

Resolution Number: 31164

A RESOLUTION affirming the City's race and social justice work and directing City Departments to use available tools to assist in the elimination of racial and social disparities across key indicators of success, including health, education, criminal justice, the environment, employment and the economy; and to promote equity within the City workplace and in the delivery of City services.

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Fiscal Note: [Fiscal Note to Resolution 31164](#)

Electronic Copy: [PDF scan of Resolution No. 31164](#)

Text

RESOLUTION _____

A RESOLUTION affirming the City's race and social justice work and directing City Departments to use available tools to assist in the elimination of racial and social disparities across key indicators of success, including health, education, criminal justice, the environment, employment and the economy; and to promote equity within the City workplace and in the delivery of City services.

WHEREAS, legislation reforms such as the Civil Rights Act of 1964 have

been adopted banning discrimination because of a person's color, race, national origin, religion, or sex and have supported progress towards racial and social justice; and

WHEREAS, legislative actions such as the Civil Liberties Act of 1988, which provided redress of \$20,000 to each surviving detainee of Japanese internment camps, have recognized the damage caused by the legacy of racism in the United States and have supported racial reconciliation and healing; and

WHEREAS, racial and social disparities nevertheless continue to exist across key indicators of success in Seattle, including health, education, criminal justice, the environment, employment and the economy; and

WHEREAS, in 2004 the City of Seattle launched a Race and Social Justice Initiative (RSJI), with the vision of eliminating race-based disparities within Seattle and the mission of eliminating institutional racism and promoting multiculturalism within City government; and

WHEREAS, in 2007 an Immigrant and Refugee Report and Action Plan identified key issues for immigrant and refugee communities, described current efforts and set out short- and long-term actions that represent the City's next steps in integrating immigrants and refugees into our community; and

WHEREAS, in 2008 an assessment of the Initiative was conducted that

identified significant accomplishments during the first phase of the Initiative; set forth a plan that built on the prior success and identified opportunities for strengthening the Initiative over the next three years; and developed a timeline and approach to continue the Initiative to address racial disparities and social inequality; and

WHEREAS, in 2009, the City convened a Race and Social Justice Community Roundtable whose mission is to eliminate race-based disparities in our community and promote race and social justice across Seattle institutions; and

WHEREAS, the City of Seattle Office for Civil Rights (SOCR) is responsible for the administration and enforcement of the City of Seattle's anti-discrimination laws and has taken the lead in formulating and implementing the City's Race and Social Justice Initiative; and

WHEREAS, the City Council reaffirms its commitment to principles of equality and freedom for all people regardless of race, religion, sexual orientation, gender, ability, national origin, and other protected classes; and

WHEREAS, the City Council declares racism unjust, advocates equal rights for all, and affirms the City's commitment to the Race and Social Justice Initiative; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE MAYOR

CONCURRING, THAT:

Section 1. Findings. The City Council finds the following:

1. Racial discrimination and institutional racism continue to create barriers to success for people of color in the City of Seattle.
2. The principles of inclusiveness, multiculturalism and respect are values that can create a healthier and more productive workplace, improve customer service and drive policies and outcomes that benefit the entire city.
3. The Race and Social Justice Initiative has developed and implemented new policies and practices to help eliminate institutional racism within the City. For example, a new budget and policy filter is being used to assess the potential disparate impacts of new financial and regulatory initiatives.
4. The Race and Social Justice Initiative has developed and implemented an infrastructure to further promote racial and social equity across the City and within each department, including RSJI Change Teams and a City-wide Core Team, so that the Initiative is fully integrated into departmental work and into the City's policies, programs and procedures.

Section 2. Vision, mission and goals. The Race and Social Justice Initiative envisions a city where racial and social disparities have been

eliminated and equity and inclusiveness achieved. The mission of the Race and Social Justice Initiative is to end institutionalized racism and social inequities in City government and to promote multiculturalism and full participation by all its residents. The goals and strategies of the Initiative are to 1) End racial and social disparities internal to the City by improving workforce equity, increasing City employee's RJSI knowledge and tools, and increasing contracting equity; 2) Strengthen the way the City engages its community and provides services by improving existing services using RSJI best practices and enhancing immigrants' and refugees' access to City Services; and 3) Eliminate race-based disparities in our communities.

Section 3. City departments should use available tools to work to eliminate racial and social disparities across key indicators of success, including health, education, criminal justice, the environment, employment and the economy; and to promote racial and social equity in the delivery of City services. Efforts by City departments should include:

- a. Development and implementation of annual work plans aligned with the City-wide plan and coordinated by SOCR.
- b. Implementation of racial equity tools in budget, program and policy decisions, including review of existing programs and policies.
- c. Continued support for the internal resources, such as departmental Change Teams, needed to ensure that the RSJI will be sustained into

the future.

Section 4. The Chair of the City Council committee responsible for civil rights, or his/her designee, will serve as a member of the Race and Social Justice Community Roundtable. The Community Roundtable will continue to include individuals committed to racial and social justice and come from community based-organizations, business, philanthropy, education, and other public entities. The Roundtable will provide a forum for community leadership on racial and social justice issues and support community changes that reach beyond City government. Direct participation of the City Council in the work of the Community Roundtable will help guide their efforts to ensure that the Roundtable, the City Council and the Executive work collaboratively to achieve RSJI goals.

Section 5. SOCR shall continue to lead and staff the Community Roundtable so that the Roundtable:

- 1) Affirms and sustains the RSJI vision and mission within the broader Seattle community.
- 2) Establishes, guides and directs work groups to address racial and social disparities in selected areas, and develops recommendations for City-community partnerships.
- 3) Provides an avenue for Roundtable members to share their strategies and efforts in ending institutional racism and creating racial and

social equity.

- 4) Leverages resources in addressing racial and socioeconomic disparities by bringing groups together to achieve the RSJI mission and pursue common goals such as obtaining grants.

- 5) Serves as a liaison to the broader Seattle community, and acts as an ambassador to promote the Initiative's goals, as set out in Section 3, to a variety of civic institutions.

Section 6. SOCR shall report to City Council on at least an annual basis to demonstrate the progress towards achieving racial and social equity within City government and within the broader Seattle community.

Adopted by the City Council the ____ day of _____, 2009,
and signed by me in open session in authentication of its adoption
this _____ day of _____, 2009.

President _____ of the City Council

THE MAYOR CONCURRING:

Gregory J. Nickels, Mayor

Filed by me this ____ day of _____, 2009.

City Clerk

Nov 19, 2009

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