

Racial Equity, Environmental Justice, and Public Utilities

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Customer Review Panel Presentation

Seattle
 Public
Utilities

Presentation Objectives

- Race and Social Justice Initiative (RSJI) Overview
- SPU's Framework and Approach
- How we are embedding equity into SBP
- Challenges and Opportunities

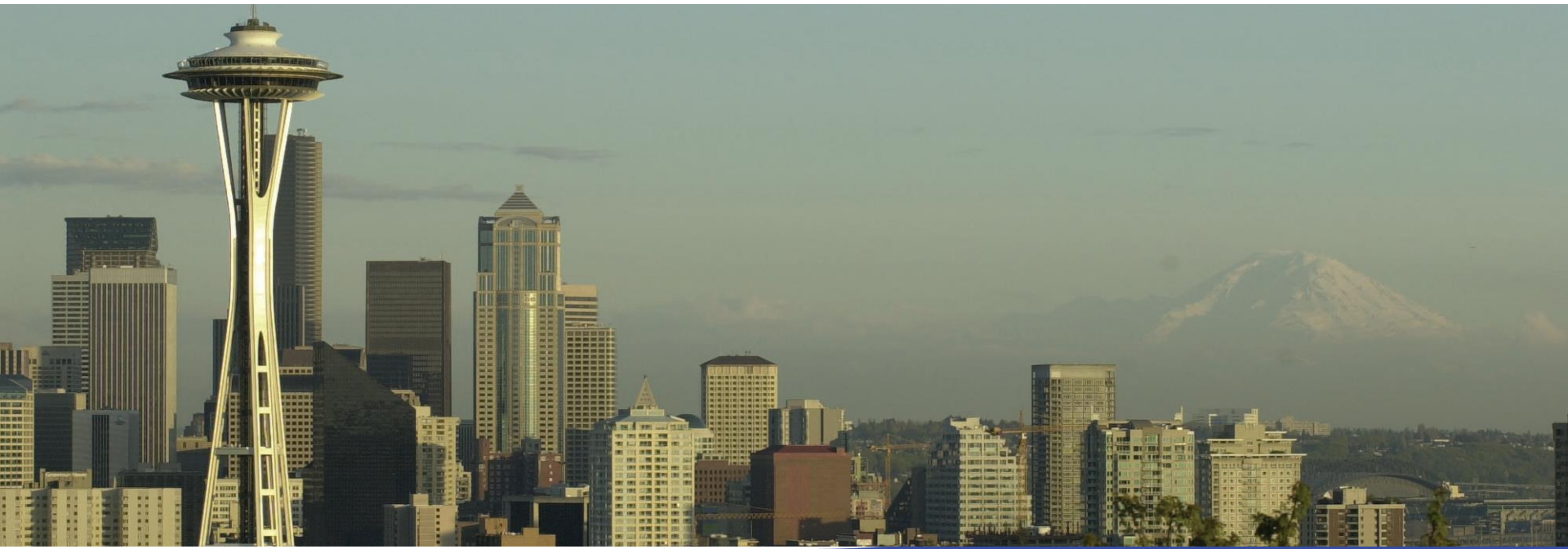


RACE & SOCIAL JUSTICE
INITIATIVE

ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.

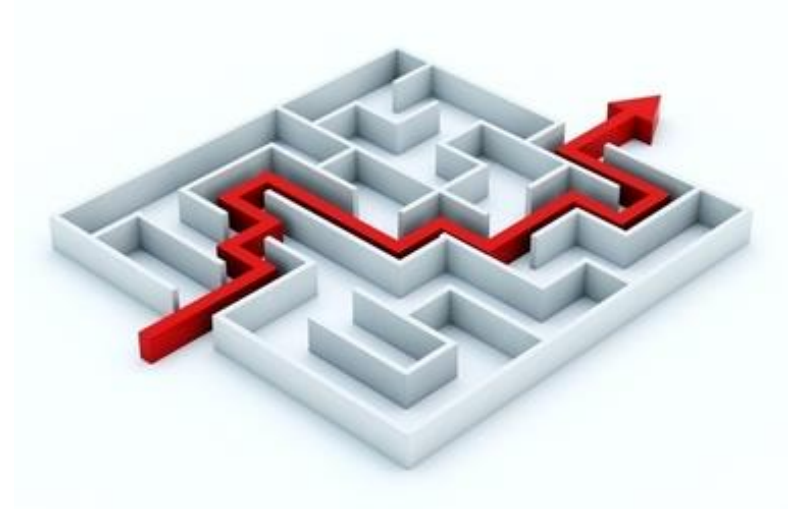
Vision:

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

WHAT

- Organizational Learning and Change Management
- Understanding our role in unintended negative impacts and disparities
- Expanded, pro-active community interface

HOW

- Staffing & Support
- Existing and New Data
- Use of Racial Equity Tools and Inclusive Community Engagement
- Embedded in decision making processes and performance indicators

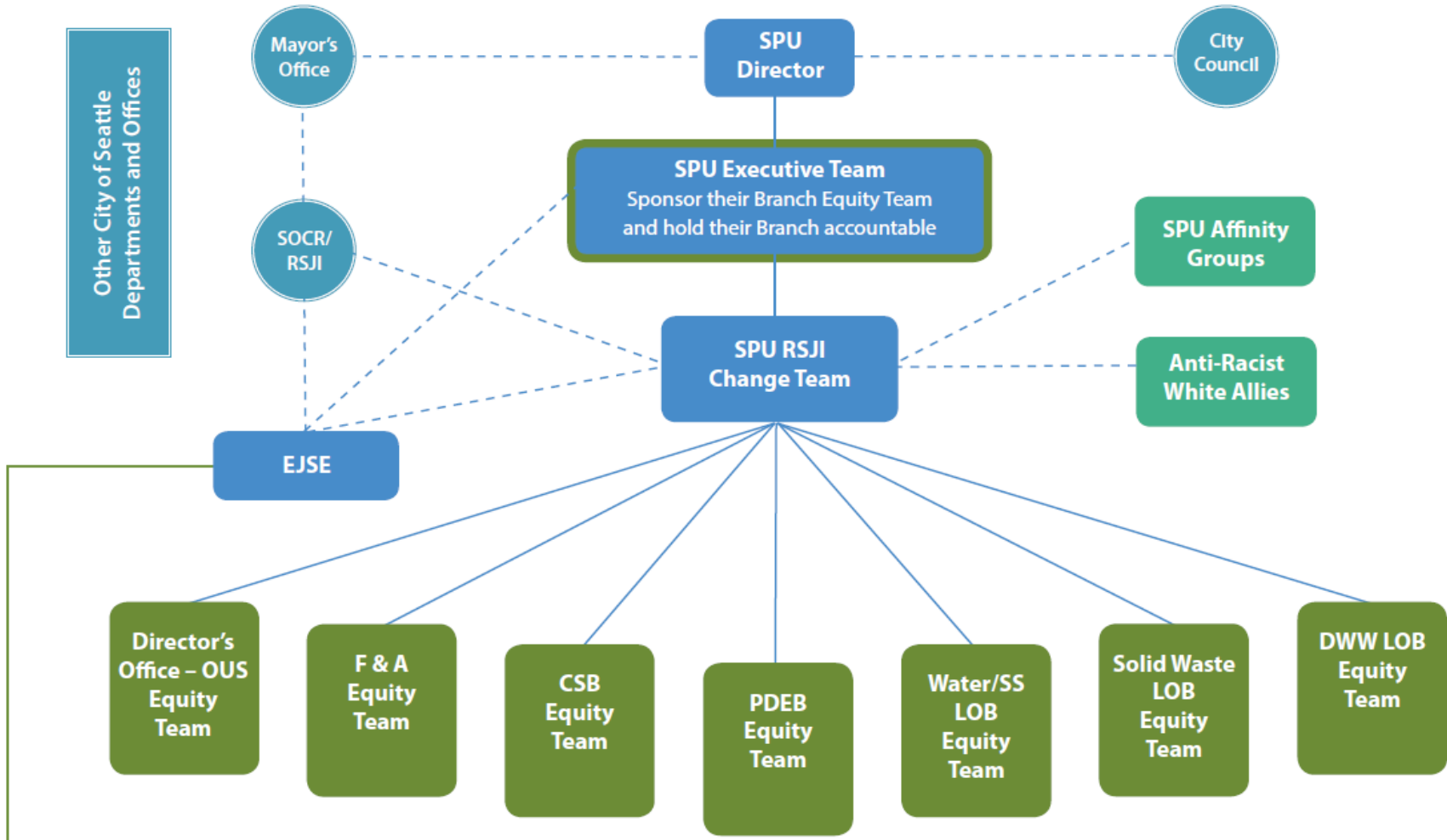
Community Engagement

WHAT

- Consultant firms not as effective engaging community
- Project driven community engagement is ineffective and inefficient
- Message is not relevant for community

HOW

- Funded multi year community partnerships
- Coordinated community partnership and engagement that meet broader utility needs
- Understand community priorities/needs and connect to message



BRANCH EQUITY TEAMS:
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.

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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