

RACE & SOCIAL JUSTICE WORK PLAN

Working for racial equity in the community

For the Period January 1 to December 31, 2017

Department: Office of Sustainability & Environment

Director: Jessica Finn Coven

RSJI Work Plan Lead:

Michelle Caulfield

Change Team Lead(s):

Sudha Nandagopal, Pam Emerson, Sharon Lerman

Equitable Development: Urban Forestry Data (Sandra) & Inclusive Engagement (Sudha)

Health: Fresh Bucks potential expansion & inclusive engagement for FAP update (Sharon)

Environment: Duwamish Action Plan (Alberto), DCS advancing EJ/RSJ focused action (Chris/Sudha) & EJ committee established (Sudha)

Service Equity: Review/retool KCD grant priorities (Sharon; also identified as RET candidate); RCM eval of community benefit buildings (Wes)

Economic Justice: WMBE goals & plan (Jeanie)

Housing: N/A

Criminal Justice: N/A

Arts & Culture: N/A

Education: N/A

EQUITY AREA: EQUITABLE DEVELOPMENT

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
Meet or exceed public investment standards, e.g. parks, transportation, sidewalks, access to technology, public art, etc. in neighborhoods that are primarily communities of color.	Strategy 1: Use departmental programs and projects to eliminate racial inequity				
	<ul style="list-style-type: none"> Action: Assess canopy cover results and other data to develop a plan to address racial disparities in neighborhoods. Measure: 2016 Canopy Cover Assessment report and identified actions. 	Sandra Pinto de Bader	4/30	All Seattle neighborhoods	Environment
	Strategy 2: Build racial equity into departmental policies				
	<ul style="list-style-type: none"> Action: 				Click here to select the opportunity area that will be secondarily impacted.



**ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.**

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
	Strategy 3: Partner with City departments, the community and other institutions to achieve racial equity in the community				
	<ul style="list-style-type: none"> Action: Develop and implement inclusive engagement process for OSE programs that focuses on environmental leadership and centering voices of people of color in environmental work (possible programs are food, urban forestry, Drive Clean etc.) Measure: Inclusive engagement plan created. Communities of color creatively engaged to influence OSE work in a cross-program setting. 	Sudha Nandagopal, selected program staff	11/1	All Seattle neighborhoods	Click here to select the opportunity area that will be secondarily impacted.

EQUITY AREA: HEALTH

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
Achieve racial equity in geographic and financial access to healthy food.	Strategy 1: Use departmental programs and projects to eliminate racial inequity				
	<ul style="list-style-type: none"> Action: Pilot Fresh Bucks program in Somali and/or Latino grocers. Measures: Number of participating stores, Total Fresh Bucks \$ redeemed at participating ethnic grocers 	Robyn Kumar	12/31	Southeast	Click here to select the opportunity area that will be secondarily impacted.
	Strategy 2: Build racial equity into departmental policies				
	•			Click here to select neighborhood.	Click here to select the opportunity area that will be secondarily impacted.
	Strategy 3: Partner with City departments, the community and other institutions to achieve racial equity in the community				
	<ul style="list-style-type: none"> Action: Measure: 			All Seattle neighborhoods	Click here to select the opportunity area that will be secondarily impacted.
	•			Click here to select neighborhood.	Click here to select the opportunity area that will be secondarily impacted.
	Strategy 2: Build racial equity into departmental policies				
•			Click here to select neighborhood.	Click here to select the opportunity area that will be secondarily impacted.	

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
	Strategy 3: Partner with City departments, the community and other institutions to achieve racial equity in the community				
	<ul style="list-style-type: none"> 			Click here to select neighborhood.	Click here to select the opportunity area that will be secondarily impacted.

EQUITY AREA: ENVIRONMENT

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
Communities of color have equitable access to healthy, clean environments, free of pollutants or toxins.	Strategy 1: Use departmental programs and projects to eliminate racial inequity				
	<ul style="list-style-type: none"> Action: Release Duwamish Valley Action Plan, which will identify near- and long-term priorities to advance environmental justice in the Duwamish Valley. Measure: Action Plan released. 	Alberto	September 2017	Greater Duwamish	Equitable Development
	Strategy 2: Build racial equity into departmental policies				
	<ul style="list-style-type: none"> Action: Environmental Justice Committee will conduct deep-dive assessment of the Drive Clean Seattle Initiative Measure: EJC approved principles for guiding Drive Clean Seattle Initiative early investments. 	Chris, Sudha	4/30	All Seattle neighborhoods	Service Equity
	Strategy 3: Partner with City departments, the community and other institutions to achieve racial equity in the community				
	<ul style="list-style-type: none"> Action: Establish Environmental Justice Committee with at least 13 members and convene 6 general meetings in 2017 to review up to 3 City policies/program (see DCS program review in Strategy 2 above) and identify pilot project to begin in 2017. Measure: EJC review complete for 2 policies. EJC pilot project designed and publicly announced. EJC members feel increased ownership of CoS environmental policies/programs. 	Sudha	11/30	All Seattle neighborhoods	Equitable Development

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EQUITY AREA: SERVICE EQUITY

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
Achieve racial equity in City departments' service delivery and resource allocation.	Strategy 1: Use departmental programs and projects to eliminate racial inequity				
	<ul style="list-style-type: none"> Action: Assess and revise King Conservation District-Seattle Community Grant program priorities to align with the Equity and Environment Agenda and the City's racial equity goals. Measure: % of funded projects in alignment with EEI/RSJ priorities 	Sharon Lerman	10/31	All Seattle neighborhoods	Click here to select the opportunity area that will be secondarily impacted.
	Strategy 2: Build racial equity into departmental policies				
	•			Click here to select neighborhood.	Click here to select the opportunity area that will be secondarily impacted.
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**ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.**

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Achieve racial equity in City departments' service delivery and resource allocation.	Strategy 1: Use departmental programs and projects to eliminate racial inequity				
	<ul style="list-style-type: none"> Action: Assess the potential for improved energy efficiency in municipal buildings that house community service organizations. Measure: Audits and summary 	Wes Hoppler	6/30	All Seattle neighborhoods (Ballard, Greenwood, Central Area, Rainier Valley, and South Park)	Environment
	Strategy 2: Build racial equity into departmental policies				
	<ul style="list-style-type: none"> 			Click here to select neighborhood.	Click here to select the opportunity area that will be secondarily impacted.
	Strategy 3: Partner with City departments, the community and other institutions to achieve racial equity in the community				
<ul style="list-style-type: none"> Action: Explore potential sources of funding to address energy efficiency shortcomings, if found. Measure: Summary of findings 	Wes Hoppler	11/30	All Seattle neighborhoods	Environment	

EQUITY AREA: JOBS / ECONOMIC JUSTICE

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
Increase racial equity in City contracting and purchasing, including increasing opportunities for targeted local hire of communities of color.	Strategy 1: Use departmental programs and projects to eliminate racial inequity				
	<ul style="list-style-type: none"> Action: Develop and implement WMBE plans, strategies and training to help achieve goals (implement Executive Order 2010-05 and a Consultant Inclusion Plan). Measure: Purchasing goal of 50% Measure: Consultant goal of 13% 	Jeanie Boawn	Dec 31	All Seattle neighborhoods	Click here to select the opportunity area that will be secondarily impacted.
	Strategy 2: Build racial equity into departmental policies				



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	Strategy 3: Partner with City departments, the community and other institutions to achieve racial equity in the community				
	<ul style="list-style-type: none"> • Action: Sponsor, support and/or participate in outreach events with WMBE community associations, vendors and industry organizations. • Measure: WMBE purchasing goal (same as above) • Measure: WMBE consultant goal (same as above) 	Jeanie Boawn	12/31	All Seattle neighborhoods	Click here to select the opportunity area that will be secondarily impacted.
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EQUITY AREA: HOUSING

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
Click here to select an outcome from the list.	Strategy 1: Use departmental programs and projects to eliminate racial inequity				
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EQUITY AREA: CRIMINAL JUSTICE



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EQUITY AREA: ARTS & CULTURE

Community Outcome	Strategies, Actions and Measures	Lead Staff	Due Date(s)	Neighborhood	Equity Area Secondary Impact
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EQUITY AREA: EDUCATION



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RACE & SOCIAL JUSTICE
INITIATIVE

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