

2017 Race and Social Justice Initiative Report

Office of Labor Standards



Seattle Office of Labor Standards

Workplace Equity

Community ♦ Business ♦ Race & Social Justice

Our mission is to advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.

Seattle Office of Labor Standards

Office-Wide Approach

Joint OCR-OLS Change Team
All Staff Trainings

RSJI Outcomes, Strategies, and Actions (ROSAs)
Racial Equity Toolkits (RETs)

RSJI Outcomes, Strategies and Actions (ROSAs)



ROSA #1: Increase racial equity in access to employment by increasing Fair Chance Employment education and enforcement

25%+

Increase OLS staff trainings about Fair Chance Employment by 25%

25%+

Achieve a 25% increase in Fair Chance Employment complaints initiated by workers with criminal histories

ROSA #1 Outcomes



	2016	2017	% Increase
FCE trainings given to impacted Individuals (Provided by OLS Staff)*	1	6	500%
FCE complaints received by workers with criminal histories	22	30	36%

*In 2016, OLS staff were contacted by a case manager from Pioneer Human Services (PHS) because she had questions about Fair Chance Employment. PHS has a transitional housing program for men with criminal backgrounds looking for employment. These conversations began a partnership between OLS and PHS to provide trainings to residents of the program.

ROSA #2 : Achieve racial equity in access to living wage jobs through enforcement priorities

30%

Thirty percent of workers that receive a monetary remedy as a result of an enforcement action are workers of color

50%

Fifty percent of workers in cases where violations are found are workers who perform work in high-risk industries

ROSA #2 Outcomes

50%

Fifty percent of workers who received monetary remedies as a result of an enforcement action were workers of color

82%

Eighty-two percent of workers in cases where violations were found performed work in high-risk industries, especially:

- Food services and drinking places
- Construction
- Personal services (e.g., salons, cleaning, car washes)

ROSA #3: Increase racial equity in service delivery by facilitating community-led outreach events and trainings in languages other than English

50%

Fifty percent of trainings and outreach events conducted in languages other than English

30%

Thirty percent of training attendees speak primary languages other than English

ROSA #3 Outcomes

56%

Of trainings and outreach events conducted in languages other than English



ROSA #3 Outcomes

66%

Of training attendees speak primary languages other than English (tracked through voluntary inclusion information)



2017 Inclusion Data		
Language Types	Workers	Percentage
Asian & Pacific Islander Languages	155	16%
East African Languages	213	23%
English & Another Language	40	4%
English Only	316	34%
European Languages	19	2%
More than One Language (not English)	3	0%
Spanish & Latin American Languages	179	19%
West African Languages	18	2%
Total	943	

ROSA #4: Achieve racial equity in service delivery through Labor Standards trainings conducted by community-business organizations to businesses not typically served by traditional outreach methods

77

Community-business organizations proposed to offer seventy-seven workshops to minority business owners - people of color, immigrants, and refugees.

75%

Seventy-five percent of workshop attendees were anticipated to be businesses owners of color, immigrants and refugees.

ROSA #4 Outcomes



69 Workshops



83% of attendees were business owners of color, immigrants and refugees.

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Racial Equity Toolkits (RETs)



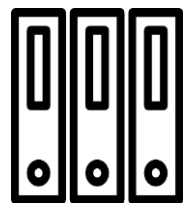
2017 Racial Equity Toolkits



Hiring Process



Enforcement
Priorities



Employee
On-Boarding



Directed
Investigations

Hiring, Binder, and Priority Icons made by Freepik from www.flaticon.com; Looking Glass Icon made by Dimitry Miroliubov from www.flaticon.com



Hiring Process Stakeholder Process

Engagement:

- Internal: former Director and Enforcement Supervisor
- Other departments: SPU, OCR, SDHR
- External : union representative, non-profit staff

Issues Identified:

- People of color (POC) lack advancement opportunities
- Women and POCs are less likely to negotiate salaries
- Written tests are not created with an equity lens
- No training on equity and job descriptions, resumes, interviews



Recommendations

Interview Panel Training

Implicit Bias training and group exercise

Hiring Panel

Racial, gender identity, and positional diversity

Interview Questions

Questions tied to job duties
Include racial equity question(s)
10-20 minutes to review

Improve Applicant Info

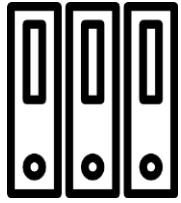
Clear point of contact
Greater clarity, paired down job duties/qualifications

Negotiation of Job Terms

Clear benefits, salary, COLA, Union info & statement about ability to negotiate

Testing Considerations

Elements to consider when deciding whether to use a written test



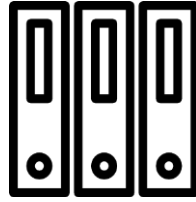
On Boarding Stakeholder Process

Engagement:

- Staff Wide Demographic Survey
- Confidential Interviews with 50% current/former employees
- Interviewed comparable departments (OIRA, OSE)

Issues Identified:

- Lack of access to tools, resources, and support systems necessary to meet clearly defined performance expectations
- Need for stronger formal and informal mentorship within OLS and City
- Need for additional opportunities for professional development



Recommendations

Create an on-boarding binder with clear onboarding procedures

Provide overview of City structure and policies

Resources for Employees

Supervisor sets up new employee meetings and introductions

Employee is provided a list of required trainings

Employee is provided overview of evaluation process and professional development

Employee is provided a copy of job description

Employee is provided information about RSJI



Enforcement Priorities



High demand for labor standards' enforcement and high case load with overrepresentation of high wage, white complainants

Low representation of people of color and immigrant and refugee communities impacted by investigations (and intersecting identities such as LGBTQ+, youth, people with disabilities, etc.)



OLS implemented strategic enforcement priorities.

Chart, Group of People, and Plus Icons made by Freepik from www.flaticon.com;





Recommendations



Wage



Employment
Status



Retaliation



Employer Size



Hotel Employees
Health & Safety



Exceptions

Wage Icons made by Gregor Cresnar from www.flaticon.com; Employer Size, Employment Status, Retaliation, Justice Icons by Freepik from www.flaticon.com; Hotel Icon by Retinaicons www.flaticon.com





Directed Investigations

- **May 2017** COEF & BOEF workshop with Dr. Janice Fine on Co-Enforcement and Directed Investigations
- **July 2017** RET team interviewing community, business and union stakeholders on directed investigations.
- **October 2017** COEF & BOEF workshop on Directed Investigations and Enforcement Priorities
- **May 2018** COEF & BOEF workshop on Mapping Priority Industries with Dr. Janice Fine



May 2018 workshop on Mapping Industries for COEF & BOEF



Recommendations

- Program
- Policy
- Partnership
- Continuing Evaluation and Accountability



October 2017 Training and Feedback on Directed Investigations and Enforcement Priorities Workshop for COEF and BOEF

Thank you!

