

Race and Social Justice Initiatives in the Budget

Introduction

This chapter provides an overview of initiatives underway by the City to advance the [Race and Social Justice Initiative \(RSJI\)](#). This chapter also provides examples of funding in the 2018 Adopted Budget to support those initiatives.

City of Seattle Race and Social Justice Initiative

There is significant [evidence](#) that all Seattle residents do not have the same opportunities and quality of life because of their race and where they live. Race produces similar conditions for people of color and other marginalized or under-represented groups in the City of Seattle's [workforce](#). To address racial inequities, in 2004, Seattle became the first city in the U.S. to establish a program to explicitly eliminate institutional racism.

Institutional racism exists when an organization's programs, policies, and spending work to the benefit of white people and to the detriment of people of color, usually unintentionally. The City uses a Racial Equity Toolkit to guide policy, program and budget decisions so they support positive racial equity outcomes. The City government also uses a racial equity lens to create a workforce inclusive of people of color and other marginalized or under-represented groups at all levels of City employment.

In 2014 and 2017, the City reaffirmed its commitment to RSJI and expanded to include measurable outcomes, greater accountability, and community-wide efforts to achieve racial equity throughout Seattle. Each department is now required to use the Racial Equity Toolkit on a minimum of four projects each year to guide policy, program, and budget decisions.

The Office for Civil Rights leads RSJI in the City and provides support for departments and staff. Each City department has a "Change Team" – a group of employees who champion RSJI activities and strengthen a department's capacity to get more employees involved—to support internal transformation. The team facilitates and participates in discussions on race, racism, and strategies to overcome institutional barriers to racial and social equity.

Below are recent examples illustrating how the City continues to use policies, programs, and investments to change racial equity outcomes through stronger relationships with communities; align policies and strategies across departments; and share knowledge and resources to create opportunities to integrate equity goals.

Strengthening Communities

- The Community Involvement Commission advises the Department of Neighborhoods and other City departments on coordinated, Citywide outreach and engagement activities. Its goals are to:
 1. Provide advice on priorities, policies, and strategies related to equitable civic engagement and public participation in City decision-making processes. This includes the review of initiatives, strategies and proposals brought forward by the City, as well as ones identified by the Commission.

Race and Social Justice Initiatives

2. Provide feedback on the development of City departments' community involvement plans with a focus on implementing more equitable engagement strategies and identifying new ways to increase civic participation in City processes.
 3. Develop and periodically amend bylaws and a work plan that enable the Commission to organize itself, perform its work, and advance program and policy proposals consistent with its mission.
- The City of Seattle is committed to equitable engagement and inclusion with a commitment to create communities of opportunity for everyone, regardless of race or means. To that end, in March 2017, the City established the Seattle Renters' Commission to represent diverse renter voices across the city. Its purpose is to provide information, advice, and counsel to the City concerning issues and policies affecting renters.
 - To fulfill Seattle's commitment as a Welcoming City, departments and the City Council are working on a Language Access Policy requiring all City departments to incorporate language access in programs and budget decisions. For the first time, each department would use the Language Access Policy to develop a Language Access Strategy and Plan. The purpose of each plan will be to ensure that immigrants and refugees are able to attain the information and services they need regardless of the language they speak.
 - The Environmental Justice Committee (EJC), established in 2017, is a departure from business as usual by centering the voices of those most-affected by environmental inequities to have ownership of Equity & Environment Agenda implementation and environmental progress.
 - As Seattle's population changes, the City needs to continually revisit and expand its public engagement efforts to ensure growing demographic groups are represented in the City's decision-making processes and that barriers discouraging people from participating are eliminated.

Policy Alignment

- A new Capital Cabinet was created to lead implementation of the City's Comprehensive Plan and closely coordinate capital spending and other budget decisions to address displacement risk and access to opportunity in all communities. Several place-based strategies direct investment to communities burdened with disparities not experienced in other Seattle communities. The Capital Cabinet is creating criteria and a process to deliver financial support for community-identified projects.
- Communities in the Duwamish Valley are burdened with poor outcomes by several measures. The Duwamish Action Team is a collaborative effort by several departments to align their work and create shared goals and desired outcomes in the Duwamish River Valley. For example, the Seattle Department of Transportation is improving mobility and transportation safety with upgrades at railroad grade crossings and paving on arterials to enhance the pedestrian environment. At the same time, the Office of Sustainability and Environment, Public Health Seattle & King County, and the Puget Sound Clean Air Agency are working with the community to improve air quality.
- Age-Friendly Seattle presents the opportunity to:
 - improve health and well-being for seniors and create an environment where it is possible for seniors who wish to age in place;
 - make improving outcomes for elders of color, foreign-born elders, and LGBT elders a priority;
 - align City policies, programs, priorities, and budget resources to better meet the needs of the elderly; and

Race and Social Justice Initiatives

- communicate to all elders, their families, and caregivers that the city is addressing the needs of today's and tomorrow's seniors.

In July 2016, Seattle declared itself a member of the AARP Network of Age-Friendly Communities, an affiliate of the World Health Organization's Global Network of Age-Friendly Cities and Communities. This committed City departments to work with seniors, their families and caregivers, other governments, and senior service providers to develop a plan to advance livability.

Communities of color, LGBT communities, immigrants, and women experience health, economic, and social disparities that are exacerbated among the elderly. HSD will work with the Office for Civil Rights and the Human Services Department's RSJI Change Team to ensure this work accelerates racial justice. The program included equity forums for LGBTQ communities, immigrants and refugees, and women to assess any specific needs of those communities, and develop an action plan as a response.

Equity Integration

The RSJI Equity Lab, managed by the Office for Civil Rights, is a multi-platform tool intended to bolster racial justice efforts with three distinct components: the 1) Racial Equity Think Tank, 2) RSJI Incubator (Racial Equity Toolkit Center) and the 3) Virtual Library and Data Center. The RSJI Equity Lab will support departmental and citywide RSJI policy objectives, and provide departments greater opportunities to share experience, expertise, and resources.

Seattle City Light will bolster its commitment to racial equity with a new Division of Diversity, Equity, and Inclusion. The division will champion RSJI activities and strengthen City Light employee and management commitment to RSJI. The division will provide strategic leadership and oversight in several areas, including the Women and Minority Business Enterprise (WMBE) contracting program, workplace environment, infrastructure investment, customer incentive programs and services, hiring, and organizational change to advance equity goals.

Welcoming Cities

In November 2017, the City funded a new Family Unity Initiative as part of its commitment to being a Welcoming City. The initiative was a specific response to increasing fear and anxiety among immigrant families and reports of related bullying in Seattle schools. The City provided funding for Seattle Public Schools to support peer counseling and support groups at Nathan Hale and Ingraham high schools. As part of a collaboration the community-based organization Puentes created opportunities for immigrant students in South Seattle to also access the help and support they need to address fears from the federal administration's rhetoric on immigration that has impacted our communities.

In 2017, the Family Unity Project was also funded. This dedicates a Northwest Immigrant Rights Project attorney to provide legal assistance to families with children in Seattle Public Schools for family members facing deportation and detention. In partnership with King County, the City recently awarded more than \$1.5 million to organizations providing two important needs in the community: 1) direct legal representation for Seattle and King County immigrant residents who may be in detention, facing deportation, or in danger of losing their status and 2) community navigation services, such as guidance and referrals for Seattle and King County immigrant and refugee residents in need of legal representation.

Race and Social Justice Initiatives

The New Citizen Campaign was also transferred from the Human Services Department to the Office of Immigrant and Refugee Affairs (OIRA) and then expanded. This program gives grants to local organizations to provide citizenship classes, one-on-one assistance and eligibility screening. Funding was added to:

- enable the program to serve more residents and increase the number of lawful permanent residents applying for citizenship; and
- organize large-scale citizenship workshops and smaller monthly clinics with no charge to participants, leading to a 125% increase in residents served since 2015.

Recent expansion work of the New Citizen Campaign in OIRA has led to regular community events to help immigrants apply for citizenship, the best defense against deportation. And this has resulted in a dramatic increase in the number of Seattle area immigrants naturalized, from about 700 new Americans a year to more than 2,000 by 2018.

Sweetened Beverage Tax

The City will use revenues from a recently enacted Sweetened Beverage Tax to promote the Seattle Education Action Plan, food access strategies, funding for birth-to-five services, and administration costs related to implementation and collection of the Sweetened Beverage Tax. The specific investments will include:

- Family Engagement and Collaboration;
- Enhanced Before/After School Opportunities;
- School-Based Mentoring;
- Reducing Disproportionality in Discipline;
- Strategic School Investments in Middle and High Schools; Summer Learning;
- Workplace-Based Learning;
- Educator Workforce Diversity;
- 13th Year Promise Scholarship Program; and
- Food Access Strategies like Fresh Bucks and Fresh Bucks to Go; and Birth-to-Five Programs.

Additional detail on Sweetened Beverage Tax-funded programs is available in the Environmental Equity, Educational Equity, and Food Access sections of this chapter.

Equitable Human Service Outcomes (Human Services Department)

Led by the Human Services Department (HSD), outcomes-based equity strives to connect people with resources and solutions during time of need, so all Seattle residents can live, learn, work and take part in strong, healthy communities.

HSD has instituted Results Based Accountability (RBA), a performance-based, data-driven effort to invest in nonprofit organizations that demonstrate an ability to effectively serve those most in need. Using the RBA framework, HSD contracts with community-based service providers for specific outcomes, while leveraging City resources for maximum impact on reducing racial and other disparities. RBA ensures the most critical human service needs are met.

As an example, HSD research found:

Race and Social Justice Initiatives

- by percentages, American Indian and Alaskan Natives have the highest disparity of exiting homeless assistance projects to permanent housing (23%), and
- by percentages, African Americans, have the highest disparity of experiencing homelessness.

Based on this information, HSD developed racial equity performance goals for the 2017 Pathways Home Homeless Investments RFP to:

- increase the rate at which American Indian/Alaskan Native households exit to permanent housing to a rate that is comparable to other races; and
- increase the rate at which Black/African American households maintain permanent housing through a homelessness prevention project, or are diverted from homelessness.

Capacity to Advance Equity

Race and Social Justice Initiative (Office for Civil Rights)

The Office for Civil Rights' (OCR) responsibilities related to the City's Race and Social Justice Initiative (RSJI) have continued to grow since the initiative began ten years ago. As City departments are increasingly responsible for incorporating racial equity in their programs, services and initiatives, OCR is called upon to provide training and expertise. To increase OCR's capacity to support departments and Citywide initiatives, this budget increases two part-time RSJI positions to full time. Increased staffing will allow the office to accommodate requests for additional RSJI trainings and technical assistance on departments' Racial Equity Toolkits.

Division of Diversity, Equity, and Inclusion (Seattle City Light)

City Light is adding resources to further the goals outlined in the City's Race and Social Justice Initiative. An evaluation of the department's RSJI programs and a comparison to other utilities, including Seattle Public Utilities and the Los Angeles Department of Water and Power, highlighted opportunities to make City Light's equity programs more robust. The adopted budget adds 4.0 FTE positions by converting two temporary positions to regular, and adding two new positions to work on equity-related issues.

The two conversions are for an Environmental Equity Advisor that works with project managers, interdepartmental teams, and community representatives to advance equity and environmental justice with City Light projects, programs, policies and services; and an Equity Program Analyst that works on the Women and Minority Business Enterprise (WMBE) Program, Benchmarking and Best Practices, and Business Case Process issues.

The two new positions are a Director of Equity Integration and a Succession Planning Specialist. To reinforce City Light's commitment to racial equity and diversity, City Light is creating a new division of Diversity, Equity and Inclusion. The Director position will provide strategic leadership and oversight for equity, diversity and inclusion strategies and initiatives with the goal of advancing City Light's commitment to ensuring that services and operations are delivered to all customers equitably with an emphasis on enhancing customer engagement and service. The Succession Planning Specialist will focus on ensuring that City Light can effectively manage the loss of institutional knowledge due to the significant number of upcoming retirements. This position will use a racial equity lens to develop a utility-wide succession planning program.

Race and Social Justice Initiatives

The expected outcome is to ensure diversity and inclusion is embedded in everything we do at City Light and to build engagement and accountability for diversity, equity and inclusion at all levels and organizational practices.

EQUITY INITIATIVES

RSJI has changed how the City engages in decision making and planning efforts in both large and small ways. In addition to the many cross-cutting work, the City is advancing equity work in several policy areas. This work has led to the following equity efforts across City government:

- Equitable Community Development
- Labor Equity
- Contract & Economic Equity
- Digital Equity
- Equity and the Environmental
- Equitable Access to Healthy Food
- Equity in Education
- Workforce Equity
- Equitable Community Outreach & Engagement

EQUITABLE COMMUNITY DEVELOPMENT

Equitable Development Initiative (Office of Planning and Community Development)

In 2017, the Office of Planning and Community Development (OPCD) fully staffed its Equitable Development Initiative (EDI) program. Working closely with communities, the EDI program is guiding the City to make targeted investments in capital programs and projects that address historic and market inequities in neighborhoods that have low access to opportunity. EDI is currently focused on five initial projects that were identified by the Seattle City Council based on recommendations from communities:

1. Rainier Beach Food Innovation District
2. Multicultural Community Center
3. Southeast Economic Opportunity Center
4. William Grose Center for Cultural Innovation
5. Little Saigon Landmark Project

OPCD leads EDI with support from an interdepartmental working group from the Office of Housing, Department of Neighborhoods, Office of Economic Development, Office of the Mayor, and City Budget Office. The City also consults with an external community advisory board representing impacted communities.

In 2018, the EDI will be funded with the \$16 million in proceeds from the expected sale in 2019 of the City-owned Civic Square Block. The 2017 Adopted Budget included a \$200,000 General Fund appropriation and the 2018 budget includes \$430,000 of Community Development Block Grant (CDBG) dollars. The General Fund will support ongoing capacity building and consultant services for a variety of EDI projects, while the CDBG dollars will support construction or site development work.

Race and Social Justice Initiatives

Achieving Racial Equity with Art investment (Office of Arts and Culture)

The budget provides a one-time increase in funding to further align the work of the Office of Arts and Culture (ARTS) with the City's Race and Social Justice Initiative (RSJI). Funding will be used for the following investments in 2018:

- integration of creative methods into RSJI trainings, policy and planning processes in partnership with community organizations and other departments;
- expansion of the Turning Commitment into Action model to include a series on creative strategies for racial justice;
- provision of Race and Social Justice training for community organizations and individuals who sit on grant review panels, and other entities that partner with ARTS;
- support to Artists Up to expand services to artists with disabilities in Seattle and King County. This organization already serves artists of color, immigrants and others experiencing structural oppression; and
- review and update of materials translation.

Fair Chance Housing (Office for Civil Rights)

Racial equity is central to the issue of fair chance housing. Due to racial bias in tenant selection and racial disparities in the criminal justice system, people of color face compounding effects of criminal records.

- An estimated one in every three adults in the United States has an arrest or a conviction record, and nearly half of all children in the U.S. have one parent with a criminal record.
- It is estimated that approximately 30% (173,714) of Seattle residents over the age of 18 have an arrest or conviction record and 7%, or 43,428 people, have a felony record.

Due to a rise in the use of criminal background checks during the tenant screening process, people with arrest and conviction records face major barriers to access housing. In some cases, landlords categorically exclude people with any prior arrest or conviction. One study found that 43% of Seattle landlords are inclined to reject an applicant with a criminal history. All Home has reported that one in five people who leave prison become homeless soon thereafter.

In 2015, the Housing and Affordability and Livability Agenda (HALA) committee recommended that the City address the barriers faced by renters with criminal records via legislation, education, and technical assistance. The City has enacted a Fair Chance Housing ordinance to increase racial equity in housing to ensure everyone has access to opportunity. Among other steps, Fair Chance Housing would prevent landlords from screening applicants based on criminal convictions more than two years old, and prohibit the use of advertising language that categorically excludes people with arrests or conviction records. Fair Chance Housing will increase racial equity in access to housing, help keep families together, and build stronger, more inclusive communities.

LABOR EQUITY

Labor Equity is a commitment by the City to address racial equity in the labor through innovative policies that create a fair and healthy economy for workers, a pipeline to training and family wage careers, legal advocacy, and supportive workplaces. The high demand for these services provided the impetus for the

Race and Social Justice Initiatives

City to create an Office of Labor Standards in 2015.

Priority Hire (Department of Finance and Administrative Services)

Council passed Ordinance 124690 in early 2015, creating the City's Priority Hire program, and later that year the City entered into a Community Workforce Agreement with local construction unions, committing to work together to create equitable access in construction training and employment for women and people of color and for those in economically distressed ZIP codes. These groups have historically not been well represented in the construction trades, which provide a means to family-wage careers. Priority Hire invests in recruiting a diverse construction workforce and supports them on job sites with standardized work rules and a dispute-resolution process.

Highlights from the Priority Hire Annual Report illustrate the program produces measurable improvement to worker diversity on City construction, including:

- Women work 12% of CWA project hours, compared to 5 percent in previous years.
- Apprentices of color work nearly 50% of all apprentice hours on CWA projects, compared to 32% on traditional past projects.
- African Americans work nearly 10% of CWA project hours, compared to 3% on non-CWA projects and 4% on traditional past projects.
- Seattle residents doubled their percentage of hours: 12% on CWA projects compared to 5% on traditional past projects.
- Workers in economically distressed neighborhoods in Seattle perform 10% of CWA project hours, compared to 3% in traditional past projects.

The 2018 Adopted Budget adds funding to create the new Acceptable Work Site Program, a new program that will bolster Priority Hire's ability to aid new entrants to the construction industry. As part of the Acceptable Work Site Program, FAS staff in Contracting and Purchasing Services (CPCS) will work with both construction companies and their workers to clarify behavior expectations and provide information on how they can support and sustain equitable work environments, intervene when needed and report issues on City construction sites. When workers are uncomfortable at a job site, for various reasons they may be reluctant to advocate for themselves. Building on the successes of Priority Hire, the Acceptable Work Site Program will help ensure that workplaces are safe, productive, and collaborative spaces for all workers. FAS anticipates that the result of the new program will be that a greater proportion of Priority Hire participants remain in the construction industry after pre-apprenticeship training.

Community Demand Employment for Firefighters (Seattle Fire Department)

The City is building a diverse Fire Department that better reflects the Seattle community. The budget includes additional funding for the Seattle Fire Department (SFD) to help firefighter candidates overcome barriers to employment with the SFD. SFD will prepare firefighter candidates to fulfill a requirement for valid Washington State Emergency Medical Technician (EMT) certification at the time of hire. SFD offers a course to candidates who do not yet have EMT certification. SFD is currently evaluating whether this change results in a more diverse group of candidates, greater number of firefighter candidates who successfully complete that program, and, eventually join the department.

Ready to Work Program (Office of Immigrant and Refugee Affairs)

Race and Social Justice Initiatives

OIRA's Ready to Work program combines ESL classes, job training, computer literacy courses, and culturally competent case management to help newly arrived immigrants and refugees access living wage jobs. Over the past two years, this program has helped over 200 people, has received national recognition from federal and workforce agencies, and has expanded from its South Seattle pilot to a new program in North Seattle.

Labor Standards (Office of Labor Standards)

Enforcement (Office of Labor Standards)

Last year, the Office of Labor Standards (OLS) reached \$1 million in payments assessed to Seattle employers. Many of the assessments recovered employees' lost wages from the mandatory minimum wage requirements and the employer mandate to provide workers with paid sick and safe time away from work.

Secure Scheduling (Office of Labor Standards)

Seattle's Secure Scheduling Ordinance applies to retail and food service establishments with 500+ employees worldwide, as well as full service restaurants with 500+ employees and 40+ full-service restaurant locations worldwide. The ordinance aims to increase the stability and predictability of work for hourly employees who work in large food service and retail establishments. Further, the ordinance intends to help workers balance their other commitments, like caring for a family member, or working another job or attending school, by providing employees the right to request input into their written work schedule. Finally, the ordinance creates opportunities for existing part-time employees to take on additional hours.

Subminimum Wage (Office of Labor Standards)

To close an income inequality gap for people with disabilities, OLS is proposing a revision to an administrative rule for the Minimum Wage Ordinance. The revision will prevent employers from paying any worker with a disability less than Seattle's minimum wage.

CONTRACT AND ECONOMIC EQUITY

Contract and Economic Equity includes efforts that advance the City's mission to promote race and gender equity by increasing the opportunities for women and minority owned businesses (WMBEs) in contracting and procurement. and close the income inequality gap. and economic equality in Seattle communities

Women-and Minority-Owned Business Technical Assistance (Department of Finance and Administrative Services)

The adopted budget also includes funding for the Department of Finance and Administrative Services (FAS) to create a new Technical Assistance Center for Women-and Minority-Owned Businesses (WMBEs). The Center will serve two purposes. First, it will provide WMBE firms with business and technical resources that will allow them to compete more successfully for public projects. Many WMBE firms are small firms that are less able to absorb administrative overhead within their operating costs, and the Center will provide assistance and expertise that the firms do not typically have in house.

LGBTQ Business Support (Department of Finance and Administrative Services)

Race and Social Justice Initiatives

In 2017, the City changed its system to allow Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ)-owned businesses that are certified by National Gay and Lesbian Chamber of Commerce (NGLCC) or that register in City's online vendor database now have the option to self-identify as LGBTQ-owned. The information would be visible to any City employee or contractor who use the database to find contractors. City Purchasing and Contracting Services (CPCS) will regularly update the online vendor database to include LGBTQ businesses newly registered, or certified by the NGLCC. The City will also encourage LGBTQ businesses owned by women and minorities to join our WMBE program, and when appropriate, suggest they seek state certification.

Transgender Economic Empowerment (Office of Economic Development)

This item provides one-time funding for a pilot expansion of an existing program run by the non-profit Ingersoll Gender Center. The Center runs an economic empowerment project to help transgender and gender non-conforming (TGNC) residents receive health care, legal, and employment assistance. TGNC people are disproportionately affected by poverty, unemployment, homelessness, and poor health care outcomes. This pilot aims to support the organization to look for sustainable ways to expand their program and effectively measure its impact to better help TGNC people improve their economic well-being.

DIGITAL EQUITY

Digital equity seeks to ensure all residents and neighborhoods have the information technology capacity needed for civic and cultural participation, employment, lifelong learning, and access to essential services. As the lead department, Seattle Information Technology Department (Seattle IT), is moving the city toward digital equity with targeted strategies and investments to eliminate racial barriers to access and use of technology.

Seattle Channel Closed Captioning (Seattle IT)

The Seattle Channel produces television programming to inform residents about city issues, resources and services. The Channel also strives to be inclusive and to both represent and reach diverse audiences. Closed captioning is a process of displaying text on a television, video screen, or other visual display to provide additional or interpretive information of the video presented. To improve the Channel's ability to deliver inclusive content to all residents of the City, the Cable Fund will provide funding for closed captioning services for live City Council and Committee videos.

EQUITY & ENVIRONMENT

Environmental Justice Committee (Office of Sustainability and Environment)

Seattle's Equity & Environment Initiative (EEI) is a partnership of the City, community, and private foundations to deepen Seattle's commitment to racial justice in environmental work. EEI is shifting the City's approach so those most affected by environmental challenges and racial-socio economic conditions lead on designing solutions and directly benefit from our environmental progress.

The Environmental Justice Committee (EJC) is a fundamental component of the Equity and Environment Initiative that deepens the influence of communities of color in City environmental programs and ensures that the stories, experiences, and policy priorities of people of color shape our environmental work. We can only achieve environmental justice through a strong ecosystem of environmental justice leadership and multi-racial collaboration. The Committee is a radical departure from business as usual

Race and Social Justice Initiatives

by centering the voices of those most-affected in environmental solutions. The adopted budget fully funds the Environmental Justice Committee in 2018 and in the future.

Duwamish River Valley Program (Office of Sustainability and Environment & Office of Planning and Community Development)

In 2016, the City instituted a new initiative, the Duwamish Valley Program, to align and coordinate City departments in delivering actions to achieve environmental justice and equitable development in the Duwamish Valley. Early 2017 work-to-date has included in-depth departmental coordination by the Duwamish Action Team (DAT), co-led by staff from & Office of Planning and Community Development (OPCD) and the Office of Sustainability and Environment (OSE). OPCD's 2018 Adopted Budget contains funding in the Department of Neighborhoods (DON) and OPCD to support capacity building in the Duwamish Valley area. Working in partnership with DON, and neighborhood and community organizations, OPCD will conduct a needs assessment and feasibility analysis with the goal of transferring the South Park Community Center, a City-owned asset, to a community group to own and operate.

Asthma Prevention in the Duwamish Valley (Human Services Department and Public Health – Seattle & King County)

The budget includes one-time funding to expand outreach that would engage community members to identify targeted actions in the Duwamish Valley communities to mitigate air quality problems. The City currently funds efforts in the Human Services Department (HSD) and Public Health – Seattle & King County (PHSKC) to deliver programs that address asthma related issues in Seattle neighborhoods. This new work will expand outreach efforts to include multilingual and in-language education and recruitment, assisting the City in connecting communities with proven solutions to air quality concerns. This work would be in coordination with the existing HSD and PHSKC work.

Environmental Justice and Service Equity (Seattle Public Utilities)

The Environmental Justice and Service Equity Division (EJSE) helps Seattle Public Utilities (SPU) and partner departments to deliver inclusive and equitable service to customers across the city. The budget authorizes SPU to convert four temporary positions to 2.0 FTEs for expanding needs in environmental justice. Two temporary positions will be converted to Strategic Advisor 1 positions to support SPU's Environmental Justice and Social Equity Division to continue ongoing work on engaging communities of color, immigrants and refugees, customers with low income, and customers with limited English proficiency. Finally, this item includes non-labor funding to increase contracting with community partnerships to increase EJSE engagement with communities.

EQUITABLE ACCESS TO HEALTHY FOOD

Sweetened Beverage Tax revenue will provide additional funding for four existing food programs to expand access to healthy and affordable food. None of the money for these programs, however, may be spent until the Sweetened Beverage Tax Community Advisory Board sends its recommendations to the Mayor and to Council. In addition to these food programs, the beverage tax funds several education-related programs (see Educational Equity). For additional information about the City's use of the Sweetened Beverage Tax ([Ordinance 125324](#)), see the 2018 Proposed Budget Executive Summary in the Introduction section of the budget.

Farm-to-Table Program (Human Services Department)

Race and Social Justice Initiatives

In 2017, the Farm to Table Program will provide food stipends and nutritional education to approximately 1,800 children. The new resources will allow HSD to serve an additional 1,050 children through 6-10 new Seattle Preschool Program sites, family child care providers and other community-based locations. The action also includes 1.25 FTE to manage and monitor new contracts, provide technical assistance, and plan, develop and coordinate the expanded program.

Fresh Bucks to Go (Human Services Department)

The 2017 Fresh Bucks to Go (FBtG) pilot program provides families free or low-cost fresh food bags of local fruit and vegetables every other week at preschool programs serving low-income families across Seattle. New funding in the 2018 Adopted Budget will allow HSD to make the FBtG program year-round and double the number of participants from 700 to 1,400, by including more preschools and other community-based locations such as family resource centers, community centers and meal programs. The adopted budget also includes one FTE to support this shift to a permanent, expanded, year-round program.

Food Bank and Meal Programs (Human Services Department)

To combat hunger, HSD contracts with agencies to provide food bank and meal programs for low-income individuals, providing groceries and meals for infants, children, seniors and people with special dietary needs, as well as assisting families to retain other food assistance (e.g., SNAP), and other non-emergency food resources.

School-Based Meal Programs (Human Services Department)

Sweetened Beverage Tax revenue will also provide funding to consolidate and expand two existing HSD programs, the Summer Food Service Program (SFSP) and the Afterschool Meals Program, into a year-round Out-of-School Time Nutrition Program. Contracted agencies and HSD staff will provide year-round food access to vulnerable children and youth ages 1 – 18, when not in school. This will also improve meal quality by adding a variety of nutritious fresh fruits and vegetables to both summer and after school programs. The budget includes one FTE to provide outreach, recruitment and training for new program sites; to supervise and train temporary staff who deliver meals; and to provide technical assistance, compliance monitoring and invoice processing for meal sites.

Fresh Bucks Program (Office of Sustainability and Environment)

The 2018 budget uses revenue from the Sweetened Beverage Tax to increase the capacity of the Office of Sustainability and Environment (OSE) to grow the number of local groceries, community clinics, and farmers market incentives available to program participants. The adopted budget provides for seven additional staff to pursue outside resources and manage grant contracts, reporting, administration, and coordinate outreach and community partnerships. This funding will be used to update the citywide Food Action Plan and support the work of the Sweetened Beverage Tax Community Advisory Committee overseeing the allocation of the Sweetened Beverage Tax revenue.

EQUITY IN EDUCATION

Led by the Department of Education and Early Learning (DEEL), educational equity strives to ensure all children in Seattle have access to a quality education system and can grow and thrive in our schools. The City uses the racial lens to invest in programs and strategies to support early childhood education, close

Race and Social Justice Initiatives

the education opportunity gap, and ensure each Seattle student graduates from high school ready for post-secondary success.

Sweetened Beverage Tax Investments in Education (Department of Education and Early Learning)

The adopted budget will add funding from Sweetened Beverage Tax revenue to continue or expand education programs that advance equity in education.

13th Year Promise Scholarship Program (Department of Education and Early Learning)

The adopted budget will expand the 13th Year Promise Scholarship Program as part of a multi-year effort to create a \$5 million endowment by 2020. The Seattle College Foundation runs this program that allows local graduating seniors to attend South Seattle College tuition-free for one year. The program also offers students a variety of college readiness workshops during their senior year to prepare for college enrollment and to improve math and English skills, if necessary. The City's contribution will fund these non-tuition components of the program to free up existing resources for tuition expenses, allowing the program to serve more students.

Parent-Child Home Program (Department of Education and Early Learning)

DEEL is continuing the Parent-Child Home Program to provide literacy education to more two- and three-year old children from low-income families. The adopted budget will maintain this service level to serve roughly 590 Seattle children. The City partners with United Way of King County to deliver this program.

Family Child Care Education Coach (Department of Education and Early Learning)

This item includes the adding of an Early Education Specialist, Sr., position to Early Learning. This position will serve as a coach to provide in-classroom training for family child care educators. This replaces a department contract for coaching services for family child care providers. The existing contract will be used to fund the position.

WORKFORCE EQUITY

Workforce equity represents the City's commitment to a workforce that is inclusive of people of color and other marginalized or underrepresented groups at a rate representative of the greater Seattle area at all levels of City employment, and where institutional and structural barriers impacting employee attraction, selection, participation and retention have been eliminated, enabling opportunity for employment success and career growth.

Human Resource Consolidation (Seattle Department of Human Resources)

Greater workforce equity is a primary objective of the Human Resources Consolidation Strategic Plan to achieve service excellence and a more equitable and consistent employee experience. The 2016 Adopted Budget included funding to support the development of the Citywide Workforce Equity Strategic Plan (WFE Plan). The resulting Workforce Equity Action Plan includes a combination of platform and workforce investment strategies to foster organizational change to address barriers to full inclusion for all employees. The budget includes additional staff to oversee service delivery in the consolidation.

Workforce Entry (Seattle Department of Human Resources)

Race and Social Justice Initiatives

The City will continue its commitment to removing barriers to full employee engagement, opportunity and success and investing in a workforce that reflects the demographics of the people who live and work in Seattle. Among the specific investments are Workforce Equity efforts that support workforce entry developed by an Employment Pathways Inter-departmental team to develop an inventory of entry-level jobs (with a focus on green jobs), and implementation of plans to create new or revised entry-level testing processing for police and firefighter candidates.

EQUITABLE COMMUNITY OUTREACH & ENGAGEMENT

The Department of Neighborhoods (DON) leads a citywide effort to establish and implement racially equitable outreach and engagement practices. This work illustrates the City's commitment to inclusive participation and the belief that equity is essential to any community involvement processes.

Targeted Outreach (Department of Neighborhoods)

A recent effort is a collaboration between DON and the Seattle Information Technology Department to ensure DON employees the tools to support digital engagement efforts, including contact management and targeted outreach abilities. The Public Outreach and Engagement Community Liaison (POECL) program continues the community clinic conversation model program, which brings multiple City departments and resources to historically underserved communities and exemplifies best practices of going where people are.

Seattle RSJI Youth Council (Office for Civil Rights)

The City of Seattle is establishing a youth and young adult team this upcoming school year called the Seattle RSJI Youth Council. The mission of this council is to discuss issues and develop solutions to social problems that are widely affecting youth in our local community and nationwide. Throughout the year, the members of this council will work closely with departments citywide in partnership with the Racial and Social Justice Initiative to lead community events and raise awareness about the issues we are passionate about.

Immigrant Family Institute (Office of Immigrant and Refugee Affairs)

In 2017, the City completed a first-in-the-nation Immigrant Family Institute (IFI) pilot program to build trust and understanding between Seattle police officers and immigrant and refugee families who have experienced the juvenile justice system. The IFI brought together 42 immigrant family members, including 17 boys and girls between 10-17 years of age, and 12 Seattle police officers. Together they are helping to keep immigrant young people out of the criminal justice system. Caregivers gained knowledge and skills to advocate for their children. And Seattle police officers applied new skills to improve community policing, skills they've learned from the caregivers and youth themselves. In 2018, OIRA will add a seven-week parenting skills component to IFI.