

Rsjj Outcomes and Strategic Actions Reports

Master List

Michael S. McGinn

Office of Sustainability & Environment

Outcome: Achieve racial equity in City departments' service delivery and resource allocation.

Published

Strategies and Action Descriptions:	Is Dept Specific? False	Community outcome last updated by:	Brenda Anibarro on 8/1/2013 2:09:41 PM
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Use departmental programs and projects to eliminate racial inequity	Due Date Type	Action last updated by:	Community outcome last updated by:	Lead Staff:
<p>Action:</p> <p>Action: Analyze energy use information and benchmarking compliance rates by geography and building type to better understand any disparities or patterns.</p> <p>Measure: Analysis completed.</p>	Annually	Action last updated by:	Brenda Anibarro on 8/20/2013 4:50:55 PM	Rebecca Baker Published
<p>Progress Report: On track</p>		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:50:55 PM	Status: On Track Published

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Outcome: Achieve racial equity in City departments' service delivery and resource allocation. Published

Strategies and Action Descriptions: **Is Dept Specific?**
False **Community outcome last updated by:**
Brenda Anibarro on 8/1/2013
2:09:41 PM

Build racial equity in departmental policies	Due Date Type	Action last updated by:	Community outcome last updated by:	Lead Staff:	
<p>Action:</p> <p>Action: Analyze rate structure alternatives to determine the best option to minimize adverse impacts of district energy systems on lower income residents.</p> <p>Measure: Analysis completed.</p>	Annually	Action last updated by:	Brenda Anibarro on 8/20/2013 4:51:02 PM	Christie Baumel	Published
<p>Progress Report: On track</p>		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:51:02 PM	Status: On Track	Published

<p>Action:</p> <p>Action: Develop state legislation and a legislative strategy to secure the authority to provide a rental energy efficiency tax exemption. Use the Racial Equity Tool (RET) to support this analysis.</p> <p>Measure: Legislation is drafted and strategy is launched. Strategy includes recommendations from the RET analysis.</p>	Annually	Action last updated by:	Brenda Anibarro on 8/20/2013 4:51:08 PM	Christie Baumel	Published
<p>Progress Report: On track</p>		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:51:08 PM	Status: On Track	Published

<p>Action:</p> <p>Action: Develop spatial analysis of Green Stormwater Infrastructure (GSI) investments to inform next steps in equitable distribution of GSI infrastructure.</p> <p>Measure: Analysis completed.</p>	Annually	Action last updated by:	Brenda Anibarro on 8/20/2013 4:51:15 PM	Pam Emerson	Published
<p>Progress Report: On track: Draft analysis completed and under review.</p>		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:51:15 PM	Status: On Track	Published

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Office of Sustainability & Environment

Outcome: Communities of color have access to healthy, clean environments, free of pollutants or toxins.

Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 5:06:19 PM

Build racial equity in departmental policies

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Lead Staff:	Status:
<p>Action: Race and social justice will be considered in writing the Seattle's Climate Action Plan.</p> <p>Measure: Adopted plan includes strategies to address race and social equity in each major sector.</p>	One-Time	Brenda Anibarro on 8/20/2013 4:17:48 PM	Tracy Morgenstern	Published
<p>Progress Report: Completed: The Climate Action Plan includes consideration of how equity can be advanced through climate action in each of the major sectors.</p>		Brenda Anibarro on 8/20/2013 4:17:48 PM	Status: Completed	Published

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Office of Sustainability & Environment

Outcome: Communities of color have access to healthy, clean environments, free of pollutants or toxins.

Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 5:06:19 PM

Partner with City departments, the community and other institutions to achieve racial equality in the community

Due Date Type

Lead Staff:

<p>Action:</p> <p>Action: Develop a tool to guide evaluation of equity impacts and development of strategies to embed equity in climate action.</p> <p>Measure: Tool developed and used.</p>	<p>Annually</p>	<p>Action last updated by:</p>	<p>Brenda Anibarro on 8/20/2013 4:17:57 PM</p>	<p>Tracy Morgenstern</p>	<p>Published</p>
<p>Progress Report: On track</p>		<p>Progress Last Updated by :</p>	<p>Brenda Anibarro on 8/20/2013 4:17:57 PM</p>	<p>Status: On Track</p>	<p>Published</p>

<p>Action:</p> <p>Action: Work with Seattle Office for Civil Rights and other departments to complete the Equity & Empowerment checklist in the STAR Sustainable Communities Rating System.</p> <p>Measuer: Seattle receives a rating (based on the STAR framework) for ensuring equity, inclusion, and access to opportunity for all citizens.</p>	<p>Annually</p>	<p>Action last updated by:</p>	<p>Brenda Anibarro on 8/1/2013 5:06:49 PM</p>	<p>Michelle Caufield</p>	<p>Published</p>
<p>Progress Report:</p>		<p>Progress Last Updated by :</p>	<p>Brenda Anibarro8/1/2013 5:06:49 PM</p>	<p>Status: Not Started</p>	<p>Published</p>

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Michael S. McGinn

Office of Sustainability & Environment

Outcome: Increase opportunities for racial equity in City of Seattle workforce (promotions, internships, Seattle Youth Employment Program, discipline, etc.). The City's workforce reflects or exceeds the racial demographics of the communities we serve. Published

Strategies and Action Descriptions:	Is Dept Specific? False	Community outcome last updated by:			
		Brenda Anibarro on 8/1/2013 2:05:44 PM			
Build racial equity in departmental policies	Due Date Type	Lead Staff:			
Action: Action: Train hiring managers, supervisors and other staff involved with hiring processes on Workforce Equity and Human Resources Race and Social Justice Initiative(RSJ) Best Practices. Measure: All staff completes least one RSJI training in 2013	Annually	Action last updated by: Brenda Anibarro on 8/20/2013 4:18:15 PM	Jeanie Boawn	Published	
Progress Report: On track: One staff attended RSJI Change Agent Anti-Racism, one attended RSJI & Cultural Competency, and two staff worked with SOCR to conduct and participate in a presentation on the Racial Equity Toolkit for the urban forestry interdepartmental team.		Progress Last Updated by : Brenda Anibarro on 8/20/2013 4:18:15 PM	Status: On Track	Published	

Outcome: Increase racially equitable access to safe and affordable housing. Published

Strategies and Action Descriptions:	Is Dept Specific? False	Community outcome last updated by:			
		Brenda Anibarro on 8/1/2013 2:06:18 PM			
Use departmental programs and projects to eliminate racial inequity	Due Date Type	Lead Staff:			
Action: Action: Conduct direct outreach to neighborhoods with diverse populations to ensure that all homeowners, regardless of race, have equitable access to participate in Community Power Works. Measure: # of ads in neighborhoods with diverse populations; # of people of color who are homeowners that are participating in Community Power Works as of Q1 (available in Q2).	One-Time	Action last updated by: Brenda Anibarro on 8/20/2013 4:49:04 PM	Andrea Petzel	Published	
Progress Report: On track: 28 bus advertisements on all trolley lines within city limits; estimate that 150 minority homeowners have received upgrades or have one in progress.		Progress Last Updated by : Brenda Anibarro on 8/20/2013 4:49:05 PM	Status: On Track	Published	

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Office of Sustainability & Environment

Outcome: Increase racially equitable access to safe and affordable housing.

Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 2:06:18 PM

Partner with City departments, the community and other institutions to achieve racial equality in the community

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Community outcome last updated by:	Lead Staff:	Published
<p>Action:</p> <p>Action: Partner with the Office of Housing HomeWise program to serve qualifying low-income homeowners and tenants.</p> <p>Measure: # of Ductless Heat Pumps installed in homes by zip code; \$ granted to HomeWise for multi-family projects by zip code.</p>	One-Time	Brenda Anibarro on 8/20/2013 4:49:14 PM	Brenda Anibarro on 8/1/2013 2:06:18 PM	Joshua Curtis, Andrea Petzel	Published
<p>Progress Report: On track: 9 Ductless Heat Pumps installed in homes in zip codes 98106, 98108, 98118, 98122, 98177; \$106,519 granted to completed multi-family HomeWise projects in 98106 and 98122.</p>		Brenda Anibarro on 8/20/2013 4:49:14 PM	Brenda Anibarro on 8/1/2013 2:06:18 PM	Status: On Track	Published

Outcome: Involve communities of color and refugee and immigrant communities in planning processes; all community members have the opportunity to participate in shaping the future of their neighborhoods.

Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 2:06:04 PM

Partner with City departments, the community and other institutions to achieve racial equality in the community

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Community outcome last updated by:	Lead Staff:	Published
<p>Action:</p> <p>Action: Work with key partners to ensure that Community Power Works complies with High Roads Standards (HRS) and continues post-grant.</p> <p>Measure: Final report on HRA outcomes distributed; selected partner to own the HRA post-grant.</p>	One-Time	Brenda Anibarro on 8/20/2013 4:48:06 PM	Brenda Anibarro on 8/1/2013 2:06:04 PM	Joshua Curtis	Published
<p>Progress Report: On track</p>		Brenda Anibarro on 8/20/2013 4:48:06 PM	Brenda Anibarro on 8/1/2013 2:06:04 PM	Status: On Track	Published

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Michael S. McGinn

Office of Sustainability & Environment

Outcome: Increase racial equity in City contracting and purchasing.

Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 2:05:52 PM

Use departmental programs and projects to eliminate racial inequity

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Community outcome last updated by:	Lead Staff:	Published
<p>Action:</p> <p>Action: Develop and implement Women and Minority Business Enterprise (WMBE) plans, strategies and training to help achieve goals (implement Executive Order 2010-05 and a Consultant Inclusion Plan).*</p> <p>Measures: 1) 45% WMBE utilization for Office of Sustainability and the Environment(OSE) purchases 2) 10% WMBE utilization for OSE consultant services</p>	Annually	Brenda Anibarro on 8/20/2013 4:18:28 PM	Brenda Anibarro on 8/20/2013 4:18:28 PM	Jeanie Boawn	Published
<p>Progress Report: On track: WMBE plan for 2013 completed and submitted, shared with all OSE staff. As of 6/30, OSE's purchasing WMBE utilization is 24% and consultant utilization is 7%.</p>		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:18:28 PM	Status: On Track	Published
<p>Action:</p> <p>Action: Increase participation rates of Women and Minority Business Enterprise (WMBE) contractors in the contractor pool.</p> <p>Measure: % of WMBE energy-efficiency contractors in the home contractor pool.</p>	One-Time	Brenda Anibarro on 8/20/2013 4:18:38 PM	Brenda Anibarro on 8/20/2013 4:18:38 PM	Andrea Petzel	Published
<p>Progress Report: On track: 13% MWBE energy-efficiency contractors in the home contractor pool.</p>		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:18:38 PM	Status: On Track	Published

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Michael S. McGinn

Office of Sustainability & Environment

Outcome: Increase racial equity in income distribution (household income).

Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/2/2013 4:16:48 PM

Partner with City departments, the community and other institutions to achieve racial equality in the community

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Community outcome last updated by:	Lead Staff:	Published
<p>Action:</p> <p>Action: Partner with Seattle City Light and Craft3 to increase access to energy-efficiency financing for homeowners, through non-traditional underwriting criteria, on-bill financing and affordable interest rates.</p> <p>Measure: # of low-income loans issued.</p>	One-Time	Brenda Anibarro on 8/20/2013 4:18:54 PM	Brenda Anibarro on 8/20/2013 4:18:48 PM	Andrea Petzel	Published
<p>Progress Report: On track: 29 low-income loans issued totalling over \$300K.</p>		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:18:54 PM	Status: On Track	Published

Outcome: Racial inequity in access to living wage jobs is eliminated.

Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 2:48:02 PM

Use departmental programs and projects to eliminate racial inequity

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Community outcome last updated by:	Lead Staff:	Published
<p>Action:</p> <p>Action: Ensure that Community Power Works home and large commercial contractors comply with workforce standards.</p> <p>Measure: # of employees hired from community-based training programs; % of technical hours worked by targeted workers.</p>	One-Time	Brenda Anibarro on 8/20/2013 4:19:05 PM	Brenda Anibarro on 8/1/2013 2:48:02 PM	Joshua Curtis, Andrea Petzel	Published
<p>Progress Report: On track: 44% of technical hours were worked by targeted workers as of 5/31.</p>		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:19:05 PM	Status: On Track	Published

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Outcome: Racial inequity in access to living wage jobs is eliminated.

Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 2:48:02 PM

Use departmental programs and projects to eliminate racial inequity

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:		Lead Staff:	
<p>Action: Require contractors to pay living wages to their employees.</p> <p>Measure: % and # of home upgrades and large commercial upgrades that meet wage requirements; % and # of home contractors providing benefits to their employees.</p>	One-Time	Action last updated by:	Brenda Anibarro on 8/20/2013 4:19:14 PM	Joshua Curtis, Andrea Petzel	Published
<p>Progress Report: On track: 98% (550) home upgrades have met wage requirements; 100% (5) large commercial upgrades have met wage requirements; no data available on benefits until Fall 2013.</p>		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:19:14 PM	Status: On Track	Published

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Outcome: Racial inequity in access to living wage jobs is eliminated.

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Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 2:48:02 PM

Partner with City departments, the community and other institutions to achieve racial equality in the community

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Community outcome last updated by:	Lead Staff:	Published
<p>Action:</p> <p>Action: Work with Emerald Cities Seattle (ECS) to increase opportunities for people of color and women working on large commercial projects.</p> <p>Measure: # of Community Workforce Agreements signed; % of technical hours worked by people of color and women.</p>	One-Time	Brenda Anibarro on 8/20/2013 4:19:26 PM	Brenda Anibarro on 8/1/2013 2:48:02 PM	Joshua Curtis	Published
<p>Progress Report: On track: Community Workforce Agreement signed with 2020 LED, a local energy-efficiency lighting contractor; 34% of large commercial construction hours (600 out of 1784) completed by women and people of color in 2013.</p>		Brenda Anibarro on 8/20/2013 4:19:26 PM		Status: On Track	Published
<p>Action:</p> <p>Action: Partner with South Seattle Community College to provide home performance training, focused on targeted workers. Measure: # of people that attended training sessions.</p>	One-Time	Brenda Anibarro on 8/20/2013 4:19:32 PM	Brenda Anibarro on 8/1/2013 2:48:02 PM	Andrea Petzel	Published
<p>Progress Report: On track</p>		Brenda Anibarro on 8/20/2013 4:19:32 PM		Status: On Track	Published

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Michael S. McGinn

Office of Sustainability & Environment

Outcome: Achieve equity across race in small business start-up, growth and support.

Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 2:51:10 PM

Use departmental programs and projects to eliminate racial inequity

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:	Community outcome last updated by:	Lead Staff:	Status:
<p>Action: Provide businesses development support to home contractors.</p> <p>Measure: # of contractors that used Community Power Works business development support; # of contractors that demonstrate substantial contracting relationships with Women and Minority Business Enterprise subcontractors.</p>	One-Time	Brenda Anibarro on 8/20/2013 4:48:17 PM	Brenda Anibarro on 8/1/2013 2:51:10 PM	Andrea Petzel	Published
<p>Progress Report: On track: Data not available until Fall 2013.</p>		Progress Last Updated by : Brenda Anibarro on 8/20/2013 4:48:17 PM	Brenda Anibarro on 8/20/2013 4:48:17 PM	Status: On Track	Published

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Michael S. McGinn

Office of Sustainability & Environment

Outcome: Achieve equity across race in small business start-up, growth and support.

Published

Strategies and Action Descriptions:	Is Dept Specific?	Community outcome last updated by:	Brenda Anibarro on 8/1/2013 2:51:10 PM		
Partner with City departments, the community and other institutions to achieve racial equality in the community	Due Date Type			Lead Staff:	
<p>Action:</p> <p>Action: Partner with Craft3, a local community development financial institution (CDFI), to offer Sharia-compliant energy-efficiency loans and business development loans to small businesses.</p> <p>Measure: # of Sharia-compliant loans issued; # of business development loans issued.</p>	One-Time	Action last updated by:	Brenda Anibarro on 8/20/2013 4:48:26 PM	Andrea Petzel	Published
Progress Report: Data not available		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:48:26 PM	Status: Data Not Available	Published

Outcome: Eliminate racial inequities in access to healthy food.

Published

Strategies and Action Descriptions:	Is Dept Specific?	Community outcome last updated by:	Brenda Anibarro on 8/1/2013 2:25:00 PM		
Use departmental programs and projects to eliminate racial inequity	Due Date Type			Lead Staff:	
<p>Action:</p> <p>Action: Develop citywide food access maps to facilitate conversations in targeted communities about food access opportunities and strategies.</p> <p>Measure: Identified strategies in specific neighborhoods for addressing food access challenges in low income and immigrant communities (specific neighborhoods to be identified through mapping exercise by April).</p>	One-Time	Action last updated by:	Brenda Anibarro on 8/20/2013 4:48:39 PM	Sharon Lermon	Published
Progress Report: On track		Progress Last Updated by :	Brenda Anibarro on 8/20/2013 4:48:39 PM	Status: On Track	Published

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Published

Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 2:25:00 PM

Build racial equity in departmental policies

Due Date Type

Lead Staff:

<p>Action:</p> <p>Action: Continue to work with Seattle's Food Interdepartmental Team to coordinate food access and equity elements of the Food Action Plan.</p> <p>Measure: Food access policies and strategies are included in the Comprehensive Plan, select Neighborhood Plans, and in other relevant city policies and plans.</p>	<p>Annually</p>	<p>Action last updated by:</p>	<p>Brenda Anibarro on 8/20/2013 4:48:46 PM</p>	<p>Sharon Lermon</p>	<p>Published</p>
<p>Progress Report: On track</p>		<p>Progress Last Updated by :</p>	<p>Brenda Anibarro on 8/20/2013 4:48:46 PM</p>	<p>Status: On Track</p>	<p>Published</p>

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Strategies and Action Descriptions:

Is Dept Specific?
False

Community outcome last updated by: Brenda Anibarro on 8/1/2013 2:25:00 PM

Partner with City departments, the community and other institutions to achieve racial equality in the community

Due Date Type

Lead Staff:

Action:	Due Date Type	Action last updated by:		Lead Staff:	
<p>Action: Work with Farmers Markets, The Chase Foundation, The Seattle Foundation, and other partners to seek additional funds to expand the Fresh Bucks Pilot.</p> <p>Measure: 1) Dollars of Fresh Bucks distributed in 2013 2) Number of Supplemental Nutrition Assistance Program recipients participating in Fresh Bucks</p>	Annually	Brenda Anibarro on 8/20/2013 4:48:52 PM		Sharon Lermon	Published
<p>Progress Report: On track: The expanded Fresh Bucks program launched in July at all (15) Seattle farmers markets as well as 2 P-Patch market garden farm stands. Fresh Bucks doubles the value of produce purchases made with SNAP electronic benefit transfer (EBT) cards at all Seattle Farmers Markets. EBT users receive \$10 in Fresh Bucks per day for the purchase of fruits and vegetables when they purchase a minimum of \$10 with their EBT card. The program will run through October 2013.</p>		Brenda Anibarro on 8/20/2013 4:48:53 PM		Status: On Track	Published