SPU Community Centered Utility
SPU 2017 Summer Youth Employment Program Interns
RSJI, DIVERSITY AND SERVICE EQUITY

SPU General Manager CEO

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

SPU RSJI Change Team

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

Other City of Seattle Departments and Offices
SOCR/RSJI
EJSE

SPU Affinity Groups
Anti-Racist White Allies

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

Strengthen and irreversibly embed racial equity, inclusion, and diversity throughout Seattle Public Utilities.
### 2017 WMBE Utilization

<table>
<thead>
<tr>
<th>Purchase Category</th>
<th>Total Spend</th>
<th>WMBE Spend</th>
<th>Goal</th>
<th>Actual WMBE Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant</td>
<td>$27.8M</td>
<td>$5.8M</td>
<td>12%</td>
<td>21%</td>
</tr>
<tr>
<td>Purchasing</td>
<td>$48.3M</td>
<td>$5.7M</td>
<td>12%</td>
<td>12%</td>
</tr>
<tr>
<td>Construction</td>
<td>$25.7M</td>
<td>$2.8M</td>
<td>NA</td>
<td>14%</td>
</tr>
</tbody>
</table>

### 2017 Prompt Payment

<table>
<thead>
<tr>
<th>% On Time Payments</th>
</tr>
</thead>
<tbody>
<tr>
<td>93%</td>
</tr>
</tbody>
</table>
2017 WMBE UTILIZATION

2017 WMBE Utilization

<table>
<thead>
<tr>
<th>Category</th>
<th>Purchasing</th>
<th>Consulting</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHITE MALE/ NON-WMBE</td>
<td>88.1%</td>
<td>78.9%</td>
</tr>
<tr>
<td>WHITE FEMALE</td>
<td>5.9%</td>
<td>12.4%</td>
</tr>
<tr>
<td>ASIAN</td>
<td>2.8%</td>
<td>4.4%</td>
</tr>
<tr>
<td>AFRICAN AMERICAN</td>
<td>0.9%</td>
<td>1.0%</td>
</tr>
<tr>
<td>HISPANIC</td>
<td>0.5%</td>
<td>3.3%</td>
</tr>
<tr>
<td>NATIVE AMERICAN</td>
<td>1.8%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Seattle Public Utilities
2018 INCLUSION STRATEGIES

• Eliminating Contracting Barriers
  - Internal Employee WMBE Training
  - Embedding WMBE in Contracting Process/Policy
  - Timely Notification of Upcoming Projects

• Engagement Access & Outreach
  - Attend Meetings & Outreach Events
  - One-on-One’s
  - Regional Collaboration
Community Partnerships Program
Program Quick Facts

- Priority audience: People of Color, Immigrant, Refugee & Low-Income communities
- Partnership is for 3 years (2018 – 2021)
- Trained & knowledgeable in LOB
- Leverages community assets
- Partners serve as subject matter experts for community engagement
- Builds trust and ownership
SPU BET TRAINING STATS
2016-2017

1425 total training hours

Percentage of Hours for Each Training

- Meeting: 12%
- Leading with a Racial Equity Lens for Structural Transformation: 11%
- Race: The Power of an Illusion: 20%
- BET & Change Team Change Management Workshop: 44%
- 300+ Years of Affirmative Action: A Historical Account of Privilege & Advantage in America: 4%
- SPU Branch Equity Team One Day Change Management: 9%
In July 2017, Branch Equity Team members were asked to complete an open-ended survey of their experiences. Below is a collection of some of their responses.

**Self-improvement**
My perspective is vastly altered from where it was six months ago. My own bias is easier to understand and acknowledge.

It has been my pleasure to serve on the BET. I am relatively new to equity work, but feel lucky to have teammates and leaders that have been involved with this work for many years.

**Impact on SPU**
This is a good step forward for SPU and has succeeded in engaging more staff across the department in equity issues.

Our BET is a great TEAM, with diverse strengths and works together well. It serves as a reference point in my day-to-day for what a good team is.

**Recommendations**
Keep working to improve the process, this is a great effort and needed to improve race and social equity within SPU.

Continue efforts to shape the culture of the organization to help staff understand that RSJ/service equity is everyone's responsibility and everyone can help make change happen.
“Expert” Opinions from BET Members

- Higher level of expertise on RSJ efforts than average SPU employee
- Better informed on best practices/policy
- 2017 survey results as baseline to test and measure culture change
I have increased my commitment to learn and engage how to undo racism and inequity.

Answered: 61  Skipped: 3

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Strongly agree</th>
<th>Don't know</th>
<th>Total</th>
<th>1 – 5 Scale Weighted Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>(no label)</td>
<td>1.64%</td>
<td>2</td>
<td>6</td>
<td>22</td>
<td>36.07%</td>
<td>28</td>
<td>61</td>
<td>4.25</td>
</tr>
</tbody>
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Weighted Average: 4.25
North Transfer Station Employees
Branch Equity Team
‘Science Fair’ Displays