



RACE & SOCIAL JUSTICE
INITIATIVE

ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.

Race and Social Justice Initiative Employee Survey 2012

Summary Report

March 2013

Seattle Office for Civil Rights

www.seattle.gov/rsji

INTRODUCTION

The Race and Social Justice Initiative (RSJI) is a citywide effort to eliminate racial disparities and achieve racial equity in Seattle. Every two years the Seattle Office for Civil Rights conducts a survey of City employees to get a measure of employee understanding of institutional racism, engagement with the Initiative and to track the City's progress over time.

In addition to the questions we have asked since 2008, the 2012 Employee Survey included a few new questions to gain information on how employees perceive how the Initiative is impacting racial equity in the community. The information from these questions provides baseline data to track our impact over time. The RSJI 2012 Employee Survey has three primary goals:

1. Assess employee understanding and skill of institutional and structural racism.
2. Gain understanding of how departments are building racial equity into programs, policies, initiatives and budget decisions.
3. Track progress over time.

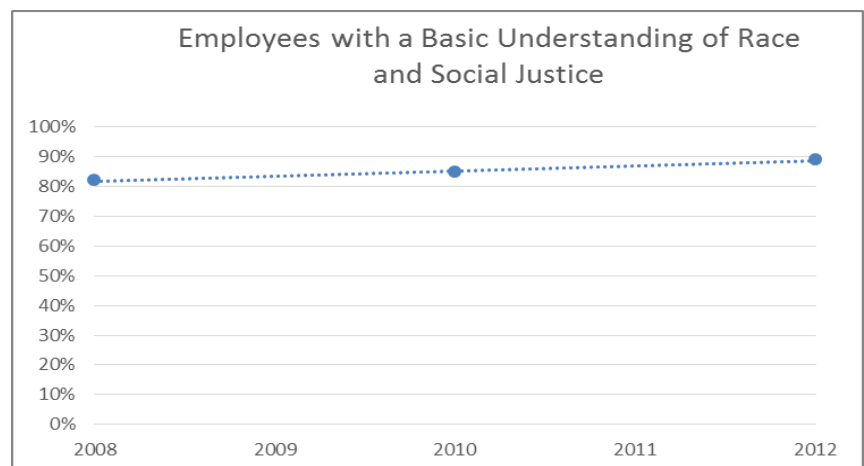
KEY FINDINGS

1. Building Institutional Capacity for Racial Equity/ Transforming the Institution

The Race and Social Justice Initiative has from the outset, placed a priority on ensuring our employees have a solid understanding of institutional racism and its impacts. This includes everything from employee relations to workforce equity (racial equity in hiring, promotions and discipline) to employees and leadership having the skills they need to address racial equity in their lines of business. To get to racial equity in the community, transforming the City of Seattle as an institution is essential. The results of the 2012 RSJI Employee Survey reveal that the City continues to undergo positive transformation with key areas for growth.

- **There is overwhelming support for the Initiative. Employee understanding of racial equity issues and engagement with the Initiative continues to rise.**

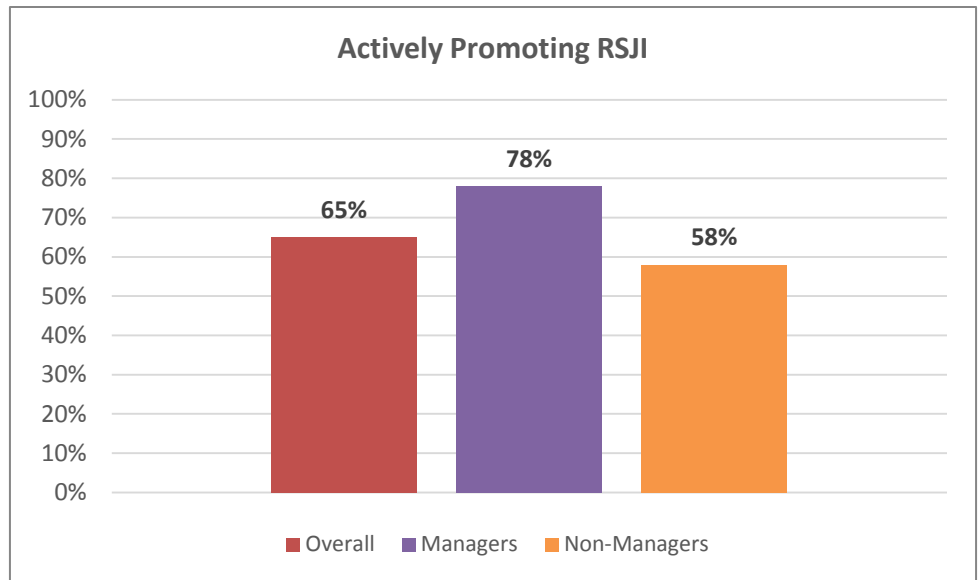
Eighty-six percent (86%) of employees said there is value to examine and discuss the impacts of race. This represented an increase of 3% from 2010. Training efforts have been successful at reaching more employees as we have seen the percent of employees with a basic understanding of RSJI rise year after year. Eighty nine percent (89%) of



employees say they have a basic understanding of race and social justice. Over half (59%) of City employees believe the City is making progress with the Initiative, up 8% since 2010 and nearly half (46%) believe we are making progress at eliminating racial inequity in the community. We also have seen leadership support for racial equity increase over time. Sixty-four percent (64%) of employees said leaders in their department support discussions of institutional racism, up 4% from 2010.

- **We are at a point in the Initiative where employees have a solid understanding of institutional racism and its impacts and are taking proactive steps to ensure equity in their lines of business. RSJI skill-building remains imperative.**

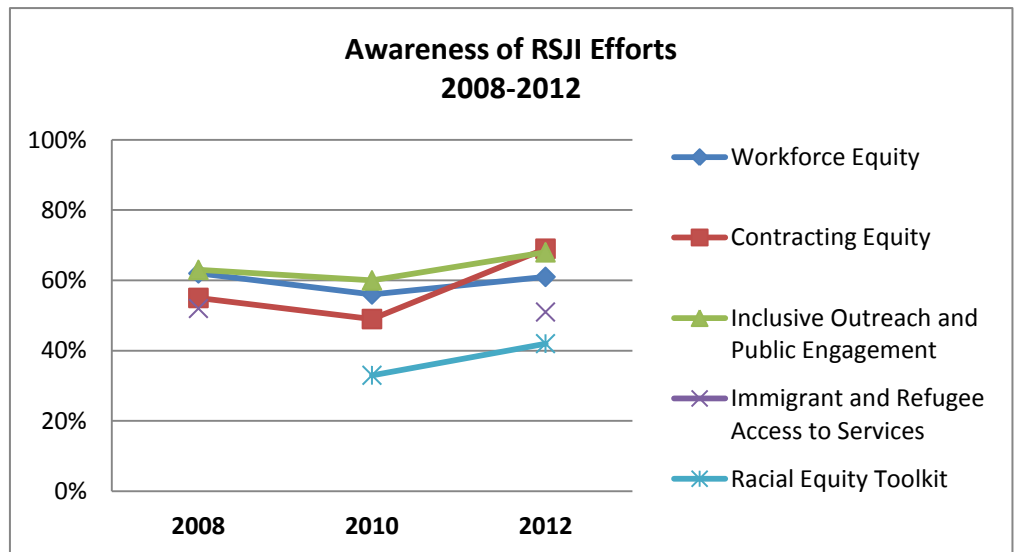
Seventy percent (70%) of employees can identify examples of institutional racism. Sixty-six percent (66%) of employees found RSJI training useful. Many expressed the need for continued training to support employees who have already taken foundational training but who need skill



refreshers. More than half (65%) of employees are actively promoting racial equity in the workplace and there is increased use of the Racial Equity Toolkit in departments with awareness of department use of the Toolkit up by 9% from 2010.

2. Strategies for Advancing Racial Equity in the Community

The Race and Social Justice Initiative employs specific equity strategies across departments. In 2010 we saw the City gain traction in these efforts. By 2012, it is clear that many of these strategies are firmly in place and becoming an integral part of how the City of Seattle does business. There was



however a disturbing decrease in the awareness of the departmental efforts to improve access to services for immigrants and refugees. Further, despite increased awareness within other equity strategies, all strategies were identified as having little information on effectiveness.

- **Data shows a need for the City to measure, evaluate and communicate our progress across strategies.**

While over half believe the City is making progress with the Initiative, over a quarter (29%) said they don't know. We saw similar results in other areas. Thirty-four percent (34%) do not know if RSJI is making progress at eliminating racial inequity in the community. While nearly thirty percent (30%) said that the Racial Equity Toolkit has improved departmental policies, programs, and budget decisions, half did not know. Finally, while there has been increased awareness of departmental efforts in Workforce Equity, Contracting Equity, and Inclusive Outreach and Public Engagement, there remains a lack of awareness of the effectiveness of these strategies.

- **Employees are becoming increasingly aware of Workforce equity strategies.**

Sixty-one percent (61%) of employees were aware of their department's efforts in workforce equity. This increased five percent since 2010. In the 2012 survey we measured how employees perceived disciplinary processes within their department. While over half of all employees stated they had a clear understanding of disciplinary policy and related processes, that race/ethnicity does not impact outcome of disciplinary processes and that supervisors and managers held all employees to the same workplace expectations and disciplinary standards, there was not racial equity in who agreed. For each area, white employees were more likely than employees of color to agree that there was fairness in disciplinary policies.

- **Efforts to communicate contracting equity strategies are paying off.**

Awareness of contracting equity increased twenty percent from 49% in 2010 to 69% in 2012. Despite this achievement, fifteen percent (15%) more managers and eleven percent (11%) more white employees were aware of their departments contracting equity efforts marking the need for more targeted communication efforts within departments.

- **Inclusive Outreach and Public Engagement strategies continue to rise.**

Employee awareness of inclusive outreach and engagement efforts grew by 8% from 60% in 2010 to 68% in 2012. Over the last year departments have begun to include the use of a Full-Inclusion Sign-in Sheet to record demographic information of those in the community participating in outreach and engagement efforts in order for the City to be able to track our progress over time. There remains a large percent of employees (68%) who are as yet unaware of these efforts.

- **Employee awareness of departmental efforts to increase access to services for Immigrant and Refugee residents declines.**

Of all our equity strategies, our work on increasing access for immigrant and refugee residents declined. Employee awareness of their department's efforts decreased by 21% over the last two years.

- The Racial Equity Toolkit is becoming a part of the City’s everyday work.**
 City departments are increasingly applying a racial equity analysis to their policies, initiatives, programs and budget issues. Awareness of use of the Toolkit increased by 11% from 32% in 2010 to 43% in 2012. Despite this increase, over half of employees remain unaware of its use.

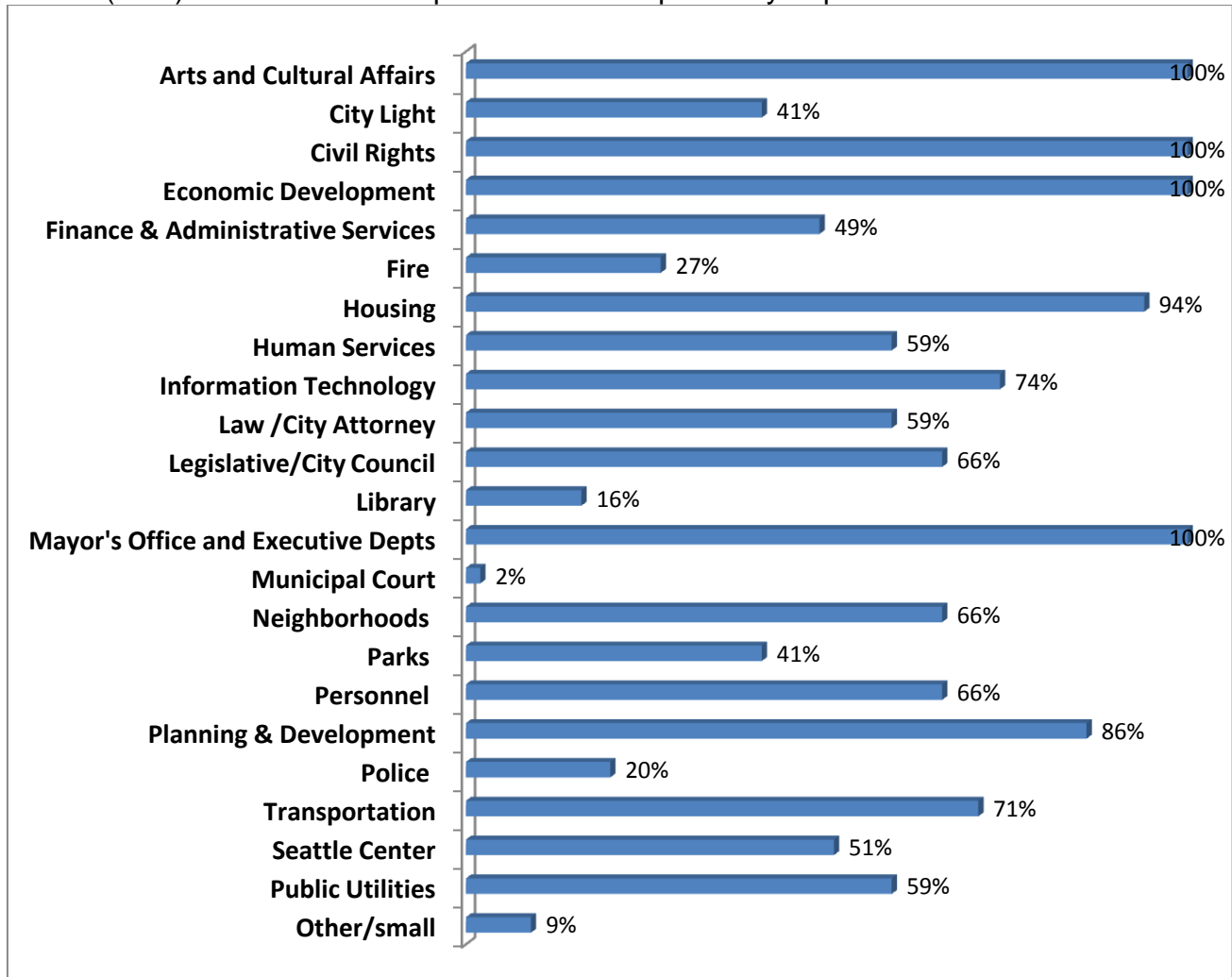
Table: Perception of Department and City’s RSJI Progress

Department	Department is Making Progress			City Government is Making Progress		
	Agree	Disagree	Don’t Know	Agree	Disagree	Don’t Know
Overall	60%	13%	27%	59%	12%	29%
Arts and Culture	90.5%	9.5%	0.0%	90.5%	4.8%	4.8%
City Light	55.2%	13.5%	31.4%	58.0%	11.5%	30.5%
Civil Rights	95.7%	4.3%	0.0%	91.3%	0.0%	8.7%
Economic Development	85.7%	9.5%	4.8%	76.2%	14.3%	9.5%
Mayor’s Office/Executive*	80.7%	4.8%	14.5%	79.5%	4.8%	15.7%
Finance and Administrative Services	53.8%	10.8%	35.4%	59.6%	10.1%	30.3%
Fire	41.6%	20.4%	38.0%	39.9%	18.5%	41.5%
Housing	41.4%	24.1%	34.5%	63.3%	6.7%	30.0%
Human Services	54.9%	15.2%	29.9%	54.7%	12.4%	32.9%
Information Technology	66.9%	15.4%	17.7%	65.1%	13.2%	21.7%
Law	69.9%	6.0%	24.1%	63.9%	7.2%	28.9%
Legislative	81.6%	8.2%	10.2%	67.3%	16.3%	16.3%
Library	33.3%	14.3%	52.4%	30.6%	9.7%	59.7%
Municipal Court	33.3%	33.3%	33.3%	0.0%	33.3%	66.7%
Neighborhoods	87.5%	0.0%	12.5%	70.7%	12.2%	17.1%
Parks and Recreation	66.3%	14.2%	19.6%	59.7%	13.3%	27.0%
Personnel	83.3%	4.2%	12.5%	85.4%	6.3%	8.3%
Planning and Development	77.5%	4.6%	17.9%	67.7%	8.7%	23.6%
Police	45.1%	16.1%	38.8%	42.3%	17.1%	40.6%
Public Utilities	60.5%	13.2%	26.4%	57.5%	13.2%	29.2%
Seattle Center	69.3%	11.4%	19.3%	68.1%	8.0%	23.9%
Transportation	62.3%	12.2%	25.5%	62.6%	12.3%	25.1%
Other	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%

*Consists of the Mayor’s Office, Office of Intergovernmental Relations and Office for Sustainability and the Environment.

Survey Participation Rates

A total of 4,559 employees or 46.2% of all City employees completed the survey. Thirty percent (30%) were first-time respondents. Participation by department is outlined below.

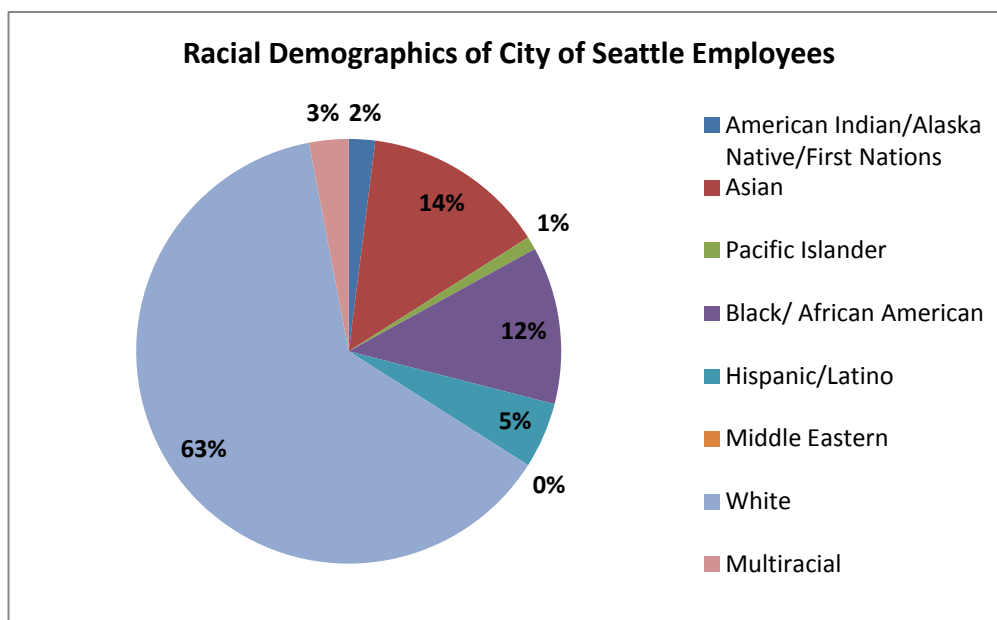
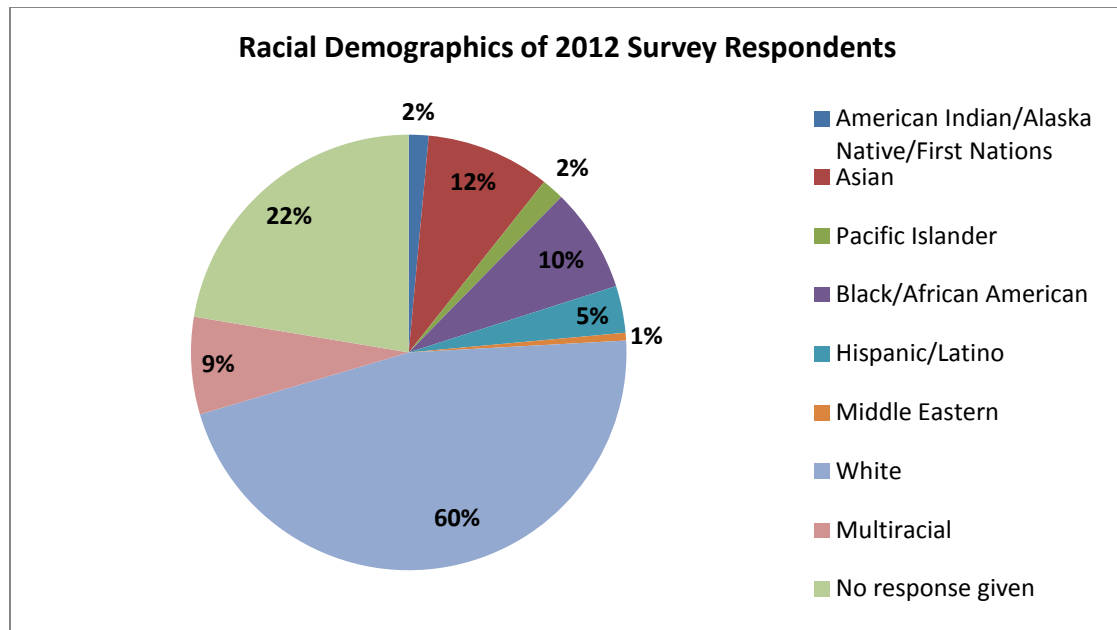


Note: 99% of survey respondents listed a department (25 people did not list dept)

Demographics

The racial/ethnic demographic of survey takers compared to City employee demographics was slightly higher in representation of employees of color as a group though there were differences in representation of specific racial/ethnic groups with a significantly larger percentage of survey takers identifying as Pacific Islander (21% difference) and slightly less (2%) representation from African American employees. City employee demographics do not include data on Middle Eastern employees.

We did not receive racial demographic data for 22% of survey takers.



(Data on Middle Eastern demographics not available for overall City workforce)

Throughout this report we provide information on break out by race and ethnicity and by supervisory responsibility. Thirty-five percent (35%) of survey respondents are supervisors.

In addition to information on race/ethnicity and supervisory responsibility, we asked survey takers to provide optional information on additional demographics. Survey respondents by gender broke out as follows: 45% female, 54% male and 1% transgender. Eleven percent (11%) of survey takers identified as an immigrant or refugee. Nine percent (9%) identified as lesbian, gay, bisexual, transgender or questioning and seven percent (7%) stated they have a disability.

Survey respondents also provided information on their tenure with City of Seattle. Eight percent (8%) worked less than one year, 20% worked 1-5 yrs, 18% worked 6-10 years, 29% worked 11-20 years, and 25% worked over 21 years.

CONCLUSIONS AND NEXT STEPS

Every two years, the Race and Social Justice Initiative has a unique opportunity to hear from the employees who are making racial equity a part of their daily work. The Initiative is strengthened by the feedback received through the Employee Survey by pointing out what is working, what is not and how the City's racial equity work is being applied and understood by employees across race/ethnicity and supervisory responsibility.

Based on the survey data, we recognize the following:

1. The Race and Social Justice is permeating into departments not previously engaged and the culture of the City is slowly changing to reflect our commitment to racial equity.

We have reached a place where the near majority of employees understand race and social justice, the impacts of institutional racism and are actively engaged in racial equity work on a day to day basis. Leadership support for the Initiative continues to grow. While this reflects a positive change in the culture of the City, it is still slow-going. The challenge remains to ensure there is support for racial equity skill building opportunities and workforce equity for employees across race and supervisory experience.

2. The Initiative is poised to begin measuring the impact of our strategies to end racial inequity in the community.

Employees across the board stated we are at a point where measuring our success in eliminating racial inequity is critical. In 2013 Race and Social Justice Work plans for all departments had consistent outcomes that called on departments to provide measurable actions for their racial equity work related to education, equitable development, criminal justice, health, jobs, housing, the environment and service equity. This coordinated effort to bring together the City's work in these opportunity areas will allow for departments to collaborate and community members to engage in greater partnerships with the City on this work.

The updated Racial Equity Toolkit will further enable departments to capture how their work is impacted by applying a racial equity analysis. The new tool requires department leadership in consultation with Change Team members to develop racial equity outcomes related to the issue they are analyzing, the tool then guides employees completing the analysis to include the voices of all stakeholders including community and employees impacted and then take a structural approach by building partnerships to address potential impacts.

The Full Inclusion Sign-In Sheet provides an additional tool for departments to use to begin developing baseline data to measure their progress over time in which communities they are reaching.

Communication of successes with the Racial Equity Toolkit, the Inclusive Outreach and Engagement Tools and with our work in workforce equity, contracting equity and immigrant and refugee access to services is critical to keep employees engaged and applying these tools to their work.

3. We are at a point of bringing in community voices.

The Initiative's new direction on partnering with other institutions and the community to create racial equity citywide requires us to begin hearing from the broader community. In 2014 we have the opportunity to launch our first Seattle community survey on how people who live and work in Seattle understand and perceive racial equity in their daily lives.