



Advisory Committee on Implementation of Rules of Removing Unsanctioned Homeless Encampments

CITY OF SEATTLE NAVIGATION TEAM

RACIAL EQUITY TOOLKIT PROCESS UPDATE

RACIAL EQUITY TOOLKIT

▶ What:

- ▶ A tool used by city departments to help eliminate racial equity in the community.
- ▶ Lays out a process and a set of questions to guide the development, implementation, and evaluation of policies, initiatives, program and budget issues to address the impacts on racial equity.

▶ When:

- ▶ To be applied early in process to align programs with departmental racial equity goals and desired outcomes.

▶ How:

- ▶ The analysis should be completed by people with different racial perspectives.

RACIAL EQUITY TOOLKIT

The Process

- ▶ **1. Set Outcomes:** Leadership communicates key community outcomes for racial equity to guide analysis.
- ▶ **2. Involve Stakeholders+ Analyze Data:** Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity
- ▶ **3. Determine the Benefit and/or Burden:** Analyze issue for impacts and alignment with racial equity outcomes.
- ▶ **4. Advance Opportunity or Minimize Harm:** Develop strategies to create greater racial equity or minimize unintended consequences
- ▶ **5. Evaluate. Raise Racial Awareness. Be Accountable.** Track impacts on communities of color over time. Continue to communicate with and involve stakeholders. Document unresolved issues.
- ▶ **6. Report Back:** Share information learned from analysis and unresolved issue with Department Leadership and Change Team.

TEAM:

- ▶ OCR Staff: Tamar Zere and Diana Falchuk
- ▶ Navigation Team Staff: August Drake-Ericson and Jackie St. Louis
- ▶ SPD Staff: Jason Verhoff
- ▶ Parks and Recreation Staff Present: Rebecca Carlson-Salinas
- ▶ HSD Staff: Mary Flowers

PROCESS

Summary of Activities:

- ▶ Orientation Meeting
- ▶ Three Core Group Meetings
- ▶ Department Lead: August Drake-Ericson
- ▶ Frequency: Once Monthly

SESSION I

- ▶ Discussion centered on:
 - 🗺️ Overview of RET Process
 - Could take from 12-18 months
 - 🗺️ Goals for Process:
 - Short, intermediary, and long-term goals
 - 🗺️ Initial mapping:

SESSION II

Navigation team staff were asked to respond to the question: “*Why are you doing this work?*”

- 👤 To influence community change
- 👤 To respond to a need
- 👤 To tell the truth:
 - Dispel stereotypes and misconceptions

▶ Questions:

1. Why Are People homeless:
 - a. System failure
 - b. Inequitable access to resources
 - c. Difficulty in maneuvering a complex network of systems
 - d. Homeless Industrial Complex
 - e. Internalized Racial Oppression – Internalized Racial Superiority
 - f. Family Alienation
 - g. Cultural Impacts
 - h. Anti-Blackness
 - i. Culture Shock
 - j. Native connection to land
 - k. Political oppression/Distrust of government & power structures
 - l. Sex Trafficking
 - m. Gender-based violence

SESSION II

1. Who is Homeless:
 - a. People of Color
 - b. LGBTQIA
 - c. Veterans
 - d. Substance using
 - e. Mentally ill
 - f. Physically disabled
 - g. Poor
 - h. Youth
 - i. Disconnected from supports and community
 - j. Overly dependent on a failing system
 - k. Justice involved
 - l. Escaping domestic violence
 - m. Disenfranchised (off the grid)
2. How Does the Navigation Team Address the Problem:
 - a. The Navigation aims to serve the most vulnerable homeless individuals
 - b. The Navigation team rapidly relocates chronic homeless encampment dwellers to safer living alternatives, including low-barrier shelters and sanctioned encampments

SESSION II

► Realizations:

- 🗑️ Is this a holistic/complete process if HSD is absent in this process?
 - Navigation team are the ambulance drivers: “we get people to the door to begin navigating the service system.”
 - Navigation team has little control over what happens at the alternative living arrangement.
- 🗑️ There are other entities that need to be present at the table:
 - Parks
 - HSD
 - FAS
- 🗑️ Should have transformative effect:
 - Not only looking for those who are versed on racial equity to be at the table
- 🗑️ Socio-political impacts
 - City Council and other elected officials
 - Business community
 - Activist community
- 🗑️ Community engagement piece is most important
 - Envision engaging the “community”
 - Substance using
 - Mentally ill
- 🗑️ The importance of understanding IRO & IRS through a historical context

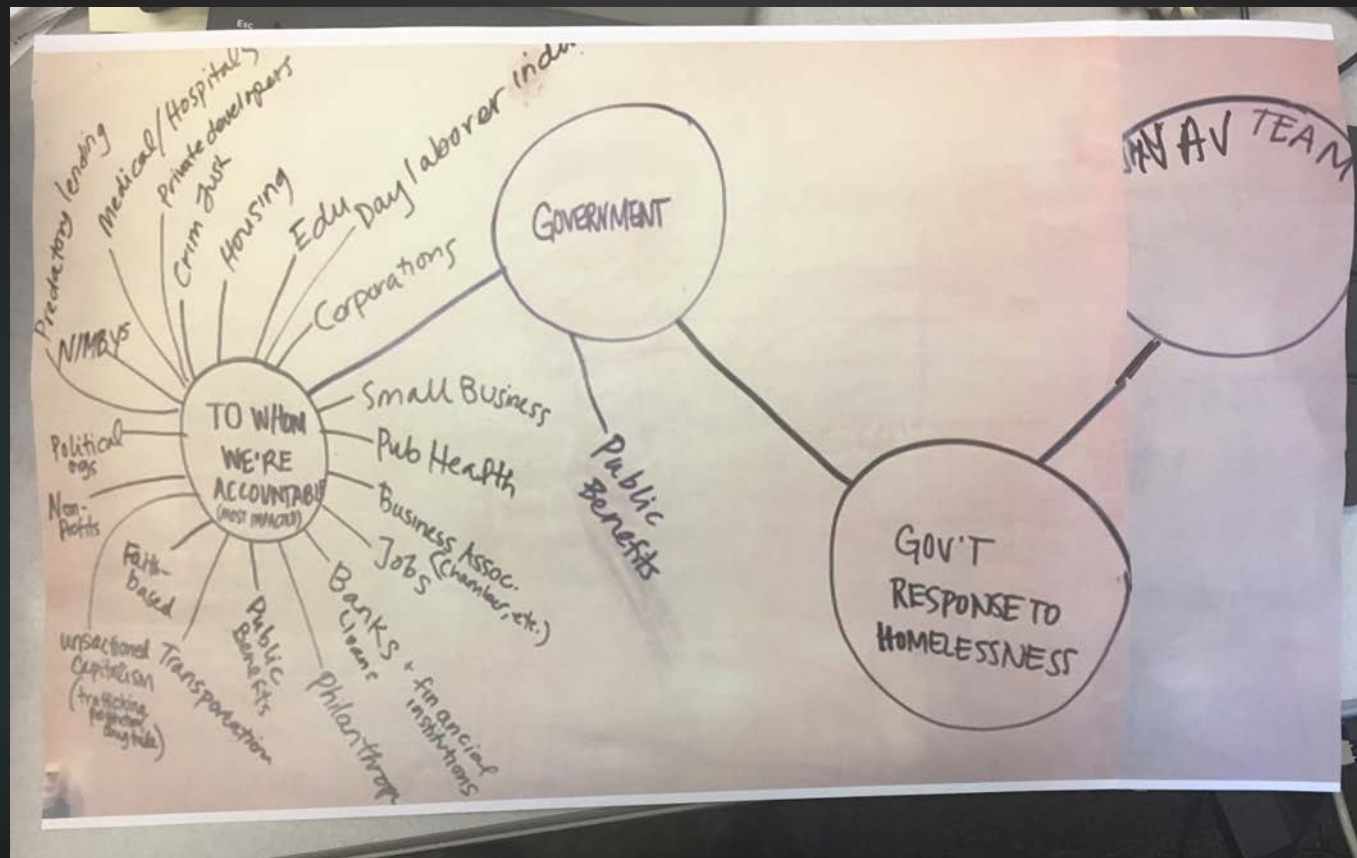
SESSION II

▶ Parking Lot:

👤 Power Dynamics on Team

👤 Diversity

SESSION II



Session III

Team reflected on and responded to the question: “What does home mean to you?”

Common Themes:

1. Family
2. Safety
3. Creative Space
4. Comfort
5. Belonging
6. Privacy
7. Trust
8. Love
9. Respect
10. Belonging
11. Being oneself
12. Land
13. History
14. Language
15. Food
16. Culture
17. Affirmation
18. Invitation
19. Ownership
20. Pride
21. Positive regard

Session III

How do we apply the RET toolkit?

- ▶ Property rights (Storage process) of individuals experiencing homelessness?
- ▶ Assessing whether service delivery (outreach) is equitable?
- ▶ Navigation Team relationship with HSD?
- ▶ Effectiveness of Law Enforcement Training?
- ▶ Effective application of harm reduction model?

SESSION III

Questions:

1. How do we make our systems less racist?
2. Do our leaders understand systemic racism?
 - a. Are they willing to understand?
 - b. Are they insulated from having to understand?
3. Who are the groups already organizing and how can we bring them into the conversation?
 - a. How do we engage communities outside of the system?
 - b. Are we ready to engage?
 - c. How do we envision engaging?
4. If most systems are inherently racist, can a racist institution be changed from within?
5. Who determines accountability?
6. Who needs to be at the table that is not?
7. What does accountability look like?
 - a. What should accountability look like?
8. Are we truly to take a critical look at our processes, not become defensive and continue with business as usual?

Session III

Realizations:

- 🏠 The racial equity toolkit should focus on those most affected by structural racism
- 🏠 Part of having an assessment that you can live with is letting go of ownership
 - We should all examine what it would take to let go
- 🏠 HSD needs to be a part of this process

Parking Lot:

- 🏠 Equity work challenges power structures. Are we ready?
- ▶ Next Meeting: TBD (August Drake-Ericson to schedule)

SESSION III

RET IDEAS:

- 1) Property rights of ind. expeer homelessness?
- 2) SERVICE DELIVERY IS EQUITABLE?
- 3) NAV TEAM RELATIONSHIP W/ HSD
- 4) EFFECTIVENESS OF POLICE TRAINING
- 5) HARM REDUCTION MODEL APPLICATION

CAN A RACIST INSTITUTION BE CHANGED FROM WITHIN?

YOUTH, BLACK & DISRESPECTFUL

WHO ARE WE ACCOUNTABLE TO? - WHAT DOES ACCOUNTABILITY LOOK LIKE? (Process)

HOW DOES CHANGE HAPPEN?

ADVOCACY COMING FROM ALL OF US, DESPITE CHAIN OF COMMAND
W/ HIGH AWARENESS OF RACIAL POSITIONALITY

NAV TEAM MOVE TO HSD - JUNE - LIKELY

- New Mgr. 3 (take Jason's oversight role)
- Jackie, August + Sgt Zier stay in leadership roles
- Entire team will move
- will be the only operational unit in HSD

WE ARE INTERDEPENDENT. WE NEED THIS RET TO REFLECT THE SYSTEMIC, "SPIDER WEB" REALITY OF THIS WORK.

WHITE SUPREMACY CULTURE

- MANIFESTATIONS
- ANT IDOTES

NEED HSD, incl. NAV CTR. Staff. part of this process

NAV Team + Ctr can't be siloed from each other OR greater body of work.

ITERATIVE PROCESS / DIALOGUE

recommendations re: processes + that it's structural/systemic

Not just a report

- Council
- MDAR
- Other groups

NEXT STEPS

Meet once weekly

1-Day Retreat

People's Institute Training Team for Navigation Team