



GOAL ONE: RACIAL EQUITY IN CITY OPERATIONS

The Race and Social Justice Initiative is making a real difference in the lives of Seattle residents, businesses and City government.

Equity begins at home. The City of Seattle is committed to getting our own house in order by achieving racial equity in City government internal operations. RSJI focuses on three key indicators of success:

- Fairness in contracting.
- Fairness in hiring and promotion.
- Improving City employees' skills.

FAIRNESS IN CONTRACTING

The City of Seattle spends millions of dollars annually in contracts – everything from large construction projects to office supplies. These expenditures form part of the lifeblood of the city. If government limits circulation to some communities, it's not just those communities that suffer – inequitable investment affects the financial and social health of the whole city.

Historically, businesses owned by people of color have had limited opportunities to compete for the government's business because of racism, as well as by policies and practices that tend to put small businesses at a disadvantage. RSJI has begun to achieve racial equity in contracting by adopting a set of strategies to ensure that City procedures create equitable opportunities for all businesses:

- Dividing large bids into smaller contracts.
- Encouraging a higher level of subcontracting.
- Removing internal barriers to consulting and purchasing contracts.
- Improving outreach and recruitment to ensure equitable access to information about contract opportunities.

FAIRNESS IN HIRING AND PROMOTIONS

At first glance, the City of Seattle's workforce appears to reflect our community's diversity. The City is not a perfect mirror, however – management and top professional positions reflect the results of historical race-based inequities.

The Race and Social Justice Initiative is creating workforce equity so that City of Seattle employees at every level reflect the residents they serve.

As part of RSJI, departments are reviewing and improving their employment practices, including recruitment, hiring procedures and layoff policies. Departments also will include effective implementation of race and social justice strategies in the performance evaluations of managers and supervisors throughout City government.

TOGETHER, WE CAN ACHIEVE RACIAL JUSTICE IN SEATTLE.

KNOWLEDGE AND TOOLS FOR CITY EMPLOYEES

What is Seattle City government ... Your water and electrical service? The roads you navigate? The senior and child care programs you and your family rely upon?

Every day, City workers make decisions that affect the lives and well-being of thousands of Seattle residents. To implement the Race and Social Justice Initiative, employees need to acquire the skills and tools to work toward racial equity.

Now that three-quarters of all City employees have received basic RSJI training, new RSJI skill-building will focus on tools to help managers and line staff implement the Initiative in their specific lines of business.

SOME OF RSJI'S ACCOMPLISHMENTS

CONTRACTING EQUITY

- Since the Initiative began, the City has increased its City purchasing dollars to women and minority-owned businesses from \$11 million to \$34 million. Targeted outreach and other strategies have helped small businesses compete for contracts more effectively.
- An Executive Order strengthened the City's commitment to utilize women and minority owned businesses, and outlined specific accountability steps for departments to ensure more equitable contracting results.

WORKFORCE EQUITY

- A new rule for out-of-class (temporary) assignments has created greater consistency and increased opportunities across departments.
- Departments are developing upward mobility strategies for low-wage workers who are disproportionately people of color.

KNOWLEDGE AND TOOLS

- Key managers in departments have been trained to use the Racial Equity Toolkit to conduct comprehensive reviews of programs, policies and budgets, resulting in hundreds of changes to increase racial equity.
- Over 8,000 City employees have participated in training on race and social justice.
- By using a train-the-trainer approach, RSJI has created training teams throughout the organization that support skill-building within individual departments

LEARN MORE ABOUT RSJI

Visit www.seattle.gov/rsji or call the Seattle Office for Civil Rights at 206.684.4500