

Task Force Meeting #2

Equitable Communities Initiative

November 5, 2020



City of Seattle

Welcome

Dominique Stephens, Mayor's Office

Agenda

Today’s goal is to build a shared understanding of how we can work together, as well as brief Task Force members on the City’s Racial Equity Toolkit approach.

Time	Topic
3 – 3:30	Welcome and agenda
3:30 – 4:10	How can the City support you?
4:10 – 4:50	<i>Briefing: Racial Equity Toolkit</i>
4:50 – 5	Reflection, check-out, and next steps

How can the City support you?

- Support organizing structure
- Facilitate development of community agreements

Organizing Structure

City staff will align with the ECITF's preferred organizational structure.

Governance

1. How do you envision organizing as a group to advance collaboration?
 - A. Empowered committees: e.g., sub-groups or sub-committees based on focus areas

Suggested initial focus areas

Community Wealth Building & Preserving Cultural Spaces
Building Opportunity and an Inclusive Economy
Climate Justice & Green New Deal
Community Wellness

- B. Leadership: e.g., planning committee or co-chairs
 - C. *Share your ideas!*

Membership

2. Who else should be at the table?
3. What are your preferences on how to manage membership requests?



Community Agreements

We welcome the group's input to guide how to work together in a transparent way.

Draft

Stewardship: The City will follow the Task Force's lead.

Participation: Simply bringing people together will not lead to success; active and balanced participation is necessary to guide this work with all voices heard.

For Discussion

1. **Consensus:** How should the ECITF make decisions in your work together (e.g., Fist to Five)?

2. **Transparency:** How might the ECITF's commitment to transparency show up beyond providing meeting materials and information online?
 - A. Recording meetings
 - B. Livestream meetings



Briefing: Racial Equity Toolkit

Mariko Lockhart, Seattle Office for Civil Rights

Andrés Mantilla, Department of Neighborhoods

Kelly O'Brien, Seattle Office for Civil Rights

Racial Equity Toolkit (RET)

- Racial equity analysis tool innovated here in City of Seattle
- Now used in more than 200 government jurisdictions across the country and by community-based organizations
- Ensures that racial equity is at the heart of the decision-making process
- Especially important in decisions that have deep community impact



HOW to conduct an RET?

- Six Step Process:



- City departments can staff the RET (SOCR, DON, ARTS, HSD)
- ECITF can participate as critical stakeholders throughout community engagement which is the heart of the RET

WHY conduct an RET?

- Institutions and systems perpetuate racist and inequitable outcomes *regardless of good intent*
- Competition for \$\$ can be harmful to community

The RET:

- Interrupts and disrupts status quo decision-making processes
- Centers voices of those most impacted by the decision
- Allows us to do better in real time and heal our community relationships
- Can build consensus on an agreed upon process/path forward



WHEN have RETs been conducted?

To explore new legal protections:

- Source of Income discrimination in housing
- Breastfeeding in public

To engage the public in budgeting decisions:

- Participatory Budgeting to engage youth
- Reduction of Parks Dept level of service

To inform policy decisions/positions:

- Children & Family Justice Center (“Youth Jail”)
- Hookah Lounge
- Pre-filing Diversion Program for people affected by DV

To strengthen workforce protections:

- 2016 Workforce Equity RET(Expanded Paid Parental Leave/Paid Family Leave)



Racial Equity Toolkit Discussion

1. Should the decision to invest \$100 million in the Black/BIPOC community be made with an RET? What are the considerations?
2. How would this RET be connected to the divestment process?



Reflection and next steps