

Race and Social Justice Initiative (RSJI)

Introduction

This chapter provides background and context for Race and Social Justice Initiative (RSJI)-related budget additions throughout the 2020 Adopted Budget.

[RSJI](#) is a Citywide effort to end institutionalized racism and race-based gaps in City government. A key component of achieving this goal is the examination of City policies, projects, initiatives and budget decisions to determine how each item impacts different demographic groups in Seattle. Launched in 2004, Seattle was the first U.S. city to undertake an effort that focused explicitly on institutional racism. Since then, King County, and other cities – including Minneapolis, Madison, and Portland – have all established their own equity initiatives. RSJI’s long-term goals are to change the underlying system that creates race-based disparities and to achieve racial equity, as well as to:

- End racial disparities within City government so there is fairness in hiring and promotions, greater opportunities in contracting, and equitable services to all residents;
- Strengthen outreach and public engagement, changing existing services using Race and Social Justice best practices, and improving immigrant and refugee access to City services; and
- Lead a collaborative, community-wide effort to eliminate racial inequity in education, criminal justice, environmental justice, health and economic success.

RSJI works to eliminate racial and social disparities across key indicators of success in Seattle, including: arts and culture, criminal justice, education, environment, equitable development, health, housing, jobs, and service equity.

Mayoral Direction

Soon after her inauguration, Mayor Jenny A. Durkan signed an Executive Order reaffirming the City's commitment to RSJI and a focus to apply a racial equity lens on actions relating to: 1) affordability, 2) education, 3) criminal justice, 4) environmental justice, 5) transportation equity, 6) labor equity, 7) women and minority business contracting equity, 8) removing internal structural and institutional barriers for City employees, and 9) arts and culture equity. The Executive Order also charged the Mayor’s Office to oversee and coordinate a review of the City’s current implementation of the RSJI and directed department directors, personnel within the Mayor’s Office, as well as the Mayor herself, to participate in implicit bias training.

Consideration of Race and Social Justice in the Mayor’s Office

Each City department has a “Change Team” – a group of employees that supports RSJI activities and strengthens a department’s capacity to get more employees involved. The team facilitates and participates in discussions on race and racism. These discussions increase individual and group understanding of how racism and other marginalizing factors affect equity and service provision.

Consistent with established practice since the launch of RSJI, all 2020 budget adjustments were screened for race and social justice impacts. Departments used the City’s Racial Equity Toolkit (RET) or

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other tools to assess direct and indirect results of their proposals, and this analysis was then utilized in the decision-making process within CBO and the Mayor's Office.

Race and Social Justice Impacts in the 2020 Adopted Budget

This section highlights specific examples of RSJI considerations in the 2020 Adopted Budget.

Equitable Development Initiative (EDI)

The Equitable Development Initiative is coordinated by the Office of Planning and Community Development (OPCD) and guided by an interdepartmental working group from the Office of Housing (OH), Department of Neighborhoods (DON), Office of Economic Development (OED), Office of Arts & Culture (ARTS), Office of Civil Rights (OCR), Mayor's Office (MO), and City Budget Office (CBO). It is also informed by an external interim community advisory board and review committee representing impacted communities. The EDI program addresses historic and market inequities in Seattle's most marginalized communities and neighborhoods that have high displacement risk and low access to opportunity. Under the existing funding structure, approximately \$16 million of one-time funding is paying for capital and capacity building grants for 15 unique projects.

The 2020 Adopted Budget expands this commitment by providing \$15 million of proceeds from the sale of the Mercer Megablock in South Lake Union to create a revolving site acquisition loan fund for EDI projects. Loans will be repaid with permanent financing so that this can be a sustainable tool to serve future projects. In addition, \$500,000 of proceeds from this property sale will be used to begin community outreach and engagement and a feasibility evaluation for strategic land acquisition. The 2020 Adopted Budget also includes \$5.5 million of short-term rental tax revenues and unrestricted cumulative reserve funds for EDI grant awards, \$430,000 of federal Community Development Block Grant dollars, and \$1.1 million of General Fund for EDI administration and staff costs.

Child Care Assistance Program Expansion

The 2020 Adopted Budget includes Sweetened Beverage Tax (SBT) funding to expand the Child Care Assistance Program (CCAP). CCAP provides financial assistance to low and moderate-income families to pay for child care. The subsidies are based on a sliding scale and the program is designed to support families who make too much money to qualify for the State's Working Connections Child Care program which only supports families up to 200% of the Federal Poverty Level (FPL). DEEL currently contracts with approximately 180 Seattle licensed child care providers. In 2018, 648 vouchers were issued to 491 families. More than 80% of the families that received child care vouchers identified as families of color.

As of September 1, 2019, the sliding scale for the voucher subsidies increased from 300% Federal Poverty Level (FPL) to 350% FPL or approximately \$90,000 for a family of four. The 2020 Adopted Budget continues funding for this expansion, reflects increases in costs for providers, and provides funding for increasing enrollment at lower income levels. DEEL conducts an annual market rate study and the voucher rates are adjusted to reflect the increased costs of child care. The 2020 Adopted Budget also includes additional funding and supports for child care providers who participate in the CCAP program.

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Seattle Youth Employment Program Expansion

The Seattle Youth Employment Program serves youth that are from vulnerable and historically disadvantaged communities. The expansion from a summer only model to a year-round model increases career navigation, exploration, and skill-building opportunities for youth from these communities. HSD does not plan to use a Racial Equity Toolkit for this proposal. HSD has applied Results Based Accountability to develop its theory of change and will have focus populations

SHA Rental Assistance Program Pilot Extension

The Seattle Housing Authority Assistance Program analyzes outcomes and practices by race and ethnicity and will arrive at equity recommendations or goals, with RET guidance, by the end of the pilot. HSD established in its 2017 Homelessness Investments RFP that increasing the rates at which Black/African American households maintain permanent housing through a homelessness prevention project can impact the percentages of people that are living unsheltered and interrupt overrepresentation among Black/African-American households in the homeless services system. The SRHAP pilot is a part of this plan to address racial disparities in services. More than half (52%) the SRHAP participants are Black or African American; this percentage is greater than the percentage of Black or African Americans who are homeless in the region and living in Seattle. Language Access Plan (LAP): Staff across four nonprofit agencies work to ensure that immigrant and refugee English language learners are able to access the information and services they need. Agencies offer support in Spanish, Somali, Amharic, Tigrinya, Marshallese, Vietnamese, Cantonese, Arabic, Oromo, Hindi, and Urdu. Agencies have transferred clients to one another as needed to support SRHAP household language needs. Agencies are also available to SHA to increase the percentage and amount of program materials translated into multiple languages as needed. Continual investment in all four agencies can maintain language access for the entire pilot: eliminating just one of the smallest programs would limit the availability of Arabic, Oromo, Amharic, Somali, Tigrinya, Hindi, Urdu, and Spanish for the pilot and SHA.

Mt. Baker Family Resource Center

The budget continues pilot investments in the Mt. Baker Family Resource Center. The agencies indicated that the proposed families to be served through the Mt. Baker Family Resource Center include families of color who are low income and may have experienced homelessness. The agencies proposed that bilingual services will be provided by REWA for families who are English Language Learners.

Investments to Improve Homeownership Opportunities and Creating ADUs

The Office of Housing (OH) will invest nearly \$15 million of the proceeds from the sale of the Mercer Properties towards increasing affordable housing. OH will use \$9 million to improve homeownership opportunities and \$3 million to support the Mayor's goal of nearly doubling the City's portfolio of permanently affordable homes, affordable to households earning less than 80% of Area Median Income (AMI). OH will also use \$2.5 million to pilot a loan program to help low- and moderate-income families create affordable ADUs.

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Continuation of 2019 Navigation Team Expansion

The homeless population is disproportionately made up of people of color, ethnic minorities and LGBTQ. The Navigation Team addresses public safety and public health concerns by conducting outreach to encampment inhabitants, connecting them to resources, including shelters and tiny house villages and other resources aimed at helping them move toward housing. Field coordinators play a critical role in these operations; they serve as the project manager for site engagements, offer and provide storage to encampment occupants, and work closely with outreach to ensure that people living unsheltered are connected to resources.

Additional Funding for Safe Parking Pilot

In 2019, a majority of individuals experiencing homelessness in Seattle/King County identified as people of color. An estimated 42% of individuals identified as White, 32% identified as Black or African American, 10% identified as American Indian or Alaska Native, 4% identified as Asian, and 3% identified as Native Hawaiian or Pacific Islander. Eight percent (8%) of individuals identified with multiple races. Additionally, an estimated 15% of individuals identified their ethnicity as Hispanic or Latino. When compared to the demographic racial profiles of Seattle/King County's general population, disparities were observed among those identifying as Black or African American (32% compared to 27%), as American Indian or Alaska Native (10% compared to 3%), and with Native Hawaiian or Pacific Islander (3% compared to 1%).

The racial equity goals for this pilot will be determined as the project gets more fully underway. The goals will be incorporated into the services and management plan. The Urban League has access to interpreters and language line services to provide services to non-English speaking clients.

Startup Costs for King County Regional Homelessness Authority

Homelessness is often a symptom of structural and institutional racism. Homelessness occurs as a result of a variety of factors, principle among them the legacy of slavery, Jim Crow laws and legislated redlining, all of which have collectively resulted in, among other things, a disparity in wealth by race and ethnicity that, by some accounts, places wealth accumulation of African American households over 200 hundred years behind White households. The result is a phenomenon referred to as network impoverishment, or the financial impoverishment of one's support network to such a degree that they cannot provide support and assistance in times of crisis. In other words, through systematic impoverishment of communities of color, institutionalized racism has reduced the ability of these communities to backstop people in times of crisis, resulting a higher likelihood that people of color will experience homelessness. In King County, nearly two-thirds of people experiencing homelessness are people and families of color. African Americans are five times more likely to experience homelessness than their white counterparts in King County and American Indian and Alaska Native individuals are seven times more likely to experience homelessness.

One of the primary goals of Regional Governance is to build a system that places equity and customer voice at the center. To do that, customers and equity advocates have been closely involved in the design

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of the new Regional Authority structure, with particular focus on the Governing Board. Specifically, persons with lived experience and organizations representing their perspective expressly identified the need for the Governing Board to not merely consider customer voice, but more importantly include persons with or representing Lived Experience in all levels of governance – the Steering Committee and the Governing Board.

To ensure equity is at the center of the Regional Authority's work, the Authority will proactively seek to eliminate disproportionalities in the population experiencing homelessness and disparities in outcomes for people experiencing homelessness by directly addressing structural racism, ableism, homophobia, transphobia, misogyny and other sources of inequities. To this end, the Authority will establish and operate under an equity-based decision-making framework that shall guide its policy, business processes, and funding activities. This equity-based decision-making framework will establish a prioritization of customers of the service system and people with lived experience of homelessness as decision-makers in both system operations and policy development; a process for driving program and policy proposals based on customer feedback; a process for examining all policy, business process, and funding decisions with an explicit equity and racial justice analysis; a set of strategies to advance equity and racial justice. It will provide for the mitigation of unintended negative consequences; processes to ensure policy and program direction adapts to customer feedback and in response to negative impacts on communities of color; and establish processes to measure, evaluate, and respond to the impact of its decision-making on its goals of advancing equity.

Keeping the customer at the center of the Regional Authority's work requires intentional design to ensure that customer experience is at the heart of program design and customer voice is not merely valued but reflected in every aspect of the Authority's work. The Governing Board will ensure the creation of an Office of the Ombud with the goals of establishing an accountability structure for customers and employees of the Authority and its homeless service system; and promoting customer confidence in the system and the Authority's ability to quickly and appropriately meet the needs of people experiencing homelessness.

Commitment to customers and employees necessitates attention to accessibility. Within six months of formation, the Authority will prepare an initial work plan that, among other things, will describe an organizational structure, a plan for initial implementation of contracted services and a description of major goals and activities that the PDA will undertake until approval of its first Five-Year Plan. This first implementation plan will include ways in which it will address accessibility for employees and customers, including a plan to ensure that language needs of customers, staff and the general public are met.

Nurse Call Line

The new nurse call line is designed to benefit individuals experiencing homelessness, which are disproportionately people of color. According to the 2019 *Point-in-Time Count*, a majority of individuals experiencing homelessness in Seattle/King County identified as people of color. An estimated 42% of individuals identified as White, 32% identified as Black or African American, 10% identified as American Indian or Alaska Native, 4% identified as Asian, and 3% identified as Native Hawaiian or Pacific Islander. Eight percent (8%) of individuals identified with multiple races. Additionally, an estimated 15% of individuals identified their ethnicity as Hispanic or Latino. When compared to the demographic racial

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profiles of Seattle/King County's general population, disparities were observed among those identifying as Black or African American (32% compared to 27%), as American Indian or Alaska Native (10% compared to 3%), and with Native Hawaiian or Pacific Islander (3% compared to 1%).

Onsite Nurses at Shelter and Permanent Supportive Housing Locations

Attaching medical services to the shelter or permanent supportive housing (PSH) site can satisfy outstanding needs of people experiencing homelessness who are disproportionately Black or African American, American Indian or Alaska Native, and Multi-racial as compared to their percentages in the general population in Seattle/King County.

In 2019, All Home reported that a majority of individuals experiencing homelessness in Seattle/King County identified as people of color. An estimated 42% of individuals identified as White, 32% identified as Black or African American, 10% identified as American Indian or Alaska Native, 4% identified as Asian, and 3% identified as Native Hawaiian or Pacific Islander. Eight percent (8%) of individuals identified with multiple races. Additionally, an estimated 15% of individuals identified their ethnicity as Hispanic or Latino. When compared to the demographic racial profiles of Seattle/King County's general population, disparities were observed among those identifying as Black or African American (32% compared to 27%), as American Indian or Alaska Native (10% compared to 3%), and with Native Hawaiian or Pacific Islander (3% compared to 1%).

In a data scan of the top five PSH sites, there are people who are disproportionately impacted by homelessness who can benefit from nursing staff on site:

- 26% Black or African American
- 11% American Indian or Alaska Native
- 6% Hispanic/Latino
- 3% Multiple Races
- 1% Native Hawaiian or Pacific Islander

100% are living with a disability including:

- 82% mental health problem
- 76% substance use disorder
- 48% physical disability
- 39% chronic health condition

Data was pulled from the County's database, HMIS, on 08/27/2019 for 01/01/2018 through 06/30/2019.

Likewise, staff from the outreach continuum and Seattle Navigation Team, permitted villages, and Navigation Center all report seeing people they engage with who need support to meet immediate and ongoing medical needs and activities of daily living that can be better addressed by on-site nursing staff. People with outstanding post-surgical, pregnancy, or post-partum needs would be better served at a shelter and/or PSH site designed with medical services, rather than in programs that must scramble to generate necessary medical services or referrals.

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CDBG Capital Investments

This proposal supports organizations and projects designed to support historically disadvantaged communities; ICHS specifically serves the Asian Pacific Islander community; SHA provides housing for low-income households in need of subsidized housing. Systemically, non-white populations are over-represented in being excluded from housing and income opportunity.

Domestic Violence Hotline

In Seattle and King County, an estimated 132,000 women and 86,000¹ men experience some form of intimate partner violence every year. Domestic violence has devastating physical, emotional, and economic consequences for survivors, their children, perpetrators, and their communities. It is the immediate cause of homelessness for approximately 50% of homeless women and children², as well as a significant contributor to poor physical and behavioral health for many adults and children. Due to the impacts of current and historical trauma and oppression, families of color, refugees and immigrants, and other marginalized people are at highest risk for experiencing domestic violence, and they also encounter the greatest barriers to accessing help. For example, immigrant and refugee survivors and other survivors of color are unlikely to consider calling 911 when they are in danger, for fear of deportation, incarceration, and loss of custody of their children.

Safety RFP Ramp-Down Funding

The Safety RFP award review committee members represented and worked with the priority and focus populations of this RFP. Raters hold content expertise with addressing the impacts of the criminal legal system in the City of Seattle, King County, and Washington State. Raters were age, gender, and ethnically diverse and represented multiple cultures and communities: Black, African-American, Native, Black/Mexican, Black (mixed), Brown (mix), South Asian, Asian/Filipino, Asian, African-American/Pacific Islander, Middle Eastern, Hispanic/Latino, LGBTQ, bilingual, and white. The review committee participated in a two-hour session with the Black Prisoners' Caucus (BPC) Chapter from Stafford Creek Corrections Center and a session led by the Seattle Office for Civil Rights. To prepare for the review process, the review committee discussed the anti-racist principles and strategy chart of the People's Institute for Survival and Beyond as guidance and tools when rating applications.

Staff Capacity to Support Food Programs

This funding provides increased support to programs that increase racial equity. People of color experience food insecurity at higher rates than non-Hispanic Whites. Native Hawaiian and Pacific Islanders are 3 times more likely to experience food insecurity compared to non-Hispanic Whites. Black/African Americans are 2.5 times and American Indian/Alaskan Native, Hispanic/Latinx and Asians are 2 times more likely to experience food insecurity compared to non-Hispanic Whites. Food and meal

¹ Centers for Disease Control, National Intimate Partner and Sexual Violence Survey, 2010 & 2015

² The National Center on Family Homelessness, Addressing Issues Facing Families Who are Homeless, 2013

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programs have historically been low barrier programs providing low income families and families of color access to food through location, cultural competency and service delivery style. Food programs are also one of the few accessible services for undocumented clients. HSD used the Racial Equity Toolkit in planning for the 2019 Food and Nutrition RFP and conducted a robust community engagement process with over eleven listening circles and focus groups including two focus groups of food bank clients. All community input was integrated into planning for food and meal investments, which received a significant increase from the Sweetened Beverage Tax.

Additional Staff to support Utility Discount Program (UDP)

The two new staff positions will increase capacity to reach the increased household enrollment goals through outreach. The additional capacity will allow staff with fixed call center schedules to attend RSJ trainings and activities. RSJ trainings and activities develop the ability of staff to serve our diverse population of customers through an RSJ lens. A RET will not be used for this proposal because UDP currently serves vulnerable populations and most customers come from areas in the City that are historically disadvantaged. This proposal incorporates Language Access Plan strategies through UDP's community outreach efforts. Outreach efforts target populations with translation and interpretation needs through engagement with local community-based organizations that provide services to immigrant populations.

Citywide Outreach & Engagement Expansion

The Mayor is committed to improving the City's outreach and engagement efforts, especially to historically under-served communities. As part of her commitment, the Mayor has asked the Department of Neighborhoods (DON) to improve the coordination of outreach and engagement by departments through the 2020 budget process. DON is to serve as a strategic advisor to departments so communities can better access City services and information and provide feedback in a more streamlined way. The 2020 Adopted Budget expands the DON's current portfolio to lay the Citywide groundwork to improve how departments provide outreach and engagement. A position will be added to negotiate Memorandums of Understanding (MOUs) with the first cohort of partner departments, including Finance and Administrative Services, the Office of Sustainability and the Environment, Human Services Department, Seattle Information Technology, Seattle City Light, and Seattle Public Utilities. MOUs with partner departments will identify funding to support two additional full-time positions, to be added via supplemental requests in 2020.

Community Outreach and Engagement

Using the Racial Equity Toolkit, the Office of Arts and Culture (ARTS) found the need for more dedicated support to reach communities of color, refugees, and others who have not historically benefited from ARTS' programs. To reach ARTS' racial equity goals of meeting artists who haven't had access to these resources previously requires additional, dedicated communications and outreach capacity that can focus on digging deeper into community engagement opportunities and partnering strategically with community partners. This kind of outreach takes more time and relationship building than traditional modes of media. The 2020 Adopted Budget adds a community outreach and engagement manager to

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provide expanded reach for open grants, calls for artists, professional development opportunities, events, and workshops. This new position will also support ARTS' Language Access Plan and other accessibility efforts, maintain grants, maintain the website, and other communications needs.

Expansion of Small Business Support

The Office of Economic Development (OED) will expand the tools available to the Only in Seattle (OIS) program to include two designated funds to assist more small businesses, the Business Stabilization and Tenant Improvement Funds. The Business Stabilization Fund will help small businesses facing short-term emergencies, such as theft, vandalism, or emergency repairs, with a focus on those in high-risk displacement neighborhoods. The Tenant Improvement Fund encourages the development of affordable commercial tenant improvements for businesses in high displacement risk areas. Both these funds are part of the office's new Inclusive Economy Agenda, which aims to reduce barriers to economic success for small business owners.

Eliminate Fines for Overdue Library Materials

The 2019 Library levy eliminates fines for overdue materials and uses levy resources as a revenue replacement for these funds. Approximately 10% of all accounts that have had a check-out within the last three years are blocked due to fines and fees and patrons are unable to borrow materials. Other library systems have found borrowers return materials at the same or higher rates after fines are eliminated. Overdue fines impact “low opportunity” neighborhoods more significantly because patrons who are unable to pay fines are blocked regardless of whether they return materials or not. Removing fines will increase access to library materials. Over a 7-year period, the levy includes \$8 million to replace lost fine revenue.

Pre-Filing Diversion Program Funding of Choose 180 Workshops

Additional funding will expand upon efforts started in the 2017 Adopted Budget, which created the Pre-Filing Diversion Program led by the Law Department with assistance from the Seattle Municipal Court. In a 2017 Racial Equity Toolkit (RET) analysis, it was determined that additional services were required to meet racial equity needs of participants, including pre- and post-workshop support and connection with resources in a timely manner. The department conducts six workshops per year, providing one every other month. The six workshops have been funded through carryover budget due to the late start of the program in 2017. For 2020, the department requested \$25,000 to continue the same level of service. An additional \$75,000 is added to increase the workshops to one a month. With 12 workshops per year, participation is expected to increase with a more immediate connection to resources.

The letter sent to young adults inviting them to take part in diversion has been translated into 14 different languages. Telephonic interpretation services are provided to Choose 180 for their outreach and in-person interpretation is provided to participants attending the workshop.

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Seattle Police Department Diverse Police Officer Recruitment and Hiring

The budget supports the department's ongoing efforts to recruit and hire quality, diverse police officers in 2020 above current staffing levels. It is important to both Chief Best and the Mayor to focus on building a department that represents the community it serves. Recognizing the significance of hiring diverse police officers and understanding that the current hiring plan is aggressive, the budget includes continued funding in support of continuing recruiting efforts.

Repurpose Funding for Aquatic Equity Initiatives

The 2020 Adopted Budget repurposes funding in SPR's budget to provide more impactful, equity-focused investments in aquatic programming. Specifically, it will equalize service levels at its 22 wading pools to maintain a consistent operating schedule for community and staff; eliminate the low-income swim fee at all pools; and expand the lifeguard training program with a focus on recruiting diverse, low-income youth to participate in the program.

Expand Recreation Programming with Sweetened Beverage Tax Funds

The 2020 Adopted Budget adds \$150,000 of Sweetened Beverage Tax (SBT) funds to expand summer programming for youth including Destination Summer Camps and the Summer of Safety program. Destination Summer Camps are highly subsidized, low-fee activity camps sited in low-income neighborhoods. In 2018, the department piloted this program with external funding at Garfield Community Center and had more than 580 program registrations. Funding from the Sweetened Beverage Tax will provide a sustainable funding source for this program and allow for expansion to additional sites in Southeast Seattle. The Summer of Safety program provides free, structured recreation for youth not otherwise engaged in formal programming. Sweetened Beverage Tax funds will increase the number of days the program can operate at its existing locations.

Add Funding for Outdoors for All

Outdoors for All enriches the quality of life for children and adults with disabilities through outdoor recreation. In March 2019 through a Request for Proposal process, Outdoors for All was awarded the right to renovate and use Building 18 for its future headquarters. This item adds \$1 million to SPR's budget as an award from the Mayor's Office to Outdoors for All to help fund capital improvements necessary to renovate the building.

Sidewalk Accessibility and Safety

As part of an Americans with Disabilities Act consent decree, the City will invest in constructing 1,250 curb ramps annually, increasing accessibility to sidewalks and streets. In addition to curb ramps, the budget includes funding to address sidewalk defects across the City, which will make the sidewalks safer and more accessible.

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Digital Equity/Technology Impacts

The Seattle Department of Transportation recognizes the inequities and impacts that can be created via service and transportation models that may require access to or utilization of personal technologies that many underserved residents may not possess (access to mobile payment system, park-by-plate, etc.). This plan will allow SDOT and the City to identify where these perceived advancements can negatively impact certain resident demographics, and where alternative solutions can be equally beneficial and cost effective.

By proactively creating a strategic plan for technology improvements and investments, Seattle can ensure that disparate negative outcomes or burdens, such as construction impacts or loss of business parking, on people of color and historically neglected communities are minimized or eliminated. We will also consider equity as a large component in prioritizing these improvements, making sure to provide high levels of service in areas with lower access to opportunity and high density of people of color and recent immigrants.

School Safety Improvements

Projects within the Pedestrian Master Plan and the Safe Routes to School Action Plan contain strong equity components, driving capital investments toward neighborhoods that are historically disadvantaged. Schools with higher percentages of non-white or Hispanic students receive a higher priority score during the selection process.

Increase Capacity for the Office of the Employee Ombud

The Office of the Employee Ombud (OEO) serves as an independent resource for City employees who have questions, concerns and complaints regarding workplace experiences that are not in alignment with the City of Seattle's workplace expectations. In early 2019, the Director conducted nearly a dozen listening sessions with City employees and the consistent themes that emerged in these sessions centered on race, class and gender related discrimination. Additional staff and a more strategically accessible office will increase the OEO's ability to address these concerns, providing greater capacity and a confidential space. In addition to working with individual employees, OEO is working to further dismantle institutional racism by engaging with policy improvements that support the City's continuous effort to provide every City employee a safe and respectful workplace.

Improving the City's Response to Misconduct Allegations

The Mayor's Executive Order (EO) 2018-04 directed SHDR to establish a Human Resources Investigations Unit (HRIU) as part of the City's initial actions to improve the response to, and thoroughly investigate, employee allegations of harassment, discrimination, retaliation and harassment-related misconduct. Centralizing and establishing consistent practices in investigations is foundational in addressing the disparities that the RSJI Survey reported pertaining to employee concerns over harassment and discrimination. The RSJI Survey found that 80% of respondents who experienced gender-based incidents

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of harassment in the workplace did not seek help; 29% of women of color and 18% of men of color reported experiencing different workplace treatment due to their race; and 30% of women of color and 37% of white women reported experiencing different treatment due to their gender. The 2020 Adopted Budget finalizes the establishment and funding of the HRIU, allowing the work to address these disparities to continue.

Increase RSJI Training Capacity

In May 2018, the Mayor issued Executive Order (EO) 2018-04: Anti-Harassment and Anti-Discrimination. Among other things, the EO tasked the Seattle Department of Human Resources (SDHR) director and the Seattle Office for Civil Rights director to develop anti-harassment and anti-discrimination training. SDHR was also directed to work with all departments to develop a training plan for employees to include anti-harassment and anti-discrimination training and bias training. The two departments have worked collaboratively to assess the training needs of executive departments and develop a training plan. The demand for trainings far exceeds the capacity that the two departments have for providing trainings. To respond to the EO, and meet department training needs, the 2020 Adopted Budget adds two positions to SDHR and one position to OCR. SDHR is the lead department on the EO and the training plan. The OCR position will add capacity to the department to do RSJI training and partner with SDHR on embedding RSJI in the anti-harassment and anti-discrimination trainings, described below.

Anti-Harassment/Anti-Discrimination (AH/AD) Training

Implementation of the AH/AD trainings is one of the first steps in creating a safe, welcoming and inclusive workplace for all employees where discrimination and harassment is not tolerated. In 2020, SDHR and OCR are partnering to create a Train-the-Facilitator Program (TTF) in which employees will know how to:

- Define harassment, discrimination and inappropriate behavior in the workplace and which actions and behaviors should be reported
- List ways to respond to discrimination, harassment and inappropriate behavior in the workplace and resources to reach out to or make referrals to
- Identify behaviors that foster a workplace culture that prevents harassment and discrimination from taking place
- Explain the role that bystanders have when witnessing discrimination, harassment and inappropriate behavior in the workplace
- Explain what bystanders can do upon witnessing harassment, discrimination and inappropriate behavior

The training of approximately 11,000 City employees carries out the primary goal of RSJI of having a racially knowledgeable workforce able to intervene and respond to instances of harassment and discrimination to create culture change that positions the City as an employer of choice. The TTF will utilize strong facilitators who understand and model an equity framework and look at existing groundwork to consider how best to assess and ensure a strong level of facilitation and RSJ competency.

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Statewide Initiative 1000 Implementation

Statewide Initiative 1000 (I-1000) provides agencies with the authority to establish and implement affirmative action programs. With the passing of I-1000, agencies are still prohibited from granting preferential treatment to groups based on race, sex, age, sexual orientation, veteran status, ethnicity and disability. However, agencies now may establish affirmative action programs that allow setting and achieving goals for these protected groups with the purpose of increasing diversity within defined areas provided no quotas or set asides are used.

The City is committed to equity and inclusion within its contracting program, employee hiring and recruitment and education opportunities for Seattle students. This budget funds a body of work that includes a review of how the City's current policies and aspirational goals fit into initiative requirements, support of a Citywide disparity study and development/implementation of any policy or procedural changes necessary to be in compliance.

I-1000 gives the City an opportunity to increase racial equity within the City's contracting, employment and educational policies and programs.