Presentation Objectives

• Race and Social Justice Initiative (RSJI) Overview
• SPU’s Framework and Approach
• How we are embedding equity into SBP
• Challenges and Opportunities
Vision:

Racial disparities have been eliminated and racial equity achieved.
RSJI Mission

- Undo institutional racism in City government
- Promote inclusion
- Partner with the community and other institutions
## Structural Approach

<table>
<thead>
<tr>
<th>WHAT</th>
<th>HOW</th>
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<tbody>
<tr>
<td>• Organizational Learning and Change Management</td>
<td>• Staffing &amp; Support</td>
</tr>
<tr>
<td>• Understanding our role in unintended negative impacts and disparities</td>
<td>• Existing and New Data</td>
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<tr>
<td>• Expanded, pro-active community interface</td>
<td>• Use of Racial Equity Tools and Inclusive Community Engagement</td>
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<td>• Embedded in decision making processes and performance indicators</td>
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## Community Engagement

<table>
<thead>
<tr>
<th>WHAT</th>
<th>HOW</th>
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<tr>
<td>• Consultant firms not as effective engaging community</td>
<td>• Funded multi year community partnerships</td>
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<tr>
<td>• Project driven community engagement is ineffective and</td>
<td>• Coordinated community partnership and engagement that meet</td>
</tr>
<tr>
<td>inefficient</td>
<td>broader utility needs</td>
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<tr>
<td>• Message is not relevant for community</td>
<td>• Understand community priorities/needs and connect to message</td>
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RSJI, DIVERSITY AND SERVICE EQUITY

SPU Director

SPU Executive Team
Sponsor their Branch Equity Team and hold their Branch accountable

SPU RSJI Change Team

EJSE

Mayor’s Office

SOCR/RSJI

City Council

SPU Affinity Groups

Anti-Racist White Allies

Director’s Office – OUS Equity Team

F & A Equity Team

CSB Equity Team

PDEB Equity Team

Water/SS LOB Equity Team

Solid Waste LOB Equity Team

DWW LOB Equity Team

DEVELOP AND IMPLEMENT ANNUAL WORK PLAN GOALS, PERFORMANCE MEASURES, AND TRAINING NEEDS

Branch Equity Teams:
Strengthen and irreversibly embed racial equity, inclusion, and diversity throughout Seattle Public Utilities.
Embedding Equity into the SBP

- Equity Toolkit
- CRP & CAC
- Employees
- Community Engagement
Table Discussion

- What are some potential racial disparities and/or inequities that we want to account for in the SBP update?
- What are some potential solutions to address concerns/issues?
- What can the CRP (you) do to help SPU develop an informed and realistic SBP update?
- What other questions do you have about how SPU is engaging customers or employees to inform the SBP update?
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