



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



GOAL TWO: RACIAL EQUITY IN CITY ENGAGEMENT AND SERVICES

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

The Race and Social Justice Initiative is committed to achieving racial equity in two key areas:

- Outreach and public engagement.
- Programs and services.

EQUITY IN OUTREACH AND PUBLIC ENGAGEMENT

The City of Seattle holds a lot of public meetings – but do the participants reflect the diversity of our communities? Who does the system serve, and who are left out of the process?

Despite staff, public dollars and good intentions, the City's outreach and community engagement efforts often have appeared uncoordinated, inconsistent and exclusive. Communities of color frequently view the City's efforts as "a waste of time" or "not for us." Immigrant and refugee communities experience additional barriers to having their voices heard.

With RSJI, departments have begun to use a toolkit for inclusive outreach and public engagement. The toolkit offers innovative strategies and a step-by-step process for City employees to help ensure that the voices of communities of color are part of the City's planning processes. In communities where non-English speakers live, departments provide free translation and interpretation for public meetings and events.

PROGRAMS AND SERVICES

The City operates and funds numerous programs and services – but do those programs equitably serve communities of color? Are City programs and services accessible to those communities?

To achieve racial equity in City of Seattle services, departments have begun to ask themselves a simple question: "*How does this action further racial equity?*" RSJI's Racial Equity Toolkit guides work teams across City government to write budgets, evaluate programs and shape new initiatives. The toolkit builds racial equity into the City's work from the outset, instead of as an afterthought.

TOGETHER, WE CAN ACHIEVE RACIAL JUSTICE IN SEATTLE.

SOME OF RSJI'S ACCOMPLISHMENTS

IMMIGRANT AND REFUGEE ACCESS

- All City departments provide free language interpretation on request.
- Departments have translated all key service information into Seattle's six most commonly spoken languages.
- The Immigrant and Refugee Advisory Board provides ongoing guidance to the Mayor, City Council and departments.

INCLUSIVE OUTREACH AND PUBLIC ENGAGEMENT

- To update neighborhood plans in Southeast Seattle, City staff dramatically expanded outreach to historically underrepresented communities. Hundreds of residents who had never attended a public meeting helped write new development plans for their communities. The effort received the Governor's Smart Communities Award for outstanding achievement in creating livable and vibrant communities.
- Department representatives meet regularly to coordinate the City's new engagement strategies and share what's worked in different neighborhoods.

PROGRAMS AND SERVICES

- The Mayor's Youth and Families Initiative includes racial equity as a key component of strategies to find solutions to the challenges that youth and families face in Seattle.
- The Seattle Department of Transportation (SDOT) developed social equity criteria to help prioritize transportation improvements. SDOT worked with neighborhood District Councils to serve communities typically left out of the City's Neighborhood Street Fund process.

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GOAL THREE: RACIAL EQUITY IN OUR COMMUNITY

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

The City of Seattle cannot achieve racial equity on its own. It requires a true community-wide effort.

Race and racism play a huge role in determining the quality of life for Seattle residents. Deep and pervasive racial disparities in Seattle cut across all indicators of success – including health, education, economics, the environment, and the criminal justice system.

To advance these efforts, Seattle City government has begun to include racial equity as a key baseline component of important citywide initiatives like the Seattle Youth and Family Initiative and the Seattle Jobs Plan. City departments are finding ways to incorporate racial equity wherever their own work impacts community health, education, economics, environment, and criminal justice.

The City also has joined with community members, organizations and public and private institutions as the Race and Social Justice Community Roundtable.

THE RSJ COMMUNITY ROUNDTABLE

The Race and Social Justice Community Roundtable is a partnership of twenty-five community organizations and public institutions working together to achieve racial equity in Seattle.

Roundtable members are committed to achieving racial equity throughout Seattle via coordinated actions. Members also are working to address institutional racism within their own organizations.

The Roundtable has made education its primary focus as a step to achieve its overall goal. Graduation rates, rates of discipline, test scores and other measures illustrate a clear racial divide in education.

Typical explanations usually focus on the capacity of individual teachers, students, the curriculum, etc. Yet systemic race-based inequities sort and shape students in ways that are obvious to families of color, but often invisible to white families. Without referencing race, we can “explain” everything that happens in our schools. Yet those explanations fail to account for the undeniable racial fault line that runs through our education system. Unless we begin to address institutional racism as part of education reform, our educational outcomes will remain the same.

Besides focusing on education, the City and other Roundtable members are analyzing the connections between education and criminal justice, economics, environmental justice and health.

TOGETHER, WE CAN ACHIEVE RACIAL JUSTICE IN SEATTLE.

SOME OF RSJI'S ACCOMPLISHMENTS

- Racial equity has been built into the planning and implementation structure of City initiatives, including the Seattle Youth and Family Initiative, the Seattle Jobs Plan, Engage Seattle and Walk-Bike-Ride.
- City departments have incorporated a racial equity analysis so that their work is better able to impact community indicators of success.
- The RSJ Community Roundtable is developing strategies to end racial disparities in high school graduation and school discipline rates.
- Roundtable members have worked with state legislators to promote a statewide agenda on racial equity in education.
- Roundtable members also have used the Racial Equity Toolkit to review their own organizations' programs and policies.

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