

City of Monroe 2044 Comprehensive Plan

Inclusive Planning Assessment & Plans Review

BACKGROUND

As part of the 2024 Comprehensive Plan Update, the MIG team conducted an Inclusive Planning Assessment for the current 2015-2035 adopted Comprehensive Plan. This initial assessment is intended to provide a foundation to assess how the existing Comprehensive Plan goals and policies could influence inclusivity and opportunities accessible for people that live, work, and visit Monroe.

Inclusivity varies by and within communities and creating an inclusive planning framework that facilitates positive outcomes must address local issues and the broader community fabric. When positive outcomes and inclusiveness are present, physical well-being, emotional health, and personal opportunities are visible and accessible to everyone regardless of race, immigration status, income, or ability. When absent, however, it is undeniably felt and seen. Identifying and measuring inclusivity must include both emotional and quantitative analysis. Relying solely on quantitative metrics and data sets will not fully assess the current state of a community.

The methodology implemented for this analysis is the first step to understand Monroe and the drivers that influence decisions. As the overarching document that is intended to guide the City over a defined planning horizon, goals and policies of the Comprehensive Plan have a direct link to the outcomes for the community. This information will be a compass for the data analysis that will provide detail insight on the groups or areas that may be most affected by land use, economic development, transportation, and infrastructure decisions.

This assessment includes preliminary findings of all comprehensive plan policies that have guided development and program decisions for Monroe since its adoption in 2015. This will assist the process with identifying the policies, actions, and regulations that may currently conflict with the City's adopted aspirational Imagine Monroe vision statement. The assumptions presented here will be checked against available data measures and with the community themselves through the engagement process.

KEY FINDINGS

- Department responsibilities and collaboration for coordinated efforts should be identified by policy or performance measure, or standardized into a process to

ensure successful implementation for inclusive results-based outcomes across the Comprehensive Plan elements.

- Many policies do not provide clear direction on how actions or strategies will result in inclusive and equitable outcomes for all Monroe residents, businesses, and industries.
- Policies that speak to how locations, funding, and actions are prioritized are missing.
- Words such as “compatibility,” “reasonable,” and “safety” have different meanings based on an individual’s lived experiences. These words should have a common set of accepted definitions adopted by the City to clarify their meanings.

Additional discussions with the City or departments and divisions may be needed to provide direction on how the results can be incorporated into the update process or plan.

PLANS REVIEW

The MIG team reviewed other city-wide plans that will be used in the update process.

METHODOLOGY

MIG developed a methodology to assess how equity and inclusion has been incorporated into the current 2015-2035 Comprehensive Plan. Existing Comprehensive Plan goals and the policies were screened using the following questions:

1. Does the goal/policy represent all subgroups of the population and provide contextual information on how or if outcomes are shared by all residents, businesses, and geographies?
2. Does the goal/policy have the potential to intentionally or unintentionally disproportionately impact a community or group of people?
3. Does the goal/policy potentially impact access, health, and safety?
4. Does the goal/policy contain words or images that may be offensive and exclusionary?
5. Does the goal/policy make assumptions about a person’s upbringing, economic status, or education for them to partake, be seen and be heard?

For each of the goals and policies, MIG identified how well each goal and policy currently meets the Imagine Monroe aspirational vision. The goals and policies were assigned an outcome category that uses this as the foundation for the categorization.

The result of this analysis is included in Attachment A.

- **Green** = Advancing community benefits and/or results-driven outcomes; achieves Imagine Monroe’s aspirational vision and does not contribute adversely to equitable outcomes or exclusion
- **Yellow** = Neutral / Status Quo; can help achieve Imagine Monroe’s aspirational vision but may not provide clear direction to address equitable outcomes

- **Orange** = Perpetuating Harm; can help achieve Imagine Monroe's aspirational vision but contributes adversely to equitable outcomes and excludes one or more groups of people based on income, race or ethnicity, education, or ability

Data Sources

MIG identified potential data sources that can be used to map, quantify, and overall support the response to the initial screening questions. These include data measures that are measurable, where available and appropriate.

DRAFT

Recommendations for Next Steps

MIG identified potential next steps to address the assessment findings. MIG assumes that many of these recommendations will be completed as part of the Comprehensive Plan update process, or be identified as future implementation measures with assigned responsibilities.

- **CC** = City conversations including one-on-one interview with Monroe staff and/or department
 - Have these policies and/or actions that support them been implemented? Have they been successful and what is defined as success for the implementing department or group?
 - What are the root causes that have been unintentionally or intentionally adopted by the City or the majority of the community that has led to inequitable and exclusive outcomes?
- **BA** = Data disaggregation as part of the Baseline Analysis
 - Who is the absent from the conversation? Based on the data, who is still left behind?
- **LEC** = Conversations with those that have lived experiences
 - What has worked and what doesn't work?
 - What are the changes that are needed in the administration level that will inform/build those relationships with underrepresented communities?
 - Further discussion with staff is necessary to determine which community conversations should be included in the update process by the MIG team or by City Staff.

PRELIMINARY ANALYSIS RESULTS

Vision & Policy Framework

The vision, goals, and policies are based on five themes that emerged from the public engagement. These are:

- An appreciation for and desire to retain Monroe's "small town" feel, managing growth in a way that keeps Monroe compact and walkable, with quiet residential areas.
- A desire for downtown to become a community "focal point," with vibrant commercial, entertainment, dining, housing, and cultural options.
- A desire to see the city's highway commercial district grow and become a more attractive place for residents and regional visitors to shop.
- A desire to grow the local economy, building on existing resources such as the hospital, light industry, and the Fairgrounds to add jobs and make it easier and more common for residents of Monroe to work in Monroe.
- An appreciation for the incredible potential the river and shoreline areas play in improving local recreational, economic, and tourist opportunities as well as helping boost the city's regional identity as a scenic, desirable place to live.

The vision, goals, and policies are the backbone of the Comprehensive Plan. Policies provides guidance on actions that will support the attainment of the Comprehensive Plan goals and prioritizes how the City makes investments in neighborhoods and services.

Incorporating the New Vision in the 2044 Comprehensive Plan

The Imagine Monroe aspirational vision establishes a future outcome that should be supported through examples of how that is incorporated into the 2044 Comprehensive Plan. Amendments to the Comprehensive Plan should consider the following:

- Images should highlight the local characteristics and the diversity of the people, landscaped and identity of Monroe.
- Words such as “character,” “small town,” and “attractive” assumes that everyone shares the same definitions and has access to the unique features and attractions in Monroe. However, for vulnerable and historically underrepresented communities, “for who?” is often a question that follows reading or seeing these words.

Generally, using demographics can provide the reader with some insight to the question “for whom?” Although a full summary to the public process is provided in the 2015 Comprehensive Plan Appendix A, there is more emphasis on the outcomes with little disaggregation of the demographics that helps a reader understand the level of representation involved in the process. Because the vision, goals, and policies are the result of the outreach, it should be clearly laid out what the demographics of the effort looked like to confirm that fair and equal representation of all groups regardless of income, race, and interest were sought and incorporated.

Existing 2015 Policy Framework

The existing Policy Framework includes eight goals, described in Table 1, which also identifies equity considerations that should be incorporated into the baseline assessment and engagement activities. The steps identified in the considerations column are a sampling of how equity can be integrated into the baseline assessment and engagement to further understand performance measures and equitable outcomes.

Table 1. Comprehensive Plan Inclusivity Assessment By Goal

| Comprehensive Plan Goal | Analysis | Considerations for Comp Plan Update |
|-------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Goal 1: Establish and maintain a safe, secure environment in Monroe for residents, businesses, and visitors | Although inclusive of the broader groups that visit, play, and work in Monroe, safety and security can have varied meanings for subgroups of women and people of color. This goal assumes that all individuals have the same definition of an environment that is safe and secure. Policies or implementation actions should consider how safety and security are perceived by separate groups and public | <p>CC: Define how funding decisions are made and how improvements are prioritized; Determine how the various departments define safety and security.</p> <p>BA: With Staff, identify to the extent possible where infrastructure investments have</p> |

| Comprehensive Plan Goal | Analysis | Considerations for Comp Plan Update |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>services. Safe public facilities and infrastructure assumes investments have been equitably made for all communities. Establishing a set of definitions or understanding these perspectives should be considered as part of the planning process.</p> | <p>been made since the adoption of the current Comprehensive Plan; What are the current levels of police and fire calls in neighborhoods.</p> <p>LEC: A common definition of public safety and security; are the needs of the community as they relate to public health met.</p> |
| <p>Goal 2: Manage Monroe's environment and natural resources, supporting the health, safety, welfare, recreational needs, and economic well-being of current and future generations</p> | <p>The location and landscape of Monroe strikes a balance between the built and natural environment. However, this does not mean that all that live and work in Monroe have the same access to amenities and facilities that support health, safety, welfare and recreational needs and economic well-being. This includes considering multimodal transportation options, providing safe routes to schools and foods. Also, that they respond to cultural and local needs and interests.</p> | <p>CC: What policies, programs, and actions have been implemented to meet this goal? Is there a method to track participation and what does that look like?</p> <p>BA: Use the recently completed Parks, Recreation, and Open Space Plan analysis on level of service, and inventory and census data to further understand access and participation of natural areas, if possible.</p> <p>LEC: Discuss the impact on the past policies and programs supported this goal for vulnerable and historically underrepresented communities.</p> |
| <p>Goal 3: Grow as a regional center and destination, providing employment opportunities while sustaining a balanced, diverse, resilient economy for Monroe</p> | <p>This goal is limited to employment opportunities which is only a part of a balanced, diverse, and resilient economy. Opportunities for locally based and sourced business ventures, regional and local industry and business retention and recruitment are also part of a strong economy, especially when considering the proximity of Monroe to larger cities and access to highways.</p> | <p>CC: Understand what the strength of relationships are with existing businesses and industries.</p> <p>BA: With Staff, identify ways, if any, that the city or chamber uses to track the number of locally owned, minority or women-owned businesses.</p> <p>LEC: Explore the diverse needs and interests of all groups with a focus on local, minority and women-owned businesses.</p> |
| <p>Goal 4: Provide for and appropriately</p> | <p>"Compatibility" and "character" are vague and not always reflective of the diversity and cultural differences of historically</p> | <p>CC: Understand specific community needs, strengths, and constraints, including but not</p> |

| Comprehensive Plan Goal | Analysis | Considerations for Comp Plan Update |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| locate the types, quality, and quantities of development in Monroe to assure land use compatibility, enhance neighborhood character, and facilitate the City's long-term sustainability | underrepresented groups. Communities of color typically have different needs from non-communities of color and are heavily dependent on resources available to them. Not only should the types, quality, and quantities be appropriately and adequately provided, speaking to access and accessibility of places and development are also center to providing an inclusive and equitable community. | <p>limited to access to services, recreation, and amenities; existing relationships with community-based organizations</p> <p>BA: With planning staff, identify areas that have seen recent investment.</p> <p>LEC: Explore the diverse needs and interests of all groups with a focus on the vulnerable and historically underrepresented communities and physical areas with unique cultural or historical.</p> |
| Goal 5: Provide for a wide range of housing types for all Monroe residents | This goal assumes that providing a range of housing type will ensure that units are affordable. Although the implementation actions and policies could support this, explicitly stating "affordable" housing could strengthen the goal from an equity perspective. Additionally, ensuring that housing types for all income levels and stages of life will work towards ensuring that everyone that lives in Monroe have access and opportunities to own and rent homes that does not increase their financial burden. | <p>CC: Discuss the approval process and availability of incentive programs available for multifamily, middle, and affordable housing. Identify through scenario planning how improvement decisions are made for new development.</p> <p>BA: Identify the location of land uses and areas that can support middle and affordable housing units considering things like access to transportation and services.</p> |
| Goal 6: Provide and promote both utility and transportation infrastructures that coincide with need, growth, and long-term objectives | Providing multimodal transportation options are critical for providing opportunities for inclusion and mobility of areas that may be disconnected from services and programs. Although implied, this goal assumes that access and infrastructure are equitably distributed. | <p>BA: With staff, identify where recent utility and infrastructure improvements have taken place.</p> <p>LEC: Understand how vulnerable and historically underrepresented communities move around and within Monroe.</p> |
| Goal 7: Provide parks and civic facilities, recreational opportunities, and arts and cultural activities on pace with | Creating a sense of place that is lively, safe, connected, that support a variety of choices is core to Monroe's aspirational vision. Parks, recreation facilities, trails, and open spaces are present for everyone to enjoy and have the opportunity to promote a healthy and active lifestyle but seldom do communities use these facilities | <p>CC: Discuss tracking, promotions, and participation of parks, facilities, and opportunities related to this goal since the adoption of the Comprehensive Plan. Identify any data measures uses to track promotions. Understand how or if the</p> |

| Comprehensive Plan Goal | Analysis | Considerations for Comp Plan Update |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| need, growth, and long-term objectives | and opportunities in the same way. Historically underrepresented communities sometimes use parks and public spaces for larger family gatherings. Community members that do not have a car or access to a fitness facility may use trails and parks for exercise or as a safe route to work. events and culturally specific events can promote feelings or inclusiveness. By stating this in the goal, it ensures that policy direction and funding are prioritized and directed towards this effort. The update to the Parks, Recreation & Open Space Element should be consistent with the recently updated Parks, Recreation, Open Space Plan. | performance measures adopted through the recent Parks, Recreation, Open Space Plan been evaluated. BA: Level of Service for parks, trails, and facilities that are in proximity to higher concentrations of the population without vehicles. LEC: Continue to explore the diverse needs and interests of all groups with a focus on the vulnerable and historically underrepresented communities. |
| Goal 8: Establish downtown Monroe as a thriving commercial, civic, and residential area. A thriving downtown enhances the value and function of the entire City | Downtowns are typically where the community looks for progress, economic vitality, and cultural and artistic celebration and representation. They are often where people look to find the identity of a community. This goal highlights that sentiment. Policies that support this goal should be included in all of the elements in the Comprehensive Plan. | CC: Understand the economic health and vitality of Downtown Monroe. |

Comprehensive Plan Elements

The 2015 Comprehensive Plan includes several elements that could have an impact on equity and inclusiveness. The following review identifies options and analysis to consider as part of this update process.

Land Use Element

The Land Use Element provides the foundation for how land is utilized. This element details the geographic features that have shaped development, which includes rivers, farmlands, railroads, highways, and ridgeline, all of which have contributed to Monroe's identity while also acting as barriers for some areas. Table 2 describes the existing land uses in the Monroe city limits.

Table 2: Breakdown of Monroe Land Uses by Acreage

| Land Use | City (acres) | Percent of Total Land |
|---------------------------|--------------|-----------------------|
| Single-Family Residential | 1,450 | 47% |

| | | |
|--------------------------|--------------|-----|
| Multi-Family Residential | 92 | 3% |
| Mixed-Use | 140 | 5% |
| Commercial | 568 | 18% |
| Public Facilities | 501 | 16% |
| Open Space | 166 | 5% |
| Industrial | 182 | 6% |
| Total | 3,099 (est.) | |

The current location of the City is sited on the historic lands of the Tulalip, Skykomish, and Stillaguamish (stuləgʷábš) Indigenous people. With nearby rivers and access to resources, the location has been the convergence of these tribes. However, the images in this Element and references seem to favor the current dominate demographic group.

The 2020 US Census Data identifies 20,209 people living in Monroe with the majority of residents being of European/Anglo descent. Approximately 24% identify as Hispanic/Latino, African American and Asian descent. Approximately 11% are foreign born and 18% speak a language other than English as home. According to the US Census, the population per square mile in 2010 was 2,862. This jumped to 3,231 in 2020. Because Monroe is not expected to expand its boundaries with this planning effort, the results of this growth will be a denser city.

Housing and Land Use

Explored further in the Housing Element analysis, the Puget Sound Regional Council has identified the southeastern area of the City to be moderately at risk for existing residents to be priced out or displaced. This should be considered in the planning process for this Element with the anticipated development pressures that come as families, individuals, and businesses are pushed out of larger cities.

A lack of affordable housing in the region could also affect population diversity in Monroe. Currently, the predominant housing types are detached single family dwelling units. Therefore, opportunities to accommodate growth and the needs of the community through attainable housing will need to be addressed, including the need to provide for different housing types such as duplexes, triplexes, quadplexes, townhomes, and cottage clusters or middle housing.

Possible Data Measures

- Land use
 - Location of affordable housing and of active/closed manufactured/mobile home communities (City provided, if available)
 - Where are the over/under representations of a subgroup (by race/ethnicity/income)
 - Proximity to high-income neighborhood
 - Buildable lands inventory

- Available vacant and partially vacant lands against area median household income
- Parcels
 - GIS acres
 - Improvement to land value ratio, built year, and size
 - Dedicated areas that are held to preserve
- Other measures the City implements to invest beyond redevelopment
 - Proximity to core businesses, supermarket/grocery, pharmacy, restaurants, SNAP accepting stores

Land Use Comprehensive Plan Policies for Inclusive Planning Key Findings

- Images should be considered in reference to the broader community
- Identification and connections of areas that provide services (commercial, retail, health, etc.) should be prioritized for areas that do not have access.
- Surrounding existing uses and demographic data should be considered to ensure moderate- or low-income areas are not unfairly burdened by adverse impacts.
- Policies that speak to access and opportunities for local, minority, and women-owned businesses can be strengthened. Developing these with the economic development policies could assist in ensuring opportunities are distributed equitably among the subgroups.
- For terms such as “compatibility,” “for whom” and “for what” should be clearly defined

Transportation Element

The Transportation Element serves three primary purposes:

1. Evaluates the existing transportation facilities and network;
2. Assesses vehicle volumes and usage of existing roadways; and
3. Projects future volumes of the facilities based on the land use scenarios that will be developed as part of the update process.

Regionally, Monroe is located at a vital juncture in the region with a highway system that connects many cities in the Puget Sound to eastern Washington. Monroe sits where US-2 and State Route (SR) - 522 meet. Monroe is serviced by Community Transit (CT), the public transit agency, with east to west stops along Highway 2 and north to south stops along Kelsey Street. The stops are assumed to provide direct access to community services like the Monroe Library and the Boys & Girls Club. These routes also provide regional connect to Downtown Seattle, Everett, and Gold Bar.

Physically, US 2 also traverses through the middle of the city and separates the north part of the city from the south. The Transportation Element identified a lack of sidewalks for segments of the pedestrian network and disconnected bike lane facilities. Improved bicycle and pedestrian facilities, particularly in proximity to transit should be considered

as part of this element for those that prefer not to use a vehicle or do not have access to one.

Possible Data Measures

- The 20-minute neighborhood with proximity and access to:
 - Childcare and Early Childhood Education
 - Community facilities
 - food
 - Health care and pharmacies
 - Financial services
 - Access to internet service
- Intersection density
- Presence of bike facilities (paths, lanes, and routes)
- Presence of sidewalks

Transportation Comprehensive Plan Policies for Inclusive Planning Key Findings

- There is a lack of guidance on how actions or projects are prioritized, and decisions are made by the implementing departments.
- Policy guidance on how to identify where improvements (such as calming and improve pedestrian safety approaches) are most needed to serve communities should be addressed which will establish success measures to determine success.
- Policies that consider reinvestment into existing transportation networks, systems and facilities are minimal. Streets are designed with subdivision or development applications as a condition of approval. Equal weight should be given, if not prioritized, to reinvesting in existing street improvements and corridors that connect areas to services that need them the most.
- Transportation networks, systems, and facilities can be contributors to environmental justice factors. Ensuring there is not an unfair burden on a subgroup should be addressed.

Economic Development Element

The Economic Development Element of the Comprehensive Plan typically assesses current industries and economic activity with a focus on retention or expansion of economic development and employment opportunities. The adopted Comprehensive Plan recognizes six themes. These themes focus on a thriving Downtown, a business-friendly environment, a strong tourism strategy and encouraging a walkable, accessible, and interconnected city. Discussions about women, minority, and locally owned businesses were absent in the Economic Development Strategy and corresponding Economic Development Element.

Currently, a little over half of the population are 16 and over (labor force) and while the median household income is \$88,683 (US Census Data, 2020), 7.5% of Monroe still lives in poverty. This stresses the need for a local economy that can be adapted to the growing labor force and is representative of the unique characteristics of Monroe.

As part of the Imagine Monroe project, participants vocalized a desire for places and opportunities to visit locally owned businesses and buy locally sourced products. Generally, a supportive environment for a thriving local economy includes land use, transportation, and infrastructure policies that support adequate opportunities at a scale that is appropriate for locally owned businesses to be sited within proximity to the consumer. Of the existing labor force, almost 65% are women, further underscoring the need for systems and networks that support women entrepreneurs. Additionally, Monroe continues to outpace the county and region with a higher percentage of Hispanic/Latino residents, emphasizing the need for local businesses that celebrate and are culturally relevant to the community.

Possible Data Measures

- Job density
- Employment in commute shed
- Wages
- Skilled and knowledge-based employment
- Minority and women-owned businesses
 - The number of women and minority owned businesses
 - Do the current policies and programs support emerging entrepreneurs and local services and products?

Economic Development Comprehensive Plan Policies for Inclusive Planning Key Findings

- "Public safety" and "quality of life" are perceptions based. Policies should provide guidance on how to measure them.
- Policies that prioritize a diverse, representative, and local economy would further support the aspirational vision of a thriving and locally owned and sourced economy.
- Consider investigating the linkage between educational achievement and economic development policies for subgroups and develop policies to support findings could result in a thriving locally based economy.
- Minority, women, and locally owned businesses often have different needs from larger businesses with resources. How to ensure these types of businesses are supported should be considered.

Housing Element

The current Housing Element examines the current inventory and demographic and statistics of the housing in Monroe. HB1220, amended the Growth Management Act to now require an equity lens be applied to the housing analysis that addresses the housing needs of all economic segments of the population, and looking at historically underrepresented communities and racially disparate impacts due to displacement.

The Puget Sound Regional Council (PSRC) identified 15 indicators to evaluate areas and people that were at higher risk of being displaced. Scores were assigned to each indicator and then summed for a composite index risk that resulted in a high, moderate, or low risk.

In Monroe, there are no “high” risk areas that a household, business or organization will be displaced from its community. However, two moderate risk areas have been identified. The two census tracts are bounded by SR-522 to the west, US-2 to the north, and Skykomish River to the east and south. These had a composite index risk scores in the 40% range.

To be consistent with HB1220 that requires cities to “plan for and accommodate housing affordable to all economic segments,” the Housing Element update will need to assess and plan for the missing middle housing types and multifamily units. The Housing Element will also need to expand the analysis and disaggregate the data for subgroups in order to evaluate the similarities or differences in equity issues for different races and identify any populations that are most likely to experience racially disparate impacts, displacement, or exclusion in housing. Building upon information that was created by PRSC, the evaluation will need to look at the two census tracts in the southeastern area of the City for residents who are moderately at risk to being displaced and develop policies and strategies to address the possibility.

Possible Data Measures

- Direct measures (PRSC required)
 - Homeownership rates (by race/ethnicity)
 - Housing costs compared to Household Income (by race/ethnicity)
 - Housing cost burden
 - Rate of more than one occupant per room
 - Housing tenure (by race or ethnicity)
- Housing size
- City or county provided data:
 - Subsidized housing
 - Number of renovation or improvement permits issued (for residential units)
 - Number of land use applications for subdivisions, partitions, or multifamily units

Housing Comprehensive Plan Policies for Inclusive Planning Key Findings

- Consider multicultural and multi-generational or non-traditional family structures as part of the policy framework.
- Consider housing for all income levels and stages of life, including but not limited to middle housing (e.g., duplexes, triplexes, quadplexes, cottage clusters, and townhomes)
- Develop transportation and housing policies together to ensure adequate support people that want to work and live in Monroe. Considering age demographics, this could focus on those entering the labor force.
- “Community image” and “compatibility” are perception based and should be clearly defined.

Parks, Recreation, & Open Space Element

Recently, the Monroe City Council adopted the 2022 Parks, Recreation, and Open Space (PROS) Plan to guide the planning, maintenance, operations, and development

of Monroe's park, recreation, and open space system. The Comprehensive Plan's Parks, Recreation & Open Space Element is the summary of the findings, results, and recommendations of the PROS Plan. Because the management of the parks, recreation, and open space system intersects with land use, transportation, and infrastructure, those elements should be incorporate applicable findings and recommendations that would support a fully connected and integrated system. Monroe's parks and attractions attract a large number of visitors from the Seattle-Tacoma area, which can be captured to enhance the overall economic vitality of the community through alignment with economic development goals and policies that enhance the tourist experience.

A level of service analysis was conducted which decreased the 1-mile travel distance to ½ mile, or 10-minutes. This analysis indicated that the majority of neighborhoods are able to get to an existing or planned park within 10 minutes, with the exception of the northeast corner of the city. An infrastructure analysis on the availability of sidewalks and safe crossings would provide an understanding on if access to existing parks is feasible. An additional layer of analysis that compares the Level of Service with the socio-economic factors of neighborhoods would identify subgroups that may not feasible be able to access existing facilities. This level of analysis would support results-based outcomes as development and resources are distributed and funding decisions are made.

Possible Data Measures

- Where possible, integrate the existing recent data measures from the PROS plan with other data measures for the land use, housing, economic development, and transportation or infrastructure elements.

Parks, Recreation, & Open Space Comprehensive Plan Policies for Inclusive Planning Key Findings

- "Safety" is a perception-based word that can vary with an individual's lived experiences. Stating rules and regulations without a clear definition can allow an individual's biases to color reactions.
- Policies that incorporate recreation, environmental education, etc. should also consider guidance to provide access for all community members.
- Costs of participation for low-income families can be a barrier to participation. Opportunities for more inclusive participation could be addressed.
- Policies that emphasize the uniqueness of neighborhoods in Monroe through public art , events, and programs would further highlight the City's diverse interest, culture, and history.

Capital Facilities & Utilities Element

The Comprehensive Plan Capital Facilities & Utilities Element addresses all aspects of the sanitary sewer service, storm water management, water supply, solid waste disposal, wastewater treatment technologies, recycling facilities, and telecommunications facilities. The element guides future development and include estimates to support demand for services. It is also an opportunity to identify how services can be delivered in a measurable, needs-based way. The current element identifies plans for increasing

consistency, timely, and well documented maintenance, and development. All these aspects can be looked at against how past and current decisions that guide the distribution of services and development to neighborhoods have been managed to understand how disinvestment may have impacted areas. Close coordination between the City, Snohomish County, and private providers to mitigate adverse impacts to communities and create a more inclusive framework when considering infrastructure investments may be something to explore in the update process.

Possible Data Measures

- The location of utilities lines and recent upgrades or planned improvements
- The number of residences that are delinquent in utility payments or enrolled in a region or state subsidized or incentive plan
- Where possible, integrate the existing recent data measures from the PROS plan with other data measures for the land use, housing, economic development, and transportation or infrastructure elements.

Facilities & Utilities Comprehensive Plan Policies for Inclusive Planning Key Findings

- Performance measures and how improvement and update projects are prioritized and funded is directly tied to equitable outcomes. Integrating these into policies can ensure consistency for how projects and improvements are determined.
- Reinvestment in existing areas, in addition to improvements from new development, should be emphasized to address deteriorating infrastructure or upgrades.
- Policies that overlap with capital facilities and utilities should incorporate language that considered access for all community members and be linked to Parks, Recreation, and Open Space and Shoreline and Natural Environment Elements.

Shorelines & Natural Environment

This element summarizes and implements the Shoreline Master Program (SMP). This also presents the opportunity to discuss how the natural environment and Monroe are connected in a way that reflects the City's history, diversity, and culture, including those of Indigenous communities.

Climate change and global warming has drastically impacted the natural spaces and waters. Considerations for how these changes have or have not affected amendments to older (1993 and 2005) planning and protections efforts may be useful to consider long-term impact. The update process will need to address environmental justice factors such as flood protection, access, and air quality to ensure all groups in the community, including those that may not have access to resources or opportunities to ensure they are protected and supported in the recovery process. Additionally, specifying and defining key terms, such as restoration, protection, and enhancement would ensure a common language among all groups.

Possible Data Measures

- Integrating data measures from other elements and SMP would provide a contextual picture of how various areas of the City would be impacted by a natural disasters and climate change while considering environmental justice factors.

Shoreline & Natural Environment Comprehensive Plan Policies for Inclusive Planning Key Findings

- Policies that implement the Shoreline and Natural Environment Element protect the environment and human and animal life through state, federal, and regional regulations, and policies. Locally, regulations and policies that emphasize environmental justice and results-based outcomes that ensures that people with less resources are equally protected and are resilient.
- The protection of sensitive areas through the use of best practices for development, and requirements by the state and federal agencies advance community benefits and/or have results-driven outcomes that can be further strengthened by considering the demographics of the surrounding neighborhoods will work towards equitable outcomes. This improves the likelihood that decisions are not made at the expense of vulnerable and historically underrepresented groups.
- Policies that overlap with capital facilities and utilities and land use should incorporate language that considers access for all community members and be linked to Parks, Recreation, and Open Space, Land Use, and Capital Facilities and Utilities Elements.

PLANS REVIEW

The following citywide plans were reviewed and will be incorporated into the 2044 Comprehensive Plan Update planning process.

Imagine Monroe (2021): The City adopted an aspirational vision that will guide the development of Monroe's plans, policies, budgets, and operations. The aspirational vision imagines a welcoming, inclusive, connected, sustainable, locally economic thriving, and vibrant place for all. The aspirational vision provides a framework for all of Monroe's plans and policies. As the guiding document for decision makers for the next 20 years, the values presented in the aspirational vision will be integrated into each element of the Comprehensive Plan.

Parks, Recreation, and Open Space (PROS) Plan (2022): The PROS plan is a long-range planning document that provide guidance for the management, operations, and development of the City's park and recreation system. The plan will also guide investment decisions that identified specific park enhancement projects and a funding strategy. This plan directly supports the Parks, Recreation, and Open Space Element. The qualitative and quantitative findings, goals, and policies will be used to update the element. The plan will also be used to identify coordination points with other departments to support implementation of the policies.

Housing Action Plan (2021): The Housing Action Plan (HAP) outlines information, recommendations, and actions that the City could consider for encouraging and providing affordable and market rate housing for residents. The objectives presented in the plan are linked to the housing requirements under the Growth Management Act. This plan will be used when developing the Housing Element and inform the development of the Land Use and Transportation Elements and corresponding policies.

2021 Buildable Lands Report (2021): Required by the Growth Management Act, Snohomish County adopted the 2021 Buildable Lands Report for the County. The report evaluates if urban densities are being achieved within the Urban Growth Area for both city and county areas. The report defines growth targets for all cities within the County and aims to determine whether there are sufficient suitable lands to accommodate those growth targets. The Land Use Element will directly respond to the growth targets determined by the County. The report will also subsequently inform the Transportation, Economic Development, and Capital Facilities and Utilities Elements to ensure that policies support the City meeting the growth targets.

City of Monroe's Shoreline Master Program (SMP) (2019): Required by the Growth Management Act and the Shoreline Management Act, the Shoreline Master Program establishes long-term planning goals and policies, specific development standards and use regulations, and permitting and administrative procedures for the shorelines that are within the City's boundaries, the Type Stormwater Facility, wetlands, and the floodway areas identified on FEMA's Preliminary Flood Insurance Rate Maps. This report will be updated as part of the update process, along with the 2005 Stream and Wetland Inventory Report, 2019 Shoreline Environmental Designations Map, and 2019 Shoreline Public Access Map. This program and report will directly inform the Shorelines & Natural Environment Element and related elements.

City of Monroe Economic Development Strategy (2015): Concurrent with the planning process and development of the 2015-2035 Comprehensive Plan, the Economic Development Strategy focused on the existing conditions, industries, and growth trends for the economy. The strategy identified key strategic economic development themes that supported the comprehensive plan's economic development goals and policies. As part of the comprehensive plan update process, the existing economic development element and strategy will be updated with a demographics and housing, economic and industry, and employment lands market analysis. Key themes will be synthesized and used to inform updated economic development goals and policies.

Monroe Transportation Plan (2015): This plan guides the community, City staff, and City officials to provide a safe, balanced, multimodal transportation network. As part of the planning process, the Transportation System Plan and subsequently the Transportation Element will be updated as part of the planning process. The update will include modeling and traffic analysis for the preferred land use scenario and make recommendations on improvement projects and programs.

City of Monroe Infill, Multifamily and Mixed-Use Design Standards (2011): Intending to support the goals of the 2015-2035 Comprehensive Plan, specifically, the Land Use and Housing Elements, the design guidelines “encourage the efficient use of developable land and provide direction to developers to implement the city’s design-related goals and objectives for infill, mixed use and multifamily development.” The standards will be used to understand the architectural and design trends in Monroe. It is expected that these standards will need to be reviewed and updated following the adoption of the 2024 Comprehensive Plan to ensure consistency and the values of Monroe are reflected.

Downtown Master Plan (2008): The Downtown Master Plan set a vision for what Downtown could be and how to invest in the area. The plan defined an investment framework considering public and private resources, guided changes to standards and regulations, and defined capital improvement projects for the downtown area. Due to the age of the document, the plan will need to reflect the goals and policies related to Downtown Monroe in the updated 2024 Comprehensive Plan, the Transportation Plan, and the Economic Development Strategy, which will be updated as part of the planning process.

North Kelsey Area Development Plan (2007): The North Kelsey Area Development Plan was the results of work started in 1992 and continued in 2001 for approximately 100 acres of land north of US 2. Resulting actions from the completion of the plan included the development and adoption of the plan and design guidelines for the area, and updates to the zoning map, municipal code and allowed uses in the area. Although outdated, the plan and subsequent amendments and guidelines will be used to inform the comprehensive plan elements. Table 3 identifies if the general themes covered in each of the plans related to equity.

NEXT STEPS

The results from this preliminary analysis will be used to identify specific areas and analysis, where possible, and also identify future community discussions where qualitative analysis and outcomes are appropriate. This analysis could also inform future metrics for decision-making that incorporates inclusion and results-based outcomes for city-led projects and programs, and provide a structure for how departments collaborate, if city administration and decision makers decide to do so.