



2018

ANNUAL REPORT



OUR VISION

A city of liberated people where communities historically impacted by racism, oppression, and colonization hold power and thrive.

OUR MISSION

To end structural racism and discrimination through accountable community relationships and anti-racist organizing, policy development and civil rights enforcement.

OUR VALUES

- Authenticity in working towards racial equity and practicing and applying principles of anti-racism
- Community led solutions and accountable community relationships
- Integrity
- Collaboration
- Thoughtful planning

MESSAGE FROM THE DIRECTOR

Friends,

In my time with the Seattle Office for Civil Rights, (SOCR) I have gained a deep appreciation for the complexity of the work that we do, and the history that has made this work possible. We owe our gratitude to the courageous community members, leaders, and advocates who fought for civil rights, who helped shape and propel the racial justice movement, and who continue to lead the charge today.



2018 was a year of introspection, visioning, and growth for SOCR; and my first full year as Director. It was also a busy year, full of firsts for our staff, department, and City.

Legislation passed in 2017 by City Council directed SOCR to undergo a Racial Equity Toolkit (RET) analysis to assess the department and make recommendations for our future. While this external process was underway, we came together as an office to start our own; working collectively to create a vision, mission, and shared values to guide us in our work. The cross-fertilization of these processes surfaced important issues that will become part of our strategic plan.

Besides our renewed focus on establishing a strong and principled department, we worked hard to continue our efforts to advance civil rights and racial justice.

In response to calls across our workforce for action to address harassment and discrimination, our office co-led the City's Anti-Harassment Interdepartmental Team, to examine the City's policies and practices, and develop recommendations to address immediate harms and create a more affirming, inclusive environment for employees.

Our Fair Chance Housing law went into effect, making it illegal to deny someone housing because of criminal history. We used our in-house civil rights testing program to educate housing providers on our laws and identify unfair treatment due to race or criminal history. The Reentry Workgroup, coordinated by our Policy Team, released a report outlining strategies to strengthen the City's support and reduce barriers for those living with criminal history. And our Race and Social Justice Initiative team, continued delivering innovative, transformative training, and highly skilled guidance to our City departments in their racial equity efforts.

This report provides an overview of the work SOCR accomplished in 2018. I am proud of these accomplishments and doubly proud of the team at SOCR. It is a privilege to work among individuals with such creativity, knowledge, and commitment to anti-racist principles. If you'd like to hear more about our work, please feel free to call us at 206-684-4500 or visit our website at seattle.gov/civilrights.

Sincerely,

Mariko Lockhart

Director, Seattle Office for Civil Rights



The Seattle Office for Civil Rights (SOCR) works to advance civil rights and end barriers to equity. This work is carried out by three teams and includes civil rights enforcement, research and policy development, outreach and education, and leading the Race and Social Justice Initiative. All of these efforts are grounded in the goal of ending structural racism and discrimination. These three teams include:

CIVIL RIGHTS ENFORCEMENT

SOCR's Enforcement Division enforces local, state, and federal laws against discrimination in employment, housing, public accommodations, fair contracting, Title VI of the Civil Rights Act of 1964 (which prohibits discrimination in programs or activities receiving federal funds), and Title II of the Americans with Disabilities Act. In addition, we enforce Seattle's law against providing conversion therapy to minors, and the All-Gender Restroom Ordinance.

POLICY

SOCR's Policy division supports community-driven solutions to advance race and social justice and bring equity to all Seattle residents. This work comprises research, community engagement and partnership, policy development, and awareness-building. Policy staff lead work on gender justice, criminal justice equity, and ensuring equity in housing access and development opportunities. In addition, the division provides support to the City's four civil rights commissions.

RACE AND SOCIAL JUSTICE INITIATIVE

The RSJI Team coordinates the Race and Social Justice Initiative: A Citywide effort to end institutionalized racism and race-based disparities in City government. RSJI builds on the work of the civil rights movement and the ongoing efforts of individuals and groups in Seattle to confront racism. The Initiative's long-term goal is to change the underlying system that creates race-based disparities in our community and to achieve racial equity.

INDIGENOUS PEOPLES' DAY

In 2018 the City of Seattle hosted the fifth annual Indigenous Peoples' Celebration to honor the original inhabitants and stewards of this region, and the ongoing contributions of Native American communities. This year's event focused on Native American youth.



Criminal Justice Equity

SEATTLE'S REENTRY REPORT

In December 2015, with Mayoral support, Seattle City Council unanimously passed Resolution 31637, establishing the Seattle Reentry Workgroup. Led by SOCR, the Workgroup was formed to identify obstacles that prevent success for those living with criminal history and to develop policies and strategies that would strengthen the City's efforts to assist with reentry after incarceration.

The final report — transmitted to City Council and the Mayor in the fall of 2018 — represents the voices and priorities of those who are impacted by the criminal legal system, but who do not often sit at the institution's table developing strategies for system reform.

Thus, the real value in this report is the illumination of perspectives and ideas that are not traditionally elevated by the government.

The workgroup was composed of individuals with lived experience of the criminal legal system, representatives from organizations at Career Bridge at Urban League, Formerly Incarcerated Group Healing Together, Casa Latina, Disability Rights Washington, Pioneer Human Services, Public Defender Association, Voices of Community Activists and Leaders, Chief Seattle Club, Columbia Legal Services, University of Washington, King County, Seattle Human Services Department, Seattle Office of Housing, Seattle City Attorney's Office, Seattle Municipal Court, and Seattle City Council.

ZERO USE OF YOUTH DETENTION

In 2015, the City Council unanimously passed Resolution 31614, endorsing a vision that Seattle become a city with zero use of detention for youth. The resolution directs SOCR to support a community-centered process to achieve zero use of detention for young people.

In 2017, SOCR launched the Criminal Justice Equity Team (CJET), comprised of staff from several City departments. The CJET is tasked with creating an action plan for the City that will help eliminate the need for youth and young

adult incarceration, by developing and investing in alternatives to incarceration and strengthening accountable relationships with communities impacted by incarceration. The CJET is developing a shared analysis regarding decarceration and the City's role in reaching zero youth detention.

In 2018, the CJET continued its work to develop the City's action plan to reach zero use of youth incarceration, while also providing a space for City departments to collaborate, coordinate, and strategize around reducing the use of incarceration.

FUNDING FOR COMMUNITY HEALING

In 2018, SOCR provided \$60,000 to Unkitawa, an Indigenous led community-based organization, to build capacity and alternative practices of healing to community members exiting the carceral system and resettling in community.



The report makes the following recommendations:

- Invest in specific strategies that center and support the reentering Indigenous community.
- Support development and growth of community-rooted programs and networks that help formerly incarcerated individuals to successful reentry.
- Invest in and support economic opportunities for individuals living with criminal history.
- Make sure that the City invests in diverse housing for people living with criminal history.
- Reduce the use of jail except where incarceration is required by law, and update jail contracts to reflect the City's aspirations to end homelessness, reduce the detention of youth, and apply the principles of the Reentry Workgroup.
- Move away from relying on the criminal legal system to address poverty and health inequities and instead develop responses that do not burden individuals with criminal history or the trauma of incarceration.

As part of the implementation process of the Reentry Report, the Mayor dedicated \$250,000 in the 2019 budget to fund an Indigenous Healing Pilot to support those exiting incarceration.

Housing Access and Equitable Development

COMMUNITY PREFERENCES

SOCR is collaborating with the Office of Housing (OH) to develop guidance for a City of Seattle Community Preference Policy. We hope to use this guidance as one tool to combat displacement pressures and address displacement that has already occurred. We will develop racial equity outcomes, support community engagement, and plan to produce guidance by December 2019.

WHAT IS A COMMUNITY PREFERENCE POLICY?

A Community Preference policy gives priority, typically for a portion of the units in a housing project, to applicants who live or work in the neighborhood or who formerly resided in a neighborhood that has experienced displacement. Such policies are in effect in several US cities and states. Any application of a preference policy must clearly demonstrate that it affirmatively furthers fair housing.

EQUITABLE DEVELOPMENT COLLABORATION

We partner with the Seattle Office of Planning and Community Development through the Equitable Development Initiative (EDI) to address displacement and cultivate anti-displacement strategies brought by the Interim Advisory Board, a board of community leaders from high risk of displacement neighborhoods in Seattle. We also hope to develop legislation to create a permanent EDI Advisory Board.

FAIR CHANCE HOUSING

In February 2018, the Seattle Office for Civil Rights began enforcing the Fair Chance Housing (FCH) ordinance, which helps prevent unfair bias in housing against renters living with criminal history.

The new ordinance prohibits housing providers and screening companies from conducting criminal background checks, with some exceptions. It also prohibits the use of advertising language that automatically or categorically excludes people with arrest records, conviction records, or criminal history. The legislation caps a decade-long effort to address bias against people who have served their time, are seeking to provide for themselves and their families, and yet face barriers to accessing safe, stable housing.

In addition to the legislation, we developed administrative rules, a Frequently Asked

Questions resource, and engaged in outreach through train the trainer workshops, community conversations, and outreach events. Our office offers training opportunities and provides technical assistance to landlords, tenants, and others to learn about the requirements under the new law.

FAIR HOUSING TESTING

Our housing testing program aims to eliminate bias and discrimination in Seattle’s housing market, by educating landlords and tenants, and working with community organizations to support outreach. Discriminatory practices resulting from bias can be subtle and challenging to notice and report. Our trained testers help illustrate what bias looks like in Seattle’s rental housing market, by exposing discriminatory practices or different treatment during interactions with housing providers.

In 2018, we tested for discrimination/different treatment in two areas: 1) criminal background, and 2) race. The testing program conducted 179 tests; conducted by trained testers who contacted rental properties in Seattle by phone or in-person.

When testing for criminal history, we looked at whether housing providers were following the Fair Chance Housing ordinance requirements. Negative stigmas around criminal history showed up in our tests, along with the use of policies and rental criteria that are forbidden under the Fair Chance Housing law. We offered education and training to housing providers about the legal requirements for rental housing and gave them the opportunity to demonstrate they had made changes to their policies to comply with the law.

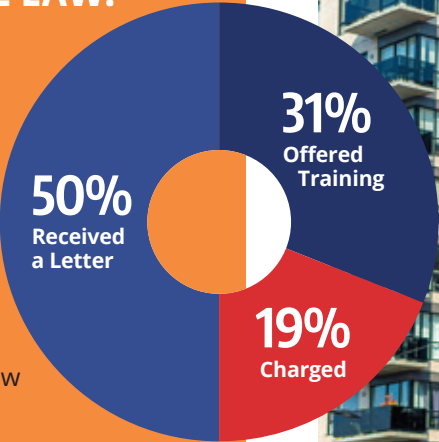
We looked for racial discrimination by testing whether African American potential renters (testers) were treated differently in their search for housing than White potential renters. The testers’ experiences were compared to see if there was a difference in treatment.

When two testers contacted a rental property, differences in treatment were observed between the experiences of the testers IN 32 OUT OF 53 TESTS.

IN 42 TESTS THE HOUSING PROVIDER WAS FOUND TO BE IN VIOLATION OF THE LAW.

Of those 42 tests:

- 50% of housing providers received a letter giving them the opportunity to show they are following the law
- 31% were offered training on the rental laws in Seattle
- 19% were charged based on an egregious violation of the law



2018 Civil Rights Enforcement Snapshot

Education and Outreach

2018 OUTREACH HIGHLIGHTS

171
Customer Cases Filed

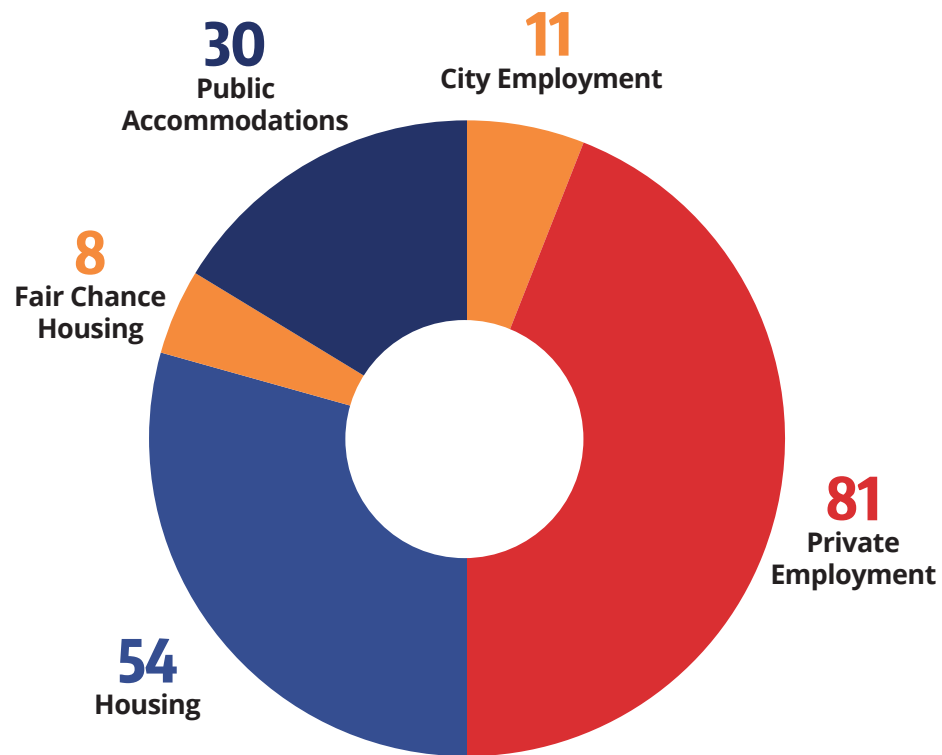
21
Director Charges¹

185
Total Civil Rights Cases Filed

956
Total Inquiries Handled

\$47,210
Settlement Awards²

\$16,294
Hearing Examiner Awards



2018 Civil Rights Cases by Type

HARASSMENT AND STATUTE OF LIMITATIONS AMENDMENTS

For some, coming forward to file a harassment or discrimination complaint can take time. Fear of retaliation or not being believed, lack of support, and other reasons, can prevent someone from filing a claim within the time legally permitted.

On June 11, 2018, new amendments to Seattle's laws against discrimination took effect to 1) extend the statute of limitations (time to file a claim); and 2) add harassment language to the definition of "discrimination."

To file a claim of employment or contracting discrimination, the time to file a claim was extended to a year and six months after the discrimination happened. To file a claim of housing or public accommodations discrimination, the time to file a claim is one year after the discrimination happened.

The Enforcement Division conducts public outreach and education on civil rights protections, through training, technical assistance, and community engagement at public events. We provide free training to community members, community organizations, and businesses on their rights and requirements under the law, and we provide technical assistance to businesses to help them comply with our laws.

In 2018, staff coordinated a series of training opportunities on fair housing and the newly implemented Fair Chance Housing Ordinance.

We hosted tables and distributed materials at events such as the Seattle World School Fair, Spirit of Indigenous People Festival, TransPride, and Live Aloha.

We continued our partnership with the Seattle Department of Construction and Inspections (SDCI) to provide *Renting in Seattle* training sessions and formed a new partnership with the Human Services Department to conduct focus groups on tenant services around the City. We also partnered with Ballard Food Bank and SDCI to inform food bank visitors about our laws and conduct intake interviews onsite.



37
Trainings Provided



39
Outreach Events



576
Technical Assistance to Businesses

Race and Social Justice Initiative

The Race and Social Justice Initiative (RSJI) is the embodiment of the City's commitment to address institutional and structural racism within City government. It also demonstrates our intent to shift power and material resources to communities most impacted by racism in Seattle.

RSJI employs a comprehensive organizing strategy to advance this goal:

1. Build foundational awareness and move toward a shared analysis;
2. Create capacity and a will to shift internal culture;
3. Utilize anti-racist tools to change how programs, services, policies, and budget decisions are made; and
4. Develop and sustain accountable community relationships to align racial justice priorities and goals.

RACIAL JUSTICE TRAININGS

In 2018, RSJI continued to use trainings as a mechanism to organize City employees into racial justice work. With training requests coming from departments, City partners and community-based organizations, RSJI strived to support these requests from a set of principles that advance our local efforts.

Our training courses include:

- Race: Power of an Illusion
- Implicit Bias I & II
- Internalized Racial Oppression (Inferiority and Superiority)
- Understanding Power
- Racial Equity Toolkit analysis training

These courses range from two hours to a full day and require thoughtful facilitation from highly skilled training pairs with a well-developed racial equity analysis.

In total, RSJI provided 94 trainings or nearly 2 trainings per week in 2018.



RSJI CHANGE TEAMS/CO-LEADS

Change Teams are change agents within City departments who support racial justice efforts such as developing RSJI workplans, trainings, Racial Equity Toolkit analyses, and employee events. Change Teams across the City underwent considerable flux in 2018, with ongoing concerns about recruitment and membership, leading with race in their departments, and identifying ways to balance capacity in their normal employee duties with the demands of racial justice work.

Some departments, including Seattle Municipal Court, and the Office of the Hearing Examiner

worked to start new Change Teams, while others worked to regroup after structural changes such as the Seattle Office of Labor Standards, SOCR, and Finance & Administrative Services. The Change Teams also worked collectively to hold Change Teams Host Round Tables: A Unified Approach to RSJI Across Seattle, an unprecedented gathering of community organizations, activists, RSJI practitioners, and City employees at the 2018 RSJI Summit. This gathering helped to guide Change Team organizing and workplans throughout the following year.

2018 RSJI SUMMIT

The 2018 RSJI Summit took place at the Seattle Center Armory in October 2018. With the largest attendance in recent memory, it featured two days of in-depth workshops, art, and presentations about The State of Race and Justice in Seattle. The summit brought together City departments, community artists, educators, youth, organizers, and friends in the spirit of collective organization and healing.

Those gathered explored the history of RSJI in Seattle city government, received resources for RSJI work, engaged in discussions that acknowledged the harm institutional racism has caused to our communities and our collective struggle for racial equity, and discussed strategies to keep the City accountable to communities of color impacted by transgenerational racism. Attendees were moved and motivated by the keynote panels which showcased the pioneering history of the Race & Social Justice Initiative, and Women of Color in Leadership.



Gender Justice Project

The Gender Justice Project (GJP) aims to address gender-based oppression in city government and beyond, through training, awareness-building, policy development, and technical assistance. The GJP's work is primarily focused on improving work environments within city government, by guiding City departments toward creating gender-affirming, equitable workplaces. The project envisions a city where a person's gender, gender identity, and race will no longer determine their ability to earn a living wage, access housing, enjoy services, or achieve healthy life outcomes.

TRAINING

Through the Race and Social Justice Initiative (RSJI), the City has made strides toward building an understanding of racism and how it manifests in systems, institutions, and between individuals. This work has been and continues to be an essential element of our approach toward creating a racially equitable city government.

As we concurrently strive to address gender equity in our government and beyond, it is important that we consider a similar process to investigate patriarchy and sexism as a system of control. This kind of inquiry and analysis-building is paramount to our efforts against gender-based harassment, pay inequity, job segregation, and other disparities. It is also critical to our racial justice work, helping us better understand the concept of intersectionality, in which a person's social positioning — for instance, as a black woman — can be impacted by the weight of racism and patriarchy.

Since 2016, SOCR has offered gender equity training and advisement to City departments and employees. Much of the training was developed to ensure City staff understand how to work with transgender and gender nonconforming individuals and create gender inclusive environments for our diverse communities.

In 2018, GJP staff developed a training module on gender and gender identity for City employees that helps participants explore gender, patriarchy, and the roles that gender norms and expectations play in upholding sexism and transphobia; providing the groundwork for understanding what leads to a culture where gender-based harassment and inequity are possible.

ANTI-HARASSMENT INTERDEPARTMENTAL TEAM

In 2018, in response to organizing by employee groups like the Seattle Silence Breakers and the Coalition of Affinity Groups Against Racial Harassment, Mayor Jenny Durkan convened an Anti-Harassment Interdepartmental Team (IDT) to study the City's response to workplace discrimination, harassment, and other forms of misconduct. The IDT — led by the Seattle Department of Human Resources (SDHR) and SOCR, was charged with providing recommendations to the Mayor in the areas of policy, reporting, and training.

This IDT included members from various City groups including: the Seattle Silence Breakers, the Coalition of Affinity Groups Against Racial Harassment, Mayor's Office, City Council, and City Attorney's Office representatives, labor partners, Race and Social Justice Initiative (RSJI) Change Teams, and Race and Social Justice (RSJ) Affiliates.

The IDT worked collectively to review City of Seattle Personnel Rules, department policies, best practices and policies from other jurisdictions, and survey data to assess past experiences and current processes, identify gaps and disparities, and to determine barriers to reporting harassment and discrimination at the City. This work culminated in a report and set of recommendations aimed at addressing and preventing workplace discrimination and harassment. Mayor Durkan responded to the IDT's recommendations with an Executive Order that establishes measures the City will take to create a welcoming, inclusive, and safe work environment for all employees.



Commissions

SOCR provides administrative support to four of the City's commissions: the Seattle Human Rights Commission, Seattle Women's Commission, Seattle LGBTQ Commission, and Seattle Commission for People with disAbilities. Commissions are volunteer advisory boards established under the Seattle Municipal Code (SMC 3.14). Commissions provide Mayor, City Council, and City departments with guidance and policy recommendations related to issues impacting their communities.

SEATTLE WOMEN'S COMMISSION

The Seattle Women's Commission (SWC) had a busy year in 2018. In the wake of the #MeToo movement, the SWC dedicated two community events to the growing national dialogue about sexual harassment and gender-based violence. The first event, held to commemorate Denim Day, featured a panel of speakers who work with survivors of gender-based violence and assault, and served as an opportunity for advocates and community members to gain wisdom and insight from direct providers. The second event, the Seattle Women's Empowerment Story Slam, held at Seattle University, included a series of speakers who shared their own stories of sexual assault, harassment, and advocacy.

In addition to their focus on gender-based violence and harassment, the SWC brought attention to Seattle's growing housing affordability and homelessness crisis, by hosting an event that brought housing justice advocates and women with lived experience with homelessness together to discuss the realities of housing and homelessness in Seattle.

Building on their housing access focus, the SWC also released a pivotal report on the state of eviction in Seattle, titled *Losing Home — The Human Cost of Eviction in Seattle*. This report outlined the prevalence of evictions in Seattle in 2017, examining why people were evicted, where people go after an eviction, and how institutional practices and policies exacerbate the problem. This report has been widely influential since its release; contributing to eviction reform at the City of Seattle and the State of Washington.



SEATTLE LGBTQ COMMISSION



The Seattle LGBTQ Commission (SLGBTQC) planned and coordinated the City's participation in the Seattle Pride Parade, Seattle Trans Pride, and, in partnership with Mayor Jenny Durkan, the annual Pride Flag Raising and celebration at City Hall. The SLGBTQC also held an important Community Healing event, bringing together Seattle's diverse LGBTQ+ communities for a day of healing and conversation about sexual assault, substance abuse, racism, and trauma in LGBTQ communities.

SEATTLE COMMISSION FOR PEOPLE WITH DISABILITIES

The Commission coordinated its second Inclusion Jubilee at City Hall, honoring several community leaders as Advocates of the Year. Awardees included Danni Askini, Dae Shik Kim Hawkins, and Marci Carpenter. They also initiated an important conversation on the inequities of allowing subminimum wages for workers with disabilities, leading City Council to ban the practice in 2018.



SEATTLE HUMAN RIGHTS COMMISSION



The Commission organized the 2018 celebration of Human Rights Day, commemorating the 70th anniversary of the Universal Declaration of Human Rights, with a focus on intersectionality of human rights in Seattle. The celebration included a diverse panel of speakers from the SHRC, Olympia Poetry Network, King County Public Defender Association, Organization for Prostitution Survivors, and Washington Immigrant Solidarity Network.