evidences of inequality through effective planning. Intentionally acknowledging the disparities and actively
29	Mission statement and goals and objectives are inclusive of all
30	Designed through a facilitated community engagement process that considers comprehensive factors including dissenting and minority voices
31	justice involves acknowledging and repairing past injustice. There would be an intentional and outload approach to justice that was not able to be mistaken by those intended to receive this justice. Many orgs today use these catch phrases so that it can be recorded in meeting minutes but never really want to meet the people where they are at.
32	Justice requires that the benefits and burdens of research be distributed fairly. - Belmont Report & fairly means evaluation of research that impact the ppl involve through time or poorer performance of interventions
33	transparency of criteria; criteria that meet equity standards across a wide range of issues; clarity of purpose in addressing something or things specifically
34	"Justice" needs to be well defined first. Is the project public or private and does fit into the definition that is predefined?
35	I am not sure.
36	This project would have to advocate for members of the community that have historically been wronged or make known a particular act of injustice in a very public way. This

	could include a guided public experience, a material evoking emotions linked to the wrong, or an honoring a figure/place particularly involved with the quest or need for justice.
37	The projects theme and function would have to embrace fair treatment and support to all humankind. A spiritual center would be a good example.
38	If a project brings all stakeholders to the table to discuss potential design options, it supports justice.
39	I never really thought of it in those terms
40	If it is welcoming and accessible to all
41	It would hold up to the scrutiny of political correctness and consumer research.
42	Does it take into account the most vulnerable community member's needs.
43	The project clearly defines objectives and goals in relation to a well substantiated instance of economic, legal, cultural, or social injustice. The project also includes a clearly articulated design strategy and method related to that question of justice. Finally, the project design accommodates collective and evolving questions of justice.
44	There should be an equitable distribution of the building's assets to the community that uses it.
45	If its goal is to correct the issue of detaining individuals
46	If there was impact matrix to show how the project supports Justice. A rating system like LEED.
47	Assure that the design team has african american members in leadership roles.
48	That would depend on the project type. But more importantly, does the organization creating the project support justice?
49	The project somehow reflects engagement with people who have been affected by injustice and actively encourages programming that helps to resolve it.
50	I would assume if all parties actively sought to create economic opportunities truth the design and construction that actively and deliberately included minorities and women
51	Does the project and its constituents support designing a facility that encourages treating its patrons with dignity.
52	I would not know
53	It provides jobs and business for blacks in community where it is being built.
54	It would take into account the community where the new development would be established. It would provided amenities for under represented, marginalized, and disenfranchised groups of people.
55	I think there is a difference between 'supports justice' and 'is just', and this language should be clarified in the RFP. I consider a project to support justice if it encourages fairness and equity on a societal level and sparks change. However, a project that embodies justice should start from the design process, including all stakeholders from the beginning, seeks funding from transparent sources, and shows strategic partnerships that build up the community.
56	By rather it's physical placement, functional purpose, and behavioral response by the public results in empowering all people.
57	A project supports justice if it provides exemplary living conditions for everyone that inhabits the building.
58	A project supports design justice when it seeks to create space for dignity, assistance, and comfort for the least economically able people in our society. Justice architecture helps society in a way that is unexpected, but very necessary to give value to people that have been undervalued and forgotten about.

59	It would serve the community & promote sustainability particularly for under-served and vulnerable communities.
60	It centers the fair evaluation and solving of a problem as the top priority in its inception, concept, and execution. This is exhibited through, but not limited to team structures, process (inclusivity), cultural sensitivity (respect and honor to history or fairness), holistic sustainability, and funding with integrity (does not undermine marginalized groups).
61	If the community feel that the project speaks for them in this matter than we will know. Lots of community input and by end.
62	Nelson Mandela said that, "Overcoming poverty is not a gesture of charity. It is an act of justice. While poverty persists, there is no true freedom." To understand if a project supports justice, one must understand how it attacks poverty.
63	impact would need to be measured overtime and against a baseline, focus would be on legal rights and ethical justice
64	The land/structure acquired amicably; design and construction addresses any homeless residents with respect and dignity; design process receives input from neighborhood stakeholders and residents to inform the final outcome
65	A project would exemplify supporting justice dependent on the community it served. Any project that better positioned a group or classification of people that had been disenfranchised and gave them some equity would show its support of justice. Alternatively, righting some previous wrong as it relates to public space or discourse. Examples could be tackling issues of injustice in the build environment: like spaces for immigrant families, new investments in previously dis-invested communities that address the needs of the existing residents, public bathrooms that create safe spaces for those with varying gender identities, and public spaces that are sensitive to cultural and ethnic customs and histories.
66	It first must identify and document the historical frameworks of injustice, and then identify data sets, projects, policies, programs, and partners that are a part of the solution. Examples of injustice include, but are not limited to: redlining of deeds to exclude people of color; dumping toxic trash and chemicals into poor/disadvantaged communities, stealing of land and resources from indigenous communities through legal trickery and bad treaty making/breaking; inter-generational poverty and dysfunction brought on by systemic racism/sexism throughout the institutions of government, business, religion, etc. Successful projects will map out strengths and weaknesses of a community or client through the lens of history, economics, culture, environment, and access to opportunity. And it will also include the "in-perts" (those who are deeply connected with the place and people) and not just the "ex-perts" aka the well-meaning, but often rather ignorant, outsiders.
67	First, A project must first be grounded in truth about the most vulnerable and the historically dis-enfranchised for the geographic location of the project. Second, The Project must articulate clearly document the evidence of historically-biased decision and resulting impact until today, ie there must be a timeline of evidence. Last, the Project must visually, numerically and geographically demonstrate the setting of a foundation that rectifies or acknowledges the past and provides a permanent institutional and architectural grounding for a new emergent future.
68	Justice seems rooted in correction for a past ill/problem or injustice so connecting it to the idea of repair seems critical
69	Impact Studies will have to be completed. Before and After. Metrics will have to be clearly defined.
70	How it navigates, balances, and displays sensitivity to the values of the community it serves, the project goals, and the project team.

71	I believe the only you know for sure if a project supports Justice is if the project information or bio is made public for complete transparency.
72	Do the project acknowledge and works to not reproduce the history of exploitation, racism and oppression that may have existed with the project. Does the project work to reverse this history and advance the fairness for all participant/users of this project? s
73	The institution/industry/sector the project is built for and the population the project serves and/or benefits directly and indirectly.
74	If it contributes to the empowerment of formerly disenfranchised people or help to build alternatives to incarceration and policing.
75	it insures human rights are respected at every step from design, supply chain to construction
76	Before and during the project, the design team investigates the social-cultural histories of a place, and attempts to acknowledge and heal any previous injustice. After the completion of the project, if community stakeholders are proud of the project.
77	First one must look at the criteria and analyze if it is based upon consistent information of various social economic and building criteria.
78	The project creates equal access to wealth and opportunities in a community
79	At minimum, the project does not uphold unjust economies (i.e. forced/child labor, illegal labor conditions or materials streams) and uses, such as incarceration/detention of Black and brown people, non-renewable resource extraction, displacement of Indigenous or low-income residents, etc. Ideally, the project is rooted in respect for historical context and existing cultures, designed/created/governed by and for those most impacted by injustice and the project itself, addresses community priorities for justice as it relates to development, heals any environmental degradation, and easily accommodates and celebrates difference among those who interact with the project.
80	It helps all people feel empowered.

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How would you know if a project supports Equity ? (maximum 500 characters)	
Respondents	Responses
1	If privilege were take into account not just in the final product, but also in the initial conception, hiring and staffing and leadership. That is to say, it is lead by those who have historically had least power and people tell their own story as collaborators rather than just as clients.
2	The project will include a "community return on investment" as part of the project's bottom line and ROI. The ROI for the community itself will be part of decision-making. The project will also ensure equal opportunities for training and job opportunities in the completion of the project.
3	This is one of the most difficult goals to achieve in our opinion. Many of our client communities are living in complex environments with multiple claims by diverse groups. Though we can often address the historic issues of one community, some equally disinvested group is often left out. In our most successful projects from this perspective all the groups engage in a discussion and agreement about how the project becomes a forum and instrument for achieving equity for all. Equity in these more successful projects is a constant struggle but one in which the entire community of clients and stakeholders feels a deep commitment to, and recognizes must be a goal that must be continuously practice to have success. This struggle supersedes the period of the design and realization of the project, and in the best of instances becomes part of the constant actions and values of the community at large. In this case the project is in service of initiating this discussion and goal.
4	If it allows for use or access by all sectors of society or of a community in whatever ways support their well-being, needs and desires.
5	Equity is one of the three Es of sustainability (Equity, Environment, and Economy). For a project to support Equity, the designers must intentionally consider the scope and context of the project beyond the building owners and users. The client is beyond the person paying, it is the user group and the planet. The design process should be transparent, have a high level of community engagement and be receptive to input from the surrounding community. Members of the community might be project partners and/or the design team should include designers that are based in the surrounding community. Especially designers from traditionally disadvantaged groups. Equity is achieved by everyone, regardless of race, culture, ability, or income, sharing in the benefits of planning and development. The way in which the project address equity will vary based on the project type. However, the designers should exemplify that they have endeavored to provide all residents with access to adequate infrastructure, quality jobs, and for residential projects - affordable and safe housing. and educational project - quality education. It means allowing persons of all races, abilities, and income levels to live in or have access to the best possible environment.
6	It would help people be more self aware and is more purposeful
7	If it is evaluated as such by all who the project claims to benefit.
8	Clear indication of the diverse cultural and social contexts within a project. Process that indicates how the information was obtained and used. Solution that equitably supports and includes people of different backgrounds, resources and abilities.
9	The Mobility Framework will guide updates to Metro's adopted policies, including Metro Strategic Plan, long-range plan (Metro Connects), and Service Guidelines (used to design and change transit service in an everchanging environment) as well as Metro's 2021-2022 biennial budget proposal and the Transportation Goal Area of the King County 2020 Strategic Climate Actions

	Plan. Metro continues to work with the Equity Cabinet to remain involved throughout this process and will also engage elected leaders, stakeholder organizations, and communities. Metro will continue work closely with elected leaders, stakeholder groups, jurisdictions and other regional partners, and community members to implement and fund these recommendations. Metro will also work with current and future employees and labor partners to implement these recommendations in day-to-day planning and operations.
10	Equal access, who is at the table, who is in control, shared power in decisions, transparency
11	It would provide qualitative and quantitative evidence of fair, mutual, and equal inclusion with a distribution of values across the project process regardless of age, social status, ethnicity, or gender.
12	Same as above
13	If it increases proximity to opportunity (jobs, recreation, education, arts, etc.) for low-to-moderate income households.
14	If the project acknowledges structural or acute issues of access to process, program, or spaces and speaks about specific aims and processes they are including to address the stated issues.
15	Disparities and strengths are identified and discussed by community members. Strategies to reduce barriers to participation come from the community, are executed and evaluated for effectiveness. Residents are paid to participate in design or planning process.
16	When project leadership reflects the identities & lived experiences of the communities with whom they are partnering.
17	When/If communities of color are actively engaged and leading the development process. And if there is economic development/prosperity shared with community in which project occurs - job training program, use of local contractors/businesses, capacity/skill development of local businesses who don't have capacity to do larger project on their own.
18	It accommodates all users regardless of physical conditions.
19	Difficult start with degree of African American community involvement at all levels then a projection of long term impact
20	Good question. Typically, equity is about resources (different than access to resources). On a community level and even business level, equity in income/wealth/political/infrastructure resources makes a lot of sense. For design teams, I guess it would have to be relatively flat hierarchy, where everyone has some say and there's some form of collective decision-making, while not unduly delaying the process through strict consensus.
21	Community members and stakeholders been involved in the design and planning processes?
22	Definition for Equity: A state in which people receive the treatment that meets their individual needs. The project team would need to identify the specific needs of each group of people impacted by the project. Project team would then need to demonstrate how the project meets each group's needs, so that all groups have the same (equal) benefits from the project.
23	It addresses root causes of wealth and health inequalities, not just symptoms.
24	i suppose supporting equity is different that trying to institutionalize it? the latter is what would support change. supporting equity also is a change agent but on a smaller scale. so, to support equity the best way would be to make sure that the project is by some measure increasing a capability of an organization to reach more individuals in a fair manner so that resources are more equitably distributed to social and economic classes as well as different generations.

25	The project removes barriers to access or even promotes increased access for those vulnerable without.
26	If it addresses the genuine and authentic definition of equity
27	Knowing the audience. Hear people's stories. Change the way things are being done- allow other perspectives and other people who don't normally lead- lead. Listen to the resource and don't ignore culture, history and local knowledge.
28	A project supports when stakeholder institution are intentional with providing long-lasting resource support for minority institutions across the development process; and providing easier access and the support of projects. (Minority led and incentivized architects, developers, construction labor, engineers, etc) With the intent to give ownership to support city growth
29	Statements of program clearly speak of inclusive nature/ethnic, gender, age are not limited
30	Results in outcomes that correct imbalances in society
31	There would be equity present among the board members and key stakeholders. Various socio-economic status would be making the decisions not just the rich or developers or elected officials
32	Equity would be support with those needing resources the most are served first by a project.
33	clear about inequities and how the project addresses them specifically
34	Again the project program must be defined initially. What does equity mean within the project's context. Is it housing? Is it related to transportation? Questions that have to be answered beforehand.
35	I see that there are goals for minority, women and small business participation on the project.
36	The project would bring to light instances of inequity in a particularly revealing or thought-provoking way. It may also aim to emanate what it would like if equity were to be achieved in a particular aspect of society.
37	A project supports equity if the risks and benefits of the project are equally weighted among stakeholders.
38	cost of unit
39	If it is welcoming and accessible to all
40	It would be transparent, obviously inclusive, and may explicitly say so.
41	Are resources being allocated to projects that will have multiple positive out comes.
42	The project clearly defines objectives and goals in relation to a well substantiated instance of economic, legal, cultural, or social inequity. The project also includes a clearly articulated design strategy and method related to that question of equity. Finally, the project design accommodates collective and evolving questions of equity.
43	You don't unless you ask the community that lives with the building. They can tell you.
44	If its design intent is to embrace all people
45	In the project team dynamics or the services provided by the tenant/user.
46	assure that the project is plan for communities of color and located in their neighborhoods
47	That would depend on the project type. But more importantly, does the organization creating the project support equity?
48	Project's planning, siting and community engagement reflects the leveling of the unequal playing field.

49	This I'm torn on. The process in my state for public work is on paper good but there's no monitoring. There are a number of white male contractors who use their wives as head on an llc that qualify then as women owned business and there's not a woman in sight
50	I know that a project supports equity by the make-up of the people and firms on the project. Are there people on the project that represent those who will be using the facility? Are those people in prominent positions on the project?
51	A review of the design and construction teams and the selection process would be telling
52	If it reflects the people where it is being developed and provides opportunities for those residents of that community.
53	It would make an effort to provide equity, by elevating those most impacted by a project in non inclusive way. It would put all residents and visitors on a level playing field.
54	My response to the first question applies to all of the questions, but a project 'supports equity' if it shows accessibility to all individuals starting from the design process. Upon completion, it should emphasize it's barrier-free design with regard to physical, moral, financial, and ethical boundaries. It should be free for all to access, and evoke a sense of being welcomed.
55	Based on the percentage of positive attributes allocated by its presence across all racial boundaries.
56	It supports equity if it allows people to respect each other's space as well. If the space respects the people, the people will respect the space.
57	A project support equity through accessibility and access. Equity of experience in a space or venue, ensures the same quality experience for all people.
58	Who owns, designs, builds, manages and desires or benefits from the project.
59	It centers the human experience and wellbeing of marginalized users in a way that promotes lasting growth and improved standard of living.
60	The community will decide this!
61	To understand if a project supports equity, one must ask whether the process of making it and the final product itself offer a systemic approach to justice.
62	similar to above, but with more focus on opportunities/access and how they are distributed
63	The project does not have adverse effects on the existing neighbors either financially or in quality of life; the project addresses the needs and desires of local disenfranchised populations in a tangible and dignified way; the project is not marketed or designed for a demographic or psychographic group foreign to the local community (ex. targeting young rich white families when the existing population is an aging latino community of modest means)
64	Equity is defined as fairness and impartiality. From a built perspective, fairness is about allowing equal access and opportunities to well designed space. This could be bringing beauty to a design that is usually not given as much emphasis (i.e. public buildings or budget conscious projects in low income surroundings).
65	It must be tied to known socio-economic realities and trends such as race/ethnicity, income/affordability, immigration/citizenship, etc. And it must also clearly explain how tangible ACTION and RESULTS have been set forth, or achieved. It cannot be lip service or eye candy. It should include important resources and partners who work on the front lines of equity. It should talk about what the inequity has been, and what will be done to address that in detail. It should discuss ideas of racial inclusion in all sectors (govt, workforce, finance, politics, etc>), build or work with alliances/coalitions that are advancing policy change, show how barriers are dismantled + pathways are made to greater access and opportunity (especially for boys and men of color), should not forget

	immigrants who struggle to access healthcare, I.D.'s, language assistance, and voting rights, and overall have strengthened the communities through increased participation in democracy, community planning & design, and the growing and nurturing of leaders and doers that know the importance of equity, and will advance it through policy-making, place-making, and resource-gathering.
66	Unfortunately I believe the word Equity has become as useless as the word sustainability. A short-time frame it has become bastardized. But I would expect to see Integrity - A holistic behavior toward change; A realignment of Influence; An intersection Public and Private collaboration; Actions towards Compliance; Structures against Corruption
67	Equity is different than equality so connecting a project to rebalancing structural inequities seems critical so if one could prove that this project better supports one group or population in a way that promotes leveling the playing field forward would be one which would demonstrate equity.
68	Clear Define metrics. So % of WBE & MBE partners. Or % of Women or Persons of Color leadership on a project.
69	Based on the project team representation and responsibility matrix.
70	The only way to know if the project supports Equity, is to take a look at the active team members on the project and assess their roles on project to make sure all have a voice in the direction of the project.
71	Do the project involve, protect and/or assist the total diverse community in the area
72	The way the project worked with the community around the site. How the project approached the identification of racial inequities that could be and/or were part of the project from the owner to the building namesake, etc. How the project contributed to new options to remedy long-standing inequities. And, whether tools like a racial equity impact assessment were utilized.
73	If it helps build wealth (either financial or social or environmental capital) among people who are poor.
74	It is accessible to al types of people and is additive to the community not extractive
75	A project that incorporates community stakeholders in the decision-making process
76	It is important to discover the income of residents in the community prior to building and if there are future income coming in that will resonate income to those in that community!
77	The project provides individuals what they need to succeed and reach their full potential
78	The project would take great care and be intentional about serving all populations in the ways that meet their needs and desires, including full building accessibility across the spectrum of ability/age, economic affordability to use the space, multicultural design, elimination of health hazards for vulnerable populations, etc. In addition, the building itself serves functions that enhance equity in housing/business/education/recreation/etc.
79	It ensures that wrongs of the past are balanced by new benefits in the future.

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How would you know if a project supports Diversity? (maximum 500 characters)	
Respondents	Responses
1	WOMEN, PEOPLE OF COLOR, are the leaders of the project - the initiators. People are not tokens or props for people research interests or the professional development of white elite trained people (men)
2	The project would employ a diverse team on design, construction, engineering, and operations and would ensure that all voices are heard in the community engagement process.
3	If it does not present obstacles to use or access (including participation in the creation of the project) to any particular group or sector of society or of a community.
4	Diversity should be expressed as a goal of the project. Members of the community might be project partners and/or the design team should include designers that are based in the surrounding community The selection of the design team should be transparent, and be highly receptive to teams with representatives from the surrounding community, especially designers from traditionally disadvantaged groups. Designers must encourage and celebrate the contributions of those who bring diverse experiences, views, and needs into the design process. Diversity is also achieved by everyone, regardless of race, culture, ability, or income, sharing in the benefits of planning and development.
5	It would be inclusive of all people
6	At a minimum, if the leadership and community participation in the project represent the demographics of the region, with a preference for greater representation of those in the historic minority.
7	Clear indications of diverse stakeholder constituents, physical and social contexts throughout the process of design and impacting the design. Use of multidisciplinary teams and experts outside of architecture during the project.
8	This will be demonstrated immediately through budget allocations and represented in the policy updates through substantive inclusion of the Guiding Principles investing where needs are greatest compliance with the guiding principles that us to use demographic data looking at low income no income as outlined in the definition of equity. Maps and specific details are outlined in the report and listed in the appendix. There is not enough space here to describe but the report which is available clearly outlines our process.
9	Who is represented at the table
10	It would provide qualitative and quantitative evidence of a range of perspectives across the project process including people from a mix of genders, ages, ethnicities, socioeconomic and cultural backgrounds, values, attitudes, and abilities.
11	Diversity would be seen as an overarching principle that goes beyond anthropocentric lenses and includes sister species.
12	If policies and programs are overt and not just passive, e.g. businesses, community centers, and homeowners, display posters, decals, yard signs, etc that say "We are and Intentionally Welcoming Community" that shows a diversity of people and hold events and festivals with that theme and invite local advocacy groups to participate in decisions about such events.
13	Even so, projects proclaim to be open to any part of the community, their threshold possesses different heights in relation to different groups. This threshold is to be seen on different levels, not all part of the design: It can depend on the opening time of the project or on further installations, (for example child-care or a place to play), on the connection with public transport and

	time table, on the security of the neighborhood, as well on the welcoming character of the architecture and its aesthetic implications.
14	This seems more like a process question to me. Is the design team diverse?, is the group of stakeholders diverse? Diversity could be measured by race, age, gender, geography, expertise, etc.
15	The advisory or leadership from the community reflects the demographics of the community. The leadership of the project includes people with lived experiences similar to the groups being served. Outreach process reduces barriers to participation and creates atmosphere of trust and respect that supports all voices.
16	The project team (broadly defined) is comprised of diverse demographics, with representation levels comparable to regional contextual demographics. Diversity criteria should also account for more than race, ethnicity, language, gender, sexual orientation, but also socio-economic, urban/rural, professional background/training, political views, educational levels, and other often 'invisible' diversity factors.
17	If the project & leadership teams are interjectionally diverse, and the ways in which a project builds relationships with community partners makes it possible for as many people as possible to access those opportunities (e.g., where are project gatherings held? Is it accessible by public & paratransit? Will rides, meals or childcare be offered? Are they accessible to people with physical disabilities? To people who are blind, deaf or hard of hearing?)
18	If the project team is led by architects of color and women. This includes firm leaders of color, consultant teams who represent people of color - not just junior staff, but also firm leaders. In addition, the project exhibits a cultural expression appropriate for the neighborhood/community members that are using it. Not just color, ornamentation, but cultural forms and building patterns.
19	It supports programming that encourages diversity in participation.
20	Community input, diversity of staff and contracts (including history) Evaluation of projected community impact , eg displacement, et al
21	A wide range of perspectives is represented in the greater design team, based on race, gender, class, ability, geographic origin, and skillsets. A wide range of perspectives helps to forecast issues and understanding that people with other perspectives may not have.
22	The project team, stakeholders and community together represent social equity as well as reflect a diversity of social identities and values.
23	Definition for Diversity: Representation of a variety of people in categories such as race, ethnicity, gender, age, socioeconomic background, geography, etc. Project team would need to demonstrate that they took into consideration a diverse set of groups when developing the project. The project team would also need to demonstrate that the project provides equal access across diverse groups.
24	the project team included a diverse set of stakeholders with equal decision-making ability
25	It increases participation, representation and pay equality for people of color, disabled, LGBTQ, formerly incarcerated, or other marginalized and oppressed demographic indicators.
26	that it places at the forefront the developer, owner, design team, consultants as diverse individuals. that's where the diversity is lacking, not just in projects that in a bricks and mortar sense address diversity (like, a school that serves a diverse population.) that is different than the project team being diverse. I think this is a critical component. white saviors are great but that is

	not what supporting diversity means. giving diverse individuals leadership roles and rewarding the outcome of that work is what is powerful.
27	The liveliness of the project celebrates a wide range of histories, viewpoints and current realities of people, especially those who traditionally are underrepresented, "voiceless" or marginalized.
28	If it is designed to embody and celebrate diverse lived experiences
29	Being aware of bias and communicating the work of supporting inclusivity. As the project leader, make it an easy process for participation from various groups. Acknowledge trauma, misinformation and lack of knowledge. Offer the opportunities for training within the building sector and also in the community to gain knowledge about green buildings and other technical information.
30	A project supports diversity when the developer and key stakeholders engage across the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.
31	Statements speak about no limitations regarding disabilities, race or creed
32	Engages voices representing all stakeholders
33	boards and stakeholders will be 1/3 POC, otherly abled, etc. without equivocation.
34	Diversity is to represent and co-develop with ppl from different race, gender, occupations, political ideologies in the formation of a project - so that even groups marginalized by the current system are represented and included. Inclusion is a foundation to diversity, without inclusion diversity is tokenization.
35	clear statement about the definition of diversity for the project, why it is important in this context, and what role it plays with supporting equity and justice
36	It might if the projects support a socioeconomic contingent in positive ways. In many cases it is the organizations activity or motivations (not the architecture) per se that supports diversity.
37	I see that there are goals for minority, women and small business participation on the project.
38	Such a project may have contributions from people of different backgrounds, sexual orientations, income levels, regions, skin color/appearance. It may also suggest a new norm for interaction or contribution based on the idea that no perceived norm is any more acceptable than another solely due to the prevalence of one of the previously mentioned areas.
39	It would be interesting to see a project that blends multiple architectural styles from different cultures, that also includes designers from these cultures.
40	A project supports diversity if multiple levels and types of expertise are included in making design decisions. Various races, genders, industries, levels of experiences must be involved.
41	amenities provided
42	If it is welcoming and accessible to all
43	The governing bodies of the project would be, or attempt to be, composed of outspoken, proud, and articulate people from varying fields of studies with several socioeconomic backgrounds.
44	At least 50% of the service is directed toward communities of color and the extreme poor.
45	The project clearly defines objectives and goals in relation to a well substantiated instance of economic, legal, cultural, or social lack of diversity. The project also includes a clearly articulated design strategy and method related to that question of diversity. Finally, the project design accomodates collective and evolving questions of diversity.

46	A building's program can usually identify whether or not it will be accessible to everyone or if it will be a cloister for a particular group.
47	The project has a cultural impact in its design intent
48	Project team dynamics
49	Diversity should consist of all genders and expertise.
50	That would depend on the project type. But more importantly, does the organization creating the project support diversity?
51	The project's team is diverse and the programming of the building supports the needs of diverse groups
52	I'd really have to think about it for architecture
53	Similar response to question 2. But I would add, how does the project engage the community in decision making regarding what is being built in their community?
54	A review of who was invited to be involved, as well as who is actually involved.
55	Location and intended demographics.
56	The make of the team reflects the community.
57	It make an effort to have representation (that looks like the region and/or nation) on the owner, design and construction side of project. (i.e fair representation of genders, Race/ethnicity, etc.)
58	A project needs to be able to show that it supports diversity from the project team to the users of the space absent of requirements set forth by jurisdictions or funding sources. It must demonstrate that the architect/designer understands the culture behind groups of people, and not just tailor to perceived stereotypes of that culture.
59	By measuring the degree of exclusivity (racial) across all strata of the project (planning, economics, developmental processes, programming, design, construction, occupancy, and of course ownership
60	The project will support diversity if it allows for the mixing of many different cultures and respects their uniqueness.
61	A project supports diversity when it seeks to create access to advanced technologies and building approaches. Diversity can be seen in the ways buildings and the built environment incorporates advanced solutions to typical problems. Diversity can be seen in new building systems
62	Thoughtful and intentional inclusion is evident when there is outreach & engagement of impacted constituents.
63	It includes various perspectives in the inception and execution of the project. Team members, stakeholders, consultants, and especially client.
64	Team and finish product. The team should be diverse and the design should include messages, stories, feelings of diversity the design should also include messages,
65	Evaluation of a project's context is critical to assessing whether it supports diversity. The inclusion of people and ideas that are typically excluded in that particular context would reveal whether the project supports diversity.
66	same as above, but more focus on demographics
67	If applicable the project incorporates residences and commercial spaces to be fully inclusive of all income levels local to the community; construction of project prefers contractors and subcontractors owned by underrepresented groups; project goes beyond ADA to make spaces not just safe but pleasant and surprising for any individuals with physical limitations; spaces are intentionally planned for different uses throughout the day (parents in early morning, elderly during day time, young children in early afternoon, teens in the evening, young adults late at night ...)

68	A project would support diversity if it accommodated many different types of people. This could be across age, gender, ability, ethnicity, or national identities. This is most important for spaces that are designed as public space that allow use and engagement from all.
69	It understands known implicit biases, and has shown how to avoid them, while educating and explaining what diversity is and why it matters. It has created a vision, values, and project goals that has sought out, deeply listened to, and documented the voice and will of those who would otherwise be marginalized or ignored. The project would also preferably include project Team Leaders and Key Consultants who are People of Color, Women, or other groups who often times are not able to access project leadership or project involvement. There should be points given to projects that had an actual MBE/WBE preference in the procurement process for the project. Also, it should give clear examples and outcomes that show how Diversity what thought about, woven into the project's processes, and is inherent in its outcomes.
70	I find the word Diversity to become similarly useless. But A project meets the needs of African-American community when it's focus is a grounding in clear articulation the impact of decisions of the American past and declares it's mission is to address the continuing disparities and the solution is provided by the people of that community. Eg the Monument to Lynching is not a project which would quality. While the story is important, the design team, MASS Group is not representative of the directly harmed community. The result is a Monument which is didactic and devoid of cultural aesthetic. Contrast with the African-American Museum in DC - designed and led by a team of African-Descent, it reflects voices of multiplicity and as a result is embraced wholeheartedly by the community. Only Us can Write our History. So Diversity is not a word I find worthwhile.
71	diversity seems to be the "easiest" of the three (justice/righting injustice, equity/rebalance inequity, diversity/responding to reality) - so projects that support or encourage use by a diverse populations/demographic seems key
72	Reference response to the above question. Diversity can also be celebrated through cultural connections of the design.
73	Based on how the project gets integrated into its community and sensitivity to cultural nuances in the community.
74	Evaluating the staff involved on the project and making sure each active member represents each ethnic class, minority group and even experience level is how you know the project supports Diversity of all kinds.
75	Same as number 2
76	How the project authentically diversified every level of project development to ensure that the project teams reflected the community the project was sited in. How the project addressed diversity at/within the companies and organizations working on the project. How the project report on the diversity efforts including "why" statements.
77	If it creates places where different kinds of people can mix, share, and exchange, providing a space that meets the needs of all for safety and comfort. Its design process should include a diverse range of voices representing relevant stakeholders.
78	The designers, design and construction represent local community demographics and perspectives physically, historically, emotionally
79	By looking at the JUST label for organizations involved in the project - the JUST label provides a clear and common definition for design and construction team reporting on diversity and inclusion of their workforce
80	By first meeting with project managers as well as residents of the community to see if it supports each of their views!

81	The project engages and represents a broad spectrum of the community
82	The project's design, construction, and operations teams, as well as occupants, are representative of the larger community (at the appropriate scale, such as neighborhood, city, state, etc.) and do not uphold disparities in access to opportunity. Diversity includes all aspects of human difference, including but not limited to race/ethnicity, national origin, gender, sexual orientation, age, ability, language, legal status, religion, etc.
83	The team of people leading a project are representative of the broader society that we all should be working to serve.

Help Define Justice, Equity, Diversity and Inclusion in Projects	
How would you know if a project supports Inclusion? (maximum 500 characters)	
Respondents	Responses
1	White men - who typically lead project - do not hand pick participants. Others - women and people of color, non-cis gendered persons - get to pick who is included.
2	The project would engage the community before design begins to gather their feedback. They will proactively include all voices in this engagement and begin with any necessary education or translation needed to give people a true chance to understand the project and offer their feedback. There would be a way to track stakeholder recommendations and which were implemented so they can report back to the community.
3	When all are valued despite their differences or limitations.
4	Inclusion should be expressed as a goal of the project. Members of the community might be project partners and/or the design team should include designers that are based in the surrounding community. The selection of the design team should be transparent, and be highly receptive to teams with representatives from the surrounding community, especially designers from traditionally disadvantaged groups. Inclusion is also achieved by everyone, regardless of race, culture, ability, or income, sharing in the benefits of planning and development.
5	Universal design
6	If there are opportunities for involvement that acknowledge the value of people's time through multiple opportunities for interaction and stipends for participation.
7	Programming considerations included diverse needs. Design process was collaborative, creative and vigorous which listened to and included voices from the community, other disciplines and the client.
8	The mobility Framework was designed to include and lead with those populations that are transit dependent with we found are representative of the historically under represented. We know disparities by race and place still exist in King County. We also know climate change threatens our economy, environment, health and safety. As a public agency, it is Metro's duty to assure our mobility services support livable communities, a thriving economy, and a sustainable environment. The Equity use to design and change transit services in an ever-changing environment. The Equity Cabinet spent much of 2019 working with Metro staff reviewing adopted policies and to study King County's changing demographics, travel trends and needs, best practices nationwide, and emerging mobility technologies. All of this with the explicit purpose to center Equity and Social Justice and climate to mobility services that Metro provides. The Framework was also informed by extensive outreach and engagement with local elected officials, stakeholder organizations, and members. In an approach that prioritized community voice.
9	Who is making the majority of decisions
10	It would provide qualitative and quantitative evidence of just, equitable, and diverse participation in the project process.
11	The project projects an invitation that all are welcome, their voices matter and listening to all voices is an authentic practice.
12	see above.
13	These are all tough ones. It could be useful to have a project team articulate how they supported inclusion in the project process. ?
14	Land acknowledgement and communicating accommodations for family, language and stipends at public meetings. Acknowledging power dynamics.

15	People who are not typically 'at the table' in the AEC and development industry, were and are now not only at the table but in leadership or decision-making roles. This can be anywhere along the project's life-cycle, from pre-design, entitlements, design, procurement, manufacturing, construction, operations, maintenance, management, occupancy -- and preferably woven through several stages.
16	All of the above + the diverse communities engaged during the course of the project stay involved, become more deeply engaged, and express + actively participating in ownership & future of the project.
17	If there was a broad/intentional process to recruit professionals from the neighborhood. If there was a workforce development program prior to development of the project. If there was recruitment of professionals of color/women owned businesses, or if there was intentional mentoring of a minority/woman owned firm through the design/development of the project to help them build capacity to pursue future work on their own. Not just staff augmentation, but meaningful scope of work so they can claim a discreet scope of work as their own.
18	No matter what the project is, only people can support inclusion in decisions and actions.
19	Very difficult easily faked but try to project cumulative impact in all areas both in terms of impact on participants eg where will the Black contractors be down the road where will staff hired be down the road what is the broad impact on the ground e,g will crime be really reduced or just displaced.
20	A good outcome of Inclusion and Inclusivity is Diversity. Inclusion to me would seem to be more about the process to get there, but those working as D&I officers/managers should have more insights.
21	The process promotes social equality through discourse that reflects a range of values and social identities.
22	Definition for Inclusion: Involvement and empowerment of diverse people and voices. The project team would need to demonstrate the diverse groups of people they reached out to during design. The project team would also need to demonstrate how these groups influenced the final design of a project.
23	universal design, access to nature, provides a safe secure environment for women and children especially
24	Black and indigenous people feel fully supported and culturally comfortable.
25	man, these are hard questions! ok...there's so many ways to define all these characteristics, and quite broadly i might add. inclusive projects may INCREASE the ability for an organization to reach more diverse populations, by diverse abilities or race, gender or sex.
26	It actively and intentionally embraces access and participation among people of different backgrounds, particularly those who may not initially feel welcomed based on bias or historic precedent.
27	If all people were included in the design process
28	Need support from leadership. Including different voices.
29	Inclusionary development empowers voices across socioeconomic, racial, and cultural barriers in every aspect of the development process. Allowing for the minority stakeholder hold a key voice in the development decision making process.
30	specific statements express a welcome for all regardless of religion, color, ...
31	Actively addresses all stakeholder groups
32	EVERYONE FEELS HEARD AND ALL AGREE TO NEXT STEPS...without those next steps being burden

33	Inclusion is to restructure organization to purposefully weight existing power dynamics set by race, gender, occupation, age, etc. Inclusion is to allow for voices to be heard, augmented, and acted with that would otherwise be talked over by those with power.
34	defining inclusion for the context of the project and how goals were met and processes were laid out
35	I see that there are goals for minority, women and small business participation on the project.
36	This would have a stronger focus on creating inclusive interactions within a community whether it is through the creation process of the project or the programmed outcome of the project.
37	That would be based on the members of the ENTIRE team of the project. Designers, contractors, facilitators, funders, etc...
38	If the project is diverse, and the opinions offered by various stakeholders are taken into account and work is then produced from those opinions, the project supports inclusion.
39	cost again
40	If it is welcoming and accessible to all, and many voices were included in the process, from community to potential end users.
41	The project, on multiple levels, would appear well informed and no-discriminatory. Some projects have taken the extra steps to make their efforts of inclusion public facing and an integral part of their overall marketing plan. I think this is smart, and timely.
42	What is the percentage of leadership of color? Diversity in leadership
43	The project clearly defines objectives and goals in relation to a well substantiated instance of economic, legal, cultural, or social lack of inclusion. The project also includes a clearly articulated design strategy and method related to that question of inclusion. Finally, the project design accommodates collective and evolving questions of inclusion..
44	A rigorous reading of the program
45	If the design intent has a focal statement about inclusion
46	Project team dynamics
47	Inclusion should be determined by making sure that the selection team is diverse with all ethnic groups participating in final decisions.
48	That would depend on the project type. But more importantly, does the organization creating the project support inclusion?
49	Project's research and team actively seek to make the planning process inclusive of the community and multiple voices
50	Walk in the design meetings and construction site and see who's working, and then in our state you should be able, on publicly funded projects, look at the amount they claim they pay and to whom and compare
51	Similar to response to questions 2 and 3. But in addition I would look at how many minority EDGE firms have prominent roles in the project?
52	Same as above
53	Lack of barriers (both physical and socially). Open site development and location considerable for all demographics.
54	Regardless of where it is located it gives people regardless of background an opportunity to be involved and supported.
55	It would make a direct/intentional effort to effort reach and hear the voices of underrepresented groups/peoples. Even if they are the quietest or not heard in the "room".

56	Inclusion is not just a numbers game, but should clearly show an understanding of multiple perspectives and how they are incorporated and infused together. It may be a response to preexisting tensions that somehow creates a solution, or a space to develop a solution, to opposing viewpoints.
57	By using among other metrics, the responses to #3 above as a barometer
58	A project supports inclusion if it allows its people to open up and come together, to share each others vulnerabilities and celebrate them.
59	A project supports inclusion when it seeks to incorporate the existing inhabitants of a city or city project in the design and visioning for the future. Inclusion looks like finding reasons to seek the ideas and thoughts of tenants. Inclusionary practices could also seek to educate renters to owners, and temporary to permanent. Inclusion is growing the communities in place.
60	Same as 3
61	It welcomes or goes out of its way to include various perspectives in the inception and execution of the project. This can be demonstrated via outreach, and special features that evidence of many voices in the project.
62	I look at this from an team perspective, including consultants and client. Is the team an inclusive team.
63	Again, one must first understand context to understand inclusion. People and ideas that are excluded in one context may be included in another. The insight of contextual understanding is critical to assess if a project supports inclusion.
64	same as above with focus on access and representation, suggest you look at the Landscape Foundation https://www.lafoundation.org/what-we-do/research/case-study-investigation
65	Space is more diverse (income, age, ethnicity, etc) after completion of construction; % of final design set aside as public space open to anyone regardless of age, income, or housing status; inclusion of gender-neutral bathrooms; spaces designed with input from women on issues of personal safety in public spaces
66	If diversity allows a particular type of person to be in space, inclusion allows them to deeply engage it. This is the difference between a space being visitable to someone in a wheelchair and fully accessible. Inclusion means that every visitor to the space gets to access the full experience of it. Not being regulated to a specific/curated experience because of who they are or their specific different needs. An example would be having a children's museum exhibit that takes into account children who may have mobility or learning challenges and creating opportunities throughout the exhibits and space that engage them as well.
67	That it had/has a very CLEAR INTENTION to support inclusion from the outset, and has created stakeholder groups that reflect ALL people and genders, not just the dominant paradigm. Also, the project team of planners and designers should include a variety of folks, not just old white dudes.
68	Inclusion is reflective from the moment of inception. A project that is initiated through an open outreach to others outside our discipline and reflective of the multi-faceted and multi-dimensional experience which is society is by nature Inclusive. A design is Inclusive when it references several age groups, bisects across income-levels, invites the voice of those of varying education, and looks beyond our core discipline of architecture.
69	Projects supports inclusion if there is effort above and beyond to include those who would not typically be accommodated or acknowledged (children, elderly, etc), and manages issues of security/surveillance/control with humanity and self-awareness

70	These will fall under the Parameters that exist outside of the design process, so essentially our clients creating spaces in places that do not ostracize members of the existing community.
71	Ability of the anyone to access or use the building without adhering to accepted dogmas.
72	If the project supports all persons of color, race, gender, sexual orientation, and/or personal beliefs, that is an Inclusive minded project.
73	Was everyone and all invited, encouraged to participate in the project?
74	I think if a project is uplifting principles and practices of equity, then it would be supporting inclusion.
75	If it provides space that meets the needs of all, and especially the most vulnerable, for safety and comfort. Its design process should be inclusive of frequently disempowered people.
76	In out in sought and actually used during the design and some form of evaluation is built in to insure and make modifications when in use
77	Projects that achieve LBC Equity Petal, or that meet inclusive contracting goals through CBA's, or other agreements.
78	By analyzing the overall projects and its specific goals to see if it meets the demographic of residents in the community.
79	The project engages and amplifies the voices and concerns of a broad spectrum of the community
80	The culture of the project, including the design, programming, and interpersonal dynamics create a sense of belonging and celebration of both difference and universal human connections.
81	If the diverse team members on the project have a real voice in the process of delivering a project.