



Attachment A: City of Seattle Notice of Non-Discrimination



City of Seattle

Anti-Discrimination Policy

The City of Seattle operates its programs, services, employment, contracting, and activities without regard to race, color, and national origin, in accordance with Title VI of the Civil Rights Act of 1964, as amended, and applicable federal and local laws.

The City of Seattle is committed to:

- Prohibiting discrimination in programs, services, and contracting.
- Offering meaningful access to information, programs, and services in residents' preferred language (LEP).
- Identifying and addressing, as appropriate, disproportionately high, and adverse human health and environmental effects, including social and economic effects of programs, services, or activities for minority populations and low-income populations (Environmental Justice)
- Applying the Racial Equity Toolkit to promote full and fair participation in public decision-making for all
- Increasing women- and minority-owned businesses (WMBE) participation in contracting and procurement activities

Any person who believes they have experienced unlawful discrimination, may file a complaint with the Seattle Office for Civil Rights online at: www.seattle.gov/civilrights/file-complaint or by phone: (206) 684-4500 or TTY: 7-1-1. Interpretation services are available.

For more information or to receive this document in an alternate format or languages, contact: Seattle Office for Civil Rights at: titleVI@seattle.gov or by phone (206)-684-4500 or visit: www.seattle.gov/civilrights/titlevi



Attachment B: Citywide Title VI Plan



Seattle Office for Civil Rights

City of Seattle Title VI Plan

Updated on October 31, 2022

Seattle Office for Civil Rights
810 Third Avenue, Suite 750
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seattle.gov/titlevi

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Introduction

As a recipient of federal funds for city programs, services, and facilities, the City of Seattle is required to comply with various non-discrimination laws and regulations, including Title VI of the Civil Rights Act of 1964 (“Title VI”). Title VI forbids discrimination against anyone in the United States on the basis of race, color, or national origin in the programs and activities of an agency receiving federal financial assistance. In addition to Title VI, other non-discrimination statutes that afford legal protection are: Section 162 (a) of the Federal-Aid Highway Act of 1973 (23 USC 324) (sex), Age Discrimination Act of 1975 (age), and Section 504 of the Rehabilitation Act of 1973/Americans with Disabilities Act of 1990 (disability). Together, these requirements define an over-arching Title VI Program.

Title VI and the additional nondiscrimination requirements apply to all City of Seattle departments even if only one city department or program was to receive federal funds. The Civil Rights Restoration Act of 1987 defined the word “program” to clarify that discrimination is prohibited throughout an entire agency if any part of the agency receives federal funds.

The City of Seattle is committed to achieving full compliance and expects every manager, supervisor, employee, and sub-recipient of federal-aid funds administered by the City of Seattle to be aware of and apply the intent and requirements of Title VI and related non-discrimination statutes in performing assigned duties. In accordance with federal, state, and local non-discrimination laws and regulations,

The City of Seattle is committed to:

- Prohibiting discrimination in programs, services, employment, and contracting;
- Providing accommodations for people with disabilities to have an equal access to participate in and benefit from City programs, services, and activities;
- Offering meaningful access to information, programs, and services in their preferred language;
- Promoting a workplace that provides equal employment opportunities for all and is free of discrimination, harassment, and retaliation;
- Providing reasonable accommodations for qualified employees with disabilities;
- Identifying and addressing disproportionate and adverse human health and environmental, social, and economic impacts of programs, services, or activities for minority and low-income populations;
- Applying the [Racial Equity Toolkit](#) to promote full and fair participation in public decision-making; and
- Increasing women and minority-owned business (WMBE) participation in contracting and purchasing.

The City of Seattle has placed compliance and monitoring responsibility with the Seattle Office for Civil Rights (SOCR). SOCR is responsible for administering the citywide Title VI Plan. The Title VI Coordinator is responsible for implementing, monitoring, and ensuring the compliance with Title VI regulations and the overall administration of the Title VI Program Plan including the citywide Title VI notice (notice),

City of Seattle Title VI Implementation Plan – October 2022

Environmental Justice (EJ), Limited English Proficiency (LEP), and Equal Employment Opportunity (EEO) requirements under the Title VI Plan.

For more information, please contact:

Michael Chin, Title VI Coordinator
810 Third Ave, Suite 750
Seattle WA 98104
TitleVI@seattle.gov
(206) 684-4500

The City of Seattle is committed to the compliance and monitoring of all aspects of the Citywide Title VI Plan. By signing below, I reaffirm the City's efforts to reach out to the LEP community to ensure that they are a part of the City's democratic processes. This is a step I gladly take, as inclusion and fairness are an integral part of *this City*.



Derrick Wheeler-Smith
Interim Director, Seattle Office for Civil Rights

10/21/2022

Date

Section 1. Policy Statement, Authorities, and Citations

A. City of Seattle Non-Discrimination Policy

The City of Seattle (City) operates its programs, services, employment, contracting, and activities without regard to race, color, national origin, disability, sex, age, in accordance with Title VI of the Civil Rights Act of 1964, Title II of the Americans with Disabilities Act of 1990, and applicable federal and local laws.

Additionally, the City prohibits discrimination in providing programs, services, or activities based on sexual orientation, gender identity, creed, religion, ancestry, citizenship or immigration status, political ideology, parental status, marital status, honorably discharged veteran or military status, participation in a Section 8 program, an individual's actual, potential, perceived, or alleged pregnancy outcomes, and breastfeeding in public. The City assures that no person shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any City sponsored program or activity. The City further assures every effort will be made to ensure nondiscrimination in all its programs and activities, including programs and activities that do not receive federal financial aid.

If the City distributes federal aid funds to another entity, the City will include Title VI language in all written agreements and will monitor for compliance. The Director of the Seattle Office for Civil Rights is responsible for initiating and monitoring Title VI activities, preparing required reports and other City responsibilities as required by 23 Code of Federal Regulation (CFR) Part 200 and 49 CFR Part 21.

[City of Seattle Non-Discrimination Poster in English, Spanish, Chinese, Vietnamese, Somali, and Amharic](#)

B. Authorities

The City of Seattle policies and procedures are governed by local, state, and federal laws, regulations, and executive orders. Title VI requirements include, but are not limited to:

Title VI of the 1964 Civil Rights Act (42 United States Code (U.S.C.) 2000d et seq.) is a federal law that protects all persons in the U.S. from discrimination on the basis of race, color, or national origin in federally assisted programs and activities. Since other non-discrimination authorities have expanded the scope and range of Title VI application and reach, reference to Title VI includes other provisions of federal statutes and related authorities to the extent that they prohibit discrimination in programs and activities receiving federal financial assistance.

The Uniform Act of 1970 (42 U.S.C. 4601 et seq.) prohibits unfair and inequitable treatment of persons displaced or whose property will be acquired as a result of federally assisted programs or activities.

The **Civil Rights Restoration Act of 1987** (Pub. L. 100-259) further clarifies the intent of Title VI to cover all programs and activities of entities, not just those programs and activities that are federally funded.

Coverage includes all programs or activities of Federal Aid recipients, sub-recipients, and contractors, whether such programs and activities are Federally assisted or not (Public Law 100-259 [S. 557] March 22, 1988).

Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794) and the **Americans with Disabilities Act of 1991** (42 USC § 12101 et seq.) prohibits discrimination based on a handicap/disability. This is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, school, transportation, and all public and private places that are open to the general public. The purpose of this law is to make sure people with disabilities have the same rights and opportunities as everyone else. The ADA has five titles that relate to different areas of public life.

The **Age Discrimination Act of 1975** (42 U.S.C. 6101 et seq.) prohibits discrimination based on age.

Executive Order 12898, Federal Actions to Address **Environmental Justice in Minority Populations and Low-Income Populations (EJ)**, addresses disproportionate adverse environmental, social, and economic impacts that may exist in communities, specifically minority and low-income populations. EJ seeks to avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects on minority populations and low-income populations, and to ensure the full and fair participation by all potentially affected communities in the transportation decision-making process.

Executive Order 13166, **Improving Access to Services for Persons with Limited English Proficiency (LEP)**, addresses access to services for persons whose primary language is not English and who have limited ability to read, write, speak, or understand English by providing meaningful access to programs, information, and services by any entity receiving Federal funding.

C. Additional Citations

23 C.F.R. § 200.9 (a) (1) requires **Title VI assurances** from the City of Seattle that no person in the United States shall, on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity for which the recipient receives federal assistance from the U.S. Department of Transportation (USDOT)

49 CFR Part 21, the U.S. Department of Transportation's **Implementing Regulations of Title VI** of the Civil Rights Act of 1964.

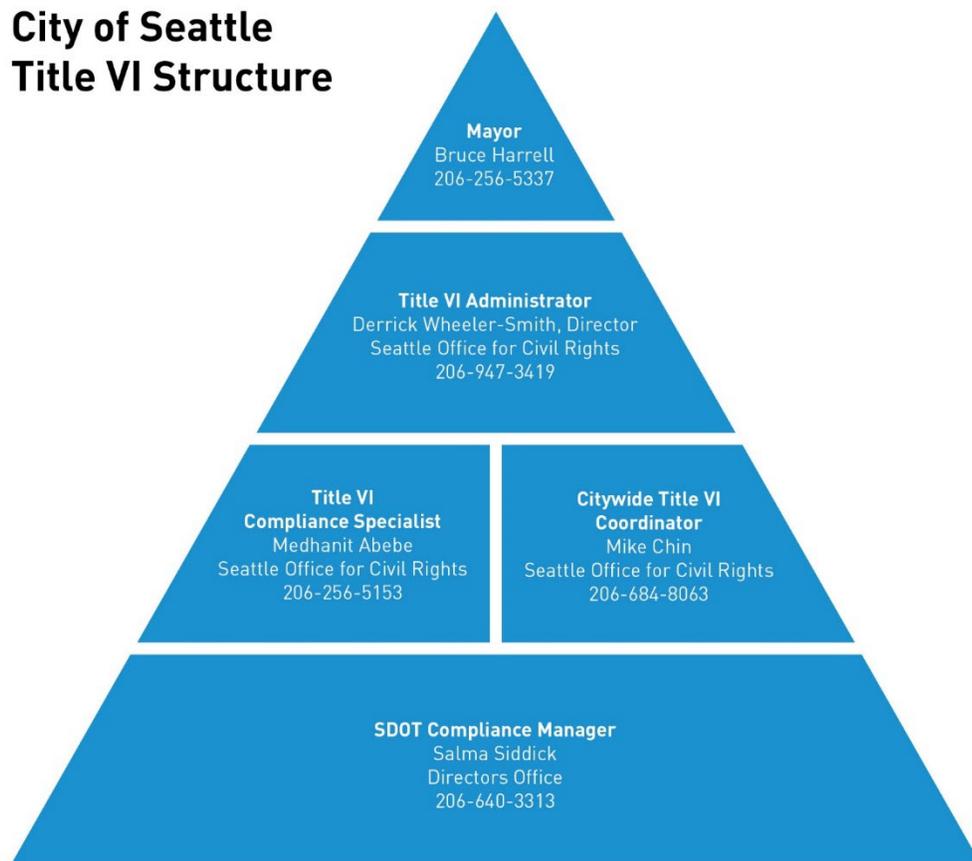
DOT Order 1050.2A requires Seattle Department of Transportation to include certain language into contracts to ensure **non-discrimination is being implemented on a contractual level**.

Section 2. Overview, Organizational Chart, Roles, and Structure

A. Overview

In 2020, the City’s Title VI Plan set out a new organizational structure that created a designated role for compliance. Central, citywide efforts are led and coordinated through the Seattle Office for Civil Rights (SOCR). The Title VI Coordinator is responsible for coordinating and implementing Title VI requirements across all City departments, ensuring compliance, conducting annual training, and providing technical assistance to City departments and Title VI information to the public. The Title VI Compliance Specialist is responsible for handling Title VI complaints from the public which includes assessing complaints, initiating investigations, facilitating resolutions, and completing investigations. The SDOT Title VI Compliance Manager monitors compliance, provides staff training on Title VI, and fulfills reporting requirements. The Title VI Coordinator, SDOT Title VI Compliance Manager, and Title VI program liaisons meet regularly to review Title VI compliance and alert the Title VI Administrator of any issues.

B. Title VI Structure



C. Roles and Responsibilities

The **Mayor of Seattle** is responsible for ensuring the implementation of the City's Title VI program. In agreement with 23 C.F.R. § 200.9 (b), the Mayor has established and staffed the Seattle Office for Civil Rights (SOCR) to fulfill and implement all federal civil rights requirements.

The **Director** of the SOCR serves as the Title VI Administrator, is responsible for the overall management and implementation of the Title VI program on behalf of the Mayor. The day-to-day administration of the program lies with the Title VI Coordinator and the Title VI Specialist. The Title VI Coordinator reports directly to the Director and has access and interaction with the Seattle Department of Transportation (SDOT) and Washington State Department of Transportation (WSDOT) on all matters pertaining to the Title VI program. Organizationally and functionally, the citywide Title VI Program is a part of SOCR's Civil Rights Enforcement Division.

Citywide Title VI Program

The Citywide Title VI Program is responsible for the administration of the City's Title VI program in coordination with SDOT's Office of Equity and Economic Inclusion. Internally, the Program is responsible for statewide guidance, technical assistance, and training on Title VI, as well as the development and implementation of SDOT's FHWA corrective action plan items, special emphasis areas (e.g., a FHWA/FTA placed emphasis on any special program), language assistance policy for Limited English Proficiency (LEP), and Environmental Justice (EJ). Externally, the citywide Title VI Program provides guidance, technical assistance and training to local public agency managers, contractors, and other sub-recipients, as well as monitors these entities for compliance with federal guidelines.

Title VI Coordinator

The **Title VI Coordinator** works to ensure there is a demonstrated commitment to enforce citywide Title VI and is responsible for overall program implementation. Specifically, the position has the authority and responsibility to implement the citywide Title VI program by:

- a) Program Administration – Administer the Title VI program and coordinate implementation of the plan. Work with SDOT Title VI Compliance Manager and Title VI program liaisons to ensure compliance with the assurances, policy, and program objectives. Perform Title VI program reviews to assess and update administrative procedures, staffing, and resources; provide recommendations as required to the Title VI Administrator and the Mayor.
- b) Data Collection – Periodically review the statistical data gathering process performed by SDOT Title VI Compliance Manager and Title VI Program Area Liaisons to ensure sufficiency of data for meeting the requirements of the Title VI program administration.
- c) Training Programs – Conduct or facilitate training programs on Title VI current and new regulations for City employees and facilitate Title VI training for appropriate staff, contractors, and subrecipients.
- d) Title VI Plan Update – Review and update the Title VI Plan prepared by SDOT Title VI Compliance Manager. Present updated plan to the Title VI Administrator and the Mayor for approval.

- e) Federally Required Reporting – Periodically conduct reviews of the City's Title VI Program to assess for Title VI compliance and work with the Title VI Program Area Liaisons annually to assure their effectiveness in compliance with Title VI provisions. This includes review of departmental reporting to federal agencies as required. Coordinate efforts with the SDOT Title VI Compliance Manager and Title VI Program Area Liaisons to ensure that the requirements of Title VI are met.
- f) Public Dissemination – Work with City staff to develop and disseminate Title VI program information to City employees and subrecipients, including contractors, subcontractors, consultants, and subconsultants and beneficiaries, as well as the public. Public dissemination may include:
 - Postings of official statements, inclusion of Title VI language in contracts or other agreements, website postings, and annual publication of the City's Title VI Policy Statement in newspaper(s) having a general circulation, and informational brochures.
 - Public service announcements or notices of proposed projects, hearings, meetings, or formation of public advisory boards, are posted in newspapers or other media reaching the affected community.
 - Full utilization of available minority publications or media and, where appropriate, provide written or verbal information in languages other than English. See Exhibit 1 for the City's Title VI Notice to the Public.
- g) Maintain Legislative and Procedural Information – Federal laws, rules and regulations, the current City of Seattle Title VI Plan, and other resource information pertaining to the implementation and administration of the City's Title VI program. This will be maintained and updated regularly and be made available to other agencies, or the public as requested or required.

Title VI Specialist

The **Title VI Specialist** works to support the Title VI Coordinator in the enforcement of Title VI. Specifically, the position has the authority and responsibility to implement the Title VI program by:

- a) Handle Title VI Complaints – Review and investigate Title VI complaints that may be received by the City of Seattle, following adopted procedural guidelines (see Section 5 – Complaint Procedures). Ensure every effort is made to resolve complaints at the local or regional level.
- b) Report and Monitor Complaints – Collect data on discrimination complaints and violations of Title VI.
- c) Address and eliminate Discrimination – Work with the City Departments to establish procedures for promptly resolving deficiencies, as needed. Recommend procedures to identify and eliminate discrimination that may be discovered in any City processes.

Title VI Program Area Liaisons

Through collective efforts across the City, several departments within the City are responsible for leading specific aspects of the City's Title VI Plan. These program areas include: the **Office of Immigrant and Refugee Affairs** that oversees the City's Language Access Plan, the **Seattle Department of**

Transportation that oversees Title VI coordination in relation to transportation activities, the **Department of Facilities and Administrative Services** that coordinates the City’s disadvantaged Business Enterprise and Women and Minority Business Enterprise compliance on construction and consultant contracts, **Seattle Department of Human Resources** that oversees Workforce Equity and the Equal Employment Opportunity/Affirmative Action, and the **Office of Sustainability and Environment** that oversees the City’s Environmental Justice Plan, and **Department of Facilities and Administrative Services** that oversees the citywide ADA Title II Compliance Program. The Program Areas section includes greater detail on the roles and responsibilities of those City departments.

D. Organizational Chart

Title VI Organizational Chart



Section 3. Program Areas

A. Overview

Title VI Program Areas are listed below with each responsible department. Departments are responsible for designating staff to act as the Title VI Program Area Liaison to work with the Title VI Coordinator and the Title VI Compliance Specialist. The liaison(s) shall provide program monitoring, data collection, and reporting, as well as dissemination of Title VI information within their respective departments. While not all City departments are listed below, every City department is responsible for adherence to Title VI. For all other City departments, the department’s Director or other designee will assist with dissemination of Title VI materials to staff and the public.

B. Transportation Title VI Program – Seattle Department of Transportation

The **Seattle Department of Transportation** (SDOT) Office of Equity and Economic Inclusion (OEEI) is responsible for all Title VI program areas pertaining to planning, environmental activities, right of way, construction and maintenance, and design of transportation infrastructure, as well as transit services delivered through City-owned assets. SDOT is responsible for ensuring compliance and fulfilling the requirements set forth by the Federal Highway Administration in 23 CFR Part 200 and 49 CFR Part 21 and the Federal Transit Administration in Circular 4702.1B, Title VI Requirements and Guidelines for Federal Transit Administration Recipient including compliance with assurances (see Exhibit 2) relating to City of Seattle transportation activities.

SDOT's Compliance Manager is responsible for the following activities relating to the Seattle Department of Transportation:

- a) Coordination – Coordinate with all SDOT departments whose work directly relates to Title VI work. This includes the Seattle Center in connection with the Seattle Monorail
- b) Data Collection – Review the statistical data gathering process performed by staff to ensure sufficiency of data for meeting the requirements of the Title VI.
- c) Environmental Impact Statements – Ensure that available census data are included as a part of all Environmental Impact Statements/Assessments (EIS/EIA) conducted by the department for projects receiving federal financial assistance.
- d) Training Programs – Conduct and/or facilitate training programs on current and new Title VI regulations for department employees and facilitate Title VI training for appropriate staff, contractors and subrecipients in partnership with the Title VI Coordinator. A summary of training conducted will be reported in the annual update to WSDOT (for the Federal Highway Administration - FHWA).
- e) Title VI Plan Update – Provide necessary information to the Title VI Coordinator for inclusion in the Title VI Plan. Review and update SDOT-related elements of the Title VI Plan as needed or required. Submit amended Plan to WSDOT (for FHWA) or other federal agencies as required.

Federally Required Reporting. SDOT's Compliance Manager will conduct reviews of SDOT's Title VI activities to assess for Title VI compliance and assist the Title VI Coordinator during periodic reviews. An annual executive summary will be submitted to the Title VI Coordinator to review Title VI accomplishments achieved during the year. Annual reports are required per requirements set forth by WSDOT (for FHWA) and the Federal Transit Administration (FTA). The SDOT Title VI Compliance Manager will be responsible for coordination and preparation of the report.

SDOT's Compliance Manager will coordinate an Annual FHWA Title VI Update of Accomplishments to be submitted to WSDOT (for FHWA) by November 1 of each year. The update will report on accomplishments and changes to the program during the preceding year and will also include goals and objectives for the upcoming year. The SDOT Title VI Compliance Manager will coordinate the Triennial FTA Title VI Program Report to FTA to be submitted by the date outlined by the FTA. SDOT's Compliance Manager is Salma Siddick.

Website: seattle.gov/transportation/about-us/office-of-equity-and-economic-inclusion

For more information: Email salma.siddick@seattle.gov or phone [\(206\) 640-3313](tel:(206)640-3313).

C. Language Access Program (LAP) – Office of Immigrant and Refugee Affairs

Statement on Limited English Proficiency. The City of Seattle’s Language Access Program seeks to help all immigrant and refugee residents, regardless of English proficiency, experience meaningful and equitable access to City information, programs, services, and civic engagement.

The program aims to achieve these outcomes:

- a) **Welcoming City.** Foster a welcoming environment through culturally responsive communications from City departments and staff so that immigrant and refugee residents truly feel represented.
- b) **Seamless Integration.** Support immigrant and refugee community members in successfully integrating into and participating in Seattle's civic, economic, and cultural life by providing in-language communication and outreach.
- c) **Resilience and Emergency Preparedness.** Ensure the City’s alert messaging system has in-language capabilities and prepare community members to effectively respond to future emergencies.
- d) **Trust and Relationship.** Establish meaningful two-way communication for residents to receive information and provide feedback.

Website: seattle.gov/iandraffairs/LA

For more information: Email IMR_LanguageAccess@seattle.gov or phone [\(206\) 615-0195](tel:(206)615-0195) / [\(206\) 688-0003](tel:(206)688-0003).

D. Contracting, Construction, and Social Equity - Facilities and Administrative Services

The City of Seattle’s **Facilities and Administrative Services (FAS)** Contracting and Social Equity Program promotes equity in contracting for historically underutilized businesses with the goal to create a welcome, inclusive, and responsive environment for women and minority-owned businesses (WMBE). The City's WMBE Program, managed by FAS, supports WMBEs through outreach, engagement, and making aspirational WMBE use goals.

Social Responsibility in Contracting. The City is committed to socially responsible procurement and promoting social equity through our contracts. We work to ensure open and fair procurements, competitive and fair pricing, environmentally sustainable solutions, best labor practices, access to equal benefits and utilization of women- and minority-owned businesses when applicable in City bid decisions and contracts.

Priority Hire. The City promotes access to construction careers for women, people of color and people living in economically distressed areas in Seattle and King County. In 2015, the City created a priority hire program for City public works construction projects of \$5 million or more, and, in 2017, expanded the program on public/private partnership projects with significant City investment.

Acceptable Work Sites. The City implements stringent standards for acceptable behavior on City construction work sites that prohibit discrimination, bullying, hazing, and other related behaviors—particularly those based upon race, color, national origin, sex, disability, age, immigrant status, religious affiliation, gender identity or sexual orientation. Contractors of each tier must ensure an appropriate, productive, and safe environment for all workers. The City is also implementing training for workers on preventing and addressing unacceptable behaviors on projects \$5 million or more.

Accessibility and Design. The City ensures all people have access to facilities, programs, and services by directing and supporting City departments and offices that manage, design, construct, alter, maintain, and lease City facilities and properties to comply with accessible design requirements and provide accessible services.

Green Purchasing. The City of Seattle promotes environmental stewardship and reducing greenhouse gas emissions when buying goods, materials, services, and capital improvements. City departments strategize, promote and review outcomes, identifying market transformation opportunities, developing specifications and selection criteria, and educating vendors and end users.

Website: seattle.gov/purchasing-and-contracting/social-equity/wmbe

For more information: Email mark.nakagawara@seattle.gov or phone [\(206\) 684-4542](tel:(206)684-4542).

Resources:

<https://www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/WMBE/2019-City-of-Seattle-WMBE-Annual-Report-FAS.pdf>

E. Environmental Justice – Office of Sustainability and Environment and Seattle Department of Transportation

Environmental Justice under Title VI applies to all programs, policies, and activities, including, but not limited to contracting, system planning, project development, implementation, operation, monitoring, and maintenance in the City of Seattle. Because the nondiscrimination requirements under Title VI extend to all programs and activities that receive federal funds and their respective sub-recipients and contractors, the concepts of Environmental Justice apply to all City projects, including those which do not involve Federal-aid funds.

There are three fundamental Environmental Justice principles:

1. To avoid, minimize, or mitigate disproportionately high and adverse human health or environmental effects, including social and economic effects, on minority populations and low-income populations.
2. To ensure the full and fair participation by all potentially affected communities in the decision-making process.
3. To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority populations and low-income populations.

Environmental Justice is an important part of the planning process and must be considered in all phases of planning, project development, implementation, operation, monitoring & maintenance. A truly integrated and effective planning process actively considers and promotes environmental justice within projects and groups of projects, across the total plan, and in policy decisions. At the start of the planning process, planners must determine whether Environmental Justice issues exist and use data and other information to:

- a) Determine benefits to and potential negative impacts on minority populations and low-income populations from proposed investments or actions;
- b) Quantify expected effects (total, positive and negative) and disproportionately high and adverse effects on minority populations and low-income populations; and
- c) Determine the appropriate course of action, whether avoidance, minimization, or mitigation.

If issues are not addressed at the planning stage, they may arise during project development, or later when they could be more difficult to mitigate and delay project decision.

Communities are constantly changing, so evaluation of human impacts must be given continuous attention throughout planning, project development, implementation, operation, and maintenance. Mitigation of any sort can cause negative as well as positive impacts. Be aware of who is being impacted and how.

Website: seattle.gov/environment/equity-and-environment

For more information: Email Lylianna.Allala@seattle.gov or phone: [\(206\) 386-4668](tel:(206)386-4668).

F. Equal Employment Opportunity/Affirmative Action Plan – Seattle Department of Human Resources

The City of Seattle is an **Equal Employment Opportunity** and **Affirmative Action** employer committed to creating an inclusive environment for all employees free of discrimination and harassment. The City will not tolerate any form of discrimination or harassment based on a person's race, color, religion, creed, sex, sexual orientation, gender identity, national origin, ancestry, citizen or immigration status, age, genetic information, disability, marital status, honorably discharged veteran or military status, an individual's actual, potential, perceived, or alleged pregnancy outcomes, or political ideology. The City's goal is to be an inclusive workforce that is representative, at all job levels, of the residents we serve. The City complies with the following, local, state, and federal laws: Seattle Fair Employment Practices

(Seattle Municipal Code 14.04), Washington Law Against Discrimination (RCW 49.60), Civil Rights Act Title VI and VII, Age Discrimination in Employment Act, Genetic Information Non-discrimination Act, Equal Pay Act of 1963, Pregnancy Nondiscrimination Act, Americans with Disabilities (ADA), and regulations. The **Seattle Human Resources Department** is responsible for implementing and monitoring the citywide EEO/AA plan.

Equal Employment Opportunity/Affirmative Action. The City's Equal Employment Opportunity (EEO) Policy and Affirmative Action Plan are established in accordance with the laws and regulations as set forth in Titles VI and VII of the Civil Rights Act of 1964, the Equal Employment Act of 1972, Presidential Executive Order 11246, as amended, the Office of Contract Compliance Programs Chapter 60 of Title 41CFR and Part 60-2 as amended and the U.S. Department of Justice, Office for Civil Rights, 28 CFR 42.301 governing requirements for grant recipients to establish and maintain an EEO Plan, which includes race/gender workforce analysis, and hiring and implementation plan components.

The City commits to an equal employment opportunity policy that prohibits employment discrimination on the basis of race, color, sex, marital status, sexual orientation, political ideology, age, creed, veteran's status, religions, ancestry, national origin, gender identity, pregnancy, actual, potential, perceived, or alleged pregnancy outcome, or the presence of any sensory, physical, or mental disability and other protected characteristics as required under federal, state, and local laws. Jessica Smith is the City's EEO/AA Coordinator.

The City's Affirmative Action Program directs management at all levels to develop and implement strategies designed not only to achieve a workforce that is a reasonable representation of the relevant labor market consistent with and dependent upon the business conditions and number of placement opportunities that may occur, but also to ensure equal employment opportunity for all.

For a copy of the City's Affirmative Action Plan and Equal Employment Opportunity Plan, please contact Jessica Smith, the EEO/AA Coordinator at jessica.smith@seattle.gov or phone [\(206\) 615-0389](tel:2066150389).

Human Resources Investigations Unit

The Human Resources Investigations Unit (HRIU) is an independent investigative unit. HRIU was created in response to the City of Seattle employees' request for a fair and trusted investigations group with no connection to other in-house Human Resources departments or managers in their divisions.

HRIU investigates complaints and alleged violations of applicable City Personnel Rules, and/or related policies. This includes allegations of harassment, discrimination, and misconduct. Any current or former City of Seattle employee, their management, Human Resources representative, union representative, or shop steward may request an HRIU investigation.

HRIU uses Trauma-Informed investigation procedures to ensure that employees are treated compassionately and fairly through all phases of the investigation process. To reach the HRIU team, please contact us by email through SHR_HRIU@seattle.gov.

Americans with Disabilities Act (ADA)

Title 1 of the **American with Disabilities Act (ADA)** and the **Washington Law Against Discrimination (WLAD)** prohibit employers, including state and local government employers, from discriminating against a qualified individual with a disability. These laws protect the rights of both employees and job seekers to be free from discrimination. These laws also require an employer, such as the City of Seattle, to provide a "reasonable accommodation" to qualified applicants and employees with disabilities, unless the employer can show that the accommodation would be an undue hardship. The City of Seattle complies with its legal obligations under the Americans with Disabilities Act, Section 503 of the Rehabilitation Act (which applies to federal contracts and subcontractors), the WLAD, and other applicable state and local disability related laws prohibiting employment discrimination. It is the policy of the City of Seattle to reasonably accommodate a qualified applicant or employee with a disability, unless doing so causes an undue hardship.

Reasonable accommodation can be required in three aspects of employment:

1. To participate in the application process;
2. To perform essential job functions; and
3. To enjoy benefits and privileges of employment equal to those enjoyed by employees without disabilities.

An accommodation is a reasonable change to a job or work environment, or the way the job is performed that enables a qualified individual with a disability to enjoy equal employment opportunities. No specific form of accommodation is guaranteed for all employees with a particular disability. Rather, a reasonable accommodation must be tailored to match the individual needs of the employee. Common types of reasonable accommodations in the workplace may include modifications to how job functions are performed through the use of assistive devices or equipment, part-time or modified work schedules, job reassignment to a vacant position, or the use of paid or unpaid leave (please note this is not an exhaustive list).

Requesting an accommodation under Title I of the ADA. If a current City employee needs assistance or would like to request a reasonable accommodation or to understand more about the options available to you under Title I, they may contact us at: **ADA Coordinator** or contact the respective city department **ADA Coordinator** to initiate the interactive ADA process.

If an applicant is applying for a job with the City and would like to request a reasonable accommodation in connection with the application process, please contact the recruiter (identified in the job posting, or by emailing careers@seattle.gov) or **ADA Coordinator** for the department of the position for which you are applying.

Workforce Equity

The City of Seattle created the Workforce Equity Division in response to Executive Order (EO) 2015-02: Workforce Equity Initiative. The order instructed SDHR and the Seattle Office of Civil Rights (SOCR) to

expand the scope and reach of the City's efforts to achieve equity for City employees. Specific actions include:

- Create an interdepartmental team to address specific examples of disparity described in the City of Seattle Workforce Pay Equity and Utilization Report prepared by DCI Consulting.
- Create, in coordination with the Citywide Human Resources Leadership Team, consolidated and aligned human resources policies, processes and practices that advance the City's ability to maintain consistent and equitable treatment of employees Citywide.
- Create and implement training and leadership development programs for underrepresented populations.

Reports:

- [2021 Workforce Equity Technical Report](#)
- [2021 Workforce Equity Report](#)
- [2020 Workforce Equity Technical Report](#)
- [2020 Workforce Equity Update Report](#)
- [2019 Workforce Equity Technical Report](#)
- [2019 Workforce Equity Update Report](#)
- [Workforce Equity Strategic Plan Implementation - Update](#)
- [Workforce Equity Strategic Plan - Executive Summary](#)
- [Workforce Equity Strategic Plan - Full Plan](#)
- [Workforce Equity Action Plan](#)
- [Workforce Equity Action Plan FAQs](#)
- [Workforce Equity Update Handout](#)

Contact information: Jessica Smith at jessica.smith@seattle.gov or phone [\(206\) 615-0389](tel:2066150389).

Anti-Harassment Interdepartmental Team (IDT). The City of Seattle is committed to improving the work environment for our employees by creating accountability measures to transform our workplace culture into one that promotes a safe, harassment-and discrimination-free workplace where everyone can do their best work.

Reports Available:

- [Full report of AH IDT](#)
- [AH IDT report overview](#)
- [AH IDT employee focus group report](#)
- [2018 Race and Social Justice Employee Survey Analysis](#)

Website: seattle.gov/human-resources/about-us/workforce-equity

For more information: Email jessica.smith@seattle.gov or phone [\(206\) 615-0389](tel:2066150389).

G. ADA Title II Compliance Program –Facilities and Administrative Services

The City of Seattle is committed to providing people with disabilities an equal opportunity to participate and benefit from City services, programs, and activities. Accommodations for people with disabilities are available.

Effective Communication. The City will generally, upon request, provide appropriate aids and services leading to effective communication so people with disabilities can participate equally in City of Seattle's programs, services, and activities. This may include qualified sign language interpreters, captioning, assistive listening devices, documents in alternative formats and other ways of making information and communications accessible.

Digital Accessibility. The City's web sites should conform to the United States federal web accessibility standards and the World Wide Web Consortium (W3C) international guidelines.

Modifications to Policies and Procedures. The City will make reasonable modifications to policies and procedures to ensure people with disabilities have an equal opportunity to enjoy the benefits of the City's programs, services, and activities.

Accommodation Requests. People with disabilities needing an auxiliary aid or service for effective communication, or a modification of a policy or procedure to participate in a City program, service, or activity should contact the ADA Title II Program through email: adacoordinator@seattle.gov; voice: [\(206\) 684-2489](tel:(206)684-2489); or TTY: 7-1-1 as soon as possible.

Grievance Procedure. Information on how to file an ADA Title II grievance with the City is available at: <https://www.seattle.gov/americans-with-disabilities-act/ada-grievance-procedure> or by contacting the City's ADA Title II Program through: adacoordinator@seattle.gov; voice: [\(206\) 684-2489](tel:(206)684-2489); or TTY: 7-1-1.

Website: seattle.gov/americans-with-disabilities-act

For more information: Email adacoordinator@seattle.gov or phone [\(206\) 684-2489](tel:(206)684-2489).

Section 4. Training

The Title VI Coordinator and the Title VI Compliance Specialist provide Title VI training video available in closed captioning and on-demand for employees, contractors, subrecipients, and Title VI program and service administrators. The training provides comprehensive information on Title VI provisions, application to program operations, and identification of Title VI issues and resolution of complaints.

Section 5. Complaint Procedures – Allegations of Discrimination in Federally Assisted Programs or Activities

A. Overview

The **Seattle Office for Civil Rights (SOCR)** is responsible for civil rights compliance and monitoring, which includes ensuring that City of Seattle departments, contractors, and sub-recipients regardless of their tier must abide by Title VI of the Civil Rights Act of 1964, as amended.

Any person who believes they have faced unequal treatment or discrimination in city programs, services, or facilities based on their race, color, national origin, has the right to file a written complaint under Title VI or for disability, under Title II of the Americans with Disabilities Act (ADA) with the Seattle Office for Civil Rights. A person can file the complaint [online](#) which is available in Spanish, Chinese, Korean, Vietnamese, and Amharic, by phone (206-684-4500), or submit a Complaint Form which is available in the following languages: Spanish, Somali, Vietnamese, Chinese, Korean, and Amharic. A person can request language assistance to file a complaint in their preferred language by calling [\(206\) 684-4500](#) or by email at: TitleVI@seattle.gov.

The procedures do not deny the right of the complainant to file formal complaints with other state or federal agencies or to seek private counsel for complaints alleging discrimination. Every effort will be made to obtain early resolution of complaints at the lowest level possible. The option of informal mediation meeting(s) between the affected parties and the Title VI Coordinator may be utilized for resolution.

B. Complaint Handling Procedure

Generally. The Seattle Office for Civil Rights (SOCR), under Title VI of the Civil Rights Act of 1964, ensures *“No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”* Related federal statutes further those protections to include disability, age, and sex.

Any person who believes they have been discriminated against based on race, color, or national origin by the City of Seattle or a sub-recipient may file a Title VI complaint by completing and submitting SOCR’s Title VI Complaint Form. According to USDOT regulations, 49 CFR §21.11(b), a complaint must be filed no later than 180 days after the date of the last instance of alleged discrimination, unless the time for filing is extended by the processing agency.

Intake

A. Title VI complaints related to the federal-aid highway program:

1. Title VI complaints related to the federal-aid highway program (*complaints involving SDOT construction, maintenance and preservation of streets, sidewalks, highways, bridges and*

tunnels) may be filed with the City of Seattle, Washington State Department of Transportation (WSDOT), Federal Highway Administration (FHWA) Division Office, the FHWA Headquarters Office of Civil Rights (HCR), the United State Department Of Transportation (USDOT) Departmental Office of Civil Rights, or the United States Department of Justice.

2. SOCR will review complaints that must contain the following information:
 - a. The complainant’s contact information, including: full name, mailing address, phone number (and best time to call), email address (if available);
 - b. The basis of the complaint (race, color, and national origin);
 - c. The names of person(s) and/or agency/organization alleged to have discriminated;
 - d. A description of the alleged discriminatory actions (include sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives federal financial assistance); and,
 - e. The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.
3. Complaints should be in writing, signed, and filed by mail, fax, in person, or e-mail. If a complainant phones a sub-recipient with allegations, they shall transcribe the allegations of the complaint as provided by phone and then send a written complaint to the complainant for correction and signature.
4. If the Seattle Department of Transportation (SDOT) is named as the Respondent the SOCR will send complaints within one business day of receipt via email to the: **SDOT Title VI Compliance Manager** (salma.siddick@seattle.gov). FHWA is responsible for all decisions regarding whether a complaint under FHWA jurisdiction should be accepted, dismissed, or referred to another agency.
5. Per the FHWA Guidance Memorandum, *Processing of Title VI Complaints*, dated June 13, 2018, all Title VI complaints received by a sub-recipient are to be forwarded to FHWA Office of Civil Rights.¹ After logging the complaint, SOCR Title Compliance Manager must immediately forward all Title VI complaints to the Washington State Department of Transportation who is responsible for logging and routing Title VI complaints received by SOCR to FHWA Washington Division Office² and FHWA’s HCR to the following address:

Washington State Department of Transportation
Office of Equity and Civil Rights, Title VI
Box 47314
Olympia, WA 98466

¹ As of August 2018, the FHWA has provided new mandatory guidance for Title VI complaint processing. See *Questions and Answers for Complaints Alleging Violations of Title VI of the Civil Rights Act of 1964*; specifically, Question 2e, *How are complaints routed?* which can be found on the FHWA Office of Civil Rights (HCR) website at the following link: https://www.fhwa.dot.gov/civilrights/programs/title_vi/titleviqa.cfm#Toc522787058.

² Complaints are forwarded by sub-recipients, in this case SOCR, to WSDOT OEO. WSDOT OEO then forwards the complaint to FHWA Washington Division Office.

6. WSDOT investigates complaints only if delegated by FHWA after acceptance of a complaint.³ FHWA is responsible for all determinations regarding whether to accept, dismiss, or transfer the complaint and finding no violation or failure to comply.
7. These procedures do not prohibit a Complainant from filing a formal complaint alleging discrimination with other state, local, or federal agencies, nor do they prohibit a Complainant from retaining private counsel. Complainants have the right to file a complaint directly with the federal funding agency too. The following is the address where Title VI complaints may be filed directly with FHWA:

Federal Highway Administration
U.S. Department of Transportation Office of Civil Rights
1200 New Jersey Avenue, SE
8th Floor E81-105
Washington, DC 20590
CivilRights.FHWA@dot.gov

8. The complainant will receive an acknowledgement letter from SOCR informing them that the complaint has been received and forwarded to the FHWA's HOCR.
9. SOCR must maintain a log of Title VI complaints and their disposition (including the results of any investigations). The record must be included in their Title VI Annual Accomplishments and Goals Report.
10. If FHWA determines a Title VI complaint against a sub-recipient can be investigated by SOCR, HCR may delegate the task of investigating the complaint to SOCR. If HCR rejects the Title VI complaint against a sub-recipient, the complaint cannot be filed under Title VI with SOCR.
11. FHWA will render final decisions in all cases including those investigated by WSDOT. There are no administrative appeal forums in Title VI complaints. Once FHWA issues its final agency decision, the complaint is closed.

B. Title VI Complaints involving SDOT public transit systems.

1. Title VI complaints filed with SOCR in which SDOT is named as the Respondent involving SDOT public transit systems (e.g. the Seattle Monorail and Seattle Streetcar) will be investigated by SOCR.
2. SOCR will review complaints that must contain the following information:
 - a. The complainant's contact information, including: full name, mailing address, phone number (and best time to call), email address (if available);
 - b. The basis of the complaint (race, color, and national origin);

³ Pursuant to the new guidance, ALL Title VI complaints under FHWA jurisdiction, including complaints filed against sub-recipients, must now be forwarded to the FHWA **before** WSDOT takes any action on the complaint. See Section I.C. below for new mandatory FHWA routing instructions.

- c. The names of person(s) and/or agency/organization alleged to have discriminated;
 - d. A description of the alleged discriminatory actions (include sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives federal financial assistance); and,
 - e. The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.
3. Complaints should be in writing, signed, and filed by mail, fax, in person, or e-mail. If a complainant phones a sub-recipient with allegations, they shall transcribe the allegations of the complaint as provided by phone and then send a written complaint to the complainant for correction and signature.
 4. Per the Federal Transit Administration (FTA), Title VI complaints are to be handled by SOCR in accordance with [FTA Circular 4702.1B, Title VI Requirements and Guidelines for Federal Transit Administration Recipients](#).
 5. SOCR will send complaints within one business day of receipt via email to: the SDOT Title VI Compliance Manager (salma.siddick@seattle.gov) for situational awareness.

C. Title VI Complaints against other City Departments.

If the complaint is against a subrecipient, consultant, or contractor under contract with the City, the appropriate department and/or subrecipient, consultant, or contractor shall be notified of the complaint within 15 calendar days.

1. SOCR will review complaints that must contain the following information:
 - a. The complainant's contact information, including: full name, mailing address, phone number (and best time to call), email address (if available);
 - b. The basis of the complaint (race, color, and national origin);
 - c. The names of person(s) and/or agency/organization alleged to have discriminated;
 - d. A description of the alleged discriminatory actions (include sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives federal financial assistance); and,
 - e. The date(s) of the alleged discriminatory act(s) and whether the alleged discrimination is ongoing.
2. Complaints should be in writing, signed, and filed by mail, fax, in person, or e-mail. If a complainant phones a sub-recipient with allegations, they shall transcribe the allegations of the complaint as provided by phone and then send a written complaint to the complainant for correction and signature.

Investigation

1. If SOCR is delegated the responsibility of performing an investigation and retains jurisdiction to investigate the complaint, SOCR will send a copy of the complaint to the claimant to review and sign.

2. SOCR will send a copy of the signed complaint to the City Department with the opportunity to respond in writing to the allegations made by the claimant. The City Department will have 10 business days from receipt of notification to furnish a response to the allegations.
3. Within 90 days of receipt of the complaint, the SOCR investigator will prepare a written investigative report. The report shall include a narrative description of the incident, identification of persons interviewed, findings, and recommendations for disposition. If additional time is needed, SOCR will contact the claimant and inform them.
4. If more information is needed to resolve the case, the SOCR investigator may contact the claimant. The claimant has ten business days from the date of the letter to send the requested information to the investigator assigned to the case.
5. If the investigator is not contacted by the claimant or does not receive the additional information within ten (10) business days, SOCR can administratively close the case. A case can be administratively closed also if the complainant no longer wishes to pursue their case.
6. Once the Investigator recommends the course of action for the complaint, the **Title VI Compliance Specialist** shall review the recommendation. If the investigator determines that there is a violation of Title VI, the investigative report and finding shall be reviewed by the Law Department. The Law Department may discuss the investigative report and determination with the **Title VI Coordinator** and other appropriate departmental staff. The report will be modified as needed and made final for its release to the parties.
7. Once the investigative report and determination becomes final, the claimant and City Department shall receive a copy of the investigative report and determination within five (5) business days. Briefings will be scheduled with each party within 15 days of their receipt of the investigative report.
8. A copy of the complaint and the SOCR's investigation report will be issued to WSDOT's External Civil Rights Branch (or the appropriate oversight agency) within five (5) business days of the final investigative report and determination.
9. The **Title VI Coordinator** will receive a copy of the investigative findings and determination and maintain a record of the investigation which will include the basis for the allegation identified including race, color, or national origin.

Section 6. Review and Remedial Action Procedures for Subrecipients, Consultants and Contractors

A. Title VI Review of Subrecipients of Federal Aid Highway Funds.

The recipient, in accordance with Title VI of the Civil Rights Act of 1964, (78 Stat. 252, 42 U.S.C. 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that in any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.

Program Area Liaisons, the SDOT Title VI Compliance Manager, and the Title VI Coordinator will assist WSDOT to periodically conduct FHWA Title VI compliance reviews. Program Area Liaisons, the SDOT Title VI Compliance Manager, and the Title VI Coordinator will assist WSDOT to periodically conduct FHWA Title VI compliance reviews. The Title VI Coordinator and Program Area Liaisons will review select recipients of federal aid funds, to ensure adherence to Title VI requirements (see Section VI). The Coordinator and Special Program Area Liaisons will work cooperatively to periodically confirm operational guidelines provided to consultants, contractors and subrecipients, including Title VI language, provisions, and related requirements, as applicable.

B. Post-Grant Reviews

The Title VI Compliance Manager and Special Program Area Liaisons to conduct periodic post-grant reviews of select recipients of federal funds to ensure adherence to Title VI requirements. Appropriate staff will periodically confirm that operational guidelines provided to consultants, contractors and subrecipients include Title VI language and provisions and related requirements where applicable.

C. Remedial Action

SDOT will actively pursue the prevention of Title VI deficiencies and violations and will take the necessary steps to ensure compliance with all programs administrative requirements. When irregularities occur in the administration of the federally aid funded programs at either the City or subrecipient levels, corrective action will be taken to resolve identified Title VI issues. The City will seek the cooperation of the consultant, contractor or other subrecipient in correcting deficiencies found during periodic reviews. The City will provide technical assistance and guidance on request to support voluntary compliance by the subrecipient. When conducting Title VI compliance reviews, the City will produce in writing any recommended remedial action agreed upon by the City and subrecipient and provide a copy of the letter within a period not to exceed 45 days.

Subrecipients placed in a deficiency status will be given a reasonable time, not to exceed 90 days after receipt of the deficiency letter, to voluntarily correct deficiencies. When a subrecipient fails or refuses to voluntarily comply with requirements within the time frame allotted, the City will submit to WSDOT copies of the case file and a recommendation that the subrecipient be found in noncompliance.

A follow-up review will be conducted within 180 days of the initial review to ascertain if the subrecipient has complied with the Title VI Program requirements in correcting deficiencies previously identified. If the subrecipient refuses to comply, the City and WSDOT may, with FHWA's concurrence, initiate sanctions per 49 CFR 21.

Section 7. Limited English Proficiency and Meaningful Access

The City of Seattle's vision is that all residents, regardless of their proficiency in English, should have meaningful access to City programs, services, and activities.

The **Office of Immigrant and Refugee Affairs** (OIRA) is responsible for the following Language Access Program oversight duties which include:

1. Work with departments to finalize Language Access Plans before they are transmitted to the Mayor for approval.
2. Provide technical assistance for language services to all departments, including training department staff.
3. Provide strategic guidance about working with non-English speaking residents to departments, the City Council, and the Mayor's Office.
4. Aid departments, City Council, and the Mayor's Office in identifying bilingual staff.
5. Oversee, update, and maintain a web portal that includes language access resources and tools.
6. Provide departments with model Language Access Plans.
7. Provide departments with technical assistance for language access and prioritize departments leading labor, contract, environment, resilience strategy, equitable development, successful aging, health-related emergencies, refugee relief, disaster preparedness, recovery programs, crisis situations, equitable outreach, and inclusive public participation programs.
8. Update the list of primary and emerging languages based on the best available data, including the American Community Survey from the U.S. Census Bureau.

Through its Language Access program, OIRA collaborates with City departments to ensure that residents who prefer languages other than English are able to access the information and services they need and that departments are able to effectively serve them. The City has a goal of becoming a national leader in immigrant integration and a model for language access.

Language access is a necessary component of the City's [Race and Social Justice Initiative](#) goals. Our work helps the City address new access and equity challenges resulting from Seattle's growth and the city's increasing diversity over the last decade.

Language Access Plan. [Executive Order 2017-10](#) directs City departments to update and prioritize implementation of the Language Access Program. The most recent efforts include:

- a) The Office of Immigrant and Refugee Affairs (OIRA) updated the Language Access Plan Template in 2021.
- b) Twenty-five departments have submitted a Language Access Plan for the budget cycle 2023-2024 to the Office of Immigrant and Refugee Affairs for review and transmittal to the mayor for approval.
- c) Departments were asked to prioritize a portion of its existing annual budget to begin implementation of its Language Access Plan.

- d) During a crisis, emergency, or public safety situation, all affected departments shall make it a priority to offer language access services and, when feasible, ensure bilingual staff are present and available to assist non-English speaking residents with critical language needs.
- e) If a crisis, emergency, or public safety situation requires the conspicuous posting of warning signs, the relevant department must translate those signs into the appropriate primary and emerging languages according to neighborhood demographics.

Seattle Top Tier Languages Other than English. OIRA gathered data points from the America Community Survey (ACS), Seattle Public Schools (SPS), Public Health-Seattle & King County, Seattle Police Department, and Seattle Municipal Court Interpreter Services on the most commonly spoken non-English languages by City residents. Based on the data, OIRA suggests the following languages as Seattle's top tier languages for communicating city-wide programs and services. These languages are broken into three tiers, prioritizing languages that are used by larger populations, residents with limited English proficiency, and recent immigrants and refugees. In partnership with the City's Demographer, OIRA will update the data and recommendation once every three years.

Languages are listed in order of increasing to decreasing prevalence within Seattle city boundaries.

Tier 1 Languages	Traditional Chinese*, Spanish, Vietnamese, Somali, Amharic, Korean, Tagalog
Tier 2 Languages (if feasible)	Tigrinya, Oromo, Japanese, Russian
Tier 3 (consider including)	Arabic, Khmer, Thai, Laotian

*There are two primary Chinese writing systems: Traditional and Simplified Chinese. The two systems are mutually intelligible. Considering the composition of Seattle's Chinese language users and their English proficiency, OIRA recommends translating into Traditional Chinese for written materials. Oral interpretation should include both Cantonese and Mandarin.

Section 8. Environmental Justice

Launched in 2015, Seattle's Equity & Environment Initiative (EEI) is a partnership of the City and the community to deepen Seattle's commitment to race and social justice in environmental work. The Office of Economic Development is responsible for leading this citywide Initiative. While Seattle has long been recognized as an environmental leader, the City faces many of the same challenges as the broader U.S. environmental movement: those who shape and benefit from environmental policies and outcomes are primarily white, upper-income communities. Those who do not benefit from progressive policies are overburdened with health, social, and economic impacts and the EEI seeks to flip those outcomes.

The goals for the Equity & Environment Initiative ensures that:

1. All people and communities benefit from Seattle's environmental progress.
2. Communities most impacted by environmental injustice are engaged in setting environmental priorities, designing strategies and tracking progress.
3. People of color, immigrants and refugees, Indigenous peoples, people with low incomes, and English language learners have opportunities to be part of and leaders in the mainstream environmental movement.

Equity & Environment Agenda. Developed in deep partnership with community and engaging over 1000 residents, the **Equity & Environment Agenda** guides the City's work in advancing racial equity in Seattle's environmental programs and policies. The Agenda lays out four key goal areas and recommended strategies in each area.

Environmental Justice Committee. The **Environmental Justice Committee** is an opportunity for those most-affected by environmental inequities to have ownership of Equity & Environment Agenda implementation while enhancing partnerships with City departments and better connecting government to community-based solutions. Formed in 2017, the Environmental Justice Committee (EJC) strives to uplift those most-affected by environmental inequities. The EJC centers community ownership in decision-making, environmental program/policy design and **Equity & Environment Agenda** implementation while enhancing partnerships with City departments and better connecting community-based solutions into government.

The EJC consists of twelve members from a wide range of backgrounds and expertise in working with Black, Indigenous, and other communities of color, immigrants and refugees, low-income residents, and English language learners. Committee members are responsible for:

1. Advising City staff on integrating the goals of the Equity & Environment Agenda into environmental and climate focused policies and programs
2. Engaging deeply with each other to increase environmental justice community cohesion and understanding of work and needs in different communities
3. Growing environmental justice leadership in Seattle by co-creating and participating in learning activities about 1) programs or policies from other regions that may have relevance to local efforts and 2) City-led environmental investments and programs

The EJC centers community ownership in decision-making, environmental program/policy design, and Equity & Environment Agenda implementation. The EJC also plays a key role in strengthening community partnerships with City departments and better connecting community-based solutions into government.

Environmental Justice Fund. This is a grant opportunity for community-led projects that improve environmental conditions, respond to impacts of climate change, and closer to achieving environmental justice. Created in 2017, the **Environmental Justice Committee** serves in an advisory role by reviewing grant applications and providing recommendations to inform the project selection process.

Seattle's Green New Deal. Seattle's Green New Deal (GND) builds on the foundational work outlined in the Equity and Environment Agenda. The GND focuses on addressing the climate crisis and environmental injustice by:

1. Building an inclusive and equitable low carbon economy
2. Ensuring a just transition away from fossil fuels
3. Building health, climate resilience communities

Green New Deal Oversight Board. The City of Seattle's Green New Deal Oversight Board was established by City Council ([Ordinance 125926](#)) to serve as an advisory board to the Mayor, City Council and City departments by providing proposals for the design of new policies, programs, and projects and for modifications to existing policies, programs and projects to advance a Green New Deal for Seattle. The Board is composed of 19 appointed members who are passionate about advancing an equitable transition to renewable energy by centering the expertise of Black, Indigenous, People of Color, immigrants, refugees, people with low incomes, youth, elders, and workers harmed first and worse by climate change. Members are appointed by the Mayor, City Council, or the Board itself into one of the following position categories as defined in Ordinance 125926 (section 3.14.979 to the Seattle Municipal Code):

- a) Eight positions designated for community representatives directly impacted by racial, economic, and environmental injustices (including two tribal members and two individuals between the ages of 16 and 25 at the time of their appointment).
- b) Four positions designated for representatives of labor unions.
- c) Three positions designated for representatives of environmental justice organizations.
- d) Three positions designated for representatives with experience in greenhouse gas reduction and climate resiliency strategies relevant to cities.
- e) One position designated for an individual specializing in workforce training.

Racial Equity Toolkit. Seattle's [Race and Social Justice Initiative](#) (RSJI) is the City's commitment to realize the vision of racial equity. RSJI is a citywide effort to end institutional racism in City government, and to achieve racial equity across the C. RSJI builds on the work of the civil rights movement and the ongoing efforts of individuals and groups in Seattle to confront racism. The Initiative's long-term goal is to change the underlying system that creates race-based disparities in our community and to achieve racial equity.

One way City departments are advancing racial justice in their work is by completing Racial Equity Toolkits (RETs) for departmental programs and policies. The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.

The Office of Sustainability & Environment completes RETs every year. They are a key part of our analysis in updating or developing new environmental policies and programs.

Section 9. Exhibits, Appendices and Attachments



Attachment C: Title VI Complaint Process



City of Seattle

SDOT Complaint Procedure

SDOT VI complaints can be filed directly with the SDOT Title VI Coordinator at fathi.karshie@seattle.gov or TitleVI@sdot.gov

SDOT shall gather information, conduct interviews to determine jurisdiction and the next steps.

SDOT simultaneously submits received complaints to WSDOT and FHWA for final determination and legal analysis to the facts within 100 days from the date the complaint is filed.

FHWA has the final authority and jurisdiction in determining any fact findings.

You may also file a Title VI complaint directly with the U.S. Department of Transportation by contacting the Department at: U.S. Department of Transportation, Federal Transit Administration's Office of Civil Rights: Complaint Team, East Building, 5th Floor – TCR, 1200 New Jersey Avenue, SE, Washington, DC 20590 or call 888-446-4511.

Title VI Complaint Process for non SDOT Related Work

The Seattle Office for Civil Rights (SOCR) is responsible for civil rights compliance and monitoring which includes ensuring that City of Seattle departments, contractors and sub-recipients regardless of their tier must abide by Title VI of the Civil Rights Act of 1964, as amended.

Step 1: Contact Us.

If you believe the City of Seattle has discriminated against you on the basis of race, color, national origin, disability, sex, or age in employment, public places, and contracting, you may file a complaint with the Seattle Office for Civil Rights. Complaints must be received within 180 days of the alleged incident. Title VI complaints can be filed online at:

www.seattle.gov/civilrights/file-complaint or by phone: (206) 684-4500 or TTY: 7-1-1.

Step 2: Let's Talk.

We will schedule some time to discuss your situation to decide whether there is sufficient information for a Title VI complaint.

Step 3: Complaint

If there is sufficient information to open an investigation, SOCR will draft a complaint for you to sign. The City of Seattle department will be notified of this complaint.

Step 4: Early Resolution

You and the City of Seattle department will have an opportunity to participate in early resolution to address the complaint. Early resolution requires voluntary consent by all parties.

Step 5: Investigation

If early resolution is unsuccessful, the case will be assigned to an investigator to gather information, conduct interviews, and apply a legal analysis to the facts within 100 days from the date the complaint is filed.

Step 6: Determination

As a neutral fact-finding agency, SOCR will decide whether there is enough evidence to support a 'reasonable cause' finding that a Title VI violation occurred.

Appeal Process

If you believe the investigation is inadequate or our 'no reasonable cause' finding is not supported by a majority of the evidence, you may submit an appeal to the Seattle Human Rights Commission within 30 days from the date of SOCR's finding.



Attachment D: Citywide Language Access Plan



Seattle
Office of Immigrant
and Refugee Affairs

Language Access Program

The Language Access Program seeks to help all immigrant and refugee residents, regardless of English proficiency, experience meaningful and equitable access to City information, programs, services, and civic engagement. The program aims to achieve these outcomes:

Welcoming City. Foster a welcoming environment where immigrant and refugee residents see themselves reflected and represented in culturally relevant communications from City departments and staff.

Seamless Integration. Support immigrant and refugee community members in successfully integrating into and participating in Seattle's civic, economic, and cultural life by providing in-language communication and outreach.

Resilience and Emergency Preparedness. Build an in-language information rapid dissemination system in communities and prepare community members to effectively respond to future emergencies.

Trust and Relationship. Establish meaningful two-way communication for residents to receive information and provide feedback.

Visit the Language Access Program web page for more information:

<http://www.seattle.gov/iandraffairs/LA>

Contact Information: Peggy Liao, Language Access Program and Policy Specialist

Peggy.Liao@seattle.gov (206) 615-0195 / (206) 688-0003

Resources:

<http://www.seattle.gov/Documents/Departments/Mayor/Burgess-Executive-Order-2017-10-Language-Access.pdf>



Attachment E: Seattle Monorail & Seattle Streetcar Sample Postings

City of Seattle Non-Discrimination Policy



Title VI: Civil Rights Act of 1964

The City of Seattle operates its programs, activities, and services without regard to race, color, and national origin, in accordance with Title VI of the Civil Rights Act. If you experience discrimination and would like to file a complaint, contact the Seattle Office for Civil Rights. More information on the City of Seattle’s Title VI Policy and the procedures to file a complaint may be obtained by:

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

For language interpretive services: 206-684-4500 / TTY: 7-1-1

810 Third Avenue Suite 750 Seattle, WA 98104

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

206-684-4500 / TTY: 7-1-1

810 Third Avenue

Suite 750

Seattle, WA 98104

제 6호: 1964년 민권법(Civil Rights Act)
시애틀시는 민권법 제 6호(Title VI)에 따라 인종, 피부색 및 출신 국가에 관계없이 프로그램, 활동 및 서비스를 운영합니다. 차별을 경험하여 이에 대한 민원을 접수하려면 시애틀 민권국(Seattle Office for Civil Rights)에 연락하십시오. 시애틀시의 제 6호 정책(Title VI Policy) 및 민원 접수 절차에 대한 자세한 정보는 다음을 통해 확인할 수 있습니다:

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

언어 통역 서비스: 206-684-4500 / TTY: 7-1-1

810 Third Avenue

Suite 750

Seattle, WA 98104

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

206-684-4500 / TTY: 7-1-1

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Suite 750

Tiêu Đề VI: Đạo Luật Dân Quyền Năm 1964 (Title VI: Civil Rights Act of 1964)
Thành Phố Seattle điều hành các chương trình, hoạt động, và dịch vụ mà không phân biệt chủng tộc, màu da và nguồn gốc quốc gia, tuân theo Tiêu Đề VI của Đạo Luật Dân Quyền. Nếu quý vị bị phân biệt đối xử và muốn nộp đơn khiếu nại, vui lòng liên hệ với Văn Phòng Dân Quyền Seattle. Thông tin chi tiết về Chính Sách Tiêu Đề VI của Thành Phố Seattle và quy trình nộp đơn khiếu nại có thể được nhận thông qua:

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

Để yêu cầu dịch vụ thông dịch, vui lòng gọi: 206-684-4500 / TTY: 7-1-1

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206-684-4500 / TTY: 7-1-1

CÓÓŃ VI: የ1964 የሲቭል መብቶች ድንጋጌ
በሲቭል መብቶች ህግ CÓÓŃ VI መሰረት የሲያትል ከተማ ዘርን፣ ቀለምን እና ብሄራዊ ማንነትን ካለ ምንም መለዮ ፕሮግራሞቹን፣ ተግባራቶቹን እና አገልግሎቶቹን ያከናውናል። እርሰዎን እድልዎ አጋጥሞዎት ከሆነ እና ቅራታ ማቅረብ ከፈለጉ የሲያትል የሲቭል መብቶች ድሕፈት ቤትን ያነጋግሩ። ተጠማሪ በሲያትል ከተማ የCÓÓŃ VI ፖሊሲዎ እና በቅራታ የማቅረብ ሂደቶች ላይ መረጃ ቦሚከተሉት ሊገኝ ይችላል:

www.seattle.gov/civilrights/titlevi

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ለቋንቋ ትርጉም አገልግሎቶች: 206-684-4500 / TTY: 7-1-1

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Ciwaanka VI: Xeerka Xuquuqda Madaniga ee 1964
Magaalada Seattle waxay ku shaqaysaa barnaamijyadeeda, hawlaheeda, iyo adeegyadeeda iyadoon loo eegayn midab, midab, iyo asal qaran, si waafaqsan Ciwaanka VI ee Xeerka Xuquuqda Madaniga ah. Haddii aad la kulanto takoor oo aad rabto inaad xarayso cabasho, la xidhiidh Xafiiska Seattle ee Xuquuqda Madaniga. Macluumaad dheeraad ah oo ku saabsan Siyaasadda Ciwaanka VI ee Magaalada Seattle iyo hababka loo dacwodo waxaa laga yaabaa inay helaan:

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

Adeegyada tarjumaada luqadda: 206-684-4500 / TTY: 7-1-1

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如需语言口译服务请联系：206-684-4500 / TTY: 7-1-1

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810 Third Avenue

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Título VI: Ley de Derechos Civiles de 1964

La ciudad de Seattle lleva a cabo sus programas, actividades y servicios sin tener en cuenta la raza, el color ni el origen nacional, de conformidad con el Título VI de la Ley de Derechos Civiles. Si usted sufre discriminación y desea presentar una denuncia, póngase en contacto con la Oficina de Derechos Civiles de Seattle. Puede obtener más información sobre la Política del Título VI de la ciudad de Seattle y el proceso para presentar una denuncia través de:

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

Para servicios de interpretación: 206-684-4500 / TTY: 7-1-1

810 Third Avenue

Suite 750

Seattle, WA 98104

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

Para sa mga serbisyo sa pagsasalín ng wika: 206-684-4500 / TTY: 7-1-1

810 Third Avenue

Suite 750

Seattle, WA 98104

Título VI: Civil Rights Act of 1964
Ang Lungsod ng Seattle ay nagpapatakbo ng mga programa, aktibidad, at serbisyo nito nang walang pagsasaalang-atang sa lahi, kulay, at bansang pinagmulan, alinsunod sa Título VI ng Civil Rights Act. Kung kayo ay nakakaranas ng diskriminasyon at gusto ninyong magsampa ng reklamo, makipag-ugnayan sa Seattle Office for Civil Rights. Higit pang impormasyon sa Patakaran sa Título VI ng Lungsod ng Seattle at ang mga pamamaraan sa paghahain ng reklamo ay maaaring makuha sa pamamagitan ng:

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

Para sa mga serbisyo sa pagsasalín ng wika: 206-684-4500 / TTY: 7-1-1

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第六章：1964 年民權法案
西雅圖市政府根據《民權法案》第六章規定，不因種族、膚色和國籍等因素在其計劃、活動和服務中進行任何歧視。如果您受到歧視並想提出投訴，請聯繫西雅圖民權辦公室。有關西雅圖市政府的第六章規定和提出投訴程序的更多信息，可通過以下方式獲得：

www.seattle.gov/civilrights/titlevi

titlevi@seattle.gov

如需語言口譯服務請聯繫：206-684-4500 / TTY: 7-1-1

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Title II: Americans with Disabilities Act

People with disabilities are entitled to equal opportunity to access City of Seattle services. To request ADA accommodations for a City service or to file a disability-based discrimination complaint, please contact the Citywide ADA Coordinator.

www.seattle.gov/civilrights/ada

adacoordinator@seattle.gov

Para servicios de interpretación: 206-684-2489 / TTY: 7-1-1

810 Third Avenue

Suite 750

Seattle, WA 98104

www.seattle.gov/civilrights/ada

adacoordinator@seattle.gov

Para sa mga serbisyo sa pagsasalín ng wika: 206-684-2489 / TTY: 7-1-1

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www.seattle.gov/civilrights/ada

adacoordinator@seattle.gov

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adacoordinator@seattle.gov

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810 Third Avenue

Suite 750

Seattle, WA 98104

CÓÓŃ II: የእምራካውዎን የእካል ጉዳተኝነት ድንጋጌ

የእካል ጉዳተኝነት ሰዎች የሲያትል ከተማ አገልግሎቶችን የማግኘት የእኩል እድል ተገቢነት አላቸው። ለከተማ አገልግሎት የእምራካውዎን የእካል ጉዳተኝነት ድንጋጌ (ADA) መሰተንገዶዎችን ለመጠየቅ ወይም በእካል ጉ



Attachment F: Executive Order 2023-07: Equity & Opportunity in City Contracting



Office of the Mayor
City of Seattle
Bruce Harrell, Mayor

Executive Order 2023-07: Equity and Opportunity in City Contracting

An Executive Order to expand equity and opportunity in City contracting, focusing on women- and minority owned businesses (WMBEs).

WHEREAS, the City of Seattle spends on average \$900 million annually on procurement, including goods and services, public works, and consultant services; and

WHEREAS, the City of Seattle has a responsibility and an opportunity to support firms that have been historically excluded from access to government work; and

WHEREAS, women and BIPOC (Black, Indigenous and People of Color) -owned firms are historically disproportionately underutilized in public contracting; and

WHEREAS, firms owned by certain communities of color, particularly Black-owned firms, are disproportionately underutilized; and

WHEREAS, women and BIPOC workers are underrepresented in the construction trades; and

WHEREAS, the City of Seattle has a deep commitment to end institutional racism in City government and achieve racial equity across our community; and

WHEREAS, I-200 codified as RCW 49.60.400 reads, “The state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting” and the then-sitting governor issued Executive Order 98-01 to implement the initiative; and

WHEREAS, as a result of court decisions clarifying the scope of options available to state agencies to address evident discrimination, State of Washington Governor Jay Inslee rescinded Executive Order 98-01 and issued Executive Orders [22-01](#) and [22-02](#) supporting equity in public contracting; and

WHEREAS, the City of Seattle is fortunate to have a strong federal government partner in the Seattle-based U.S. Small Business Administration Region X office, which shares a commitment to create opportunities for women- and BIPOC-owned businesses; and

WHEREAS, the Supreme Court decision that effectively ends race-conscious admission programs at colleges and universities does not apply to opportunities in City Contracting; and

WHEREAS, the City of Seattle has had a program to support women- and minority-owned businesses (WMBEs) for the past 40 years; and

WHEREAS, the Citywide WMBE Program, led by the Department of Finance and Administrative Services (FAS), offers key community engagement, technical assistance and reporting and accountability programs; and

WHEREAS, over the past 10 years, the Citywide WMBE Program has doubled the percentage of WMBE spending on goods and services and consultant contracting; and

WHEREAS, the City of Seattle is engaged in a Citywide disparity study to better understand inequities in public contracting; and

WHEREAS, the City of Seattle has a program to support women and BIPOC workers on Citywide construction contracts called Priority Hire; and

WHEREAS, the City of Seattle has business development resources available to support small businesses and women-, BIPOC and LGBTQ+ owned businesses through the Seattle Office of Economic Development; and

WHEREAS, there are key efforts the City of Seattle can and should undertake in the immediate future to advance contracting equity; and

WHEREAS, equity and inclusion are essential to building relationships and improving outcomes in Seattle communities, especially for marginalized communities, including immigrants, who are among our most vulnerable residents; and

WHEREAS, ensuring equitable contracting opportunities for BIPOC and women-owned businesses and expanding access to construction trades for women and BIPOC workers gives the City of Seattle access to a wider array of business solutions, helps drive innovation, and strengthens economic growth;

NOW, THEREFORE, I, Bruce Harrell, Mayor of Seattle, hereby order the City of Seattle shall take these actions to advance contracting equity:

Section 1: Engaging and Partnering with the WMBE Community

- A. The Mayoral WMBE Advisory Committee established through Executive Order 2019-06 shall continue to convene. The Advisory Committee shall be composed of representatives of WMBE-owned businesses and of organizations that advocate for contracting equity. The Committee shall provide guidance and feedback on City of Seattle contracting equity initiatives. FAS shall provide staff support for the Advisory Committee. The Advisory Committee shall submit a memo to my office annually outlining recommendations to improve contracting equity.
- B. Each City office/department shall continue to develop and submit an annual outreach plan detailing strategies to engage with the WMBE community, particularly focusing on BIPOC-owned firms. Strategies shall include regular attendance of community events and City-created opportunities for engagement.

Section 2: Expanding Contracting Equity for BIPOC-owned firms, focusing on Black-owned firms

- A. Beginning in Q4 2023, departments shall regularly hold or attend engagement opportunities focused on connecting Black-owned and BIPOC firms with City department project managers and procurement professionals. Opportunities could include but need not be limited to: presentations at community-led events, FAS' "Doing Business with the City" events, industry or department-specific meet-and-greets, events in collaboration with other public agencies or reverse vendor trade shows.

- B. In 2024, FAS shall develop a tool that City offices and departments can use to conduct a review to ensure all internal training materials emphasize the importance of contracting equity for BIPOC firms. FAS shall incorporate use of this tool into the Citywide WMBE training (see Section 5A).
- C. In 2024, FAS shall develop a tool that City offices and departments can use to engage in a race and social justice analysis for every procurement policy decision to ensure equity for BIPOC-owned firms and BIPOC employees of firms doing business with the City. FAS shall incorporate use of this tool into the Citywide training (see section 5A).

Section 3: Providing Resources and Support for WMBEs

- A. FAS has launched an RFP to identify a consultant or consultants that will offer technical assistance to firms that want to do business with the City, with a focus on WMBE firms. This consultant shall actively start work by Q1 2024.
- B. Each City department shall offer regular engagement opportunities between City staff and WMBEs. As noted in 2A, these opportunities may include, but need not be limited to: presentations at community-led events, FAS' "Doing Business with the City" events, industry or department-specific meet-and-greets or reverse vendor trade shows, navigation to resources such as capital and digital access.
- C. FAS shall identify key improvement areas in communication and outreach efforts within existing procurement practices and work with the Office of Immigrant and Refugee Affairs (OIRA) and other key departments to improve them. FAS shall continue leading the Language Access in Contracting Interdepartmental Task Force (IDT). The IDT shall submit updates to FAS, OIRA and other key department directors on plans and progress to make Citywide contracting more accessible to immigrant business owners who speak languages other than English.
- D. FAS shall continue to work with the IT Department and other departments as needed to replace or upgrade the City's Online Business Directory to make it a high-functioning and easy-to-use-tool that connects City offices and departments with firms that want to do business with the City.
- E. By Q1 of 2024, FAS shall expand the onboarding process for blanket contract holders. Ideas for expansion could include personalized on-boarding meetings or meet-and-greets with departments that use contracts.

Section 4: Strengthening Accountability and Transparency

- A. FAS shall continue to manage the implementation of the Citywide disparity study, a large-scale study that seeks to evaluate if WMBEs have equal access to contracting opportunities and establish recommendations to enhance contracting equity. All offices and departments shall prioritize disparity study data and information requests from FAS and the consultant.
 - 1. FAS shall work with the consultant to publish the disparity study by the end of 2024.
 - 2. Within 12 months of the release of the disparity study, FAS shall work with internal and external stakeholders, including the WMBE Advisory Committee, to create an action plan that addresses any recommendations that arise out of the disparity study.

- B. The City shall continue to establish annual contracting equity performance indicators, which will be included in department and office director performance agreements. Indicators include, but are not limited to, departmental WMBE utilization in purchasing and consulting procurements and prompt pay performance. FAS shall lead the annual process to develop performance indicators and offer department guidance on best practices for forecasting spending.
 - 1. To identify potential disparities for BIPOC-owned firms, each City office/department shall continue to track and measure WMBE utilization broken down by race/ethnicity.
 - 2. To identify potential disparities for BIPOC and women workers, FAS shall continue to track construction workforce diversity by race/ethnicity for City capital departments.
- C. FAS shall publicly post WMBE spend reports broken down by office/department on a quarterly basis. FAS shall also produce an annual summary of WMBE utilization by the end of Q2 each year.
- D. Each office/department shall assign one representative to actively participate in the WMBE interdepartmental team (IDT) and any subgroups that FAS facilitates to address the Citywide WMBE Program. The IDT should be a space for departments to offer comments and suggestions on the WMBE program and for FAS and other departments to provide technical assistance and share best practices with other departments. The IDT shall submit regular updates to the FAS department director on plans and progress.

Section 5: Improving City Policy and Practices

- A. In 2024, FAS shall work in sync with my office to evaluate the impact of policy changes on the state level resulting from State Executive Orders 22-01 and 22-02. FAS shall particularly examine the OMWBE-developed Tools for Public Spending, including forecasting tools, and assess if and how the City can adapt and apply these tools.
- B. FAS shall lead the City in identifying and evaluating the impact of potential changes to procurement and public works policies that could improve equity in City contracting. Areas of exploration include but are not limited to forecasting, experience or other bidding requirements, competitive solicitation thresholds, blanket contract structure, job order contract utilization, small works roster development, unbundling, bonding requirements, review of the City's Consultant Roster program, certification requirements and alternative public works. By the end of 2024, FAS shall submit a memo to my office detailing a work plan to implement these policy changes; understanding additional recommendations will arise from the disparity study.
- C. In 2024, FAS shall lead a pilot to explore ways to improve the inclusion plan process on consultant contracts to ensure contracting equity. In 2024, FAS shall lead Citywide changes to the consultant contract inclusion plan process and plan to pilot for the WMBE Inclusion Plan used for public works construction projects.
- D. By Q2 2024, FAS shall develop and launch a WMBE training for Citywide staff who work with procurement or WMBE policy issues. The training shall include forecasting, goal setting, and best procurement practices.

Section 6: Expanding Contracting Equity

- A. The City of Seattle shall recognize that other communities are also impacted by contracting equity, including LGBTQ-owned businesses, veteran-owned firms, immigrant-owned businesses, and other small businesses. I direct FAS to continue to explore ways to advance opportunity for these firms using the input of the WMBE advisory committee and any disparity study results.
- B. The City of Seattle shall continue to meet annual federal Disadvantaged Business Enterprise (DBE) delivery and reporting requirements and explore ways to maximize small business participation on FTA funded projects.
- C. By Q3 2024, the City of Seattle shall work with the Small Business Administration Region X to enter a strategic partnership to align outreach and engagement efforts for City of Seattle and federal government programs that create contracting opportunities for small businesses that are women- and/or BIPOC-owned.
- D. The City of Seattle has strong programs to support business development, technical assistance, workforce development, and contracting equity housed in FAS, the Office of Economic Development, and several other departments. On an ongoing basis, these departments shall collaborate and coordinate to create a streamlined service delivery model and develop a holistic suite of services for WMBEs and other small businesses.

Questions regarding this Executive Order should be directed to Finance and Administrative Services Inclusion Advisor Edwina Martin-Arnold or Purchasing and Contracting Division Director Presley Palmer.

Dated this 1st day of November, 2023.



Bruce A. Harrell
Mayor of Seattle



Attachment G: Public Involvement Plan (PIP)

[PROJECT NAME]

PUBLIC INVOLVEMENT PLAN

Updated [Month, Day, Year]

PUBLIC INVOLVEMENT PLAN PURPOSE: The purpose of this plan is to support staff in being intentional as we plan for community engagement on a project. It builds in equity considerations and levels of public participation, so efforts are tailored to what best fits a community. This plan is meant to lay a foundation that is referred to for guiding the project and can be updated as the project progresses. The City adopted [this IOPE \(Inclusive Outreach and Engagement\) guide](#) in 2012 and SDOT adapted that to create this Public Involvement Plan.

WHO COMPLETES A PUBLIC INVOLVEMENT PLAN? Almost all projects (and sometimes programs) are expected to have a public involvement plan in the early phases of the project. It's often drafted by the Community Engagement Lead (or the Project Manager or Developer when a Community Engagement Lead is not assigned or in an advisory role) – who gathers input and buy-in from the rest of the team.

HOW DO I FILL THIS OUT? The notes in *italics* are meant to guide you in filling this out. You can delete them as you enter in your answers. You can also add sections if you think they're needed.

PROBLEM STATEMENT

What are the current conditions/problem that this project/program is aiming to address? Feel free to include photos.

BACKGROUND

Provide a paragraph of context on the project. Briefly state the project location. Describe the current scenario and benefits of this project. Photos encouraged!

KEY MESSAGES

- *List the primary messages SDOT will convey throughout the life of the project. Try to capture multiple angles, aspects of the project, or rationale.*
- *Refer to the SDOT Style Guide for guidance on plain language. Avoid acronyms and jargon.*

PROJECT TEAM

Project Owner/Sponsor:

Project Developer:

Project Manager:

Community Engagement Lead:

Community Engagement support: *consultant (if applicable)*

Engineer:

PUBLIC PROJECT CONTACT

Email: *Community Engagement Lead's email or project inbox (if multiple people are monitoring the inbox, it's best to set up an email inbox by submitting a [service request](#) to Seattle IT)*

Phone: Community Engagement Lead’s number or project phone line (if multiple people are monitoring the phone line, it’s best to set up a an evoice account)

Webpage:

COMMUNITY ENGAGEMENT

Spectrum of Public Participation: Inform, Consult, Involve, Collaborate, or Empower

Refer to [this IAP2 \(International Association for Public Participation\) spectrum](#) to guide the level of participation this project falls under. This may change depending on the phase of the project and neighborhoods with historically underrepresented communities would have priority for deeper participation. Visit this Office of Planning and Community Development [Racial and Social Equity Index map](#) to view equity focus areas.)

IAP2 Spectrum of Public Participation



IAP2’s Spectrum of Public Participation was designed to assist with the selection of the level of participation that defines the public’s role in any public participation process. The Spectrum is used internationally, and it is found in public participation plans around the world.

		INCREASING IMPACT ON THE DECISION				
		INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL		To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
	PROMISE TO THE PUBLIC	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

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GUIDING RACE AND SOCIAL JUSTICE QUESTIONS

1. What racial or social inequities currently exist in the project area?
2. How do the project goals address or consider the existing racial or social inequities? How will the project increase or decrease racial or social equity?

3. How will you address the project's potential impacts (including unintended consequences) on racial or social equity?

LANGUAGE NEEDS

Using the tools below, list the language needs in the project area:

Guidance: Visit the [Office of Immigrant and Refugee Affairs webpage](#) for background and resources.

SDOT projects are required to provide materials and information in non-English languages if 5 (or more) percent of the population in that project area speaks a given language. For any project, materials in other languages are available upon request.

We use the City's [SmartCat](#) system to translate materials which usually takes 5 business days.

From OPCD (Office of Population and Community Development): [This mapping app](#) provides Census tract-level estimates from the ACS for the shares of population (age 5 and older) who speak the following languages at home: Spanish, Chinese, Vietnamese, African Languages, Tagalog, Korean, and Mon-Khmer. Maps are also provided for the overall share of the population who speak a language other than English and those who say they speak English less than very well.

Hints: The 5-year 2009-2013 estimates in the app provide the widest variety of languages. The Census Bureau has stopped producing this data on most languages at the tract level. Click on a census tract, to get more detail on languages spoken there. ACS estimates can have very large margins of error. Concentrations on these maps are best viewed as general locations of language communities.

RACE AND SOCIAL JUSTICE ELEMENTS

SDOT recognizes that because of a history of racial and economic oppression, equality and equity are two different things. Rather than reaching out to neighbors in the same ways no matter the neighborhood or demographics (equality), we work to meet neighbors where they're at and take extra steps to reach people who have a history of being underrepresented in government decision making (equity).

Please consider and list tangible steps the project team intends to take to equitably reach people (if this is a project in a privileged area of Seattle, the outreach can be scaled back so that staff efforts are focused on areas of higher need):

Partnerships

- *EXAMPLE: Work to develop relationships with neighbors and partner/pay community organizations to collect input from neighbors (Tactic 6.2. of the TEF Implementation Plan: Engage with and compensate BIPOC residents, who are subject matter experts on the consequences of gentrification, to participate in identified SDOT policy and planning efforts before plans, policies and capital projects are developed.)*

- *EXAMPLE: Get to know the other SDOT (and sometimes other City) projects going on in the area so you can connect dots and share a holistic picture with neighbors*

Events

- *EXAMPLE: Go to where neighbors are already gathering rather than creating a standalone event*
- *EXAMPLE: If holding a standalone event, choose a venue that’s welcoming, ADA accessible, and reasonably easy to get to by transit (<https://spacelabnw.org/> is a great resource to find local event spaces)*
- *EXAMPLE: Provide translated materials and use plain language and images*
- *EXAMPLE: Hold on-site walks with neighbors so the work is tangible, and neighbors can have a dialogue with you and each other*
- *EXAMPLE: Go door-to-door to meet people in-person and go with interpreters if business owners prefer to speak in a language other than English*

Materials

- *EXAMPLE: Include translated text and images; use folded mailers with inviting images rather than letters in envelopes to catch people’s attention*
- *EXAMPLE: Use photos that reflect different races, genders, and abilities*

Web

- *EXAMPLE: Develop project webpage with tabs containing translated content and include images that have alt text for screen readers*

Advertising/Media

- *EXAMPLE: Run ads in multicultural media outlets ([more info here](#))*

STAKEHOLDER WORKSHEET

Use this list to guide who you reach out to and to populate your contact list in [EnviroLytical](#). (EnviroLytical is our contact database. Ask anyone on the outreach team if you need access.)

Department of Neighborhoods has [Neighborhood Snapshots](#) which are helpful for developing stakeholder lists.

Audiences	Examples
Adjacent property owners and tenants, including businesses and residents	
Typical users of project area	<i>People walking/biking/driving, freight, people with disabilities, commuters, tourists</i>
District Councils and Councilmembers (www.seattle.gov/council/meet-the-council)	

Community groups and neighborhood organizations	
Cultural and religious organizations	
Tribes (Tim Reynon is the Tribal Relations Director for Office of Intergovernmental Affairs)	
Chambers of commerce and local business organizations	
City of Seattle Departments	<i>SDOT, Public Utilities, City Light, Department of Parks and Recreation, Fire Department, Police Department, Department of Neighborhoods, Department of Planning and Development</i>
Other agencies	<i>WSDOT, King County Metro Transit, Sound Transit, Community Transit, Port of Seattle</i>
Other transportation/utility companies	<i>Puget Sound Energy, charter bus companies, Amazon/Microsoft/other company shuttles, cruise ships</i>
Universities and institutions	<i>University of Washington, community colleges</i>
Public facilities	<i>Community centers, parks</i>
Schools and childcare facilities	<i>K-12</i>
Hospitals	<i>Harborview, Swedish, and Virginia Medical Centers</i>
Social service organizations and facilities (including those serving people with disabilities)	<i>Boys and Girls Club, Lighthouse for the Blind</i>
Bicycle and pedestrian advocacy groups	<i>Cascade Bicycle Club, Seattle Neighborhood Greenways, Peace Peloton, BikeWorks</i>
City of Seattle Advisory Boards	<i>Bicycle, Pedestrian, Freight</i>
Railroads	<i>BNSF</i>
Major developers/property owners	<i>Vulcan, Clise, etc.</i>
Major employers	<i>Amazon, Microsoft, Boeing, Starbucks</i>
Event Centers	<i>Seattle Center, CenturyLink Field, Safeco Field</i>
Freight	<i>BINMIC</i>
Media Outlets	<i>Seattle Times, PI, Capitol Hill Times, Belltown Messenger, West Seattle Blog, Ballard News Tribune, South Seattle Emerald, The Seattle Medium, La Raza</i>
Populations that may need targeted outreach to due to cultural barriers, language differences, etc.	



Attachment H: Flip Your Trip West Seattle LAP Example



Maxey Hey'adaha Gaadiidka kuu Qabayaan?

Si dadku iyo alaabuhu ugu socdaan si nabad ah oo mug leh dhamaan Seattle, Magaaladu waxey maal-gelisay mashaariic iyo barnaamijyo si ay u fududeyso culeyska kororkeena xooggan iyo dib u horumarinta.

Sida aad ugu safreyso hareeraha Seattle way isbeddeloysaa. Waa waqtigii qorshe la sameysan lahaa.

Maalin kasta, Magaalada Seattle waxey labaduba ka shaqeysaa iney xoojiso kaabayaasha socodka gaadiidkeena iyo mashaariic horumarineed yar iyo weyn iyo iney hubiso in waddooyinkeenu ay ammaan ahaadaan sanooyinka soo socda. Halkan waxan u joognaa inaan kugu caawino dhex qaadka magaaladeena siiba halka caqabadaha ugu badan ka jiraan.



Attachment I: Shared Mobility LAP Example

FREE

ለአዋቂዎች የራስ ቁር



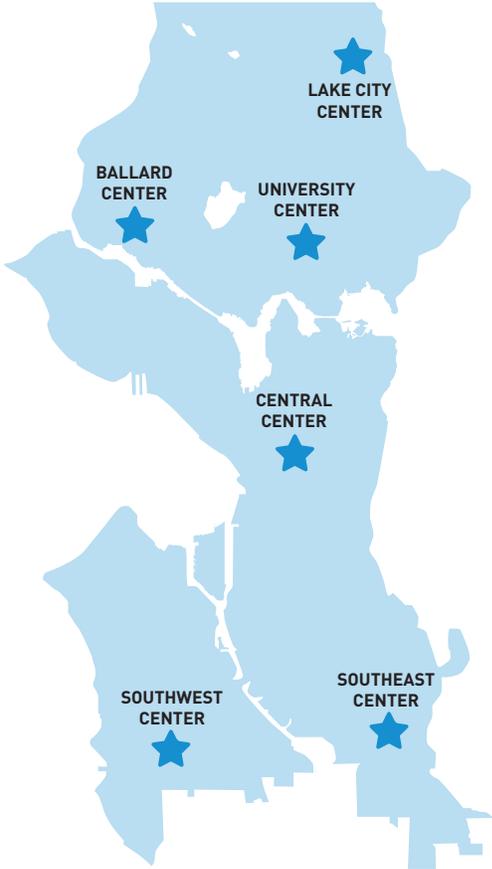
ከሲያትል የደንበኞች አገልግሎት ማእከላት ከአንዱ ነፃ የራስ ቁር ያግኙ!*

*እስከ ታሕሣስ 2022 ድረስ። የመሃል ከተማውን የአገልግሎት ማእከል አያካትትም።

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- የራስ ቁሮች በአዋቂ ሰው 1 ብቻ የተገደበ ነው። መጠናቻቸው የተወሰኑ ሊሆኑ ይችላሉ።
- የራስ ቁሮች የሚቀርቡት በBird እና Veo ነው።
- በሲያትል ውስጥ ሁሌም ቀላል ሞተር ብስክሌቶችን እና ብስክሌቶችን በሚጋልቡበት ጊዜ የራስ ቁር ይልበሱ።



ስለ በሲያትል የቀላል ሞተር ብስክሌት መጋራት እና የብስክሌት መጋራት Seattle.gov/ScooterShareን ወይም Seattle.gov/BikeShareን በመጎብኘት የበለጠ ይረዱ

በደህና ይሳፈሩ፣ ሲያትል! #RideSafeSeattle
ለበለጠ መረጃ፣ ScooterShare@seattle.gov አሜል ያድርጉ ወይም (206) 375-2344 ይደውሉ





Attachment J: West Seattle Ballard Link Extensions

West Seattle and Ballard Link Extensions Further Studies: Community Engagement Summary

A summary of common themes in community feedback on further studies.

[Home \(/\)](#) / [Get to know us \(/get-to-know-us\)](#)...

In July 2022, after reviewing the Draft Environmental Impact Statement (EIS) and comments from Tribes, the public and agency partners, the Sound Transit Board identified a preferred route and station locations for the West Seattle Link Extension and directed staff to conduct further studies and community engagement for the Ballard Link Extension.

Since then, Sound Transit has been engaging the community and gathering feedback to share with the Sound Transit Board to inform potential action on a preferred alternative for the Ballard Link Extension. Sound Transit shared information about the further studies and gathered feedback in a variety of ways, including hosting open houses, convening community workshops, providing community briefings, meeting with business, residents and property owners and participating in events and tours. Engagement opportunities were offered through online surveys and in-person open house events summarized in the Community Engagement Summary below.

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



**West Seattle and Ballard Link Extensions Further Studies:
Community Engagement Summary**
[\(/sites/default/files/documents/wsble-further-studies-community-engagement-summary-20230228.pdf\)](/sites/default/files/documents/wsble-further-studies-community-engagement-summary-20230228.pdf)

CID Open House Briefing Materials



CID Link Extension - Further Studies Open House Oct. 13 2022
(/sites/default/files/documents/CIDOpenHouseBriefBook-English-10132022.pdf)

(PDF Document | 7MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人街 - 国际区社区 附加分析研讨会 1 - 2022 年 10 月 13 日
(/sites/default/files/documents/CIDOpenHouseBriefBook-SimplifiedChinese-10132022.pdf)

(PDF Document | 6MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人街-國際區 進一步研究諮詢會 1 - 2022 年 10 月 13 日
(/sites/default/files/documents/CIDOpenHouseBriefBook-TraditionalChinese-10132022.pdf)

(PDF Document | 7MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID Cuộc họp nghiên cứu thêm - Ngày 13 tháng 10 năm 2022
(/sites/default/files/documents/CIDOpenHouseBriefBook-Vietnamese-10132022.pdf)

(PDF Document | 4MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.

CID Open House Summaries



Chinatown-International District Kick-off Open House Summary Oct. 13 2022 (</sites/default/files/documents/CIDOpenHouseSummary-English-10132022.pdf>)

(PDF Document | 421kB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人区-国际区现场咨询会启动礼总结 2022 年 10 月 13 日 (</sites/default/files/documents/CIDOpenHouseSummary-SimplifiedChinese-10132022.pdf>)

(PDF Document | 655kB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人區-國際區現場諮詢會啟動禮總結 2022 年 10 月 13 日 (</sites/default/files/documents/CIDOpenHouseSummary-TraditionalChinese-10132022.pdf>)

(PDF Document | 547kB) Updated 04/17/2023

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Tóm Tắt Sự Kiện Tham Quan Khởi Động Khu Phố Tàu-Quốc Tế Ngày 13 tháng 10 năm 2022 (</sites/default/files/documents/CIDOpenHouseSummary-Vietnamese-10132022.pdf>)

(PDF Document | 424kB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.

CID Workshop #1 Briefing Materials



CID Link Extension - Workshop #1 Nov. 2 2022
(/sites/default/files/documents/CIDWorkshop1BriefBook-English-11022022_0.pdf)

(PDF Document | 10MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人街 - 国际区社区 2022 年 11 月 2 日
(/sites/default/files/documents/CIDWorkshop1BriefBook-SimplifiedChinese-11022022_0.pdf)

(PDF Document | 10MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人街-國際區 CID研討會#1-選項 2022 年 11 月 2 日
(/sites/default/files/documents/CIDWorkshop1BriefBook-TraditionalChinese-11022022_1.pdf)

(PDF Document | 10MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



Hội Thảo CID #1 – Các tùy chọn - Thứ tư, ngày 2 tháng 11 năm 2022
(/sites/default/files/documents/CIDWorkshop1BriefBook-Vietnamese-11022022_0.pdf)

(PDF Document | 11MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.

CID Workshop #1 Summaries



Chinatown-International District Workshop 1 Summary - Nov. 2 2022
(/sites/default/files/documents/CIDWorkshop1Summary-English-11022022.pdf)

(PDF Document | 154kB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



唐人街-国际区研讨会1概要 2022 年 11 月 2 日
(/sites/default/files/documents/CIDWorkshop1Summary-SimplifiedChinese-11022022.pdf)

(PDF Document | 553kB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人街 - 國際區研討會 1總結 2022 年 11 月 2 日
(/sites/default/files/documents/CIDWorkshop1Summary-TraditionalChinese-11022022.pdf)

(PDF Document | 579kB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



Bản Tóm Tắt Hội Thảo Khu Phố Tàu-Quốc Tế 1 Thứ tư, ngày 2 tháng 11 năm 2022
(/sites/default/files/documents/CIDWorkshop1Summary-Vietnamese-11022022.pdf)

(PDF Document | 364kB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.

CID Workshop #2 Briefing Materials



CID Link Extension - Workshop #2 Nov. 16 2022
(/sites/default/files/documents/CIDWorkshop2BriefBook-English-11162022_0.pdf)

(PDF Document | 13MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID研讨会 #2 2022 年 11 月 16 日
(/sites/default/files/documents/CIDWorkshop2BriefBook-SimplifiedChinese-11162022_0.pdf)

(PDF Document | 16MB) Updated 04/17/2023

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CID研討會 #2 11/16/2022
(/sites/default/files/documents/CIDWorkshop2BriefBook-TraditionalChinese-11162022.pdf)

(PDF Document | 13MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID Hội Thảo số 2 - Ngày 16 tháng 11 năm 2022
(/sites/default/files/documents/CIDWorkshop2BriefBook-Vietnamese-11162022.pdf)

(PDF Document | 11MB) Updated 04/17/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.

CID Workshop #2 Presentation



CID System Expansion Presentation

(/sites/default/files/documents/System-Expansion-Presentation-English-20221116.pdf)

(PDF Document | 6MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.

CID Workshop #3 Briefing Materials



CID Link Extension - Workshop #3 Dec. 14 2022

(/sites/default/files/documents/CIDWorkshop3BriefBook-English-12042022.pdf)

(PDF Document | 28MB) Updated 04/18/2023

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CID唐人街/国际区进一步研究 研讨会三关键问题 2022年12月14日

(/sites/default/files/documents/CIDWorkshop3BriefBook-SimplifiedChinese-12042022.pdf)

(PDF Document | 27MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人街/國際區進一步研究 研討會三 關鍵問題 12/14/2022

(/sites/default/files/documents/CIDWorkshop3BriefBook-Traditional%20Chinese-12042022_0.pdf)

(PDF Document | 28MB) Updated 04/18/2023

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Các nghiên cứu sâu hơn của Hội thảo 3: Các vấn đề chính - Ngày 14 tháng 12 năm 2022 (/sites/default/files/documents/CIDWorkshop3BriefBook-Vietnamese-12042022.pdf)

(PDF Document | 21MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader (/get.adobe.com/reader/)** to view.

CID Workshop #3 Presentation



CID Further Studies Workshop 3 presentation - Dec 14. 2022 (/sites/default/files/documents/CIDWorkshop3Presentation-English-12142022.pdf)

(PDF Document | 6MB) Updated 04/18/2023

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CID唐人街/国际区进一步研究 研讨会三简报:关键问题 2022年12月14日 (/sites/default/files/documents/CIDWorkshop3Presentation-SimplifiedChinese-12142022.pdf)

(PDF Document | 5MB) Updated 04/18/2023

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CID唐人街/國際區進一步研究 研討會三簡報: 關鍵問題 12/14/2022 (/sites/default/files/documents/CIDWorkshop3Presentation-TraditionalChinese-12142022.pdf)

(PDF Document | 6MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader (/get.adobe.com/reader/)** to view.



Các nghiên cứu sâu hơn của Trình bày Hội thảo 3: Các vấn đề chính Ngày 14 tháng 12 năm 2022
(/sites/default/files/documents/CIDWorkshop3Presentation-Vietnamese-12142022.pdf)

(PDF Document | 5MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.

CID Workshop #4 Meeting Materials



CID Link Extension - Workshop #4 Meeting Materials Jan. 5 2023
(/sites/default/files/documents/CIDWorkshop4MeetingMaterials-English-01052023.pdf)

(PDF Document | 11MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人街/国际区进一步研究 研讨会四 总结 会议资料 1/5/2023
(/sites/default/files/documents/CIDWorkshop4MeetingMaterials-SimplifiedChinese-01052023.pdf)

(PDF Document | 14MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



CID唐人街/國際區進一步研究 研討會四 會議資料 1/5/2023
(/sites/default/files/documents/CIDWorkshop4MeetingMaterials-TraditionalChinese-01052023.pdf)

(PDF Document | 11MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



Nghiên Cứu Khác về Khu Phố Tàu- Hội thảo 4 Tóm tắt Các Tài Liệu Liên Quan Đến Cuộc Họp 1/5/2023
(/sites/default/files/documents/CIDWorkshop4MeetingMaterials-Vietnamese-01052023.pdf)

(PDF Document | 16MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.

IBB Open House Briefing Materials



IBB Link Extension - Further Studies Open House Dec. 12 2022
(/sites/default/files/documents/IBBOpenHouseBriefBook-English-12152022.pdf)

(PDF Document | 37MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.

IBB Workshop #2 Briefing Materials



IBB Link Extension - Further Studies Workshop #2 Jan. 11 2023
(/sites/default/files/documents/IBBWorkshop2BriefBook-English-01112023.pdf)

(PDF Document | 9MB) Updated 04/18/2023

Documents in .pdf format require the free **Adobe Acrobat Reader** ([//get.adobe.com/reader/](https://get.adobe.com/reader/)) to view.



Attachment K: John Lewis Memorial Bridge

John Lewis Memorial Bridge

Updated October 26, 2021

[\(documents/Departments/SDOT/BridgeStairsProgram/bridges/NGPB_Folio-Spanish-spreads_20180314.pdf\)](#)

What's happening now?

The John Lewis Memorial Bridge is now open!

The John Lewis Memorial Bridge opened on October 2, creating new, safe routes for people biking, walking, rolling, and taking transit in Northgate! With Sound Transit's Link light rail now operating at the Northgate Station, people have expanded safe, affordable, and accessible options to travel across the region.

After years of planning, design, community engagement, and construction, Seattle can be proud of the connections and opportunities the bridge makes possible. Check out the [project recap video](https://youtu.be/LNmTE8llagk) [↗](https://youtu.be/LNmTE8llagk) for a look back at the work and partnerships that were key to making the John Lewis Memorial Bridge a reality.

Where might you bike, walk, or roll now that the bridge is open? Visit our [blog](https://sdblog.seattle.gov/2021/10/11/still-curious-about-the-john-lewis-memorial-bridge-check-out-all-the-new-biking-walking-and-rolling-connections-the-bridge-has-made-possible/) (<https://sdblog.seattle.gov/2021/10/11/still-curious-about-the-john-lewis-memorial-bridge-check-out-all-the-new-biking-walking-and-rolling-connections-the-bridge-has-made-possible/>) to learn more about the new connections the John Lewis Memorial Bridge has made possible. We also invite you to share new routes you've been able to use via social media: @seattledot on [Twitter](https://twitter.com/seattledot), [https://twitter.com/seattledot?](https://twitter.com/seattledot?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor) [Facebook](https://www.facebook.com/SeattleDOT) <https://www.facebook.com/SeattleDOT>), or [Instagram!](https://www.instagram.com/seattledot/?hl=en) <https://www.instagram.com/seattledot/?hl=en>



We appreciated your engagement and patience throughout the project, and we hope you enjoy this new connection!

Questions? Contact the project team at NorthgateBridge@seattle.gov (mailto:NorthgateBridge@seattle.gov)

If you need this information translated, please call [\(206\) 905-3620](tel:+1(206)905-3620) (tel: +1 (206) 905-3620)

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Project overview

The Northgate neighborhood is a major residential and employment destination that continues to grow. With Sound Transit's Link light rail station now open, the neighborhood is poised to become one of the region's most active transit hubs.

The John Lewis Memorial Bridge brings together historically divided North Seattle neighborhoods and provides new connections for people walking, rolling, biking, and taking transit. With Link light rail now operating at the Northgate, Roosevelt, and U-District Stations, people walking, biking, and rolling have expanded safe, affordable, and accessible travel across the region.





Transportation (transportation)

Click [here](https://flic.kr/s/aHsmWTTfcc) for more photos from the ribbon-cutting event.

Connecting communities on the east and west sides of I-5 in Northgate

We've completed construction on this new, accessible, all ages and abilities pedestrian and bike bridge over Interstate 5 (I-5) in Northgate. The John Lewis Memorial Bridge improves access to communities, services, and opportunities on the east and west sides of I-5 in Northgate and Licton Springs, helping knit together a historically divided area. It also reduces travel time for people walking and biking between the east and west sides of I-5. The bridge helps connect the neighborhood's thriving job and retail centers with the rest of the city and region.

The bridge stretches about 1,900 feet over I-5, landing at North Seattle College on the west side and at 1st Ave NE and NE 100th St, near the Northgate Station, serving Sound Transit's Link light rail station, on the east side.

The project consists of 4 main parts:

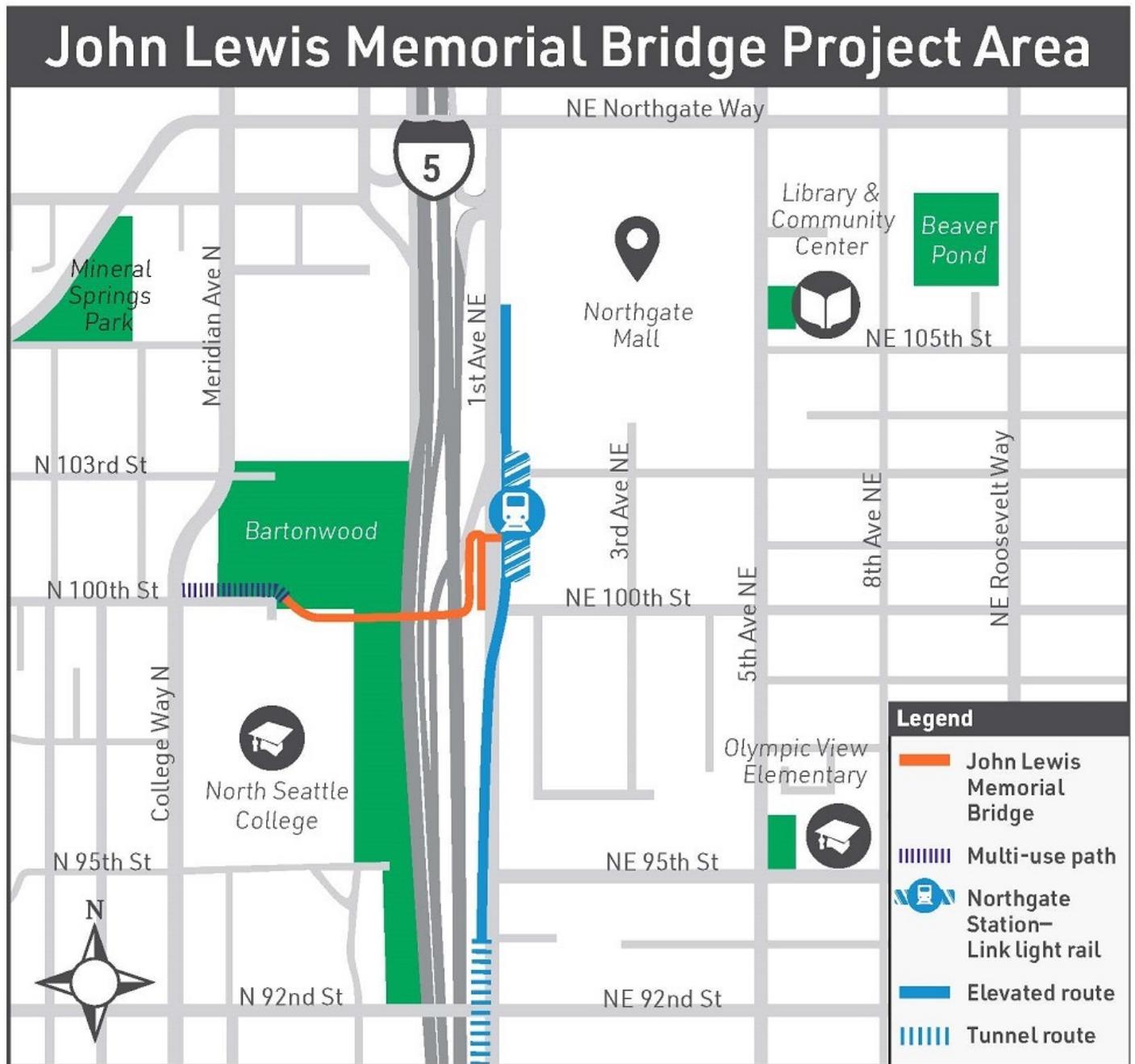
- Bridge spans over I-5
- Western approach between North Seattle College and wetland area, connecting to College Way N and N 100th St
- Eastern approach between I-5 and 1st Ave NE at NE 100th St, near the King County Transit Center
- Multi-use path along 1st Ave NE

The project benefits the area by providing:

- A new connection over I-5, decreasing travel times for people walking and biking between the 2 sides of the highway
- Safety improvements and access for people walking and biking throughout the Northgate area
- Better access to regional transit at the King County Transit Center and Link light rail station, resulting in increased use of transit facilities
- Improved connections between the Northgate retail center for its employees and customers and for residents and visitors to other nearby amenities, such as parks and medical and social services

Transportation (transportatic

Project location



1st Ave NE improvements and features

We installed a new 2-way protected bike lane (PBL) along the west side of 1st Ave NE between NE 92nd St and NE 103rd St (see image below).

At NE 103rd St, people biking can use the crosswalk to access the east side of the street, where a multi-use path will continue north toward Northgate Way.

Transportation (transportatic

1st Ave NE has one vehicle travel lane in each direction with a left turn pocket at NE 100th St. The existing transit center bus stops have been relocated to the east side of 1st Ave NE, between NE 100th and NE 103rd streets.

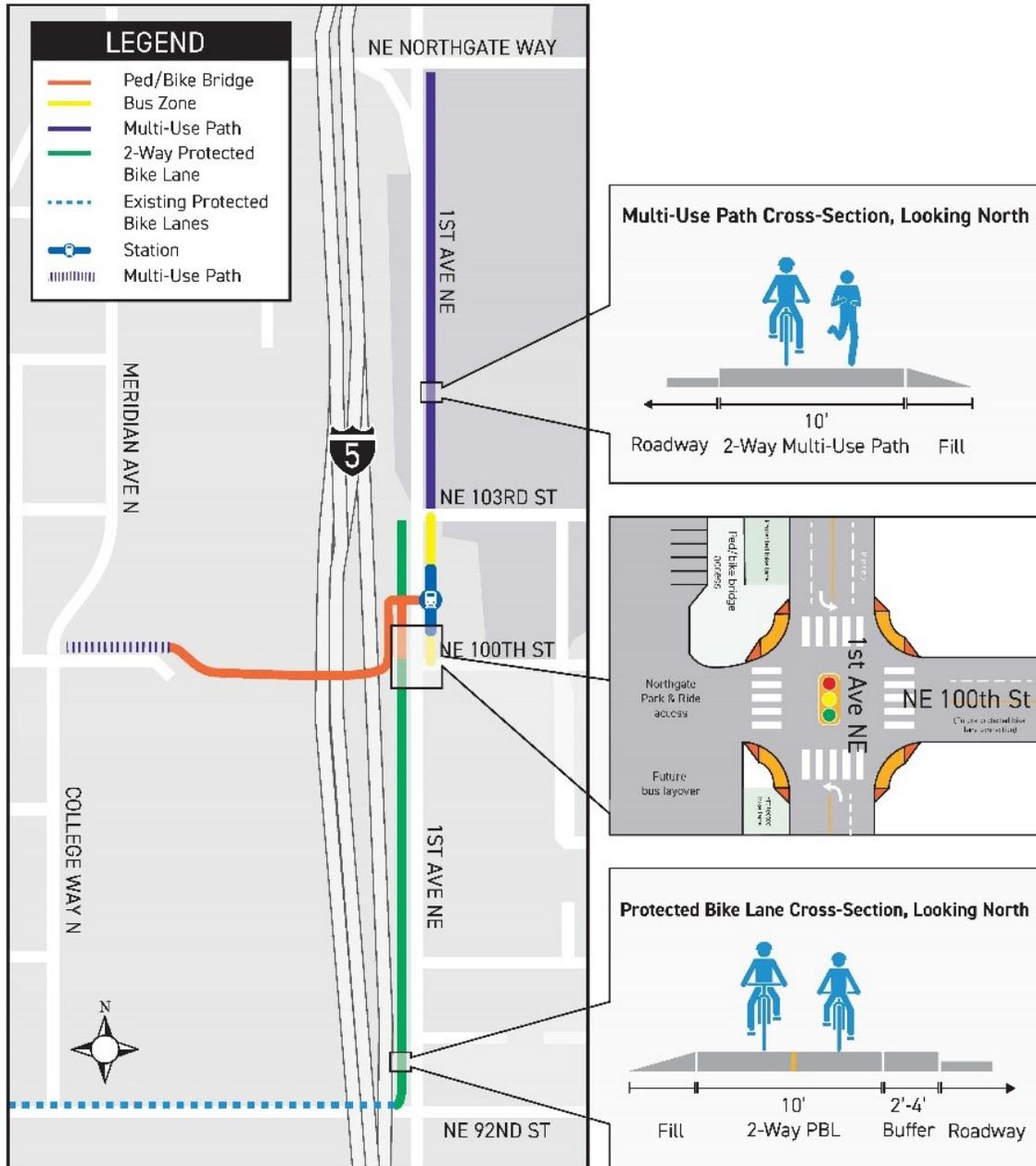
North Seattle's growing bike network

The PBL connects with the John Lewis Memorial Bridge at NE 100th St, the existing bike lanes on NE 92nd St, and other community connections in the area. These improvements provide easy access to regional transit and to the citywide network of walking and biking routes.

Protected bike lanes combine the elements of a multi-use path with a conventional bike lane. They provide space for bikes that is separated from vehicles, parking lanes, and sidewalks.



1ST AVE NE PROTECTED BIKE LANE AND MULTI-USE PATH



Cost-saving changes

We formed a new design team in 2016 to help reduce project costs and meet project goals. The team developed a bridge design that includes the following cost-saving changes and design improvements:

Original design (prior to 2017)	Revised design (2017 to present)	Transportation (transportation)
20-foot-wide walkway on bridge	16-foot-wide walkway on bridge	
2,100-foot-long bridge length	Shortened bridge length to 1,900 feet	
East approach conflicted with WSDOT Park-and-Ride at 1st Ave NE	East approach modified as it touches down near 1st Ave NE, simplifying the connection and preserving the WSDOT Park-and-Ride lot	
West approach included stairs at the North Seattle College, with limited sight distance	West approach modified to improve sight distances and make a more direct connection	
Complicated construction approach	Standard construction approach to reduce project duration	
Tube/truss design (enclosed)	More open structure and more graceful bridge transition	

Finally, an added benefit of the revised design is enhanced user experience with features such as a wetland wildlife overlook and a view of arriving light rail trains at NE 100th St.

How we incorporated public feedback into the design

Based on community input throughout the project, we addressed some of the following items:

- Minimized environmental impacts of the bridge by making sure, for example, that the project didn't disturb wildlife during construction and ensured the bridge's drainage system (for stormwater) is designed to enhance wetlands on the west end
- Ensured safety and security of all bridge travelers
- Incorporated wayfinding and traffic control into design
- Considered the experience of people biking and using other wheeled devices (e.g., scooters, wheelchairs, strollers, rollerblades, suitcases, etc.)
- Connected the bridge to other infrastructure, including neighborhood bike routes
- Separated modes of traffic on the bridge

Other topics of interest included the project's cost, the bridge's durability, and maintaining vegetation.

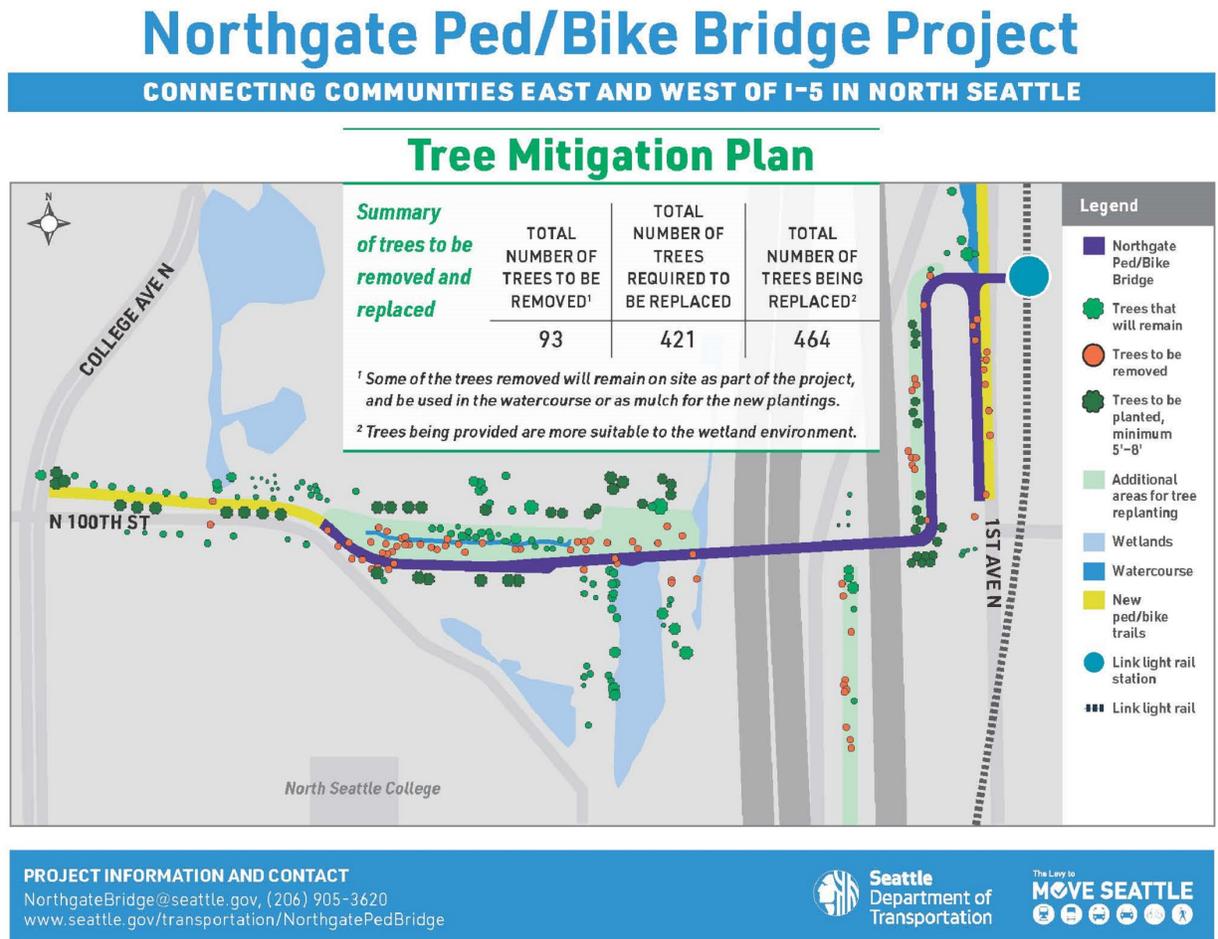
We value the community input provided throughout this project.

Tree mitigation plan

Trees are fundamental to the character of Seattle and to our quality of life. In our rapidly changing climate, Seattle's urban forest is an increasingly important asset, playing a critical role in mitigating climate change impacts, including heat island effects, as well as supporting Seattle's public health, providing habitat for wildlife, creating spaces for exploration and enjoyment, cleaning our air and water, and reducing the quantity of stormwater runoff, further helping water quality.

As part of the project's tree mitigation plan, we planted 464 trees to replace the 93 trees we removed. The newly planted trees are more suitable for the wetland environment around the bridge. Many of the removed trees have remained on site as part of the project, either in the watercourse to be used as wildlife habitat, or as mulch for the new plantings.

The map below shows the full details. You can click on the map to [download a PDF of the plan](#) ([documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/NGPB_TreeMitigation_20200214.submit.pdf](#))



([documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/NGPB_TreeMitigation_20200214.submit.pdf](#))

Designing for a safer bridge

During each phase (planning, design, and pre-construction) of public outreach, we heard that bridge safety is a priority for all bridge users. The sections below outline how safety is incorporated into all aspects of the bridge's design.

Design and accessibility

Throughout the design process, we used an approach called Crime Prevention Through Environmental Design (CPTED). This approach is based on the idea that people's behavior within an urban environment is influenced by the design of that environment.

CPTED strategies include things like providing ample lighting to avoid blind spots, maximizing sight distance and visibility (sometimes called "passive surveillance"), and using materials that promote easy maintenance. This strategy also aims to create spaces that give a sense of ownership of public space and a sense of shared responsibility for personal security.

There are several safety elements on the bridge, including:

- Minimal surface area for vandalism
- Overhead pedestrian lighting
- Emergency call boxes
- Pedestrian guardrails
- Lighting on handrails
- Throw fences

Transportation (transportatic

The City of Seattle strives to make city programs, services, and activities equally accessible to all. Our bridge design complies with [2010 ADA Standards](https://www.access-board.gov/guidelines-and-standards/buildings-and-sites/about-the-ada-standards/ada-standards/chapter-10-recreation-facilities) (https://www.access-board.gov/guidelines-and-standards/buildings-and-sites/about-the-ada-standards/ada-standards/chapter-10-recreation-facilities) and includes the following features:

- A bridge slope of 4.3%, except between the Sound Transit mezzanine and the NE 100th St level, which is 8.1%. This section has ADA-compliant handrail grips and 1.8%-slope landings every 30 feet to provide resting places.
- Elevator access via the Northgate Station Garage, including where the bridge connects to the Northgate Link light rail station, during normal hours of operation.
- Curb ramps along 1st Ave NE and NE 100th St, where the bridge spur lands.
- Accessible pedestrian signals at the intersection of 1st Ave NE and NE 100th St, which will offer push-button activation, audible signals, and vibrations to indicate when it's safe to cross the street.



Materials

All bridge materials and connections went through intensive testing during construction, including the I-5 spans, which underwent rigorous quality assurance testing during fabrication, assembly, and installation. The trusses of our bridge are made of steel, a proven and reliable material for hundreds of thousands of bridges across the nation.

Life expectancy

Our bridge meets the 75-year design life expectancy criteria consistent with the American Association of State Highway and Transportation Officials (AASHTO) design codes. Not only does our design meet this standard, but lifespan of more than 100 years with routine maintenance during its service life.

Environmental

We selected vegetation and greenery around the bridge with safety in mind. Creating park-like qualities on the trails and spaces near the bridge provide a comfortable and enjoyable atmosphere and a "sense of place" for all users. Examples of this can be seen on the west side with a wildlife overlook, and on the east side where a "gallery forest," or screen of tall and narrow trees, is installed between the bridge and the freeway. It provides relief from views of the freeway and filters air quality.

Additional environmental features include:

- Planting low-growing shrubs and bushes around the bridge
- Trimming, thinning, or removing existing trees and undergrowth created open sight lines
- Carefully designed plantings on the west side of the bridge so that pedestrians on the landing have a clearer view of North Seattle College (NSC), and those on the NSC playing field and in the parking lot can see bridge users approaching

Funding

Funding was secured from various sources, including SDOT, Sound Transit, Washington state, and additional local funds. This project was supported by the 9-year [Levy to Move Seattle](https://www.seattle.gov/transportation/about-us/funding/levy-to-move-seattle), which was approved by voters in 2015.

Outreach events

Date	Events
October 2, 2021	Grand opening ribbon-cutting celebration
February 5, 2020	Groundbreaking
January 9, 2020	Construction drop-in session at Olympic View Elementary
January 8, 2020	Construction drop-in session at Aljoya Thornton Place
January 7, 2020	Construction drop-in session at North Seattle College
September 28, 2019	Live in D5
September 25, 2019	North Seattle College Fall Fest
September 3, 2019	Olympic View Ice Cream Social

Date	Events	Transportation (transportation)
July 17, 2019	Maple Leaf Summer Social	
July 13, 2019	Live in D5	
April 24, 2019	North Seattle College Fair	
October 24, 2018	Maple Leaf Community Council	
July 19, 2018	Thornton Creek Alliance	
July 18, 2018	Maple Leaf Summer Social	
June 30, 2018	Live in D5!	
May 11, 2018	North Seattle College Board of Trustees meeting	
April 18, 2018	North Seattle College Earth Fair	
April 18, 2018	North Seattle College Earth Fair	
March 21, 2018	Drop-in session at Neighborcare Health at Meridian	
March 20, 2018	Drop-in session at Aljoia Thornton Place	
March 19, 2018	Drop-in session at North Seattle College	
February 8, 2018	Sierra Club	
November 28, 2017	North Seattle College campus meeting	
November 2, 2017	Haller Lake Community Club	
August 13, 2017	Idriss Mosque BBQ	
August 9, 2017	Seattle Pedestrian Advisory Board Walking Tour	
August 3, 2017	Public open house	
July 26, 2017	Maple Leaf Summer Social	
July 22, 2017	Live in D5!	
June 30, 2017	Department of Neighborhoods Community Conversation Meridian Manor	
June 14, 2017	Maple Leaf Community Council	
June 14, 2017	Seattle Pedestrian Advisory Board	
June 7, 2017	Seattle Bicycle Advisory Board	
May 18, 2017	Seattle Design Commission	
May 6	King County Metro Transit Oriented Development public meeting	
April 29, 2017	Housing Affordability and Livability community open house (sponsored by Dept. of Neighborhoods)	
June 22, 2016	North District Council	
May 25, 2016	Feet First	

Date	Events	Transportation (transportatic
May 18, 2016	Licton Springs Community Council	
May 17, 2016	Victory Heights Community Council	
May 16, 2016	North Seattle College (Campus meeting)	
May 5, 2016	North Seattle College (students)	
October 15, 2015	Public open house	
September 17, 2015	Seattle Design Commission briefing	
August 18, 2015	Seattle Design Commission subcommittee meeting	
July 29, 2015	Maple Leaf Summer Social	
July 15, 2015	North Seattle Chamber of Commerce	
June 17, 2015	Licton Springs Community Council	
June 17, 2015	Seattle Pedestrian Advisory Board	
June 24, 2015	Pinehurst Community Council	
May 27, 2015	Northwest District Council Briefing	
May 26, 2015	Cascade Bicycle Club: Connect Northgate	
May 22, 2015	Seattle Neighborhood Expo	
May 12, 2015	Meadowbrook Community Council	
May 2015	Seattle Pedestrian Advisory Board	
April 29, 2015	Maple Leaf Community Council	
April 22, 2015	North Seattle College Earth Day Symposium	
October 21, 2014	North Seattle College	
September 10, 2014	Public briefing	
June 3, 2014	Open house	
March 2014	Sound Transit open house	
February 2014	Seattle Bicycle Advisory Board	
February 2014	Seattle Pedestrian Advisory Board	

Materials

January 2020

- [Winter 2020 Drop-in Summary](#)

 (documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/2020_0131_NG_con_drop-in_summary.pdf)

December 2019

- [Construction flyer - English](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NGPB_ConstructionFolio_20191213-en.pdf)
- [Construction flyer - Chinese](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/NGPB_ConstructionFolio_20191219-ch.pdf) **Transportation (transportatio**
- [Construction flyer - Spanish](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/NGPB_ConstructionFolio_20191219-sp.pdf)
- [Construction flyer - Russian](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/NGPB_ConstructionFolio_20200116-ru.pdf)
- [Construction flyer - Vietnamese](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/NGPB_ConstructionFolio_20200116-vt.pdf)
- [Construction notice](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/NGPB_ConstructionNotice_20191211_submit.pdf)
- [North Seattle Park & Ride closure notice](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/ClosureNotice_20191211.submit.pdf)
-  (documents/Departments/SDOT/BridgeStairsProgram/bridges/Northgate/ClosureNotice_20191211.submit.pdf) [Final Design flyer](#)  (documents/Departments/SDOT/BridgeStairsProgram/bridges/NGPB_Folio3_20190305-singles.pdf)

Environmental Review

- [NEPA DCE](#)  (documents/Departments/SDOT/BridgeStairsProgram/bridges/NGatePed_BikeBridgeDCE.pdf)
- [Environmental Justice Discipline Report](#)  (documents/Departments/SDOT/BridgeStairsProgram/bridges/NorthgatePed-BikeEnvJustice2018-04-10.pdf)
- [Hazardous Materials Tech Memo](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NG_HazMat_040918.pdf)
- [Fish and Wildlife Tech Memo](#)  (documents/Departments/SDOT/BridgeStairsProgram/bridges/NG_FWV_Report_Final4-18-18.pdf)
- [Endangered Species Act - No Effects Document](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/ESA_Northgate_FINAL_081518.pdf)
- [Wetland Discipline Report](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/01_NG_Wet_DR_051818WSDOTcomplete.pdf)
- [Conceptual Wetland and Watercourse Mitigation Report](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NG_Conceptual_Mitigation_Report_080718FINAL.pdf)
- Cultural Resources Report (Section 106) and supporting documents
- [4\(f\)](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NGPedBridgeAll4fFormsCombined20180504_reduced.pdf)
- [Crime Prevention Through Environmental Design \(CPTED\)](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NorthgatePedestrianBridge1.pdf)

August 2018

- [1st Ave NE Improvements handout](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NGPB_Facts2_20190111.pdf)

April 2018

- [Spring 2018 Outreach Summary](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/Spring2018OutreachSummary.pdf) **Transportation (transportatic**

March 2018

- [State Environmental Policy Act \(SEPA\) checklist](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NGatePed-BikeSEPAChecklistFinal_web.pdf)
- [Mitigated Determination of Non-Significance \(MDNS\)](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NgatePedBridgeMDNSsigned.pdf)
- [Drop-in session display boards](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/2018_0315_NorthgatePedBridge_Board_FINAL_Web.pdf)
- [Environmental review handout](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/2018_0316a_EnviroFactSheet_print.pdf)
- [Project area mailer](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/2018_March_NorthgatePedBridge_Mailer.pdf)

February 2018 - [Project information folio](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NGPB_Folio-English-spreads_20180314%280%29.pdf)

December 2017 - [Email update](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NorthgateBridgeEmailUpdate_Dec2017.pdf)

November 2017

- [Presentation to North Seattle College](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NorthgateBridge_NSC_1128_2017.pdf)

October 2017 - [Email update](#) 
(documents/Departments/SDOT/BridgeStairsProgram/bridges/NgateOctoberEmailUpdate.pdf)

August 2017

- [August Open House Summary](#) 
(documents/Departments/SDOT/BridgeStairsProgram/2017_0928_NGopenhousesummary_FINAL.pdf)
- [Open house postcard](#) 
(documents/Departments/SDOT/BridgeStairsProgram/NorthgateBikePedBridgePostcard_ForPrint_July%2011.pdf)
- [Open house display boards](#) 
(documents/Departments/SDOT/BridgeStairsProgram/NorthgatePedBridge_2017_0803_Final.pdf)
- [Project fact sheet](#) 
(documents/Departments/SDOT/BridgeStairsProgram/NGPB_FactFolio_20170802-spreads.pdf)
- [Online open house](#) 
(documents/Departments/SDOT/BridgeStairsProgram/northgatebridge-infocommunity-org.pdf)

July 2017 - [Email update](#) 
(documents/Departments/SDOT/BridgeStairsProgram/July2017StakeholderEmail.pdf)

June 2017

- [Presentation to Bicycle Advisory Board](#) 
(documents/Departments/SDOT/BridgeStairsProgram/2017_6_7_Bike%20Board_Final.pdf)
- [Presentation to Maple Leaf Community Council](#) 
(documents/Departments/SDOT/BridgeStairsProgram/2017_6_14_MLCC_Final.pdf)
- [Presentation to Pedestrian Advisory Board](#) 
(documents/Departments/SDOT/BridgeStairsProgram/2017_6_14_Ped%20Board_Final.pdf)

Transportation (transportatio

April 2017 - [Project fact sheet](#)  (documents/Departments/SDOT/BridgeStairsProgram/NGPB_FactFolio_20170424.pdf)

Previous Design Materials:

October 2015

- [Open house presentation](#)  (documents/Departments/SDOT/BridgeStairsProgram/ngate2015-10-15OpenHousePresentationFINAL_reduced.pdf)
- [Display boards](#)  (documents/Departments/SDOT/BridgeStairsProgram/2015_1015_NGateOpenHouseAllBoards.pdf)
- [Project factsheet](#)  (documents/Departments/SDOT/BridgeStairsProgram/2015_1015_SDOT_NGate_Factsheet_Final.pdf)
- [Event summary](#) 
(documents/Departments/SDOT/BridgeStairsProgram/2015_1015_Ngate_OpenHouseSummary_FINAL.pdf)

September 2015 - [Seattle Design Commission presentation](#) 
(documents/Departments/SDOT/BridgeStairsProgram/ngate2015-09-17_SEATTLE_DESIGNCOMMISSION_Internet.pdf)

June 2015 - [2015 TIGER Grant application](#) 
(documents/Departments/SDOT/BridgeStairsProgram/2015TIGERappConsolidated.pdf)

July 2015 - [Project factsheet](#) 
(documents/Departments/SDOT/BridgeStairsProgram/2015_0729_NGate_Factsheet_Final.pdf)

November 2014 - [Northgate Pedestrian and Bicycle Bridge: Alternative Development and Selection report](#) 
(documents/Departments/SDOT/BridgeStairsProgram/AlternativeDevelopmentandSelectionFINAL.pdf)

October 2014 - [Presentation](#)  (documents/Departments/SDOT/BridgeStairsProgram/NSC_Briefing_10_21.pdf)

September 2014 - [Presentation](#) 
(documents/Departments/SDOT/BridgeStairsProgram/NorthgateScreeningLevelIIStakeholderBriefing.pdf)

August 2014 - [Presentation](#) 
(documents/Departments/SDOT/BridgeStairsProgram/NorthgateScreeningLevelIIPresentationAug.pdf)

June 2014

- [Presentation](#)  (documents/Departments/SDOT/BridgeStairsProgram/Final_OPENHOUSEPRESENTATION.pdf)

- [Display boards](#)  (documents/Departments/SDOT/BridgeStairsProgram/ngatePedbridgeJune_3OpenHouseAllBoardsSmall.pdf)
- [Summary](#)  (documents/Departments/SDOT/BridgeStairsProgram/Northgate_Open_House_Summary_Final.pdf)
- [Project brochure](#)  (documents/Departments/SDOT/BridgeStairsProgram/NorthgatePedBridgeFolio_Final.pdf)

Transportation (transportation)

April 2014 - TIGER Grant application  (documents/Departments/SDOT/BridgeStairsProgram/2014TIGER-SeattleNorthgateFINALapplicationCONSOLIDATED.pdf) (Not selected. TIGER Grant is a highly competitive funding source)

April 2014 - Project fact sheet  (documents/Departments/SDOT/BridgeStairsProgram/Northgate_Fact_Sheet_April20.pdf)

February 2014 - Presentation  (documents/Departments/SDOT/BridgeStairsProgram/ngatePed2014-02-12%20SPAB.pdf)

Background Resources

- **Northgate Urban Design Framework**  (http://www.seattle.gov/dpd/cs/groups/pan/@pan/documents/web_informational/dpdp025894.pdf) – July 2013 (Seattle DPD)
- **Northgate Pedestrian Bridge Feasibility Study Report**  (documents/Departments/SDOT/BridgeStairsProgram/NorthgatePedBridgeDec12Binder.pdf) – December 2012 (King County Department of Transportation)
- **Northgate Outreach – Report on Focus Group Findings**  (http://www.seattle.gov/DPD/cs/groups/pan/@pan/documents/web_informational/dpds022284.pdf) – April 2013 (Seattle DPD)
- [Seattle Bicycle Advisory Board](#) (/x52857.xml)
- [Seattle Bicycle Master Plan](#) (/transportation/document-library/citywide-plans/modal-plans/bicycle-master-plan)
- [Seattle Department of Planning and Development - Northgate](#) (https://www.seattle.gov/opcd/ongoing-initiatives/northgate-urban-design)
- [Seattle Neighborhood Street Fund Program](#) (https://www.seattle.gov/transportation/projects-and-programs/programs/neighborhood-street-fund)
- [Seattle Pedestrian Advisory Board](#) (/x11908.xml)
- [Sound Transit Northgate Station Project Web Page](#)  (http://www.soundtransit.org/northgatestation)
- **Sound Transit - Transit Oriented Development Urban Design Study**  (documents/Departments/SDOT/BridgeStairsProgram/dpdd017657%280%29.pdf)

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Related Projects

- [Northgate Greenway](#) ([transportation/projects-and-programs/programs/greenways-program/northgate](#))
- [North Seattle Greenway](#) ([transportation/projects-and-programs/programs/greenways-program/north-seattle](#))
- [Sound Transit Link Light Rail](#)  (<http://www.soundtransit.org/Projects-and-Plans/Northgate-Link-Extension/Stations/Northgate-Station>)
- [King County Metro's Northgate Transit Oriented Development project](#)  (<http://www.kingcounty.gov/depts/transportation/planning/tod/northgate.aspx>)

Transportation

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 (<http://www.facebook.com/pages/Seattle-WA/Seattle-Department-of-Transportation/139198266097793>)

 (<http://twitter.com/SeattleDOT>)  (<https://www.instagram.com/seattledot/>)

 (<https://www.youtube.com/channel/UCUQBwSS0OpNLOmHeUj7v2GQ>)

 (http://www.flickr.com/photos/sdot_photos/)

 (<https://www.linkedin.com/company/seattle-department-of-transportation>)

 (<http://sdotblog.seattle.gov/>)  ([transportation/about-us/contact-us](#))

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Top Requests

1. Transit (transportation/getting-around/transit)
2. Get an RPZ permit **Transportation (transportation/permits/parking-permits/rpz-permits)**
3. Street Parking Rates (transportation/projects-and-programs/programs/parking-program/paid-parking-information/street-parking-rates)
4. Scooter and Bike Shares (transportation/projects-and-programs/programs/bike-program/how-to-use-scooter-share-and-bike-share)
5. Learn about the Neighborhood Street Fund (NSF) (transportation/projects-and-programs/programs/neighborhood-street-fund)

The Seattle Department of Transportation (SDOT) is on a mission to deliver a transportation system that provides safe and affordable access to places and opportunities for everyone as we work to achieve our vision of Seattle as a thriving, equitable community powered by dependable transportation.

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Attachment L: Environmental NEPA SEPA Determinations

Project Name	NEPA			SEPA		
	Categorical Exclusion (CE)	Environmental Assessment (EA) / Finding of No Singificance (FONSI)	Environmental Impact Statement (EIS)/Record of Decision (ROD)	Categorical Exemption (CE)	Determination of Non-Significance (DNS/Checklist)	Determination of Significance/Environmental Impact Statement (DS/EIS)
RapidRide J Line		X			X	
2022 Long Term Recommendations for Safe Starts Code Amendments Legal Notice					X	
Chapter 11 Code Amendments and Truck Tractor Parking Designations					X	
Spokane Street Swing Bridge Access Project					X	
Spokane St Swing Bridge Reconfiguration Project				X		
AAC 15th Ave W/NW Ballard Bridge Project	X			X		
8th Ave PBL Project				X		
Rainier Ave S Hazards Mitigation				X		
2023 AAC 11th/12th Ave NE Project	X			X		
Martin Luther King Jr. Blvd (MLK) PBL project	X			X		
Vision Zero Highland/Holden				X		
2022 SRTS (FHWA)	X				X	
SW Admiral Way/Fairmount Ave North Bridge Seismic Retrofit Project	X			X		
Northlake Retaining Wall Seismic Retrofit Project - Geotechnical Testing				X		
2022 Slurry Seal				X		
Alaskan Way Protected Bike Lane Project (PBL)	X			X		
Kenyon Way S Sidewalks				X		
Thomas St - 5th Ave N to Dexter Ave N				X		
Emerson and Gailer Bridge Painting Project				X		
TOTAL	6	1		14	5	0



Attachment M: Program Employee Demographics

ATTACHMENT M

PROGRAM EMPLOYEE DEMOGRAPHICS DETAILS

Special Emphasis Area	Race	Gender	
		Female	Male
PLANNING	American Indian/Alaska Native		
	Asian	4	2
	Black or African American		
	Hispanic or Latino		
	Nat Hawaiian/Oth Pac Islander		
	Not Specified		
	Two or More Races		
	White	5	6
Planning Total		9	8
ENVIRONMENTAL UNIT	American Indian/Alaska Native		1
	Asian		
	Black or African American		
	Hispanic or Latino		
	Nat Hawaiian/Oth Pac Islander		
	Not Specified		
	Two or More Races		
	White	4	2
Environmental Unit Total		4	3
REAL PROPERTY	American Indian/Alaska Native	1	
	Asian		
	Black or African American	1	
	Hispanic or Latino		
	Nat Hawaiian/Oth Pac Islander		
	Not Specified		
	Two or More Races	1	
	White	4	
Real Property Total		7	
DESIGN	American Indian/Alaska Native		
	Asian	4	4
	Black or African American		1
	Hispanic or Latino		2
	Nat Hawaiian/Oth Pac Islander		1
	Not Specified	1	
	Two or More Races	2	
	White		11
Design Total		7	19
CONSTRUCTION AND MAINTENANCE	American Indian/Alaska Native	2	3
	Asian	5	23
	Black or African American	6	34
	Hispanic or Latino	2	22
	Nat Hawaiian/Oth Pac Islander	10	29
	Not Specified	1	7
	Two or More Races	1	6
	White	17	79
Construction and Maintenance Total		44	203
EDUCATION AND ADMINISTRATION	American Indian/Alaska Native		
	Asian	21	14
	Black or African American	5	4
	Hispanic or Latino	6	3
	Nat Hawaiian/Oth Pac Islander	3	
	Not Specified	2	1
	Two or More Races	3	4
	White	55	39
Education and Administration Total		95	65

Planning group data is sourced from SDOT Org Category TRCXX. Environmental Unit group data is sourced from Org Category TRF22. Real Property (Right of Way) group data is sourced from Org Category TRF21. Design group data is sourced from Org Category TRF34. Construction & Maintenance data only denotes SDOT Maintenance Operation group data from TRXXX AND TRSXX. Education & Administration group data is sourced from TRAXX & TRBXX.



Attachment N: Title VI 2023 Live-Training



Title VI Workshop 2023

FATHI KARSHIE



What is Title VI

Title VI Programmatic Structure

The regulatory framework

Your Role?

Title VI
Coordinator's
Role

Complaint
Process

WHAT IS TITLE VI

It is a system of requirement developed to address institutional inequities

Encompasses DBE, EEO Environmental Justice, LEP Accessibility Programs.

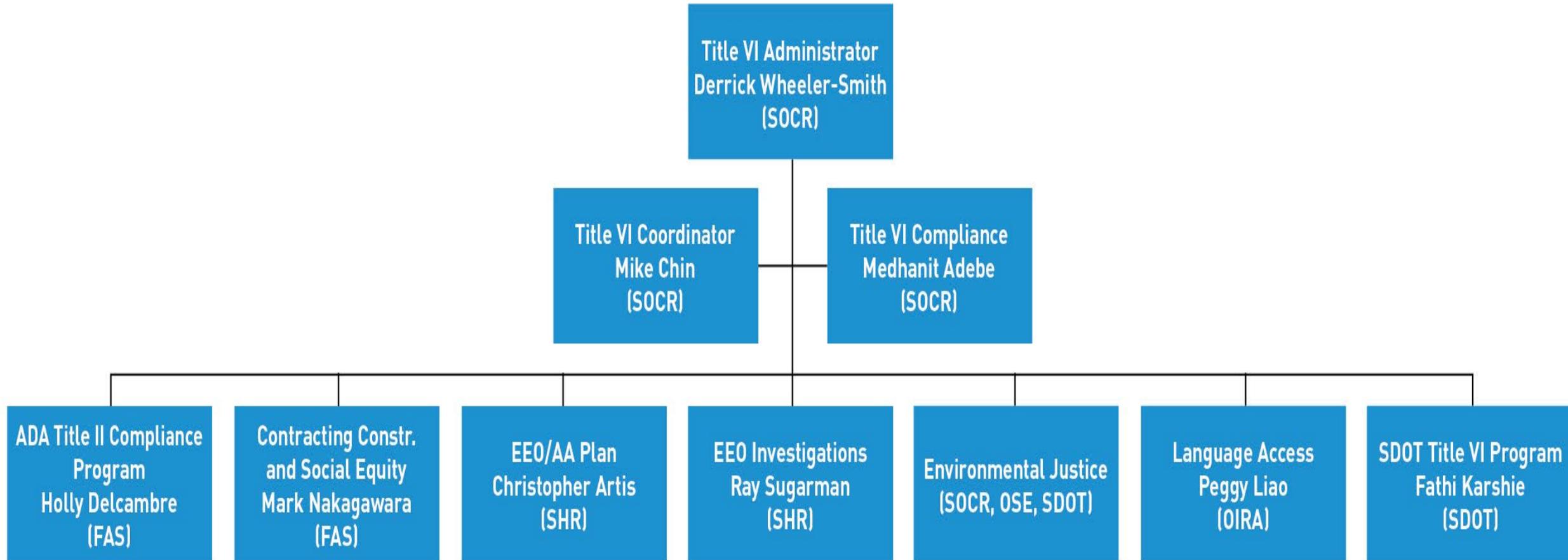
Process & Procedure

Why Do We Have A Title VI Program?

- Ensure public funds are not spent in a manner that encourages, subsidizes or results in discrimination
- Ensure public Funds are spent equitably across projects and programs
- Eliminate barriers and conditions that prevent “disadvantaged” groups & persons from receiving access, participation and benefits from Federally assisted programs, services and activities

Title VI Programmatic Structure

Title VI Organizational Chart



Office of Equity and Economic Inclusion Organizational Structure





INSIDE COMMUNITY

- EEO - Workplace equity across the board
- Cannot discriminate against characteristics e.g. race, gender, religion when hiring or promoting



OUTSIDE COMMUNITY

- Title VI - Community equity
- Cannot discriminate against characteristics like race, color & national origin



This is everyone's work and it starts with leadership!

Equal Access
Equal Treatment

Ensure public funds are not
spent in a manner that
encourages, subsidizes or
results in discrimination

Why Title VI
Program?

Ensure that public funds
are equitably distributed

Equal Opportunity
Equal Rights To Resources

TITLE VI REGULATORY FRAMEWORK

Title VI program: a Component of Civil Right

Section 601 of Title VI states:

“No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” (42 U.S.C. Sec 2000d)

Cross Cutting Authorities

1970 Uniform
Act, 42 USC: 23
USC Sec. 324
29 USC Sec.790

49 CFR Sec21:
23CFR Sec.200

EO: 12898 (EJ)
& 13166 (LEP)

Contract & Compliance (FOCCP).

Environmental Justice (EJ) Principles

Federal Actions to Address Environmental Justice in Marginalized Populations

Identifies and addresses adverse effects of government programs and activities on minority and low-income populations.

Mirrors the purpose of Title VI regarding environmental hazards.

Encourages public participation and access to information.



Language Access

Executive Order 13166

Identifies and addresses adverse effect, Improving Access to Services for Persons with Limited English Proficiency

Requires Federal agencies to examine the services they provide, identify any need for services to those with limited English proficiency (LEP)

Develop and implement a system to provide those services so LEP persons can have meaningful access to them

Your Role

**WHO BEARS
RESPONSIBILITY TO
COMPLY WITH TITLE VI?**

**AS A RECIPIENT OF FEDERAL
FUNDS, THE ENTIRE CITY
MUST COMPLY WITH ALL
THE PROVISIONS OF TITLE VI.**

Lead by example. Hold yourself and others accountable

Notify OEEI if there are any concerns about potential Title VI violations

Emphasizing the great work, you and your team and make sure it is included in the annual Report.

Leads must provide, facilitate, determine and ensure staff trainings

COLLECT DATA. Document Title VI related documents/activities (demographic/service area)

SDOT functional program areas directly responsible for ensuring compliance in its program activities are

- Purchase/Contracts

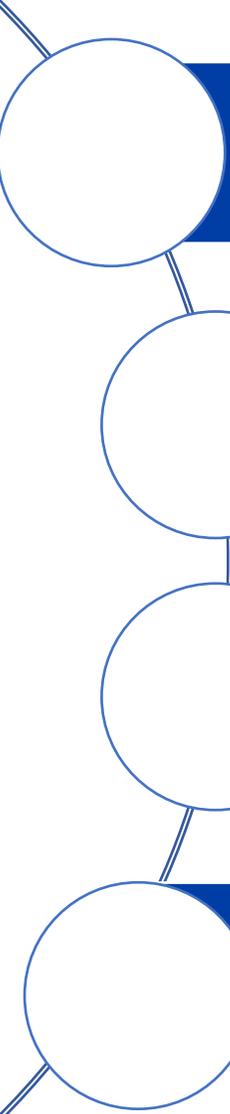
- Right of Way

- Transit & Mobility

Project Development
& Delivery

Policy & Planning

Capital Projects



> Communications: Medium and Process

> Consultant Services

> Education / Training

> Employment (workforce development)

Expectations for SDOT and Partners

SIGNED ASSURANCES. Follow USDOT's Regs found in 49 CFR 21 and FHWA Title VI Regs found in 23 CFR 200. (Updated every 3 years)

Both *REQUIRE* recipients' execution of Title VI Assurances as a condition of federal aid.
NOT AN OPTION!

TITLE VI PLAN or Nondiscrimination Agreement Chapter 28

Title VI Coordinator Role

Title VI Coordinator Role

Maintain Relation
with you all

Help
Institutionalize
Title VI processes
into SDOT systems

Annual Report to
WSDOT and FHWA

Respond to
FTA Triennial
Audit

Complaints

Annual Update and Accomplishments Report

Accomplishments include:

- **Reviews of internal programs along with results and actions taken**
- **Title VI complaints addressed or resolved**
- **Title VI related trainings conducted**
- **Implement TEF Tactics**

Possible goals include:

- **Reviews planned for the coming year**
- **Increased outreach to EJ populations**
- **Update SDOT Title VI Plan**

City of Seattle and SDOT Resources



DOT_titlevi@seattle.gov

[Seattle Office for Civil Rights](#)

[Seattle Office of Immigrant & Refugee Affairs](#)

[2022 Citywide Title VI training](#)

[2021 Annual Update Accomplishment Report \(AUAR\)](#)

[OEEI Webpage](#)



Questions?

<https://www.seattle.gov/transportation/about-us/office-of-equity-and-economic-inclusion>





Attachment O: Healthy Streets

Healthy Streets

Updated August 22, 2023

What's Happening Now?

We are making more Healthy Street locations permanent!

Thank you to all who participated in our evaluation process for Healthy Streets! Over this past year, we have been conducting outreach and an evaluation based on community use trends and public feedback to determine if a Healthy Street should become permanent or revert back to a neighborhood greenway.

We are excited to announce that the following locations are becoming permanent:

- [Aurora-Licton Springs](/transportation/projects-and-programs/programs/healthy-streets/aurora-licton-healthy-street) (/transportation/projects-and-programs/programs/healthy-streets/aurora-licton-healthy-street)
- [Georgetown](/transportation/projects-and-programs/programs/healthy-streets/georgetown-healthy-street) (/transportation/projects-and-programs/programs/healthy-streets/georgetown-healthy-street)
- [Lake City - Cedar Park and Olympic Hills](/transportation/projects-and-programs/programs/healthy-streets/lake-city-healthy-street) (/transportation/projects-and-programs/programs/healthy-streets/lake-city-healthy-street)
- [Othello/Rainier Beach](/transportation/projects-and-programs/programs/healthy-streets/othello-and-rainier-beach-stay-healthy-street) (/transportation/projects-and-programs/programs/healthy-streets/othello-and-rainier-beach-stay-healthy-street)
- [South Park](/transportation/projects-and-programs/programs/healthy-streets/south-park-healthy-street) (/transportation/projects-and-programs/programs/healthy-streets/south-park-healthy-street)
- [Wallingford](/transportation/projects-and-programs/programs/healthy-streets/wallingford-healthy-street) (/transportation/projects-and-programs/programs/healthy-streets/wallingford-healthy-street)

Healthy Streets are a commitment to the [Mayor's Transportation & Climate Justice Executive Order](https://harrell.seattle.gov/2022/12/07/mayor-harrell-signs-executive-order-directing-city-departments-to-reduce-greenhouse-gas-emissions-from-the-transportation-sector-and-support-those-most-impacted-by-the-climate-crisis/#:~:text=SEATTLE%20(December%20%2C%202022),GHG)%20within%20the%20transportation%20sector.) (https://harrell.seattle.gov/2022/12/07/mayor-harrell-signs-executive-order-directing-city-departments-to-reduce-greenhouse-gas-emissions-from-the-transportation-sector-and-support-those-most-impacted-by-the-climate-crisis/#:~:text=SEATTLE%20(December%20%2C%202022),GHG)%20within%20the%20transportation%20sector.) and SDOT's work to prioritize and expand actions that equitably reduce or eliminate greenhouse gas emissions (GHG) within the transportation sector.

What are Healthy Streets?

Healthy Streets are closed to pass through traffic, but open to people walking, rolling, biking, and playing. The goal of this program is to open up more space for people rather than cars—improving community and individual health.

Since 2022, we have been evaluating and updating Healthy Streets across Seattle based on the trends we've seen in terms of community use and public feedback.

Transportation (transportation)



Play on Your Healthy Street

No permit needed!

(transportation/projects-and-programs/programs/healthy-streets/healthy-streets-play-streets)

Healthy Street Planters

Request a planter for your permanent healthy street! We install, you maintain!

(transportation/projects-and-programs/programs/healthy-streets/healthy-street-planters)

1/2

+ Healthy Streets Locations

How do Healthy Streets work?

- Healthy Streets can incorporate safety features like easier crossings at busy streets, speed humps to slow down drivers, and sign and pavement markings to help people find their way
- Healthy Streets have fixtures like concrete block bases and new painted curb bulbs at each intersection of permanent healthy streets
- In some cases, SDOT may install traffic calming, street murals, and additional pedestrian design elements
- Street Closed signage is installed in the space directly adjacent to the intersection where parking is already not authorized, so no legal street parking spaces are removed

What this means for Healthy Street Neighborhoods:

- People driving who need to get to homes and destinations along Healthy Streets can still drive on these streets
- Drivers should use extra caution and yield to people
- People enjoying the street should be mindful of drivers trying to get to homes and destinations
- Healthy streets can be used for neighborhood activities (like hopscotch and basketball) that you would otherwise need to get a street closure permit for
- Healthy Streets can also be used to host [Play Streets](/transportation/projects-and-programs/programs/healthy-streets/healthy-streets-play-streets) and block Parties without needing a permits

- Planters for Healthy Streets can [be requested \(/transportation/projects-and-programs/programs/healthy-streets/healthy-street-planters\)](/transportation/projects-and-programs/programs/healthy-streets/healthy-street-planters), and neighbors are responsible for maintaining them.

How Healthy Streets Started

In response to the COVID-19 pandemic, in 2020 we upgraded 25 miles of existing Neighborhood Greenways to 'Stay Healthy Streets', by closing them to pass through traffic. Later, this program was renamed to simply 'Healthy Streets'.

We selected streets by working from the 45-mile Neighborhood Greenway network and avoiding impacts to businesses, fire response routes, transit operations and layover, and COVID19 response efforts like healthcare provider parking.

What's Next for Healthy Streets

We've heard from the people of Seattle that Healthy Streets are a valued part of many neighborhoods and there is a strong desire to add more locations. In 2022 Mayor Harrell signed the [Executive Order on Climate Change \(https://harrell.seattle.gov/2022/12/07/mayor-harrell-signs-executive-order-directing-city-departments-to-reduce-greenhouse-gas-emissions-from-the-transportation-sector-and-support-those-most-impacted-by-the-climate-crisis\)](https://harrell.seattle.gov/2022/12/07/mayor-harrell-signs-executive-order-directing-city-departments-to-reduce-greenhouse-gas-emissions-from-the-transportation-sector-and-support-those-most-impacted-by-the-climate-crisis) and confirmed Seattle's commitment to make 20 miles of Healthy Streets permanent.

As a first step towards that goal, we're focused on evaluating and upgrading locations that were installed in response to the COVID-19 pandemic. People across Seattle are also sharing their vision for how Healthy Streets can be a part of the People Streets and Public Spaces component of the Seattle Transportation Plan. You can learn more and engage in sharing your thoughts on the [Seattle Transportation Plan \(/transportation/projects-and-programs/programs/seattle-transportation-plan\)](/transportation/projects-and-programs/programs/seattle-transportation-plan) page.

The Healthy Streets program currently focuses on Neighborhood Greenways, and we do not have an open application process. If future funding is identified to make this an ongoing program, we will develop a process to identify and prioritize future locations.

Community Feedback

When Healthy Streets started, we chose which neighborhoods to focus on using the Race and Social Equity Index. We also considered neighborhoods that already had greenways in areas with dense housing or not much public open space. This way, more people could have places to go outside and enjoy nature without having to go far from their homes. We also made sure to include neighborhoods that had access to important services and businesses that people need in their daily lives. This way, everyone in those neighborhoods could have better opportunities to live healthy and active lives.

Since the program began, we've regularly talked to communities and distributed surveys to understand how Healthy Streets are working, where they can be improved and expanded, and where it might make sense to go back to a Neighborhood Greenway. We also observed and reviewed each Healthy Street to help inform our decision-making. For more information about how community feedback was used, please review our Healthy Street Evaluations in the materials section below.

Contact

Phone: [\(206\) 900-8760](tel:+1(206)900-8760) (tel: +1 (206) 900-8760)

Email: HealthyStreets@seattle.gov (mailto:HealthyStreets@seattle.gov)

Feedback Form [↗ \(https://forms.office.com/Pages/ResponsePage.aspx?](https://forms.office.com/Pages/ResponsePage.aspx?id=RR7meOtrCUCPmTWdi1T0Gx_TulzlrTtHuUQqnM2DnJ5URVVGTvpPTk9ISFNEVFVXUzJIQUgzQjhMTC4u)

[id=RR7meOtrCUCPmTWdi1T0Gx_TulzlrTtHuUQqnM2DnJ5URVVGTvpPTk9ISFNEVFVXUzJIQUgzQjhMTC4u\)](https://forms.office.com/Pages/ResponsePage.aspx?id=RR7meOtrCUCPmTWdi1T0Gx_TulzlrTtHuUQqnM2DnJ5URVVGTvpPTk9ISFNEVFVXUzJIQUgzQjhMTC4u)

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66

Our family loves the 25th Ave Healthy Street. I've been surprised by how much it's impacted our neighborhood's quality of life. What has been a wonderful, unexpected aspect is seeing how the whole neighborhood uses the space.

— M. Mainland, Central District

Additional Languages

Check out our PowerPoint videos for more info: [English](https://www.youtube.com/watch?v=EjirOvk7C_8) (https://www.youtube.com/watch?v=EjirOvk7C_8) • [Español](https://www.youtube.com/watch?v=-qnND5VuwO8) (https://www.youtube.com/watch?v=-qnND5VuwO8) • [አማርኛ](https://www.youtube.com/watch?v=vAaqHUuEFQA&feature=youtu.be) (https://www.youtube.com/watch?v=vAaqHUuEFQA&feature=youtu.be) • [Tiếng việt](https://www.youtube.com/watch?v=VruXECsX1U0&t=106s) (https://www.youtube.com/watch?v=VruXECsX1U0&t=106s) • [af-Soomaali](https://www.youtube.com/watch?v=J0XdEkTIBRc) (https://www.youtube.com/watch?v=J0XdEkTIBRc) • [한국어](https://www.youtube.com/watch?v=GSowb_AF3Oo) (https://www.youtube.com/watch?v=GSowb_AF3Oo) • [简体中文](https://www.youtube.com/watch?v=LUzissBhMKE) (https://www.youtube.com/watch?v=LUzissBhMKE) • [繁体字](https://www.youtube.com/watch?v=w8yNIDkIcyY) (https://www.youtube.com/watch?v=w8yNIDkIcyY) • [Tagalog](https://www.youtube.com/watch?v=2cdFiMjYC74) (https://www.youtube.com/watch?v=2cdFiMjYC74) • [ትግርኛ](https://www.youtube.com/watch?v=kHtRBKD06_c&feature=youtu.be) (https://www.youtube.com/watch?v=kHtRBKD06_c&feature=youtu.be)

Translations:

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የዚህን መረጃ ትርጉም ከፈለጉ፣ በዚህ ስልክ ቁጥር ይደውሉ፡ [\(206\) 771-0481](tel:2067710481) (tel:%20+1 (206) 771-0481).

ናይዚ ሓበሬታ ትርጉም እንተደሊኹም፣ በዚ ቁጥር ስልኪ ይድውሉ፡ [\(206\) 771-0481](tel:2067710481) (tel:%20+1 (206) 771-0481).

당신이 번역이 정보를 필요로하는 경우에, [\(206\) 771-0481](tel:2067710481) (tel:%20+1 (206) 771-0481) ? 전화 해주십시오.

Program Library

+ Resources

+ Healthy Street Evaluations

Transportation (transportation)

+ Healthy Streets Surveys and Results

+ Race and Social Justice

+ SDOT Blog Posts

Transportation

Greg Spotts, Director

Address: [700 5th Ave, Suite 3800, Seattle, WA, 98104](https://www.google.com/maps/place/700+5th+Ave,+Suite+3800,+Seattle,+WA,+98104) ([https://www.google.com/maps/place/700 5th Ave, Suite 3800, Seattle, WA, 98104](https://www.google.com/maps/place/700+5th+Ave,+Suite+3800,+Seattle,+WA,+98104))

Mailing Address: PO Box 34996, Seattle, WA, 98124-4996

Phone: (206) 684-7623 (tel: +1 (206) 684-7623)

Email: 684-Road@seattle.gov (<mailto:684-Road@seattle.gov>)

 (<http://www.facebook.com/pages/Seattle-WA/Seattle-Department-of-Transportation/139198266097793>)

 (<http://twitter.com/SeattleDOT>)  (<https://www.instagram.com/seattledot/>)

 (<https://www.youtube.com/channel/UCUQBwSS0OpNLOmHeUj7v2GQ>)

 (http://www.flickr.com/photos/sdot_photos/)

 (<https://www.linkedin.com/company/seattle-department-of-transportation>)  (<http://sdotblog.seattle.gov/>)

 (transportation/about-us/contact-us)

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 City Event Calendar ([event-calendar](#))

Top Requests

1. Transit ([transportation/getting-around/transit](#))
2. Get an RPZ permit ([transportation/permits-and-services/permits/parking-permits/rpz-permits](#))

 All City Newsletters

(<https://public.govdelivery.com/accounts/WASEATTLE/subscriber/topics?>

qsp=CODE_RED)

 View the Departments & Agencies List
(departments)

3. Street Parking Rates

([transportation/projects-and-programs/programs/parking-program/paid-parking-information/street-parking-rates](#))

4. Scooter and Bike Shares Transportation (transportation)

([transportat](#)
[programs/programs/bike-program/how-to-use-scooter-share-and-bike-share](#))

5. Learn about the Neighborhood Street Fund (NSF) ([transportation/projects-and-programs/programs/neighborhood-street-fund](#))

The Seattle Department of Transportation (SDOT) is on a mission to deliver a transportation system that provides safe and affordable access to places and opportunities for everyone as we work to achieve our vision of Seattle as a thriving, equitable community powered by dependable transportation.

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Attachment P: Racial Equity Index

City of Seattle Racial and Social Equity Index Users' Guide

KEY INFORMATION AND GUIDANCE

What the Racial and Social Equity (RSE) Index Shows—The RSE index combines data on race, ethnicity, and related demographics with data on socioeconomic disadvantages and health disadvantages.

The index is calculated and mapped at the census tract level to indicate where people of color and other marginalized populations make up relatively large proportions of neighborhood residents.

Intended Uses—The RSE Index is a tool to aid in the identification of geographic priorities for City programs, planning efforts, and investments. The index provides departments with a common foundation of data about neighborhood demographics to help inform and align allocation of resources to advance equity, consistent with the [Racial and Social Justice Initiative \(RSJI\)](#). The City Demographer in the Office of Planning & Community Development (OPCD) created the index in 2017 with involvement of multiple departments.

Composition of the RSE Index—A map of the RSE Index is provided on page three of this document. The RSE Index is a composite index made up of three equally weighted sub-indices, as shown below with their component metrics:

- **Race, ELL, and Origins Index**
 - Persons of color
 - English language learners (ELL)*
 - Foreign born*(*Weighted by 0.5 in subindex)
- **Socioeconomic Disadvantage Index**
 - Income below 200 percent of poverty
 - Educational attainment less than a bachelor's degree
- **Health Disadvantage Index**
 - Adults w/no leisure-time physical activity
 - Adults with diagnosed diabetes
 - Adults with obesity
 - Adults who report that their mental health is not good
 - Adults with asthma
 - Low life expectancy at birth
 - Adults with one or more disabilities

The RSE Index ranks tracts based on levels of priority and categorizes them into five levels (or “quintiles”), each with near-equal numbers of census tracts. Quintiles are described by “Equity Priority” levels. In applying the index, departments often consider the “Highest” and “Second Highest” to be their equity priority areas.

Data in the index are from the U.S. Census Bureau’s American Community Survey (ACS); CDC’s PLACES Project; and other sources. Updates produced shortly after decennial census data become available also use that source.

Important Considerations— The index is best used as a starting point to be considered along with community input and assets, program information, and other key data relevant to the specific purpose at hand.

In addition to the population characteristics covered in the index; residents’ ages would be useful to examine for a program focused on children or older adults. It is often also important to consider factors such as existing population densities and Seattle’s growth strategy, which is focused primarily on urban centers and villages (see page 4 of this PDF). It is helpful to keep in mind that there can be much variation within, and not just across, census tracts. Limitations in data available at a neighborhood level precluded incorporating specific metrics to prioritize LGBTQIA+ persons, persons experiencing homelessness, and some other marginalized populations. These populations need to be considered based on program and community-based information.

Maintenance and Updates—OPCD updates the RSE Index roughly once every three years. The most recent update was made in 2023 using the same metrics that were originally included in the index.

How to Access the RSE Index:

- 2023 update:
 - Printable map of RSE Index, 11” x 17” (See page 3 of this PDF)
 - [Interactive mapping app](#), [ArcGIS Online feature layer](#), and [SeattleGeoData](#) (all components)
 - Internal GIS Production Server (CITYPLAN.EQUITY_INDEX_DETAILS_23 or Racial and Social Equity Index layer files)

Note: The 2023 update maps index metrics to census tracts that were updated with the 2020 census.

(continued on next page)

- Previous version (produced in 2019):
 - [Printable map](#) of RSE Index, 11" x 17" (PDF)
 - [ArcGIS Online](#) feature layer (all components)
 - Internal GIS Production Server (CITYPLAN.EQUITY_INDEX or Racial and Social Equity Index layer files)

More Details—See the following pages for more on the methods and data used to construct the index, considerations for using the index, and examples of how departments are applying the index to inform their work.

Contact—Email diana.canzoneri@seattle.gov (she/her) or phillip.carnell@seattle.gov (they/them) in OPCD to ask questions, share how you're applying index, or provide input for presenting and guiding use of the index.

Racial and Social Equity Index

The Racial and Social Equity Index, produced by the Office of Planning & Community Development, is a tool to aid in the identification of City planning, program, and investment priorities.

The index is best used as a starting point to be considered with other information relevant to the intended purpose. Read the User Guide at: <https://>

This index includes:

Race, ELL & Origins

(shares of population who are)

- Persons of color
- English language learners
- Foreign born

Socioeconomic Disadvantage

(shares of population with)

- Income below 200 percent of poverty level
- Educational attainment less than a bachelor's degree

Health Disadvantage

- Adults with no leisure-time physical activity
- Adults with diagnosed diabetes
- Adults with obesity
- Adults who reported mental health not good
- Adults with asthma
- Adults with one or more disability
- Low life expectancy

Legend

- Highest Equity Priority
- Second Highest Equity Priority
- Middle
- Second Lowest
- Lowest

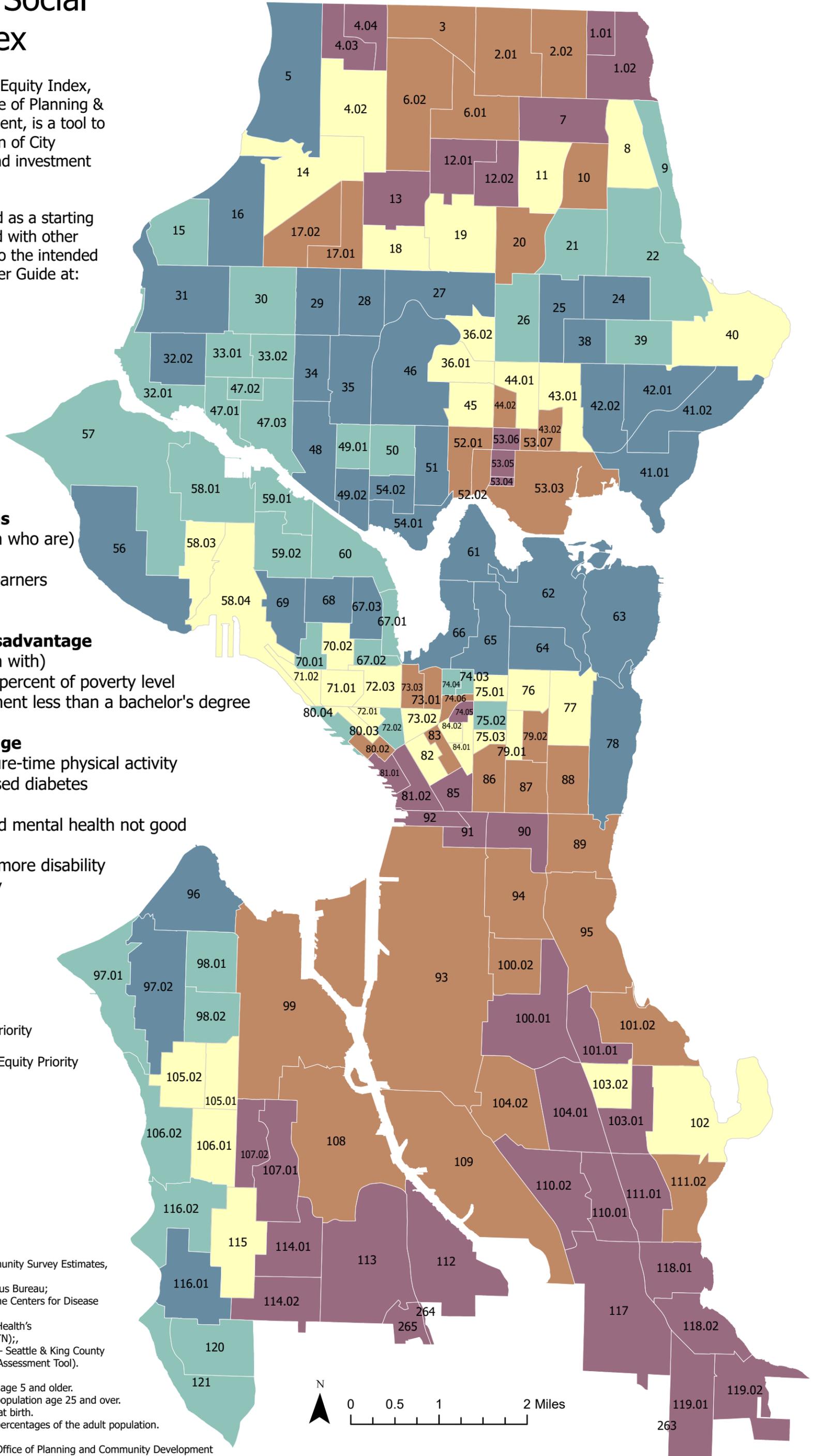
(labels are tract numbers)

Sources:
 2017-2021 5-Year American Community Survey Estimates, U.S. Census Bureau;
 2020 Decennial Census, U.S. Census Bureau;
 modeled estimates published by the Centers for Disease Control in the PLACES project;
 Washington State Department of Health's Washington Tracking Network (WTN);
 and estimates from Public Health – Seattle & King County (based on the Community Health Assessment Tool).

Notes: Language is for population age 5 and older.
 Educational attainment is for the population age 25 and over.
 Life expectancy is life expectancy at birth.
 Other health measures based on percentages of the adult population.

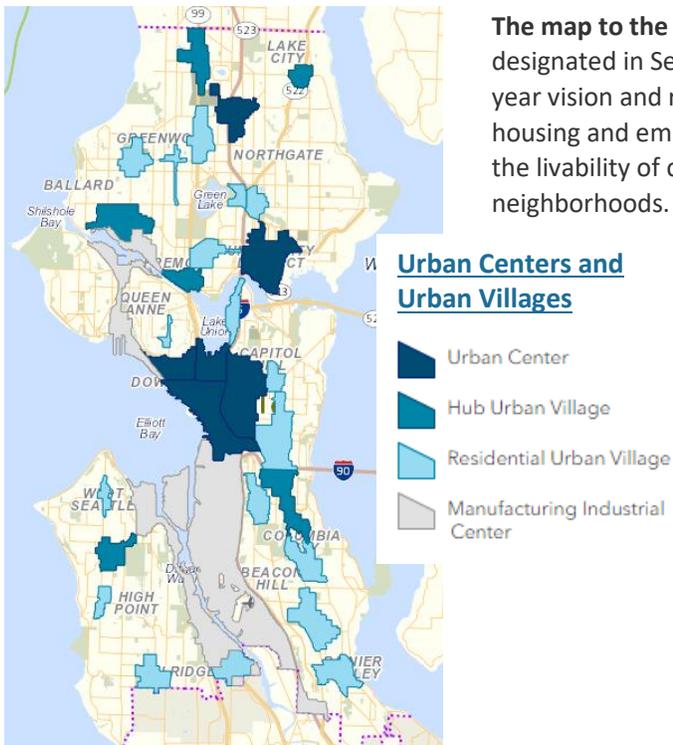
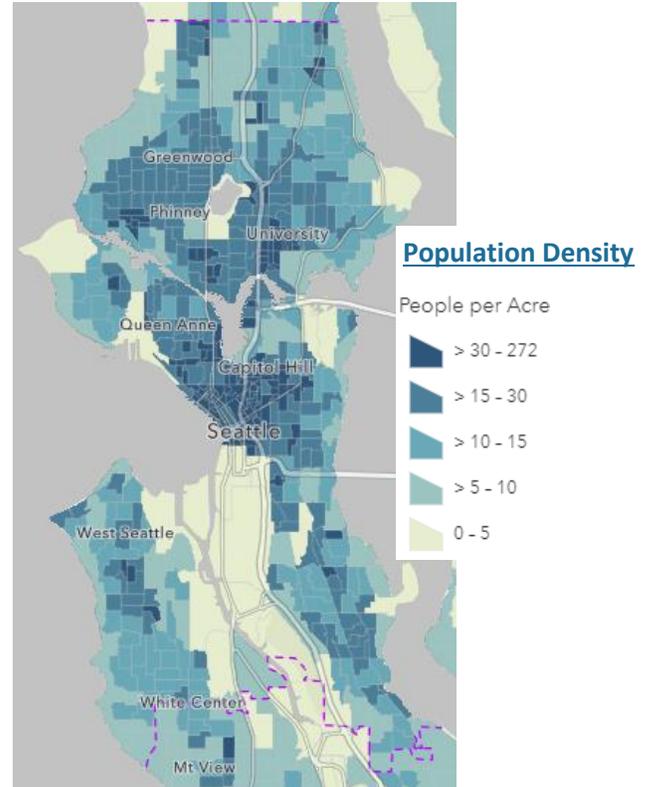
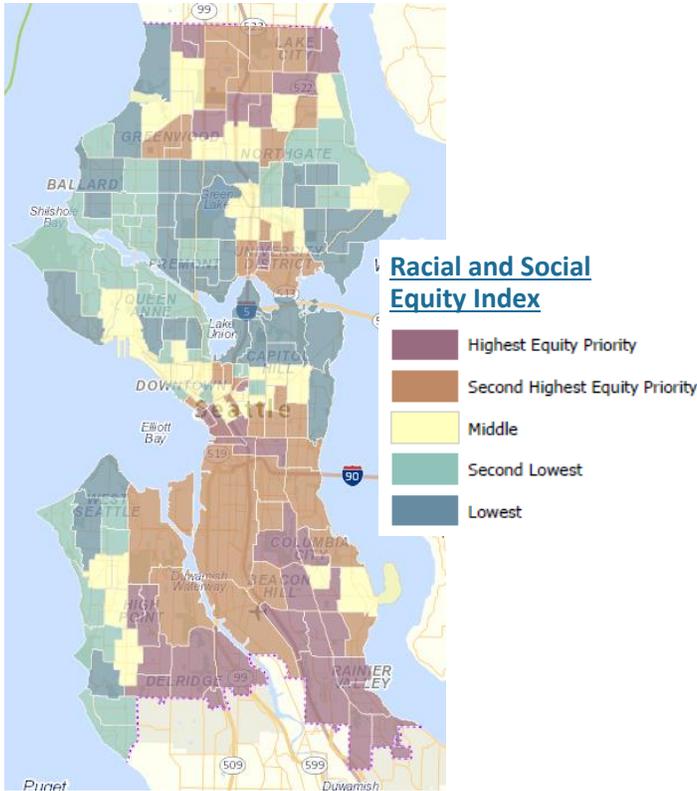
Map produced by: City of Seattle Office of Planning and Community Development

For more information on the index, including guidance for use, contact Diana Canzoneri, Demographer & Strategic Advisor, diana.canzoneri@seattle.gov



Considering population density and anticipated growth alongside the Racial and Social Equity (RSE) Index: The RSE Index uses data on population characteristics and socioeconomic and health conditions to identify where RSJI priority populations are a relatively large share of the population. The RSE index does *not* show how many people are in an area or how much an area’s population is expected to grow.

When evaluating how well the City is serving residents and identifying geographic priorities for allocating City resources, it is important to consider population density and the City’s growth strategy along with the RSE Index.



The map to the left shows the location of urban centers and urban villages designated in Seattle’s Comprehensive Plan. The Comprehensive Plan, a 20-year vision and roadmap for Seattle’s future, guides the large majority of housing and employment growth to these neighborhoods. The Plan supports the livability of centers and villages by focusing capital investments in these neighborhoods.

The Comprehensive Plan also contains many policies to advance Race and Social Equity, which is one of Plan’s four core value.

The City is in the process of updating Seattle’s Comprehensive Plan. The updated Plan, “One Seattle,” is due in 2024. It will provide the big-picture framework for decisions on how to grow over the next 20 years while supporting neighborhood livability and enhancing equity. As the One Seattle Plan homepage states, “The goal is to make the city more equitable, livable, sustainable, and resilient for today’s communities and future residents.” Accordingly, City planners are working to improve on the existing Plan by drafting stronger policies to advance equity and exploring new approaches to growth and investment and equity.

DETAILED INFORMATION AND GUIDANCE

The preceding pages provide basic information needed to access and get started using the Racial and Social Equity (RSE) Index.

The following pages provide more details on the inspiration for the index, its intended uses, the considerations involved in developing the index, and the data sources and methods utilized to construct the index. Interspersed with this information, readers will find further notes on things to keep in mind when using the index; we've placed these in text boxes titled "Considerations for using the index."

The final section of the Users' Guide includes links to examples illustrating ways departments are applying the index to help work teams draw inspiration from one another.

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Background, Purpose, and Uses

The City demographer in the Office of Planning & Community Development (OPCD) designed the Racial and Social Equity index (RSE) in 2017 in collaboration with colleagues in several City departments.¹ These departments were seeking a resource combining population-based data and mapping that they, and departments across the City, could use in analyses to advance equity and further the City's Racial and Social Justice Initiative.²

The RSE Index addresses this need by providing a common foundation of mapped data to help identify where RSJI priority populations make up a relatively large proportions of neighborhood residents. This is a shared resource that departments can use to inform the design, prioritization, and evaluation of programs, planning initiatives, and investments. Having this common base keeps departments from having to “reinvent the wheel” and makes it easier to collaborate and align work.

In the years following its development, the RSE Index has been adopted by an increasing number of departments for a variety of purposes. Commonly this has involved using the RSE Index to help identify where new programs, investments, or planning initiatives should focus. Other common uses include overlaying (or underlaying) the index on a map along with locations of capital facilities or program services to identify gaps that need to be filled to ensure that RSE Index priority areas are well-served. Some uses have involved mapping the index along with geospatial data on things that can harm or put populations at risk in order to better understand and reduce disparate impacts.

The final section of the User's Guide links to specific examples illustrating how departments are using the RSE Index. We are gathering more examples and will augment the examples on an ongoing basis. We are planning a companion to the Users' Guide that will profile several uses of the RSE Index in more detail.

CALL FOR EXAMPLES: HOW IS YOUR TEAM USING THE RSE INDEX?

Contact diana.canzoneri@seattle.gov to share how your team is using the RSE Index to advance equity.

Composition of the RSE Index

The Composite Index

The RSE Index is a composite index of three subindices below, each of which include a small number of carefully chosen population characteristics and conditions. The subindices contributing to the RSE Index are named as follows:

- Race, English Language Learner, and Origins Index
- Socioeconomic Disadvantage Index
- Health Disadvantage Index

Each of the three subindices are given equal weight in contributing to the composite index. This is to provide a well-balanced index and make the index easy to understand and use.

The RSE Index, the component subindices, and the metrics making up the subindices are calculated and mapped at the census tract level.

¹ Departments involved in the initial development in addition to OPCD included the Mayor's Office, the Office for Civil Rights, the Office of Sustainability & the Environment, Seattle Parks and Recreation, and Seattle Public Utilities.

² Consistent with the City's Racial Justice Initiative, the City's Comprehensive Plan, the Equitable Development Implementation Plan lays out the need to use racial and social equity data to inform community development initiatives as well as the City's functional plans, budget priorities, program services, and capital investments.

We acknowledge the path breaking work that multiple departments and work groups were conducting prior to 2017 using geographic patterns to inform efforts to advance equity. Examples include the Equity & Environment Initiative Agenda, Parks and Open Space Plan Gap Analysis, Pedestrian Master Plan, Priority Hire, and Growth & Equity Analysis. We were also inspired by the composite index of health and well-being indicators that King County's Communities of Opportunity partnership developed to inform efforts to improve equity across these domains.

The index draws on a small number of metrics based on readily available data to make the index easy to interpret and maintain over time. We stuck to basic indicators to make the index applicable for a broad range of purposes and enable users to supplement the index with data tailored to their work. A great deal of discussion and research was involved in selecting the metrics, including examining other similar indices created by analysts in local, state, and federal government, as well as indices created by nonprofit and university researchers. That said, the metrics in the RSE Index encompass only some of the important characteristics and conditions relevant for equity-focused planning and evaluation.

Users of the index are advised to interpret and apply the RSE Index judiciously and with consideration of other information relevant to the work for which they are using the index. This can include both quantitative data from sources such as the American Community Survey as well as qualitative data. And, consistent with RSJI principles, this should include attention to the expertise and priorities that community members themselves are voicing.

Several considerations informed our choice to build the RSE Index at the census tract level. Tracts are the most common neighborhood-level geography used by local governments to analyze data. An array of demographic, socioeconomic, and health data relevant for analyzing equity is available at the tract level.³ However, there can be much variation within, and not just across, census tracts.⁴ Users of the index need to be alert to the fact that data aggregated at the tract level may be masking RSJI priority populations who are a large proportion of residents in only part of a tract.

Many persons who are among the RSJI priority populations that are a focus of the RSE index live in neighborhoods that have lower concentrations of these populations; it is important to complement place-based programs and investments with those serving RSJI priority populations no matter where they live.

Subindices and Individual Metrics

The three subindices making up the RSE Index are described in detail below. This includes identification of the individual metrics in each of the three subindices along with the source and weighting for each metric within the subindices. Unless otherwise noted, each metric in a subindex is given equal weight within the sub-index. This is in part for ease of understanding, and because of the lack of a strong rationale for differential weighting.

Inclusion of the topics and associated metrics in the RSE Index is based foremost on relevance to racial and social equity and is also based on several practical and technical considerations. The latter considerations include ease of use and understanding, feasibility of updating estimates for continued inclusion in the index, and ready availability of the estimates at the Census tract level. Reliability of the estimates at this level was also an important consideration as estimates need to have sufficient reliability to yield an index that is suitable for informing action.

Most of the metrics contributing to the RSE Index are estimates from sample-based surveys. As such, these estimates carry margins of error. Several metrics in the index are from the Census Bureau's American Community Survey (ACS). To enhance reliability, the Bureau releases ACS estimates for census tracts and other small neighborhood areas only as pooled estimates for five-year periods. Still, these estimates can carry substantial margins of error, especially for small population groups. Most of the health-related indicators used modeled estimates are based on a sample-based

CONSIDERATIONS FOR USING THE INDEX

The RSE index should not be applied in isolation. **Any decisions related to designing City initiatives and allocating investments must attend to the expertise and priorities that underserved communities are voicing.**

CONSIDERATIONS FOR USING THE INDEX

There can be a great deal of variation in the demographics, socioeconomic, and health of residents within census tracts. Data mapped at the tract level can mask these patterns.

³ Data for smaller geographic levels is commonly either not readily available or is less reliable than data at the tract level. (The former is the case for health-related metrics, other than disability, in the index.)

⁴ For example, in census tracts that border on shorelines particularly affluent populations commonly live near the shoreline, while less affluent people may reside further from the shore. The reverse is often true with census tracts bordering on highways and major roadways. Zoning regulating housing types varies across and within census tracts and affects who is able to live where.

The numerous census tracts splits that the U.S. Census Bureau made with their 2020 decennial update to census boundaries provides for somewhat more detailed geographic resolution in parts of the city. However, masking of fine-grained geospatial demographic and socioeconomic patterns remains a limitation with tract-level data.

survey conducted by the Centers for Disease Control. We examined margins of error when choosing among candidate metrics for potential inclusion in the index; for several indicators, this meant choosing a metric with better reliability even when the metric might not signal as deep a disadvantage as an alternative metric.⁵

RACE, ENGLISH LANGUAGE LEARNERS (ELL), AND ORIGINS INDEX

The Race, ELL, and Origins index is composed of race and related characteristics measured by the U.S. Census Bureau.

The first component is race/ethnicity, which is based on the combination of two related questions the Census Bureau asks respondents: one regarding whether the person is of Hispanic/Latino ethnicity and the other regarding the person's race. Updates produced shortly after the decennial census use the decennial census as the source for the persons of color metric⁶; for updates later in the decade, we use the ACS for this metric. The metrics related to English language proficiency and place of birth are derived from ACS.

CONSIDERATIONS FOR USING THE INDEX

Most of the data sources used in the RSE Index are based on estimates from sample-based surveys. **When comparing census tracts, it is important to keep in mind that most of the estimates reflected in the RSE Index carry margins of error.**

- **Percentage of population who are people of color**—Weight: 1.0

Source: Estimates from the U.S. Census Bureau (i.e., decennial census or ACS depending on timing of RSE update). The RSE Index update produced in 2023 uses 2020 decennial census estimates.

Note: People of color include persons identifying as a single race other than white alone; persons identifying as multiracial, and persons of any race who are of Hispanic/Latino ethnicity.⁷

- **Percentage of population age five and older who are English language learners**—Weight: 0.5

Source: ACS estimates from the U.S. Census Bureau. 2021 ACS 5-year estimates are used for the 2023 RSE Index update.

Notes: The ELL metric refers to the percentage of the population five years of age and older who both speak another language than English at home and who speak English less than “very well.”⁸

- **Percentage of population who are foreign born**⁹—Weight: 0.5

Source: ACS estimates from the U.S. Census Bureau. 2021 ACS 5-year estimates are used for the 2023 RSE Index update.

⁵ For example, for the Socioeconomic Disadvantage Index, we chose to include the share of the population with incomes at or below 200% of poverty rather than the share below 100% of poverty.

⁶ Race/ethnicity is the only topic in the RSE Index that is covered in the decennial census as well as the ACS.

⁷ Based on these standards, the Census Bureau regards race and Hispanic/Latino ethnicity as separate concepts and asks about these characteristics in two separate questions. Background on how the Census Bureau asked about race and ethnicity in the 2020 Census is [here \(for race\)](#) and [here \(for Hispanic or Latino origin\)](#). (Similar information is [here](#) and [here](#) for the ACS).

The U.S. Office of Management and Budget (OMB) sets the [standards that federal agencies follow in collecting and reporting race and ethnicity data](#). In January 2023, OMB launched a process to update these standards by publishing an initial set of recommended revisions proposed by an Interagency Technical Working Group.

⁸ In the ACS, level of [English-speaking ability](#) is identified by survey respondents indicating they speak a [language other than English at home](#).

For the English Language Learners metric, we selected the percentage of the population who speak English less than very well rather than the percentage of households that are linguistically isolated. Choosing a population-based indicator rather than a household indicator for this metric is consistent with the population-based focus of other indicators in the index and enables people in larger households count as much as those in smaller households (While linguistic isolation involves more profound levels of disadvantage, estimates of the prevalence of linguistic isolation have low levels of statistical reliability at neighborhood scales. Choosing a population-based indicator rather than a household indicator for this metric is consistent with the population-based focus of other indicators in the index and enables people in larger households count as much as those in smaller households.)

⁹ [Foreign-born persons](#) include anyone who was not a U.S. citizen at the time they were born; ACS questionnaires do not ask about immigration status.

In this index, the English language learner¹⁰ and foreign-born population characteristics are each weighted by 0.5, for a combined weight of 1.0. This helps balance the contribution to the index of persons of color born in the U.S. with that of immigrants.

Detailed descriptions for these and other characteristics and conditions covered by the ACS can be found in the [ACS Subject Definitions](#) document from the Census Bureau.

SOCIOECONOMIC DISADVANTAGE INDEX

The Socioeconomic Disadvantage Index is comprised of one factor related to income level and one related to level of educational attainment, both from five-year ACS estimates. These are two broad and important indicators of socioeconomic disadvantage with key implications for racial and social equity. Both show substantial disparities by race and ethnicity.

- **Percentage of the population whose income is below 200 percent of poverty level**—Weight: 1.0.
Source: ACS estimates from the U.S. Census Bureau. 2021 ACS 5-year estimates are used for the 2023 RSE Index update.
Notes: The Census Bureau identifies poverty status for all people except institutionalized people, people in military group quarters, people in college dormitories, and unrelated individuals under 15 years old. The Bureau uses federal poverty thresholds to derive estimates of individual and family income as a percentage of poverty level. Poverty thresholds are determined on a national basis and do not vary based on local cost of living
- **Percentage of the population age 25 and older with less than a bachelor’s degree** —Weight: 1.0
Source: ACS estimates from the U.S. Census Bureau. 2021 ACS 5-year estimates are used for the 2023 RSE Index update.

Having an income less than 200 percent of the federal poverty threshold is a substantial disadvantage in Seattle and other high-cost cities. Similarly, having less than a college degree is a marked disadvantage in today’s economy, especially in Seattle and similar cities where large shares of adult residents have a college degree or higher. We chose these two socioeconomic metrics because they indicate substantial levels of disadvantage while exhibiting greater statistical reliability than metrics available from the ACS that indicate more profound levels of disadvantage (e.g., prevalence of income below 100% of poverty, and lack of high school diploma or equivalent degree).

While comprising key indicators of disadvantage relevant for prioritizing investments, neither the Socioeconomic Disadvantage Index nor the Health Disadvantage Index provide a comprehensive view of these types of disadvantages.

HEALTH DISADVANTAGE INDEX

The Health Disadvantage index is comprised of broad indicators of people’s health and well-being, along with a metric indicating disability status. In choosing topics for this sub-index, we included several that are especially sensitive to—and have direct implications for—the way we invest in public facilities and plan for Seattle’s built environment.

CONSIDERATIONS FOR USING THE INDEX
The RSE index is best used as a starting point to be considered along with additional data relevant to the specific purpose at hand.

For example, for programs designed to serve children or adults, other demographic characteristics to consider would include data on residents’ ages. For a transportation program, additional factors to consider along with the RSE index could include households’ access to a vehicle or modes that people are using to get to work. For analyses informing investments, it is often important to consider the level of displacement risk in a neighborhood and the strategies that can be used to help ensure that new investments do not exacerbate these risks.)

In addition; it is often also important to consider factors such as population density and anticipated growth.

By including health-related factors we incorporate key aspects of people’s well-being that are commonly related to, but not entirely captured by, socioeconomic status. Including health-related factors is also a way of factoring in disparate levels and aspects of disadvantage and advantage experienced by persons of different races and ethnicities.

Including health-related factors also helps to counteract the skewing we would otherwise see for some areas where a large share of residents are young adults. Young adults are generally more racially diverse than older populations. Young adults also tend to have lower incomes, including in areas that contain large concentrations of college students with good future earnings prospects. On the other hand, most forms of health challenges and disability are more common among older people. Including indicators related to health disadvantage and disability makes the RSE Index a well-rounded index spanning equity considerations across the age spectrum.¹¹

The metrics in the Health Disadvantage index are listed below. Additional details on follow this list.

CONSIDERATIONS FOR USING THE INDEX

While including health disadvantage and disability related factors helps make the index well-rounded and applicable across the life cycle, none of the estimates in the RSE Index are adjusted for age.

Users should be aware that the ages and demographic profile of tract residents may be contributing to differences seen between tracts.

- **Percentage of adults engaging in no leisure-time physical activity**—Weight: 1.0
Source: modeled estimates from the Centers for Disease Control and Prevention (CDC) PLACES project. The 2023 RSE Index uses estimates from the PLACES 2022 release based on Behavioral Risk Factor Surveillance System (BRFSS) 2020 data.
- **Percentage of adults with diagnosed diabetes**—Weight: 1.0
Source: modeled estimates from the CDC PLACES project. The 2023 RSE Index uses estimates from the PLACES 2022 release based on BRFSS 2020 data.
- **Percentage of adults with obesity**—Weight: 1.0
Source: modeled estimates from the CDC PLACES project. The 2023 RSE Index uses estimates from the PLACES 2022 release based on BRFSS 2020 data.
- **Percentage of adults reporting mental health is not good for ≥ 14 days out of month**—Weight: 1.0
Source: modeled estimates from the CDC PLACES project. The 2023 RSE Index uses estimates from the PLACES 2022 release based on BRFSS 2020 data.
- **Percentage of adults who currently have asthma**—Weight: 1.0
Source: modeled estimates from the CDC PLACES project. The 2023 RSE Index uses estimates from the PLACES 2022 release based on BRFSS 2020 data.
- **Life expectancy at birth, reverse-scored in the index as Low life expectancy**—Weight: 1.0
Sources: Washington Department of Health (DOH) Center for Health Statistics; data accessed via the DOH Washington Tracking Network data portal for the time period 2016-2020. (Health Reporting Area estimates calculated by Public Health—Seattle & King County assigned to census tracts with suppressed data.)
Notes: Life expectancy is the only metric in the RSE Index for which higher values contribute to lower equity priority and disadvantage scores. This is also the only metric in the index that does not refer to the percentage of population with a particular characteristic or condition.
- **Percentage of the noninstitutionalized adult population with one or more types of disability**—Weight: 1.0
Source: ACS estimates from the U.S. Census Bureau. 2021 ACS 5-year estimates are used for the 2023 RSE Index update.

In selecting the topics for the Health Disadvantage index, we included those with estimates available at the census tract level from one or more of the sources listed above.

¹¹ Still, it is important to know that none of the estimates of prevalence contributing to the RSE Index are age-adjusted. When comparing census tracts, users of the index should be aware that demographic characteristics including (but not limited to) age profile of tract residents may be contributing to the differences observed between tracts.

The source for most of the Health Disadvantage Index metrics is [PLACES](#) (Population Level Analysis and Community Estimates), a collaborative project of the CDC, CDC Foundation, and the Robert Wood Johnson Foundation. (PLACES is an expansion of the “500 Cities Project.”) PLACES estimates the prevalence of population-based health outcomes and risk factors for census tracts and other small areas to help communities identify key health issues facing neighborhoods. These small area estimates are modeled based on data collected by the CDC’s Behavioral Risk Factor Surveillance System (BRFSS).¹²

The [life expectancy at birth](#) statistics are from the [Washington Tracking Network](#) (WTN) data portal. As documented in the WTN data portal, life expectancy at birth is “the number of years a newborn can expect to live if the current age-specific death rates remain constant.” Life expectancy statistics rely on death certificate data collected by the Washington DOH and analyzed by DOH’s Center for Health Statistics. The 2023 RSE Index update uses the most recent tract-level life expectancy estimates available from DOH at the time; these are from the period 2016 to 2020. As such, the life expectancy estimates in the 2023 update of the RSE Index reflect only a small part of the direct and indirect impact of the COVID-19 pandemic.¹³

The U.S. Census Bureau redraws boundaries of some census tracts with each decennial census as needed to conform to population size criteria. The rapid population growth that Seattle experienced between the 2010 and 2020 censuses necessitated splitting many census tracts. At the time of the 2023 RSE Index update, the estimates from the PLACES project and the life expectancy estimates from the WA state DOH were still being reported according to 2010 census tract boundaries. When compiling index data from these sources we therefore needed to assign the split tracts estimates from their 2010 parent census tracts.

The [disability](#) metric in the RSE Index is from the Census Bureau’s ACS. The ACS asks respondents about six types of disability that can make it difficult for people to fully participate in activities in or outside one’s home.¹⁴ These include hearing difficulty, seeing difficulty, cognitive difficulty, difficulty walking or climbing stairs, difficulty dressing or bathing, and difficulty doing errands such as shopping or visiting a doctor’s office.

For health-related metrics other than disability (which, as noted, is available from the ACS), we limited ourselves to topics included in the [Community Health Indicators](#) that Public Health—Seattle & King County (PHSKC) reports on regularly for Health Reporting Areas (HRAs). Practical considerations informed this decision. The HRA-level estimates provided in the PHSKC Community Health Indicators can be drawn upon when metrics from other sources are suppressed for specific tracts. Additionally, in case the PLACES project or the Washington Tracking Network discontinue publishing tract-level estimates for the estimates in the RSE index, we reasoned that PHSKC’s HRA-level estimates would likely still be available as a source for our index.

Estimates of life expectancy in the WTN are suppressed for some tracts due to issues with reliability of the estimates.¹⁵ We assigned HRA-level estimates from PHSKC (for the same time period) to these tracts. (This was the only metric for which such substitution was necessary for the 2023 update of the RSE Index.) HRAs in Seattle generally

¹² The PLACES project website includes the [PLACES one-page fact sheet](#), [data portal](#), [measure definitions](#), and more. The [modeling methodology](#) is included; in brief, the PLACES methodology involves applying a regression model that uses the CDC’s BRFSS data on health conditions and risks and that incorporates demographic and socioeconomic data to generate estimates for each topic. As of the PLACES 2022 release, measures included in the PLACES project are all based on the BRFSS core questions, i.e., questions included on the BRFSS questionnaire for all states on an annual or every other year cadence. (Basic information about BRFSS survey conducted in 2020 is provided in the [Behavioral Risk Factor Surveillance System Overview](#) for that year. The [Historical Questions Database](#) details all topics in the BRFSS.)

¹³ Single-year, [state-level life expectancy estimates](#) for Washington show that life expectancy increased most years since 2000 but fell in 2020, wiping out more than 10 years of gains.

¹⁴ In describing the conceptual framework used for measuring disability, the ACS subject definitions note that [disabilities](#) are “the product of interactions among individuals’ bodies; their physical, emotional, and mental health; and the physical and social environment in which they live, work, or play,” with disability existing “where this interaction results in limitations of activities and restrictions to full participation at school, at work, at home, or in the community.”

¹⁵ As noted in the WTN data portal, [“life expectancy calculations](#) can fluctuate considerably in smaller populations or populations experiencing low or no deaths for the year(s) being calculated.” Estimates for life expectancy in the WTN are suppressed for tracts “with a population (for the 5 years combined) of <5000 or a result with a Standard Error >2 or a record of <50 deaths for the time period.”

correspond well with groups of Census tracts. This correspondence enables us to interpolate and assign HRA-level estimates to census tracts in circumstances where tract-level estimates are not available.¹⁶

Dataset Organization

The available RSE Index dataset contains the data necessary to calculate the index. These data are encompassed by the following data types:

- “Population” (fields beginning with “POP”) – numerators and denominators used to calculate percentage shares from estimates in the ACS and decennial Census.
- “Shares” (fields beginning with “PCT”) – the percentage of population in a tract with the specified characteristic or condition.
- “Life Expectancy” (field beginning with “LIFE”) – the life expectancy metric.
- “Percentile” (fields beginning with “PTL”) – the tract’s percentile for a certain metric when compared to tracts citywide.

In addition, the dataset contains outputs including scores, percentiles and quintiles:

- Index “Score” (fields ending with “SCORE”) – the score a tract has for the composite and subindices.
- Index “Percentile” (fields ending with “PERCENTILE”) – the tract’s composite and subindex percentiles, as determined by individual scores.
- Index “Quintile” (fields ending with “QUINTILE”) – the tract’s composite and subindex Equity Priority quintiles, as determined by the subindex percentile.

The RSE Composite Index table contains the full dataset. Subindex datasets contain only data necessary to calculate each subindex, and do not contain population numerator and denominator variables.

Calculation of the RSE Index and Component Sub-indices

This section describes steps for compiling the estimates and performing calculations to produce the RSE index. To help make these steps easy for the reader to follow, we provide specific examples of the calculations based on some of the estimates in the 2023 update of the RSE Index.

The first step in compiling the index involves downloading census tract-level estimates for the metrics in each of the three sub-indices. We do this for all census tract entirely or partially contained within Seattle, including the tracts with populated area overlapping Seattle’s southern city limits.

For the estimates associated with each metric, we then identify each tract’s percentile¹⁷ on that metric relative to the Seattle tracts located entirely within the city.¹⁸ We use the “PERCENTRANK.INC” formula in Microsoft Excel to obtain the percentile. This function identifies the tract’s percentile from the 0th percentile to the 100th percentile inclusive of lowest and highest estimates.

¹⁶ For the 2023 update, we continued to use PHSKC’s [2012 HRA vintage](#) with boundaries determined after the 2010 decennial census. PHSKC is currently updating the HRAs informed by 2020 decennial census population data and boundaries.

¹⁷ The construction of the index involves calculating percentiles and dividing the tracts into quintiles based on the percentiles. We decided not to incorporate Z scores in constructing the index for several reasons. Application of Z scores requires that the underlying data are normally distributed, but we were certain that this would hold for all the metrics contributing to the index. We also wanted the construction of the index to be easy for users to understand. This was in part so that users could easily replicate the index and, if they desired, created tailored versions of the index incorporating additional indicators relevant to their work. We did perform a sensitivity analysis on the original index created in 2017 to see if use of Z scores would substantially alter the ranking of tracts in the index; we found very little difference in results.

¹⁸ Only very small portions of census tracts 263, 264 and 265 are located within Seattle. Given this, we did not want these tracts to influence the index scores and percentiles calculated for tracts citywide. All tracts’ index scores and percentiles are based on their ranking relative to the tracts located entirely within the city.

For example, consider the share of each tract’s population who are people of color, which is one of the metrics in the Race, ELL, and Origins sub-index. In the 2023 RSE Index update, the tract with the lowest estimated percentage is tract 63 where people of color are estimated to comprise about 17.4% of the population, while the tract with the highest percentage is tract 110.02 where people of color are roughly 89.3% of the population. In this case, tract 63 is at the 0th percentile and tract 110.02 is at the 100th percentile.)

Once we have the census tract percentiles for all of the metrics in a sub-index, we calculate each tract’s score on that subindex by taking the weighted average of that tract’s percentiles for those metrics.

As described above, tract 110.02 at the 100th percentile for the share of tract residents who are people of color. An estimated 36.7% of tract 110.02’s population five years of age and older speak a language other than English at home and speak English less than very well, which places this tract at roughly the 99th percentile on the ELL metric. An estimated 49.1% of the tract’s population is foreign born, placing the tract at roughly the 98th percentile on that metric.

To obtain tract 110.02’s score on the Race, ELL, and Origins subindex, we calculate the weighted average of these percentiles. As mentioned previously for the Race, ELL, and Origins subindex, the people-of-color metric has a weight of 1.0 while the ELL metric and the foreign-born metric are each weighted by half. (This is the only subindex within which metrics have variable weights.)

Tract 110.02’s Race, ELL, and Origins sub index score = average of (1 x 1.00), (.5 x .988), and (.5 x .982) = .994

We then identify each tract’s percentile for the applicable subindex score.

For example, tract 110.02’s score of .994 on the Race, ELL, and Origins sub-index, places it at the 98th percentile.

Once we have the scores and percentiles for each tract on all three subindices, we calculate the tract’s score on the composite RSE Index by taking the average of that tract’s three subindex percentiles.

Tract 110.02’s percentiles are as follows:

- Race, ELL, and Origins Index: 98th percentile
- Socioeconomic Disadvantage Index: 100th percentile
- Health Disadvantage Index: 89th percentile

Averaging these three percentiles provides tract 110.02’s composite score on the RSE index score:

Tract 110.02’s RSE composite index score = average of .94, 1.00, and .886 = .960

Finally, we calculate each tract’s percentile on the RSE composite index and assign quintiles to the tracts based on the percentiles as follows.

Racial and Social Equity Composite Index Quintiles

- Highest Equity Priority: 80th percentile and higher
- Second Highest Equity Priority: 60th percentile up to 80th percentile
- Middle: 40th percentile up to 60th percentile
- Second Lowest: 0th percentile up to 20th percentile
- Lowest: 0th percentile up to 20th percentile

For example, tract 110.02’s score of .960 on the RSE composite index, places it at the 99th percentile and the highest equity priority quintile.

Future Enhancements to the RSE Index

OPCD has received feedback from staff in several departments, include those responsible for capital facilities, that greater geographic detail than tract-level would be helpful for some of the purposes for which they use the RSE Index. OPCD will be developing a version of the index that incorporates data from the decennial census and ACS at the block group level.¹⁹ We will be producing this as an experimental data product later in 2023 and will work with data users to evaluate issues and tradeoffs associated with using the block group level version of the index. One of these tradeoffs is that the greater geographic resolution gained at the block group level comes with the downside of reduced reliability.

We are also aware that the service areas of Seattle City Light and Seattle Public Utilities both extend beyond Seattle City limits. OPCD has received requests to extend the RSE Index to cover these departments' entire service areas and we are hoping to accommodate these requests.

About the RSE Index Team

Long-range planning staff in OPCD coordinate and maintain the RSE Index.

- Diana Canzoneri, City Demographer and Strategic Advisor, designed the index with advice and collaboration of colleagues in multiple departments.
- Phillip Carnell, who joined OPCD in 2022 as our Planning & Equity Data Analyst, coordinates ongoing updates of the index, as well as enhancements to the mapping app and index feature layers.
- Oeuyown Kim, who worked with OPCD as graduate student intern in 2021, designed and documented the process for automating large parts of the work involved in updating the RSE Index. This included coding in R, using RStudio, to run APIs to download data and populate a macro-enabled Excel spreadsheet with estimates needed to calculate the index metrics.
- Jennifer Pettyjohn, Senior Planner and GIS Analyst, produced the original RSE Index GIS layers and mapping app on ArcGIS online, and administers and troubleshoots GIS data layers that OPCD has published on ArcGIS Online and made available on City servers.

Diana (she/her) diana.canzoneri@seattle.gov and Phillip (they/them) phillip.carnell@seattle.gov are the main contacts for the RSE index. We are available to answer questions on the design of the index, discuss potential enhancements to the index and associated tools, and provide advice on incorporating the RSE Index into analyses. Phillip can also help users with technical questions related to the GIS data layers and accessing the index.

¹⁹ More specifically, this version of the index will include block-group level data for the topics in the index that come from the decennial census and ACS. Sources used for other topics in the index do not generally provide data below the tract level; for these topics, block groups will be assigned the values for the tracts that contain them.

Examples: How Departments Are Using The RSE Index

Following is a list with links to reports, webpages, dashboards, and more illustrating how departments are using the index. We've divided these into two sets of examples—those involving monitoring, evaluation, and reporting, and those involving focusing of programs, plans, and investments.

As noted earlier in this User's Guide, OPCD will be updating these examples periodically. We are also planning a companion to the Users' Guide that will profile several uses of the RSE Index in more detail.

Please contact diana.canzoneri@seattle.gov to share additional examples. We would love to feature how you have used the index to help others draw information and ideas from your work.

Monitoring, evaluation, and reporting

- **Office of Planning & Community Development (OPCD):** Monitoring how RSE priority areas are doing on [Equitable Development Community Indicators](#) of **housing, livability, transportation, and economic wellbeing**.
- **City Budget Office (CBO):** Evaluating how well [Seattle Rescue Plan](#) programs funded w/federal \$s are reaching communities in high priority areas of the city.
- **Office of Sustainability and the Environment (OSE):** OSE's [Climate Portal](#) visualizes indicators of climate-related emissions at the neighborhood level; the dashboards overlay these indicators on maps with the RSE Index to help assess progress towards the One Seattle Climate Justice Agenda.
- **Seattle Department of Transportation (SDOT):** [Title VI Environmental Justice Accomplishment Reporting](#) using RSE Index to show how SDOT is engaging EJ communities.
- **Seattle Public Library (SPL):** [Analysis informing policy to eliminate fines](#)
- **Seattle Public Utilities (SPU):** Evaluating reach of [Adopt-A-Street](#) volunteer program

The index is commonly used for focusing programs, plans, and investments:

Focusing programs, plans, and investments

- **Seattle Parks & Recreation (SPR):**
 - **AMWO System Equity Project** mapping app to inform allocation of maintenance hours and prioritize service in historically disadvantaged areas ([featured in NRPA online learning resources](#))
 - Prioritizing where to focus:
 - [Rec'N the Streets](#) programming
 - [Training on outdoor learning](#) for afterschool program leaders
- **Department of Neighborhoods (DON) and Seattle Department of Transportation:** Targeting solicitation and selection of [Neighborhood Street Fund Program](#) project ideas
- **Office of Sustainability and the Environment:** Prioritizing [Energy Benchmarking technical support](#) to under-resourced neighborhoods
- **Seattle Public Utilities:** Integrating equity considerations into risk assessments and planning for a variety of [Drainage and Wastewater](#) systems challenges. Includes use in SPU's [Shape Our Water Plan](#)
- **OPCD, SPR, DON, OSE, SDOT and SPU:** Identifying priority areas for new public space by overlaying a comprehensive public space map with the RSE Index in [Outside Citywide](#)

- **Seattle Department of Transportation:** Helping prioritize **Vision Zero** efforts based on disproportionately high fatal and serious pedestrian crash rates in RSE priority areas
- **COVID-19 Response, Reopening, and Recovery**
 - **Seattle Department of Transportation:**
 - Applying the RSE Index as a one of several criteria for prioritizing levy-funded projects in the **Move Seattle COVID-19 Impact Assessment**
 - **Focusing efforts to help communities with reopening and recovery** to combat the disproportionate impacts of the pandemic on communities of color: COVID-19 case rates (50%), Race and Social Equity Index (25%), Displacement Risk Index (25%)
 - **Office of Economic Development:** RSE index used—along w/data on displacement risk, COVID-19 cases rates, COVID case rates, and business impacts—to allocate **Neighborhood Economic Recovery Fund** grants.



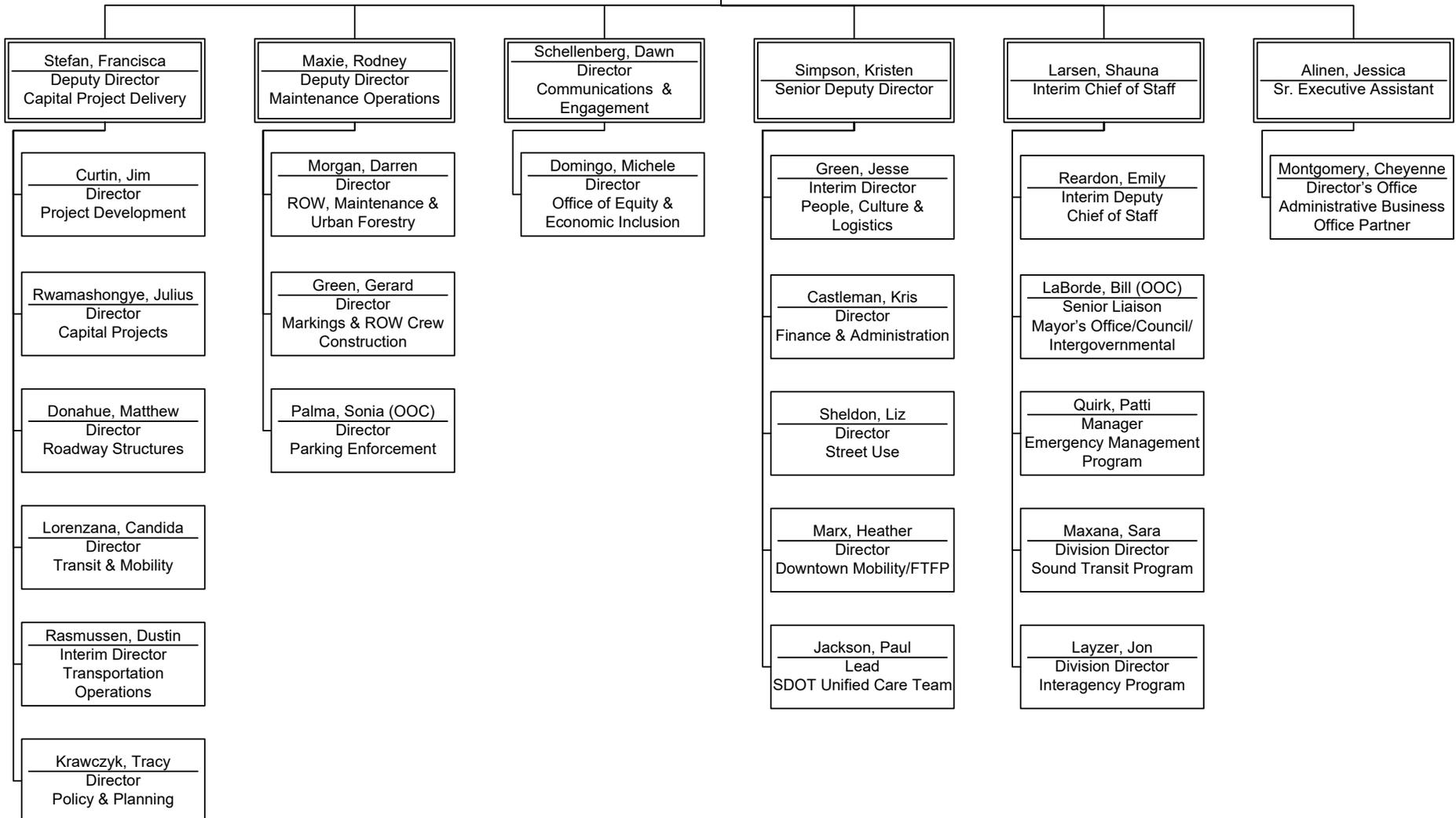
Attachment Q: SDOT Org Chart

Seattle Department of Transportation

Director's Office – Page 1

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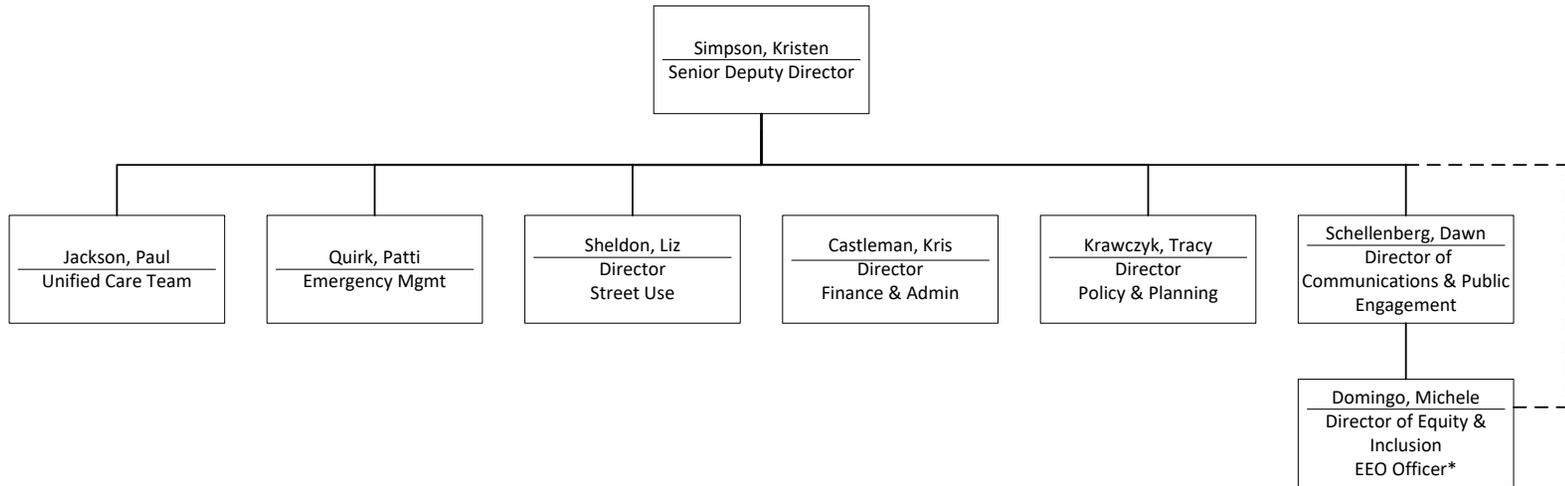
Spotts, Greg
Department Director



Seattle Department of Transportation

Director's Office – Page 2

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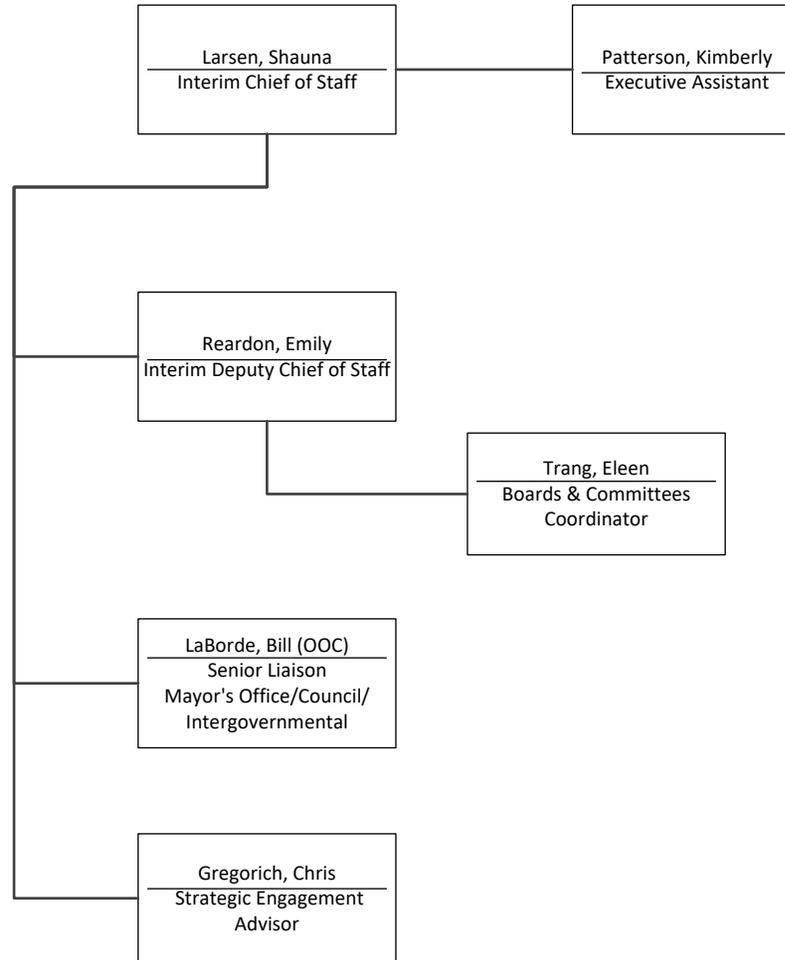


*Reports directly to
Director for EEO related
matters

Seattle Department of Transportation

Chief of Staff

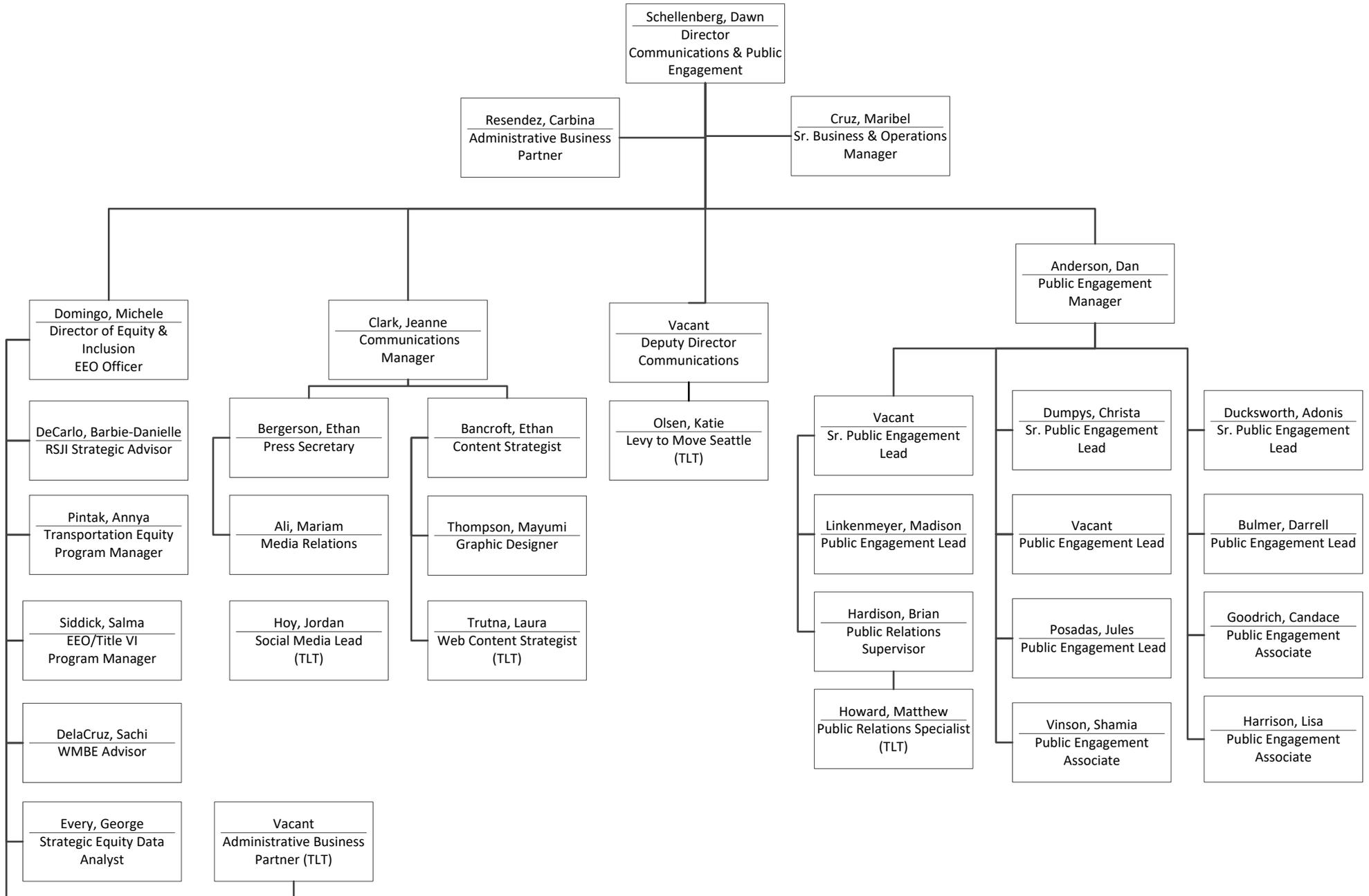
September 2022



Seattle Department of Transportation

Communications & Public Engagement

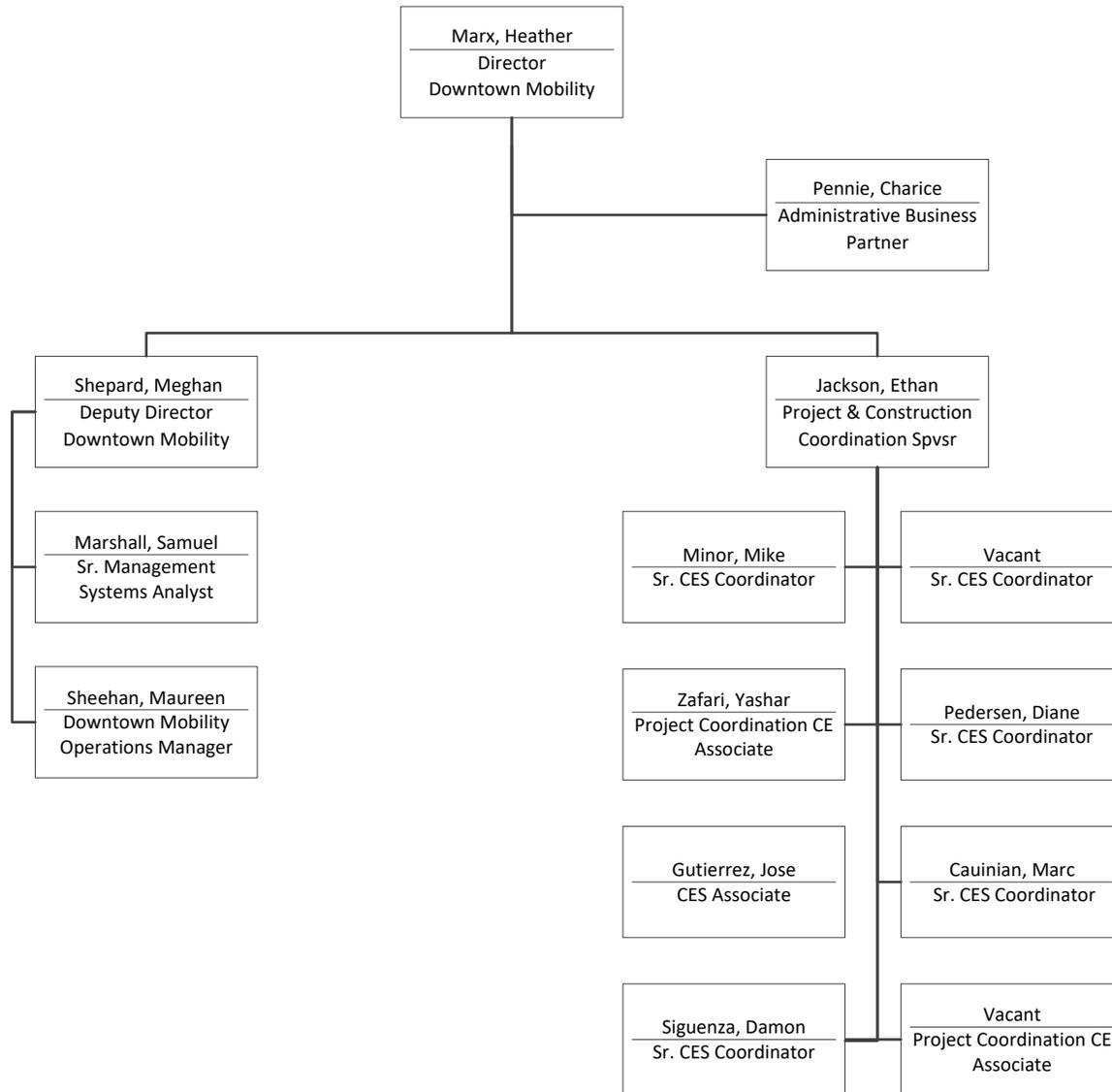
September 2022



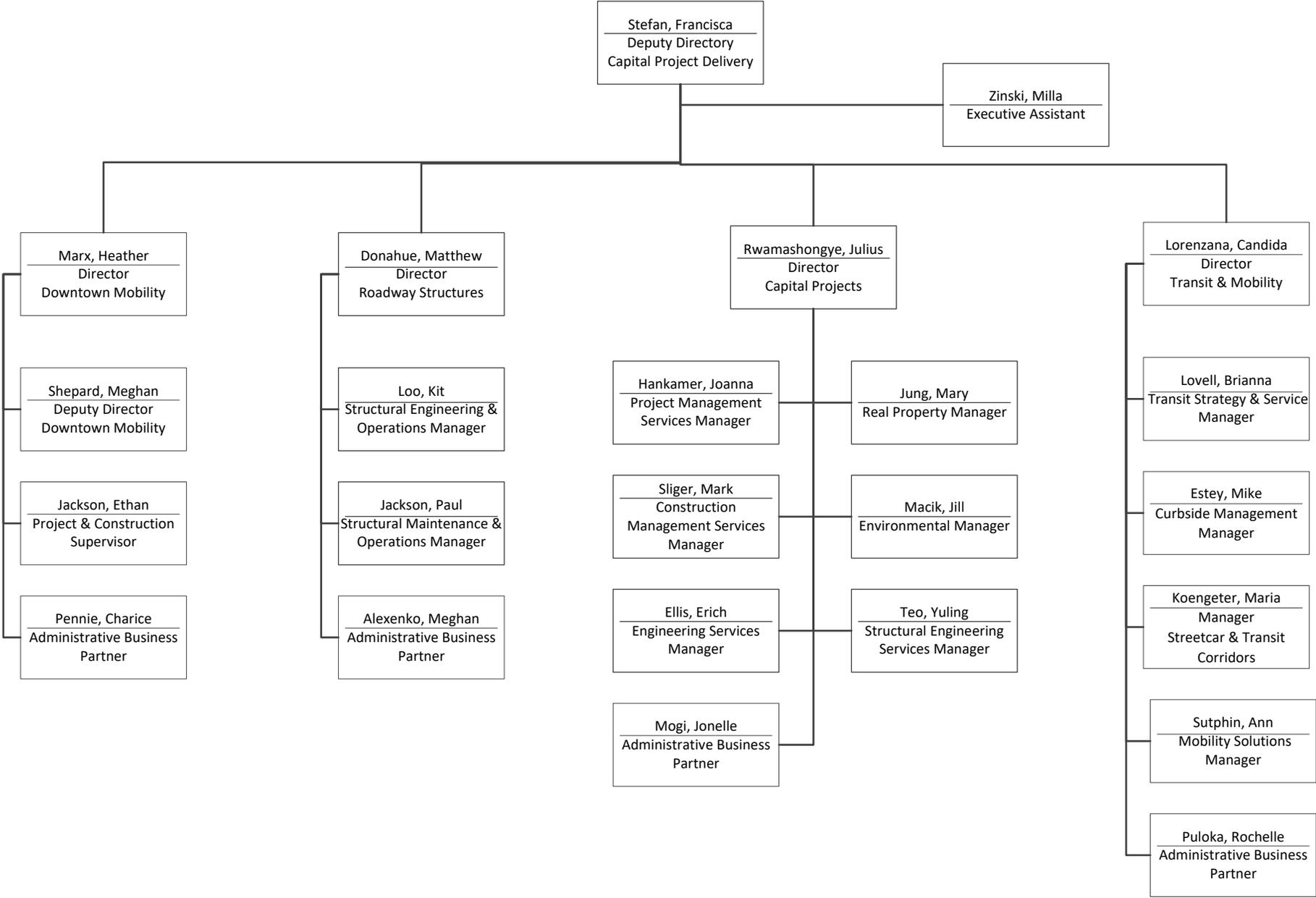
Seattle Department of Transportation

Downtown Mobility

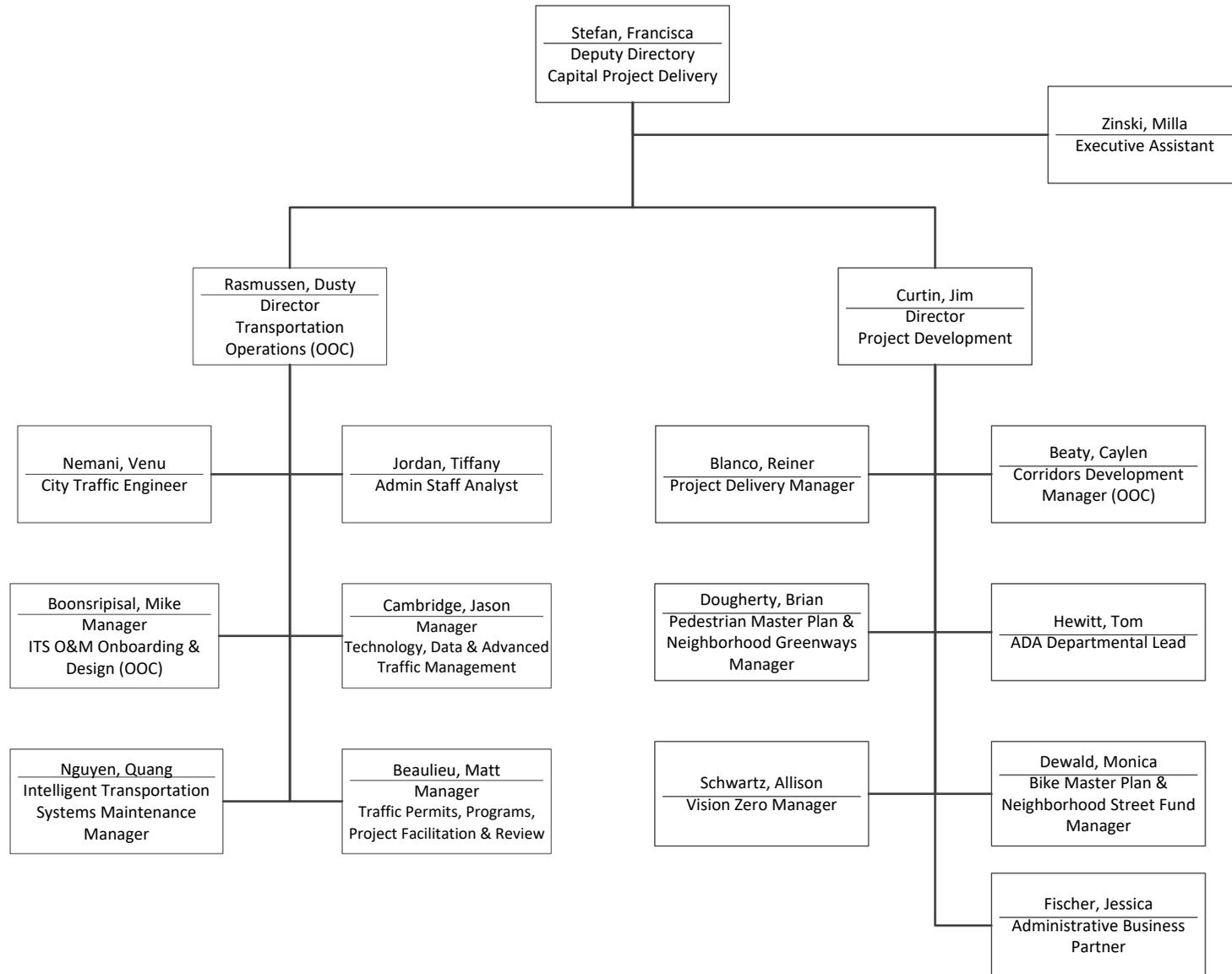
September 2022



Seattle Department of Transportation



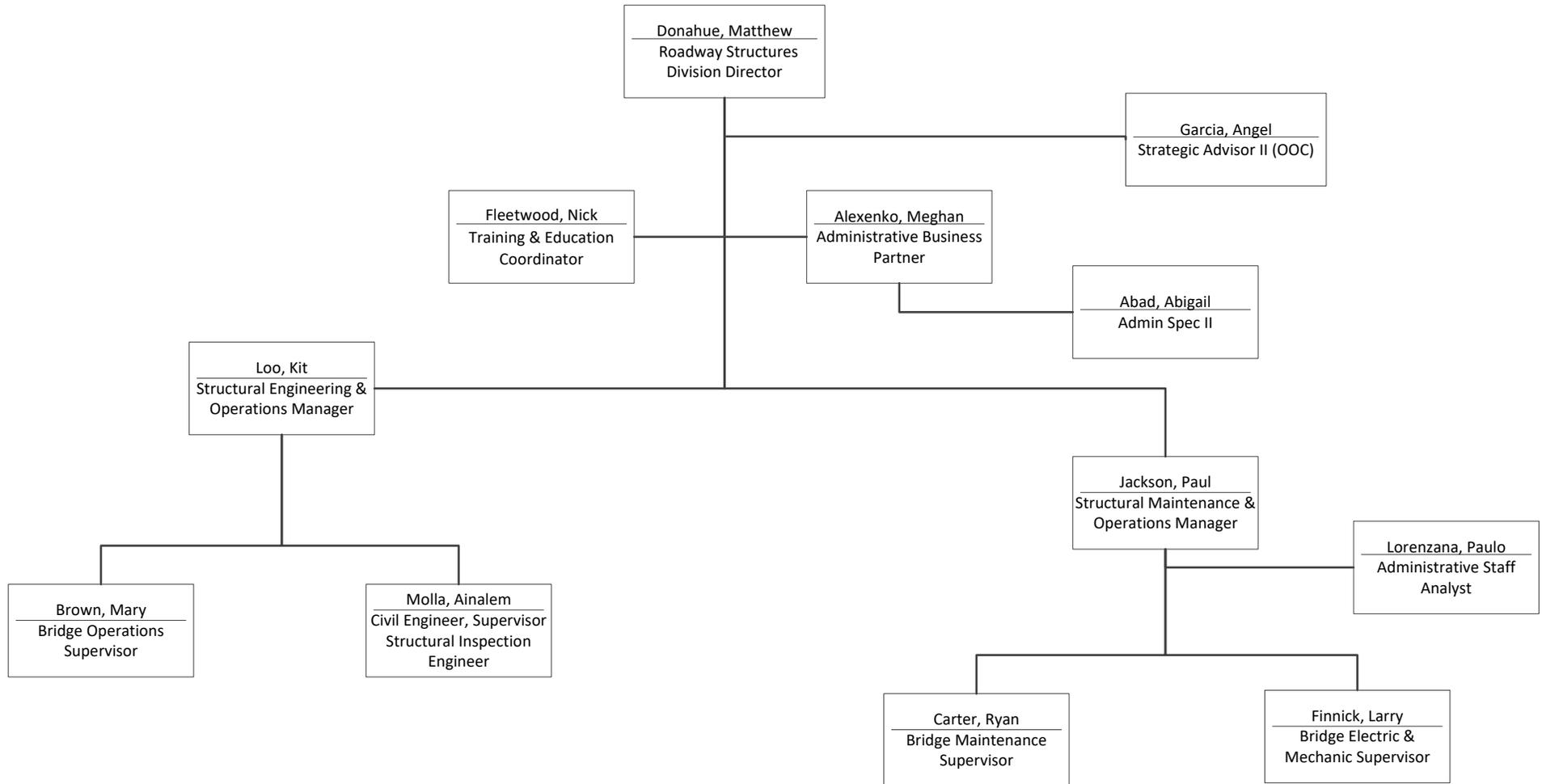
Seattle Department of Transportation



Seattle Department of Transportation

Roadway Structures

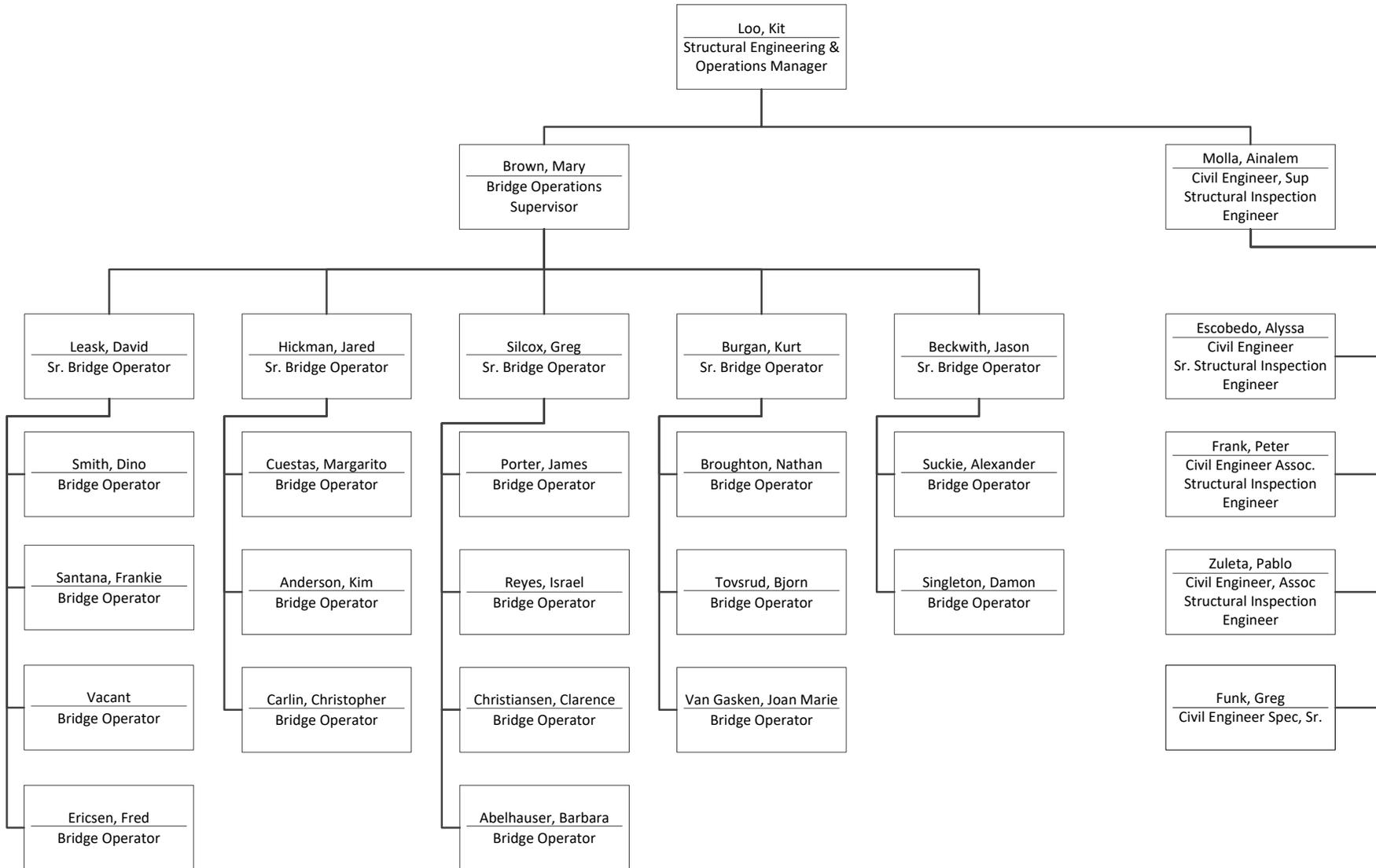
September 2022



Seattle Department of Transportation

Roadway Structures Engineering and Operations

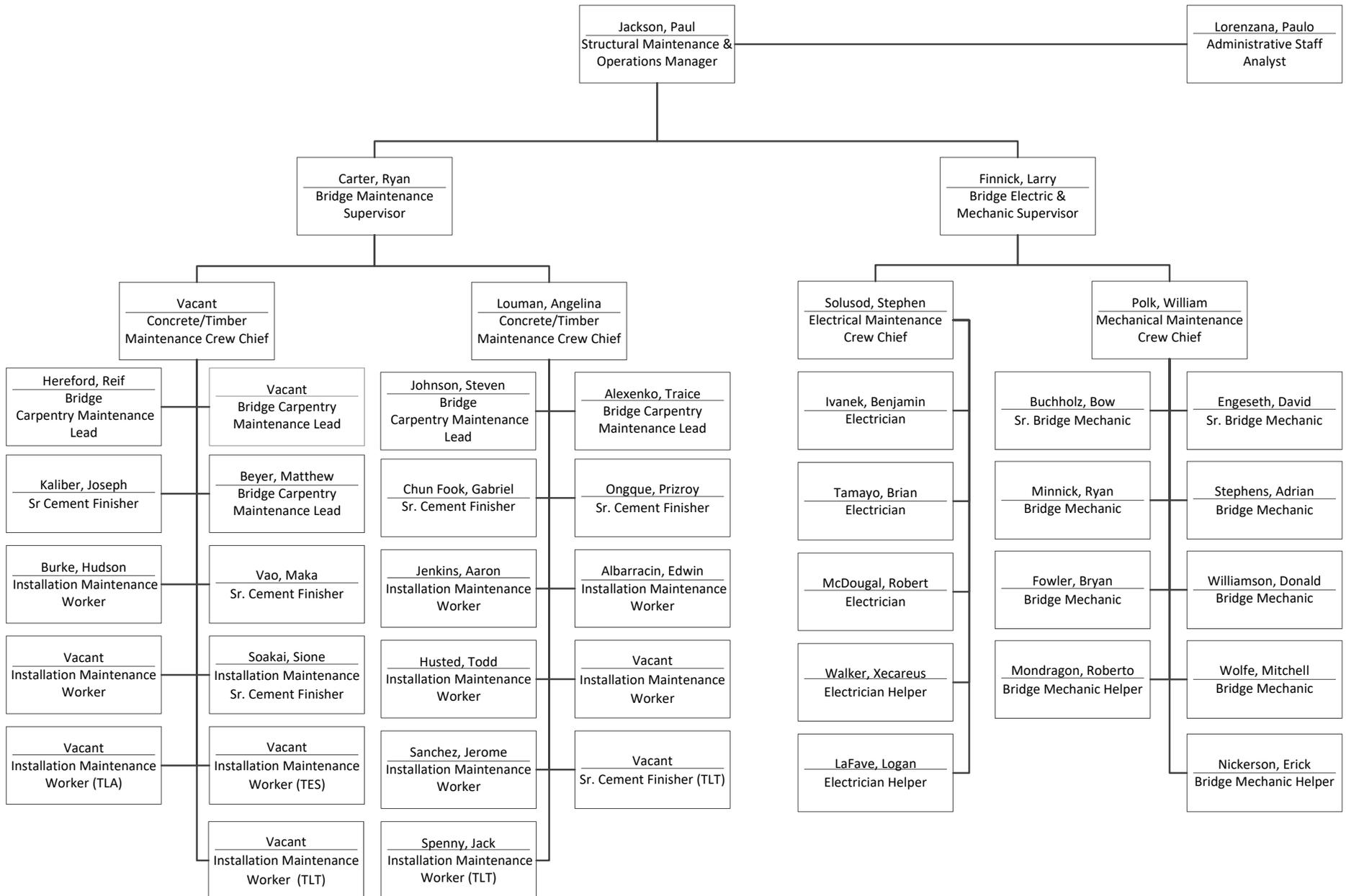
September 2022



Seattle Department of Transportation

Roadway Structures Bridge Maintenance

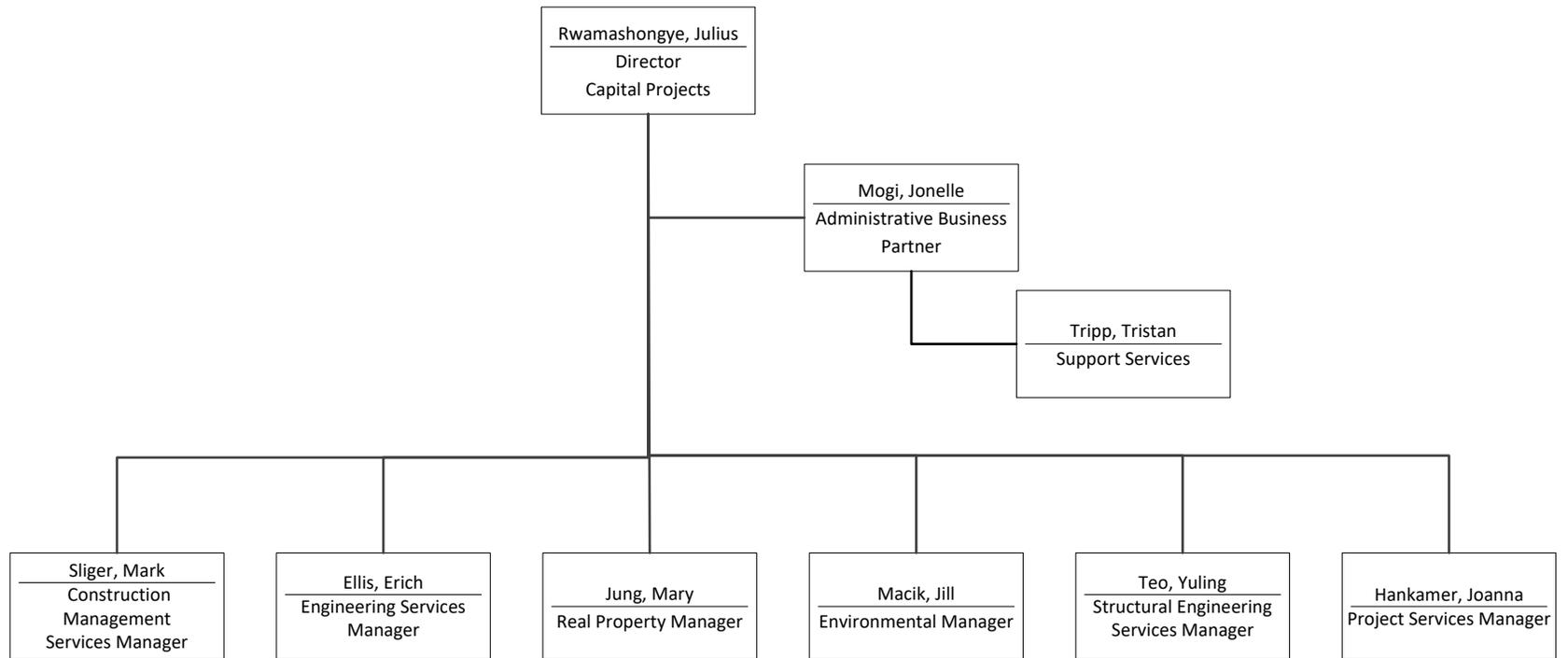
September 2022



Seattle Department of Transportation

Capital Projects

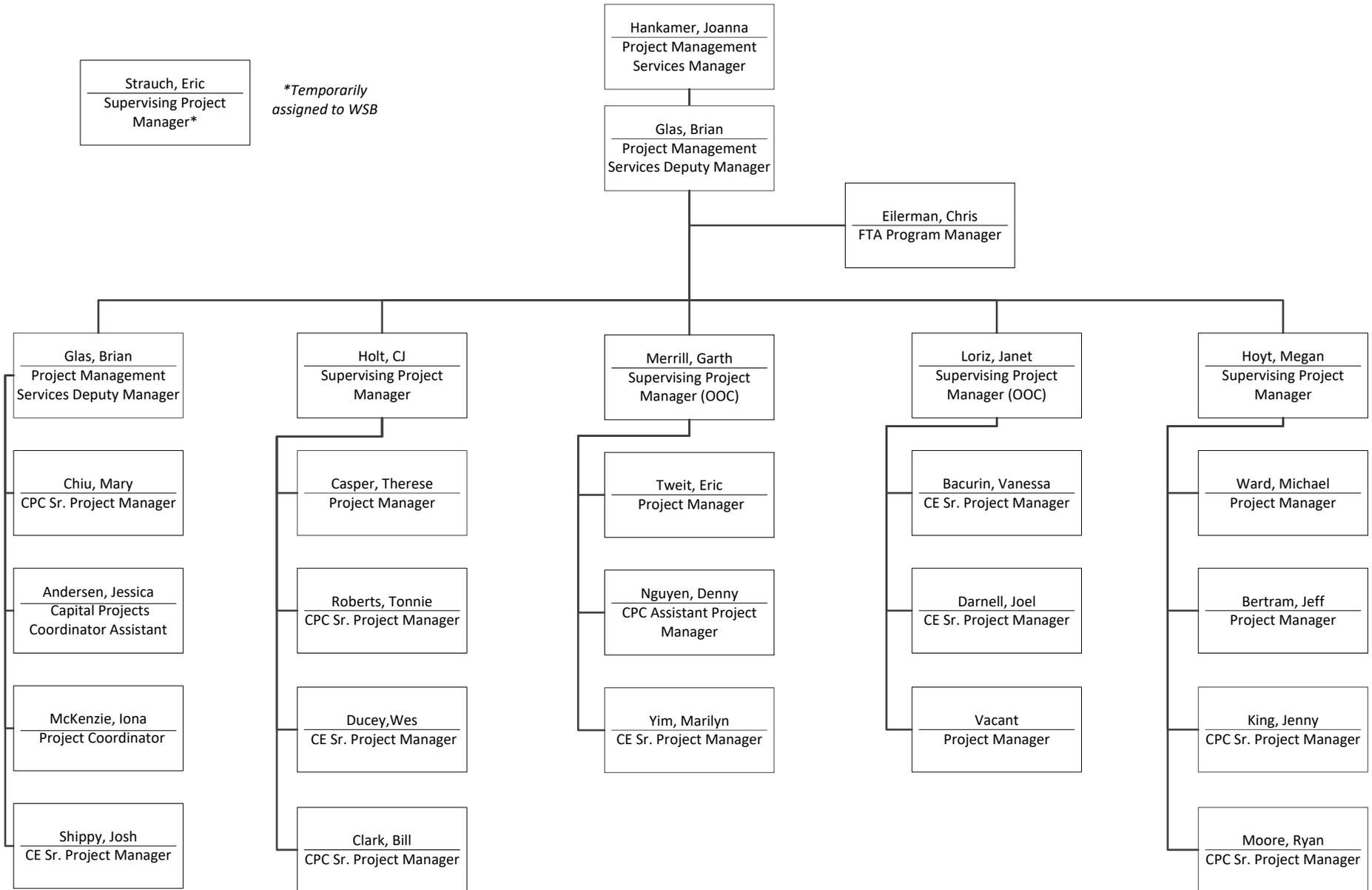
September 2022



Seattle Department of Transportation

Capital Projects Project Management Services

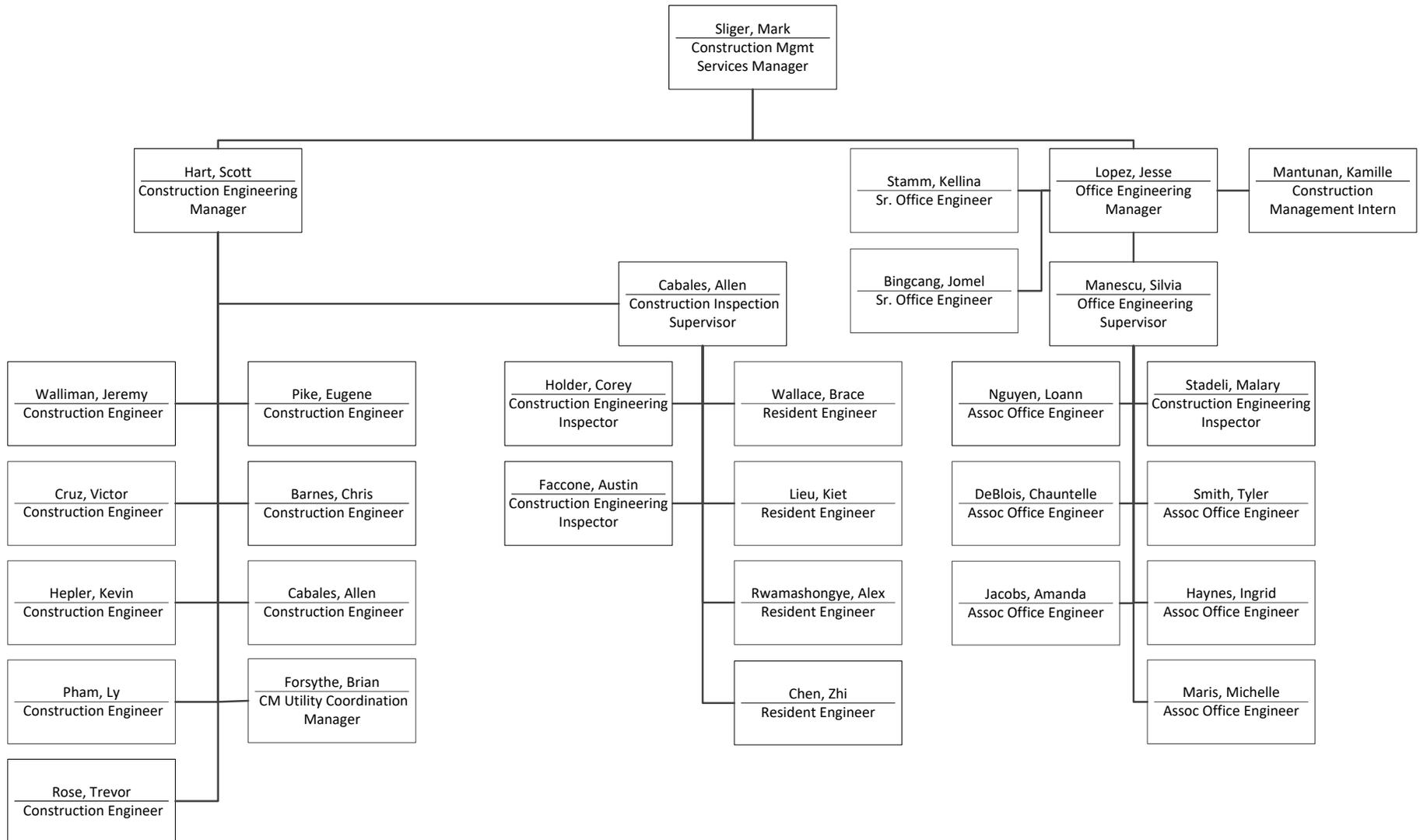
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Seattle Department of Transportation

Capital Projects
Construction Management Services

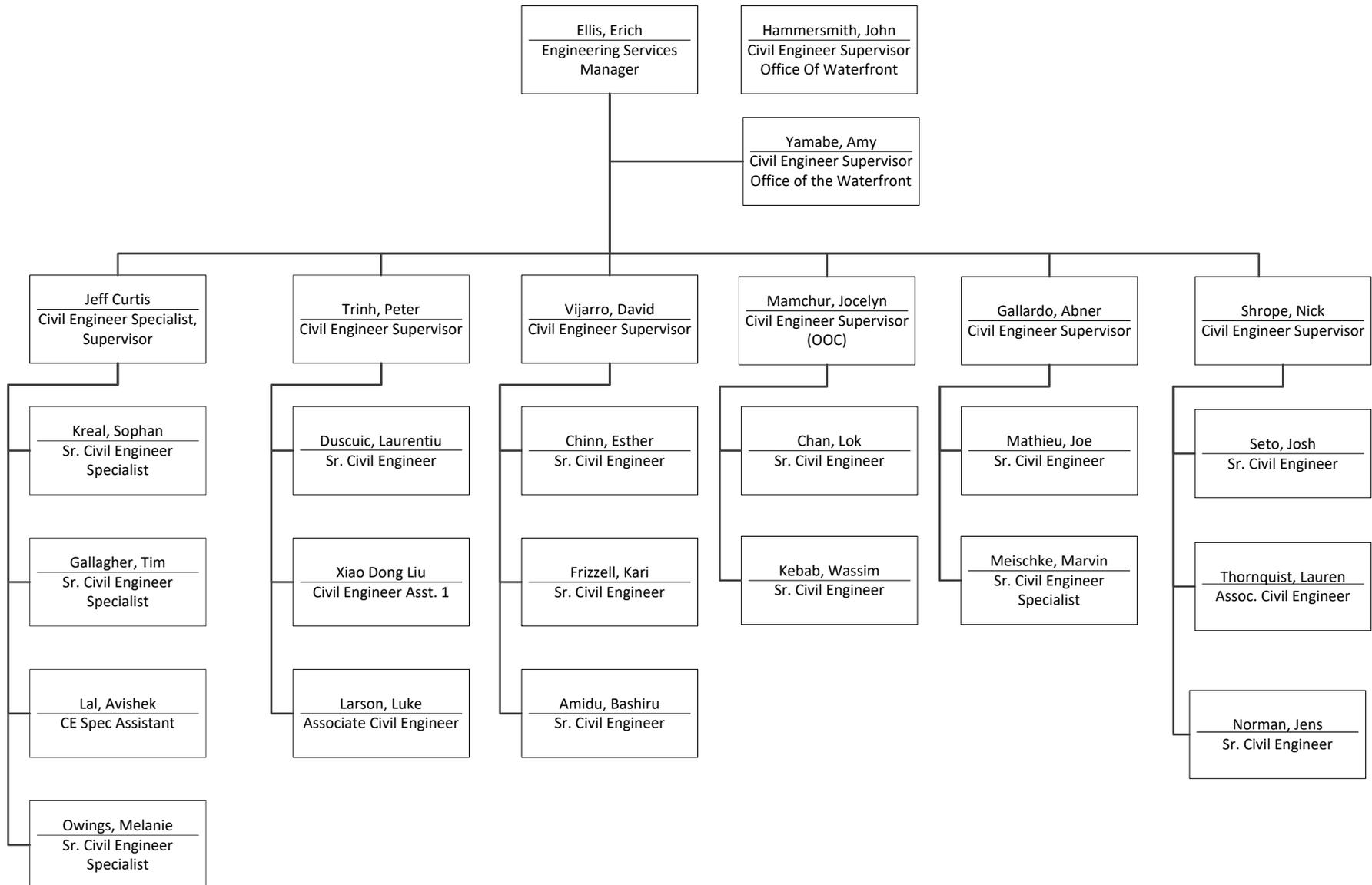
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Seattle Department of Transportation

Capital Projects
Engineering Services

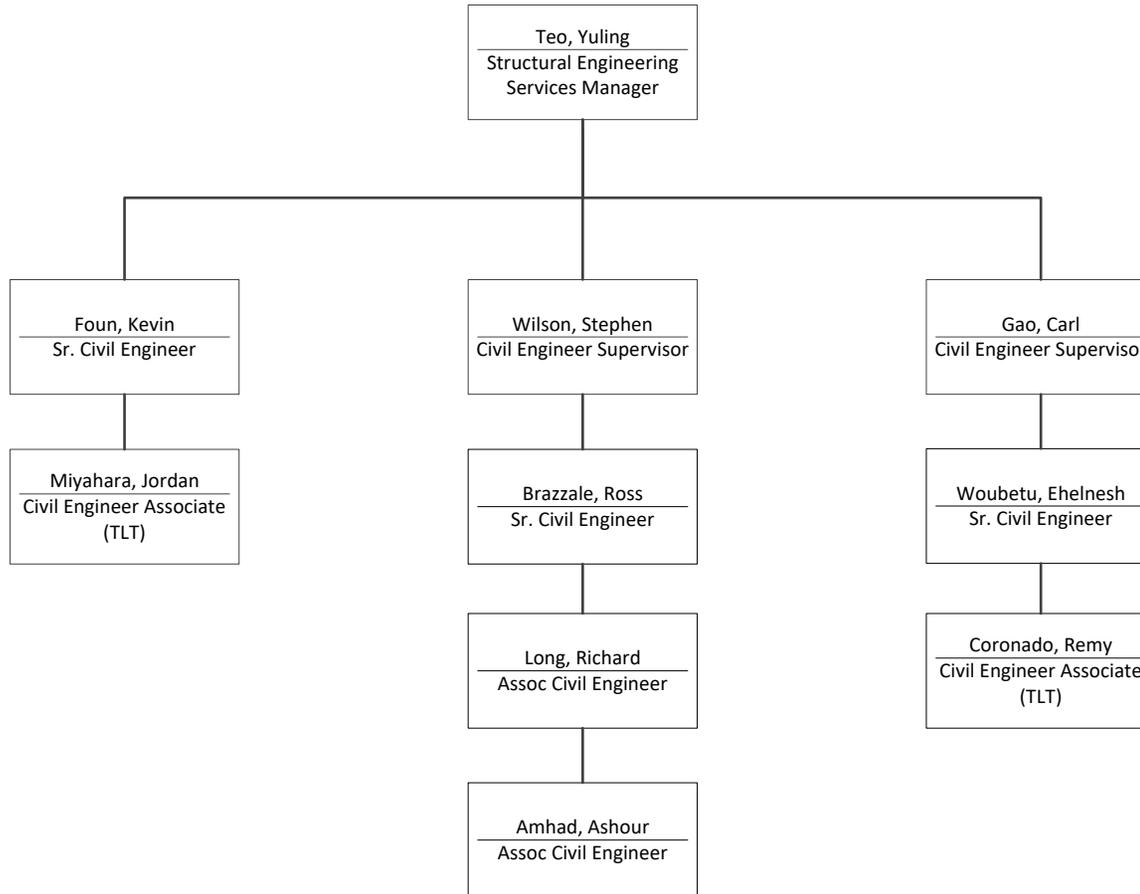
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Seattle Department of Transportation

Capital Projects
Structural Engineering Services

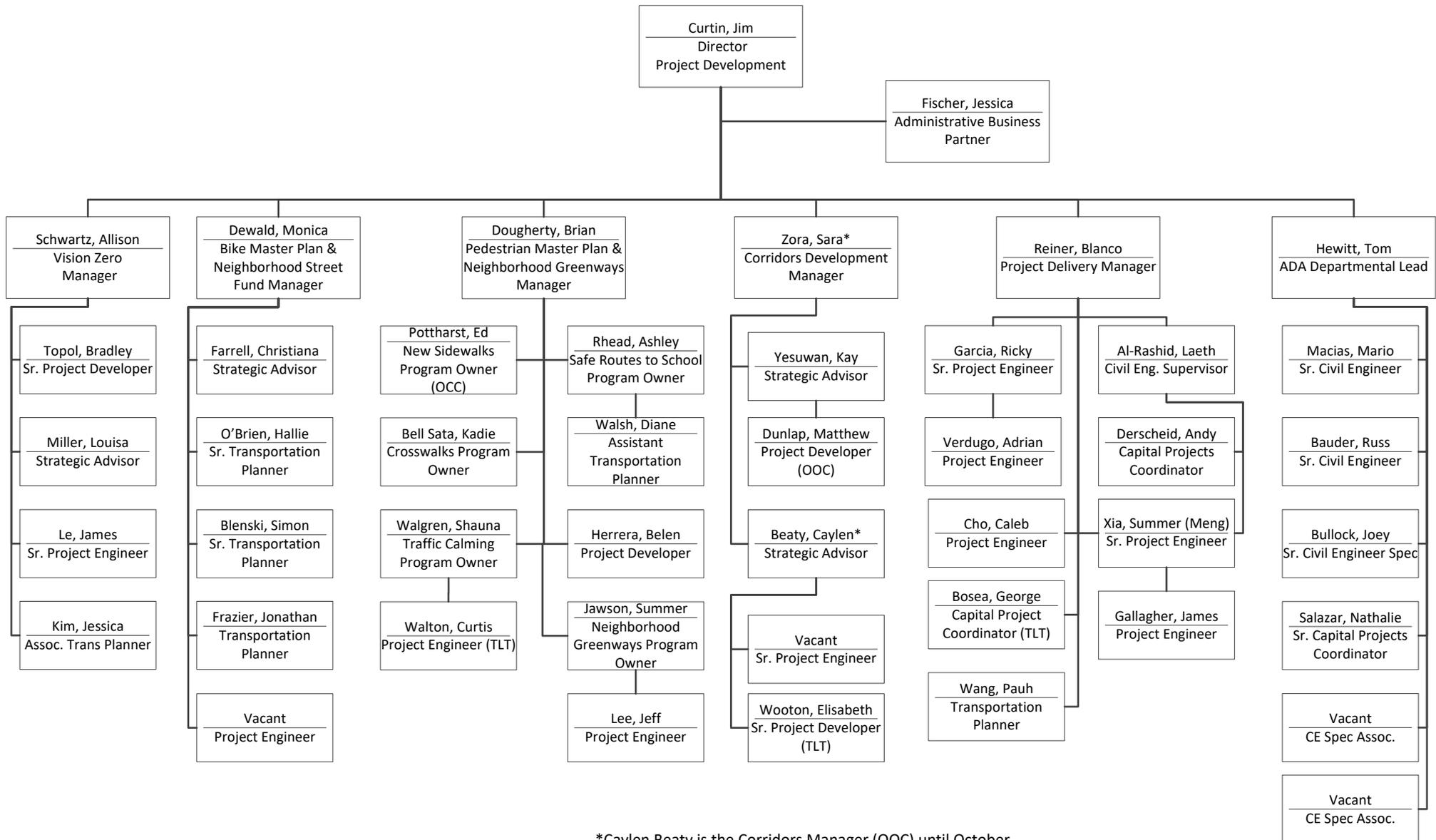
September 2022



Seattle Department of Transportation

Project Development

September 2022

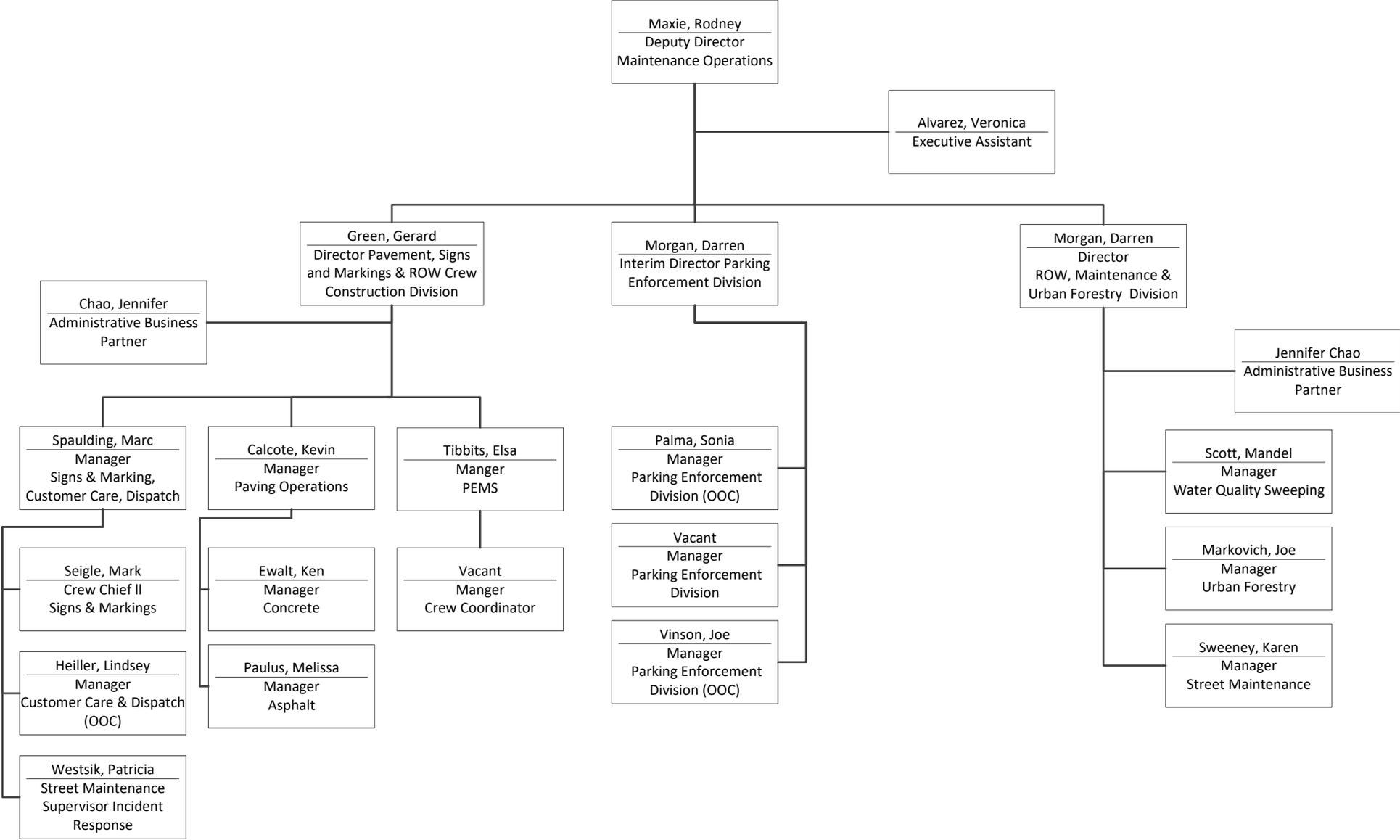


*Caylen Beatty is the Corridors Manager (OOC) until October 2022, while Sara Zora focuses on Reconnect West Seattle

Seattle Department of Transportation

Pavement, Signs and Markings & ROW Crew Construction Division
Parking Enforcement Division
ROW Maintenance & Urban Forestry Division

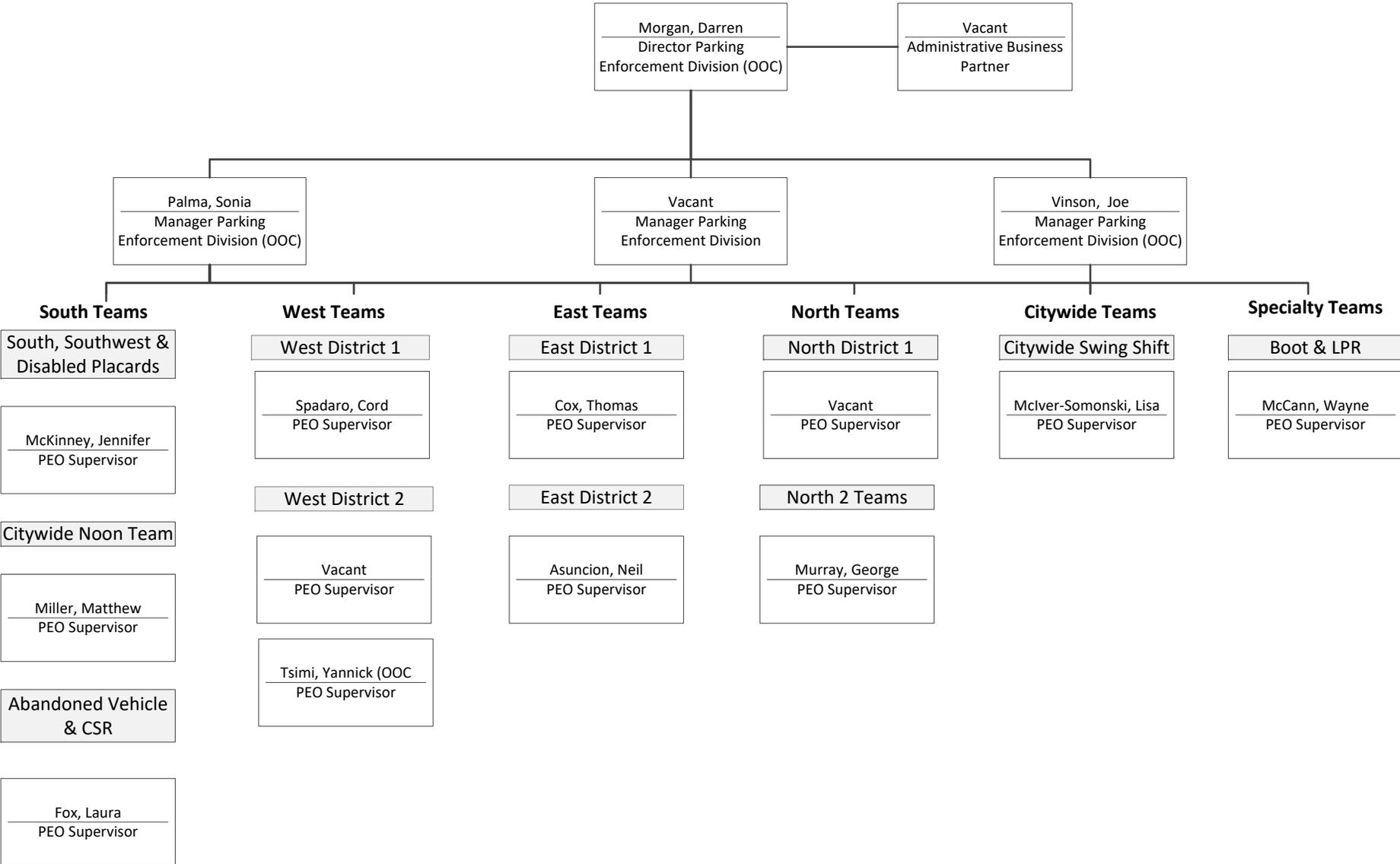
September 2022



Seattle Department of Transportation

Parking Enforcement Division

August 2022



Seattle Department of Transportation

Parking Enforcement Division

August 2022

North and South Teams

Vinson, Joe
Manager Parking
Enforcement Division
(OOC)

Vacant
Manager Parking
Enforcement Division

Palma, Sonia
Manager Parking
Enforcement Division
(OOC)

North District 1

Vacant
Parking Enforcement
Supervisor

Trupiano, Carole
Parking Enforcement
Officer

Baardse, Richard
Parking Enforcement
Officer

Karrasch, Kathy
Parking Enforcement
Officer

Hall, Maria
Parking Enforcement
Officer

Lord, Tawnya
Parking Enforcement
Officer

Eaton, Michael
Parking Enforcement
Officer

North District 2

Murray, George
Parking Enforcement
Supervisor

Coraggio, Donovan
Parking Enforcement
Officer

Pelczarski, Thomas
Parking Enforcement
Officer

Edwards, Lynne
Parking Enforcement
Officer

Archide, Philip
Parking Enforcement
Officer

Vacant
Parking Enforcement
Officer

Batiot, Clovis
Parking Enforcement
Officer

Vacant
Parking Enforcement
Officer

South District 1, 2 & Disabled Placards

McKinney, Jennifer
Parking Enforcement
Supervisor

Jenkins, Monica
Parking Enforcement
Officer

Zahalka, Anne
Parking Enforcement
Officer

Boas, Renee
Parking Enforcement
Officer

Pasol, William
Parking Enforcement
Officer

Carter, Bryan
Parking Enforcement
Officer

Vanloo, Carl
Parking Enforcement
Officer

Woldeyohannes, Elias
Parking Enforcement
Officer

Wells, Susan
Parking Enforcement
Officer

Vacant
Parking Enforcement
Officer

Yee, Gene
Parking Enforcement
Officer

Vacant
Parking Enforcement
Officer

Seattle Department of Transportation

Parking Enforcement Division

August 2022

East Teams

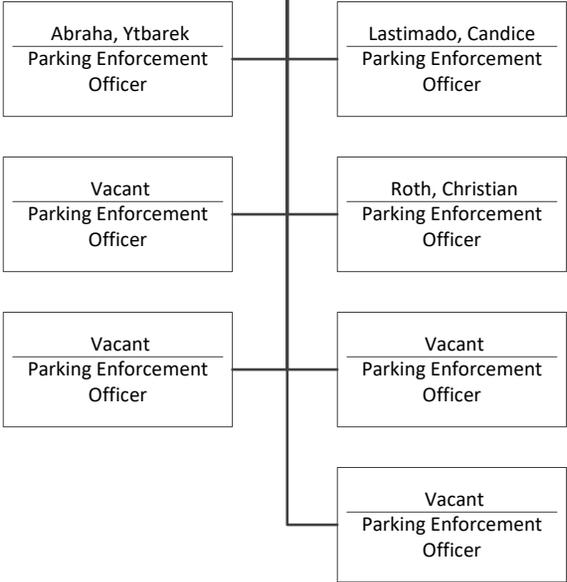
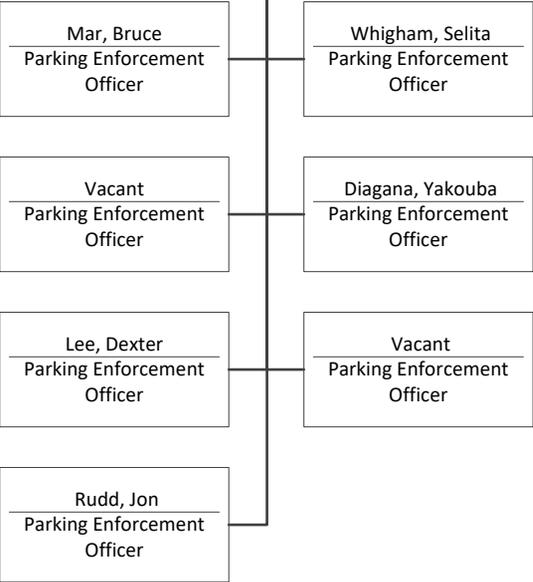
Palma, Sonia
Manager Parking
Enforcement Division (OOO)

Vacant
Manager Parking
Enforcement Division

Vinson, Joe
Manager Parking
Enforcement Division (OOO)

East District 1
Cox, Thomas
Parking Enforcement
Supervisor

East District 2
Asuncion, Neil
Parking Enforcement
Supervisor



Seattle Department of Transportation

Parking Enforcement Division

August 2022

West Teams

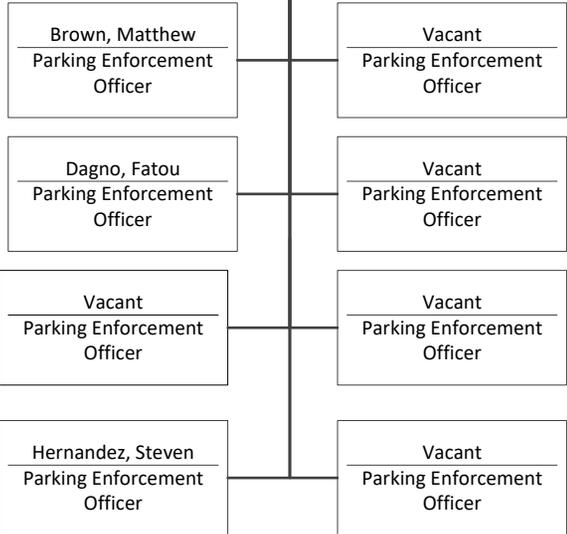
Palma, Sonia
Manager Parking Enforcement Division (OOC)

Vacant
Manager Parking Enforcement Division

Vinson, Joe
Manager Parking Enforcement Division (OOC)

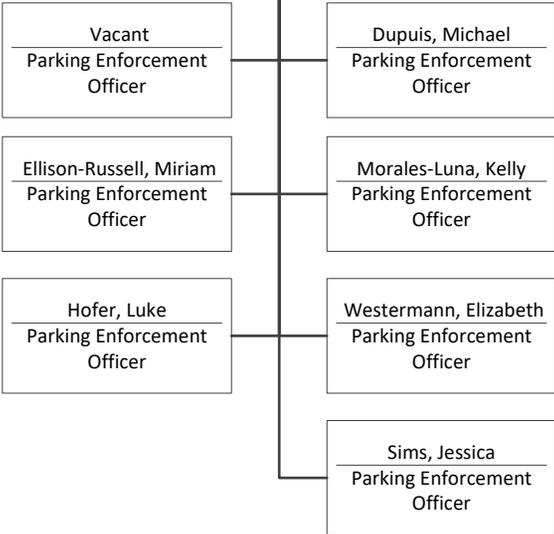
West District 1

Spadaro, Cord
Parking Enforcement Supervisor



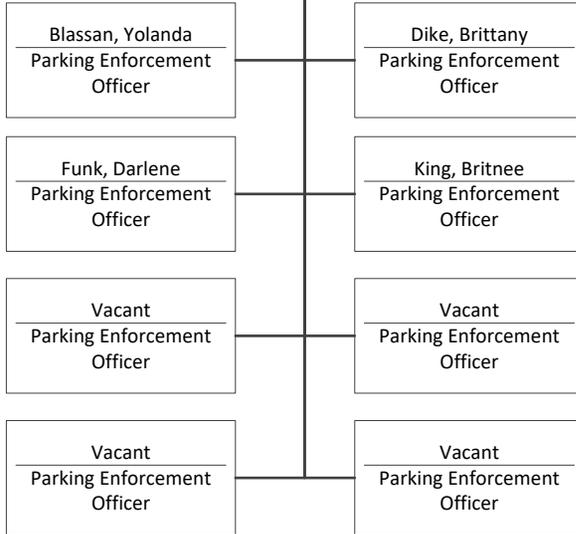
West District 2

Vacant
Parking Enforcement Supervisor



West District 3

Lancia, Douglas
Parking Enforcement Supervisor



Seattle Department of Transportation

Parking Enforcement Division

August 2022

Citywide Teams

Palma, Sonia
Manager Parking
Enforcement Division (OOC)

Vacant
Manager Parking
Enforcement Division

Vinson, Joe
Manager Parking
Enforcement Division (OOC)

Citywide Noon

Miller, Matt
Parking Enforcement
Supervisor

Burkhart, Tyler
Parking Enforcement
Officer

Lackner, Angela
Parking Enforcement
Officer

Dela Cruz Torres, Sherry
Parking Enforcement
Officer

Magnusson Lacey
Parking Enforcement
Officer

Evans, Brian
Parking Enforcement
Officer

Vacant
Parking Enforcement
Officer

Henricksen, Christina
Parking Enforcement
Officer

Swalwell, Stacy
Parking Enforcement
Officer

Sisley, Jake
Parking Enforcement
Officer

Skeie, Jonathan
Parking Enforcement
Officer

Citywide Swing

Mclver-Somonski, Lisa
Parking Enforcement
Supervisor

Hudson, Jane
Parking Enforcement
Officer

Lowe, Tanya
Parking Enforcement
Officer

Dennis, Darius
Parking Enforcement
Officer

Merry, Douglas
Parking Enforcement
Officer

Frisch, Tyler
Parking Enforcement
Officer

Kayo, James
Parking Enforcement
Officer

Gebregziabher, Gebre
Parking Enforcement
Officer

Vacant
Parking Enforcement
Officer

Harris, Mary
Parking Enforcement
Officer

Seattle Department of Transportation

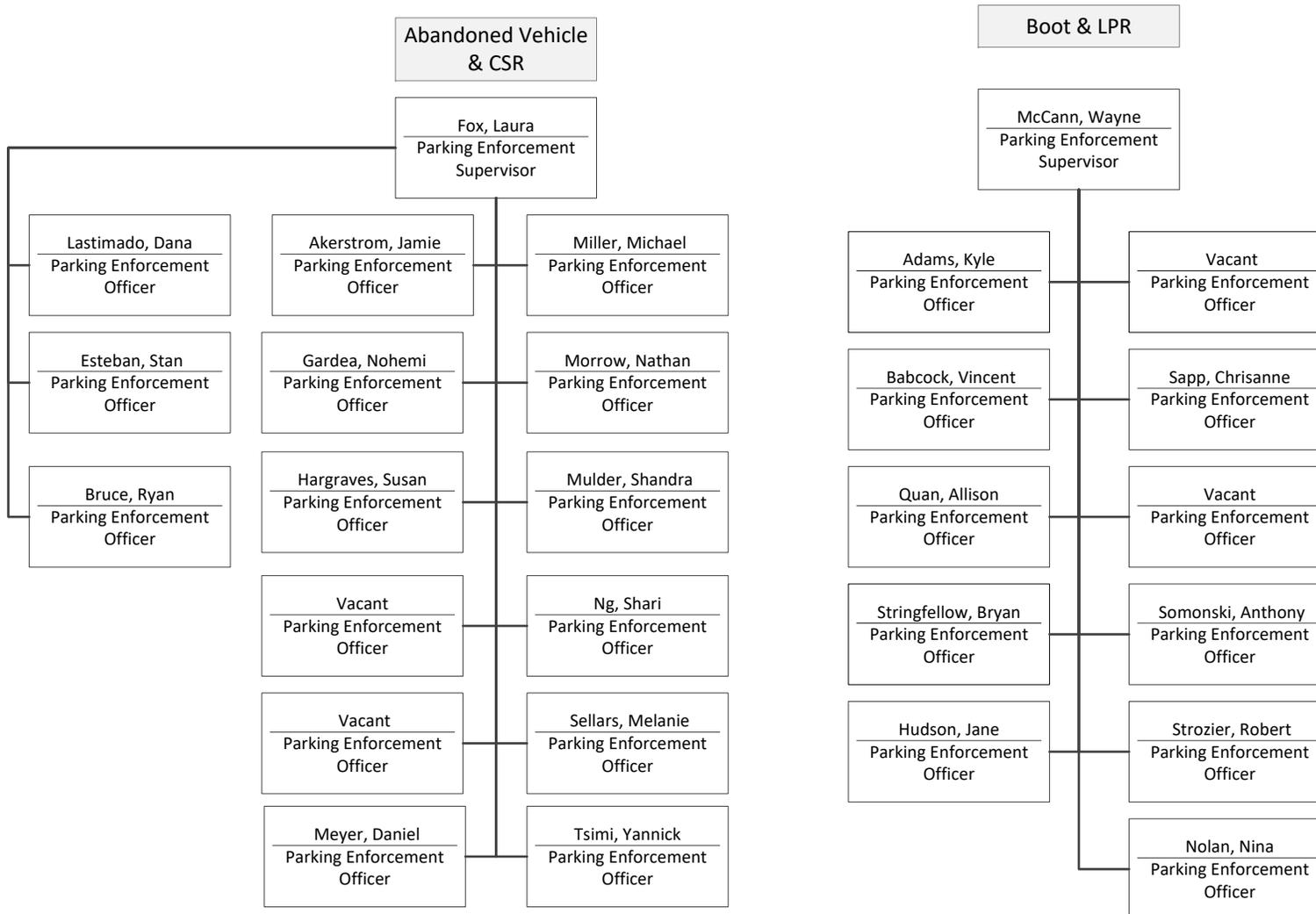
Parking Enforcement Division

September 2022

Palma, Sonia
Manager Parking
Enforcement Division
(OOO)

Vacant
Manager Parking
Enforcement Division

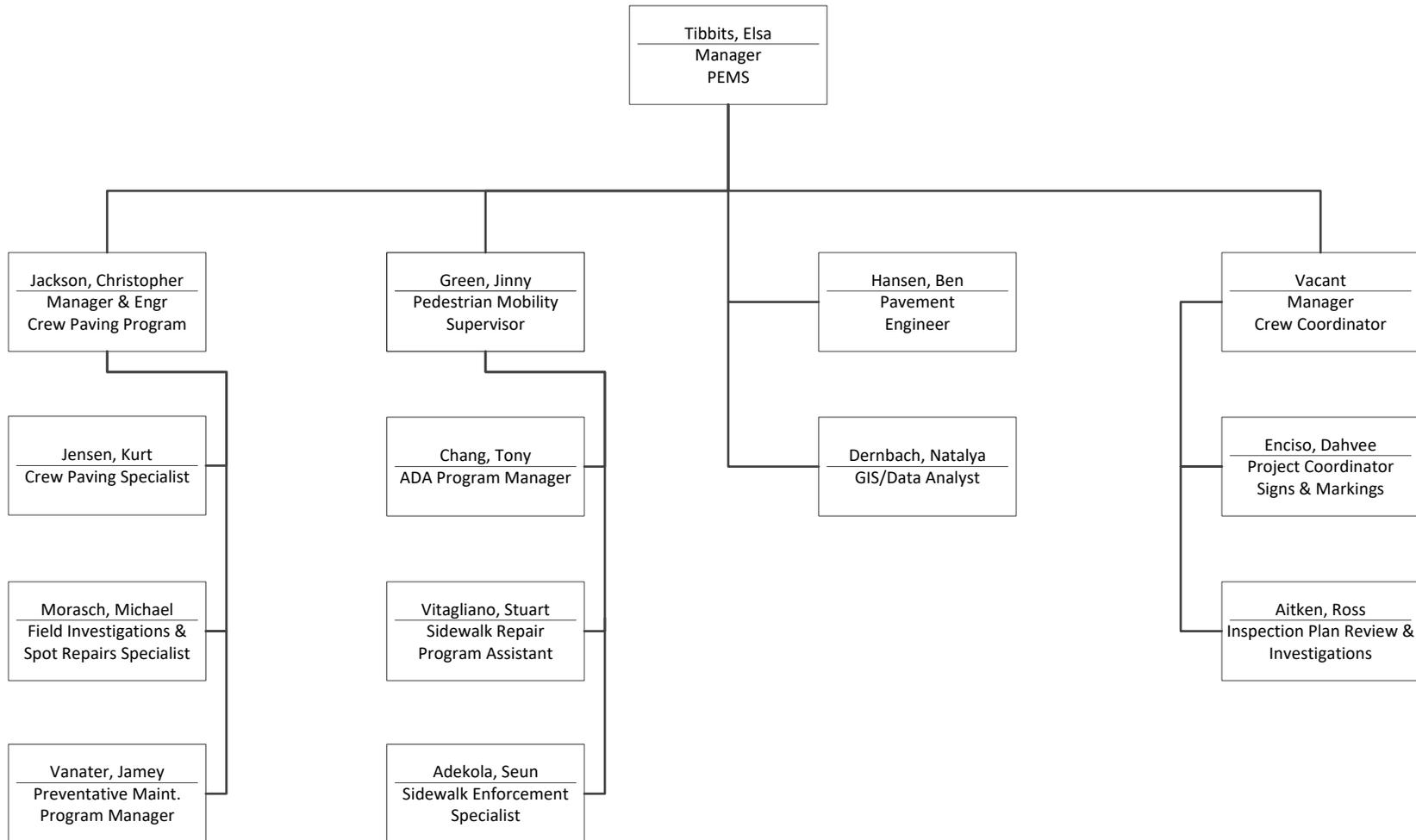
Vinson, Joe
Parking Enforcement
Division (OOO)



Seattle Department of Transportation

Pavement, Signs and Markings & ROW Crew Construction Division
Pavement Engineering Management Section (PEMS)

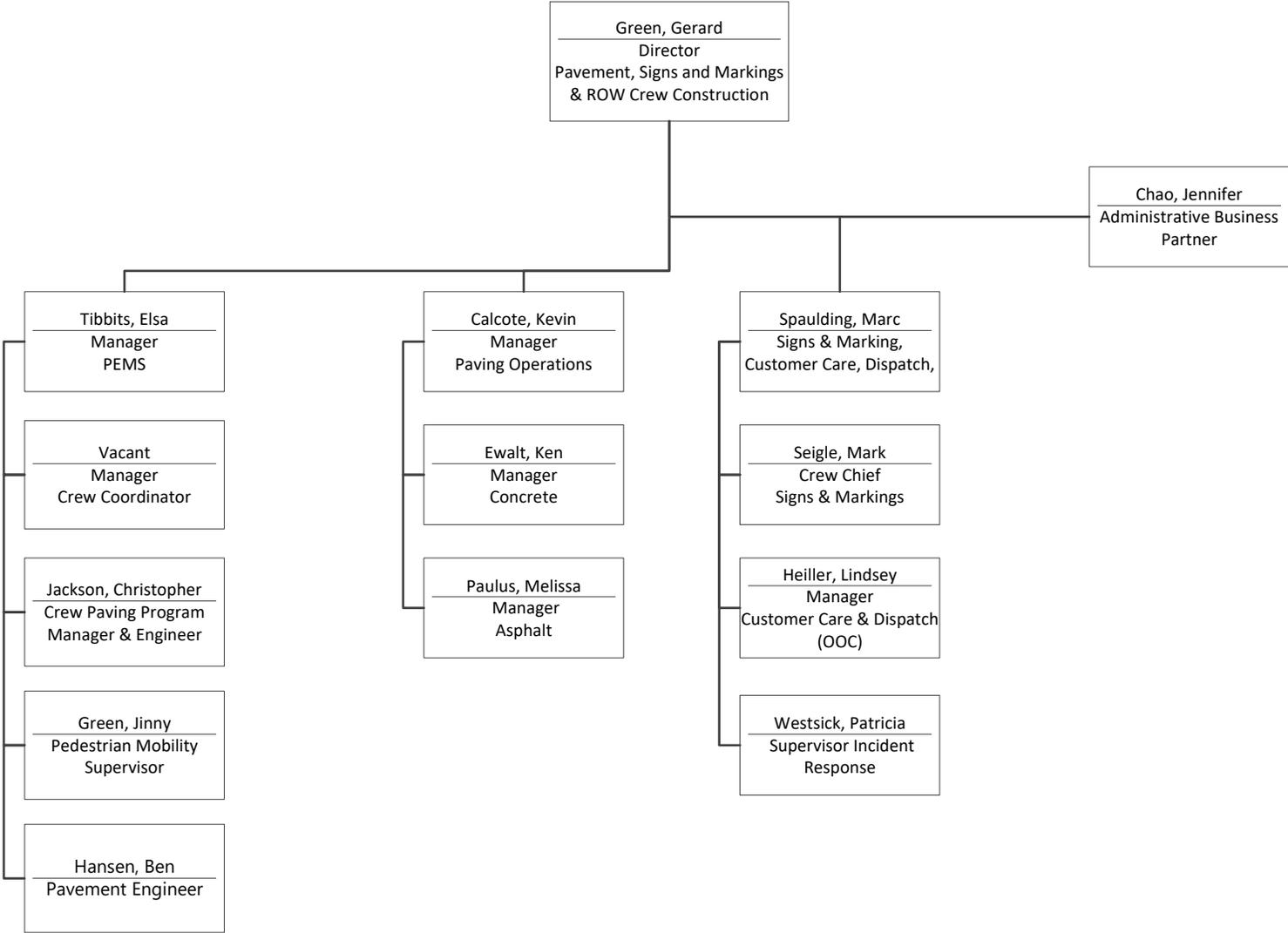
September 2022



Seattle Department of Transportation

Pavement, Signs and Markings & ROW Crew Construction Division

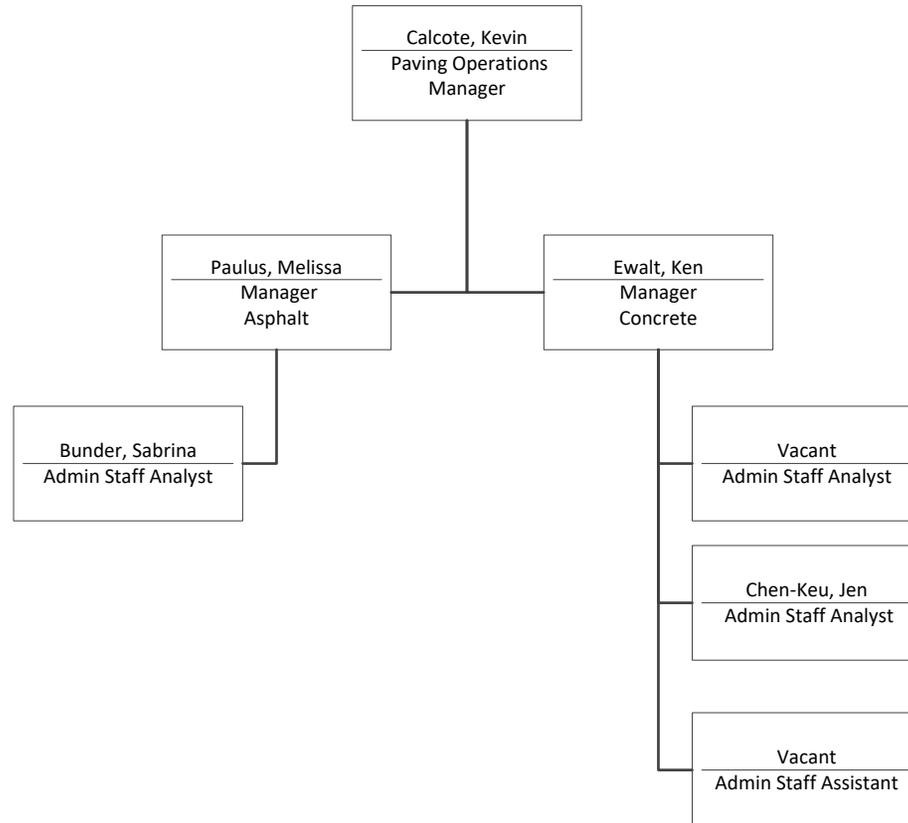
September 2022



Seattle Department of Transportation

Pavement, Signs and Markings & ROW Crew Construction Division
Paving Operations

September 2022



Seattle Department of Transportation

Pavement, Signs and Markings & ROW Crew Construction Division
Signs and Markings

September 2022

Spaulding, Marc
Manager 3
Signs & Marking
Customer Care Services

Seigle, Mark
Crew Chief II

Caruthers, Jesse
Warehouse Material
Controller Supervisor

Vacant
Admin Spec II

Frost, Nathaniel
Admin Spec III

Phimphophanis, Phong
Maintenance Laborer

Slade, Mildred
Sr. Warehouser

Vacant
Sr. Warehouser

Black, Spencer
Crew Chief
South

Woods, Reneika
Crew Chief North

Foster, Otis
Crew Chief
Central

Ford, Robin
Crew Chief
Sign Shop

Eagle, Bryan
Sr. Sign Painter

Khurst, Tobin
Painter

Te'O, Taipeaua
Lead Traffic Markings

Rodriguez, Cirildo
Sr. Maintenance Laborer

Dinish, Brenda
Lead Traffic Markings

Santos, Randy
Sr. Maintenance Laborer

Starr, David
Lead Traffic Markings

Curtis, Justin
Sr. Maintenance Laborer

Bell, Adika
Lead Traffic Markings

Phonbandit, Vien
Sr. Maintenance Laborer

Messmer, Andre
Lead Traffic Markings

Souriyadeth, Bounkham
Sr. Maintenance Laborer

Burge, Bryan
Lead Traffic Markings

Eastland, Domonique
Sr. Maintenance Laborer

Berg, Luke
Lead Traffic Markings

Parker, Brett
Traffic Marking Lead

Bryant, Terrance
Lead Traffic Markings

Coy, Alex
Lead Traffic Markings

Tyler, Lonnie
Traffic Marking Lead

Kolotolu, Trey
Traffic Marking Lead

Vacant
Traffic Marking Lead

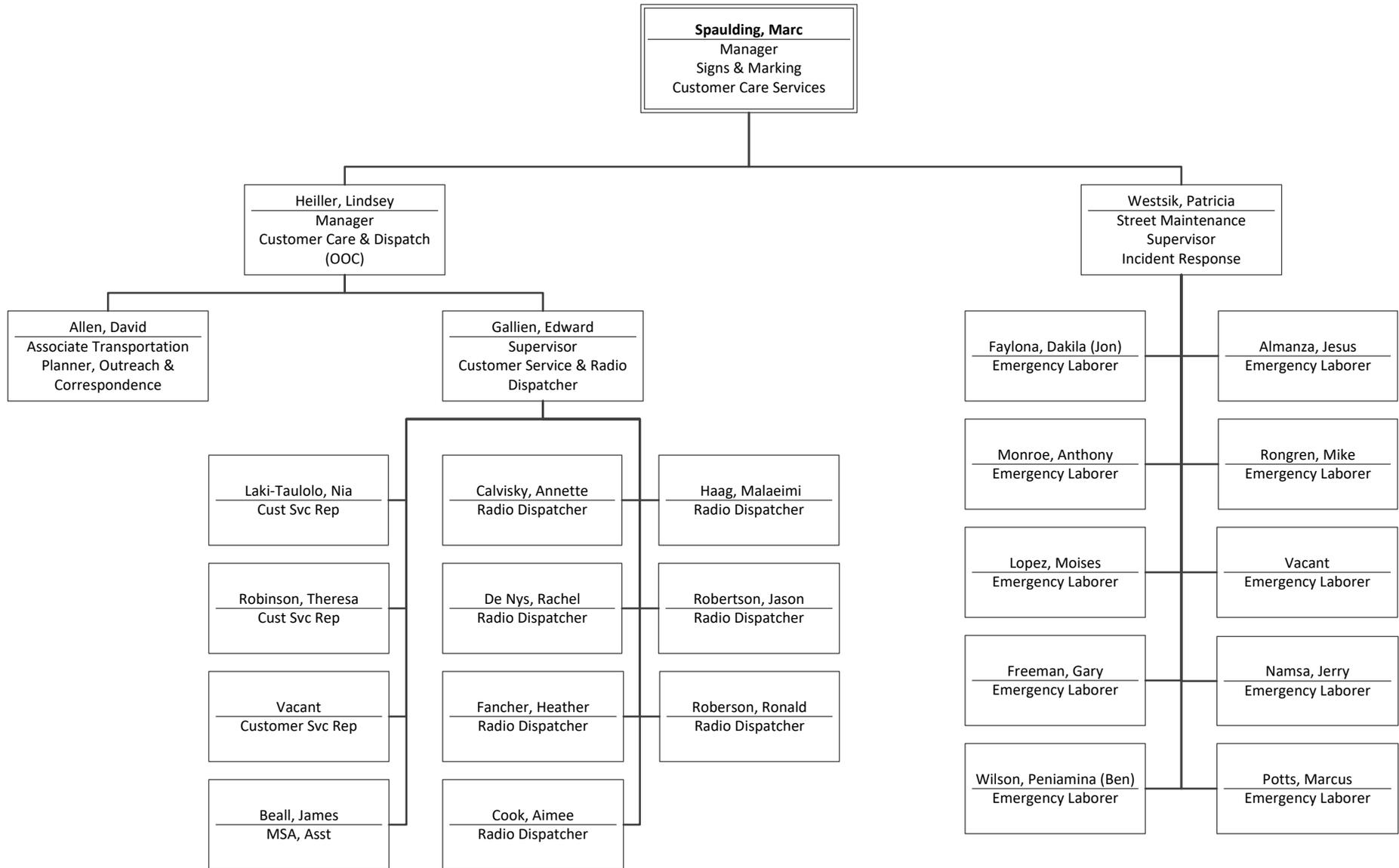
Vacant
Traffic Marking Lead

Vacant
Lead Traffic Markings

Seattle Department of Transportation

Pavement, Signs and Markings & ROW Crew Construction Division
Customer Care Services & SDOT Response Team

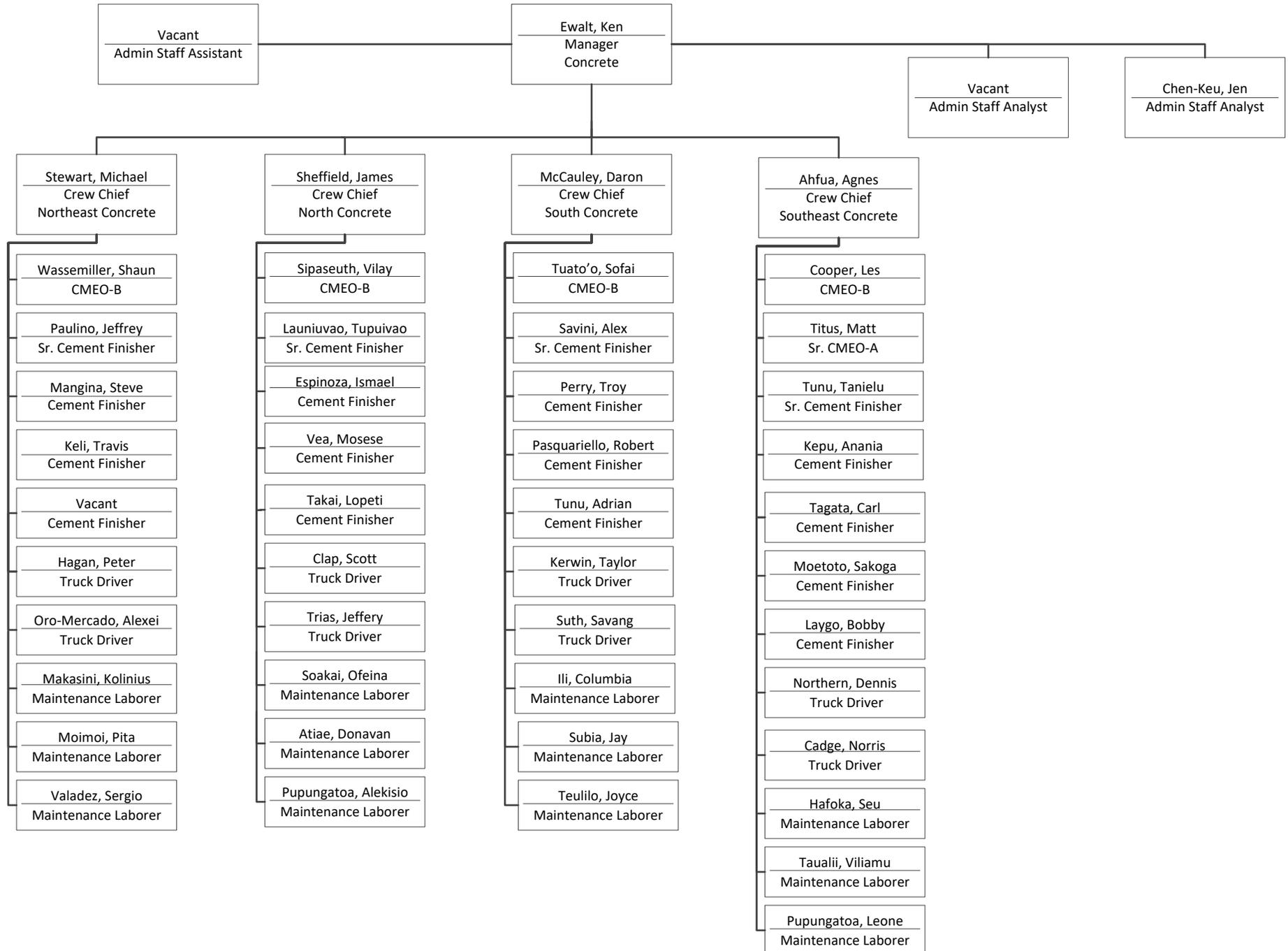
September 2022



Seattle Department of Transportation

Pavement, Signs and Markings & ROW Crew Construction Division Paving Operations – Concrete

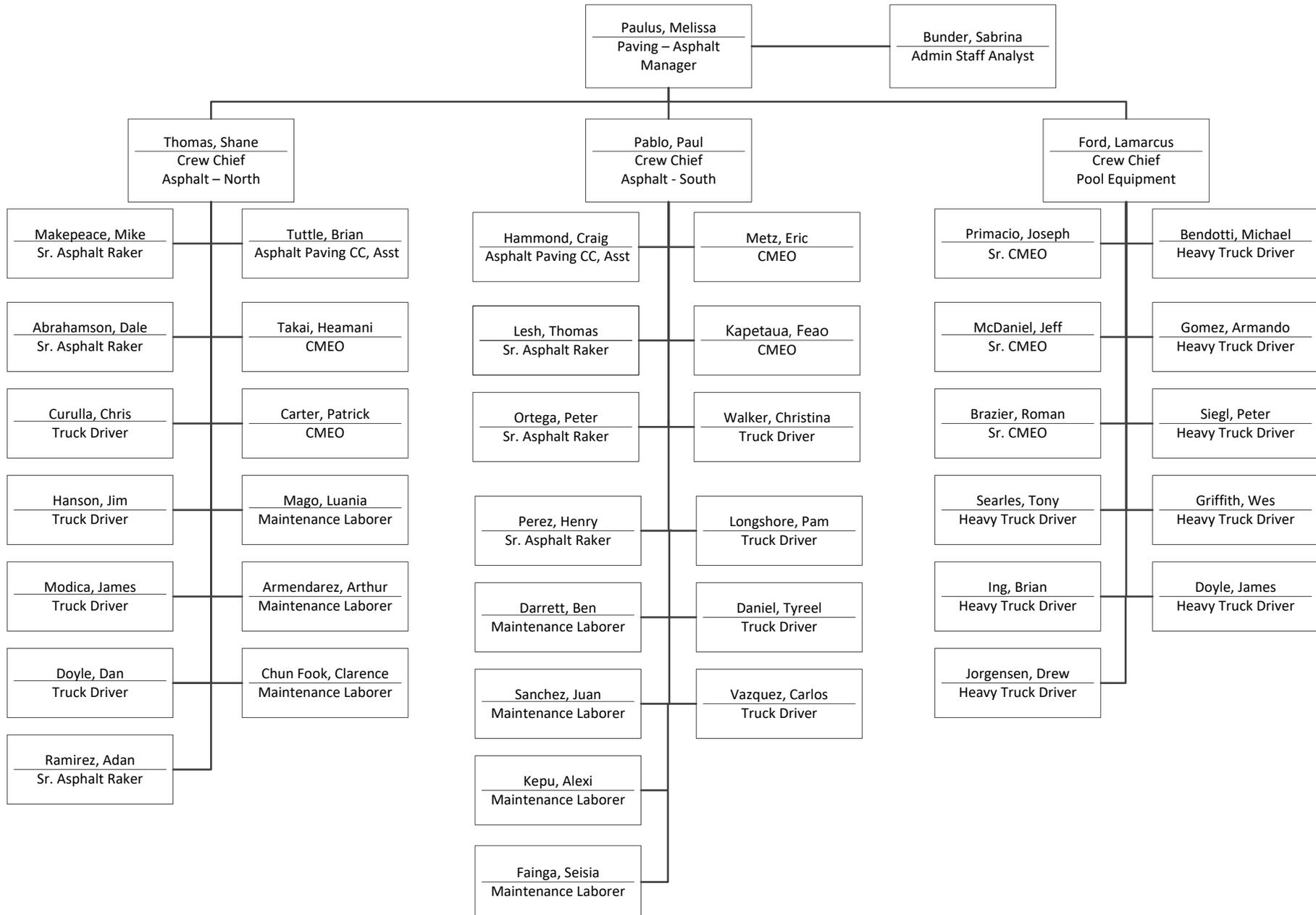
September 2022



Seattle Department of Transportation

Pavement, Signs and Markings & ROW Crew Construction Division Paving Operations – Asphalt

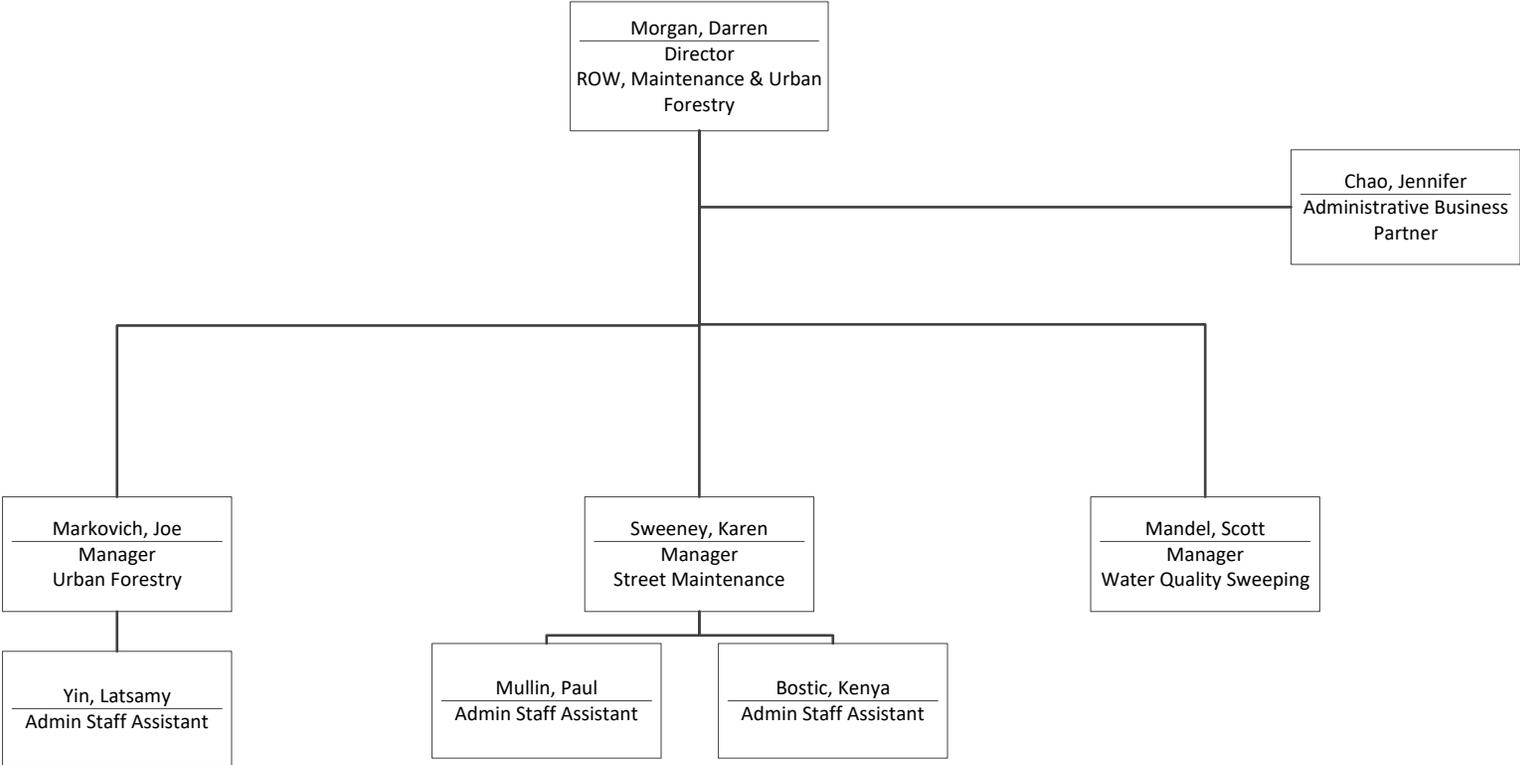
September 2022



Seattle Department of Transportation

ROW Maintenance & Urban Forestry Division

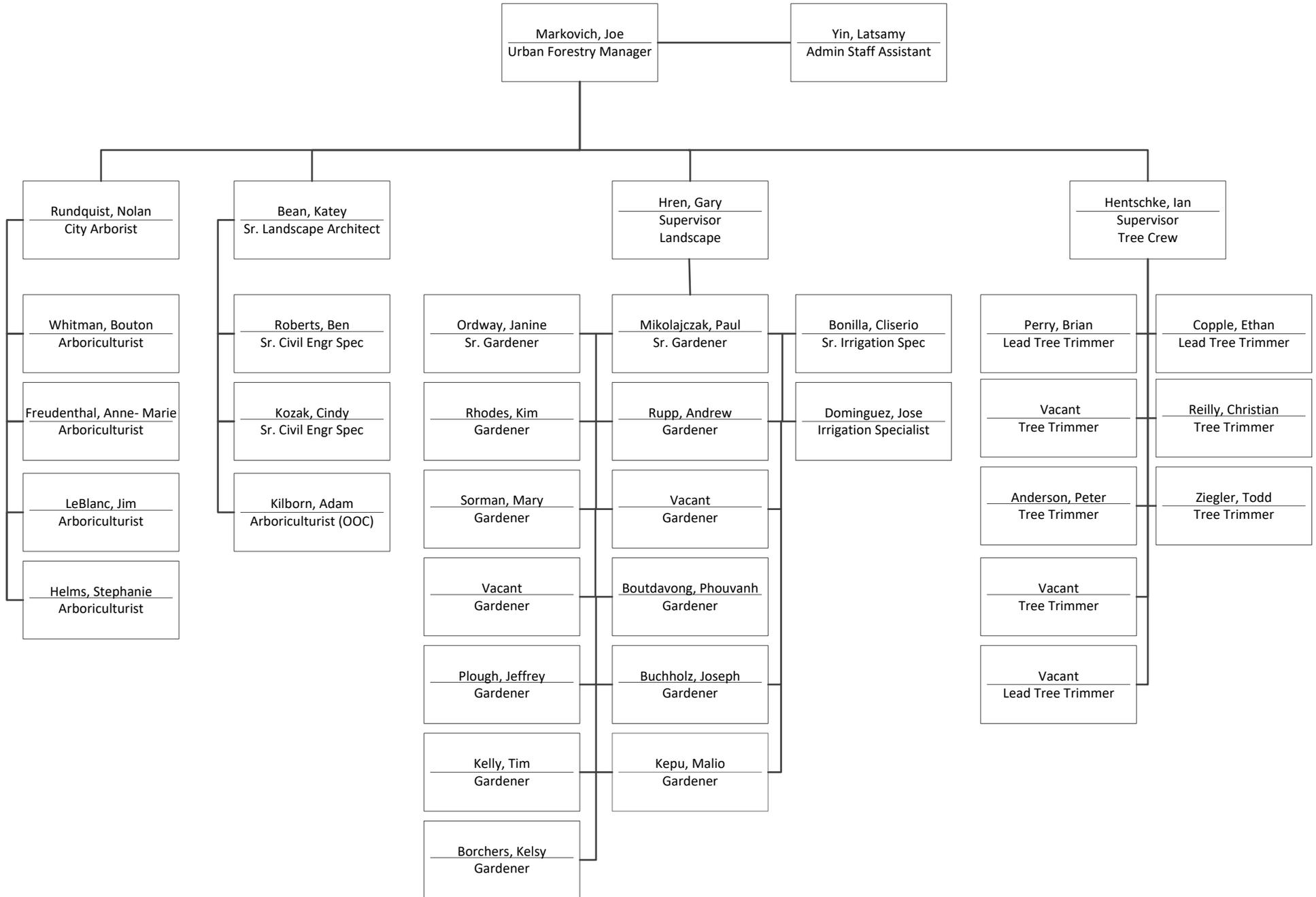
September 2022



Seattle Department of Transportation

ROW Maintenance & Urban Forestry Division Urban Forestry

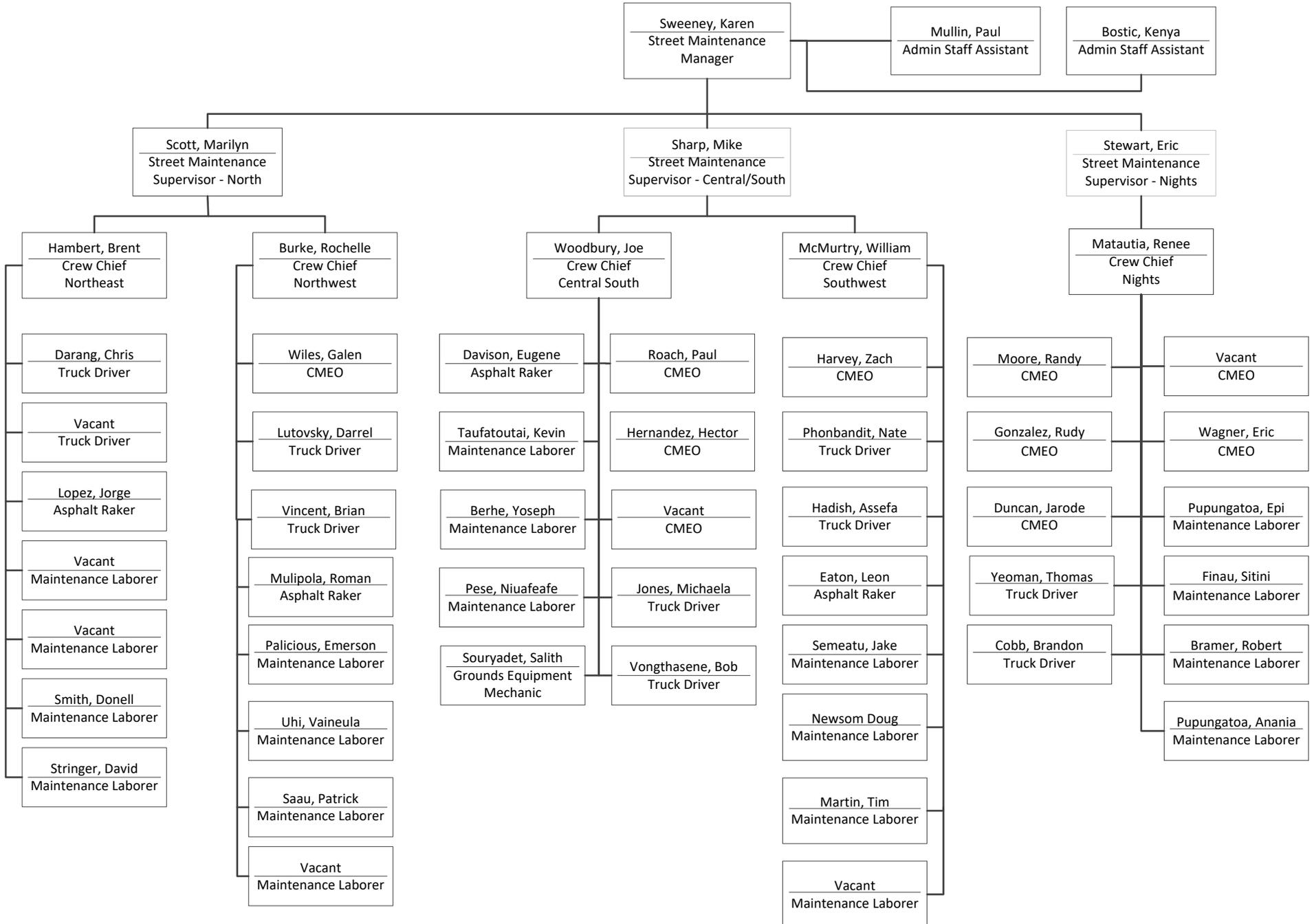
September 2022



Seattle Department of Transportation

ROW Maintenance & Urban Forestry Division Street Maintenance

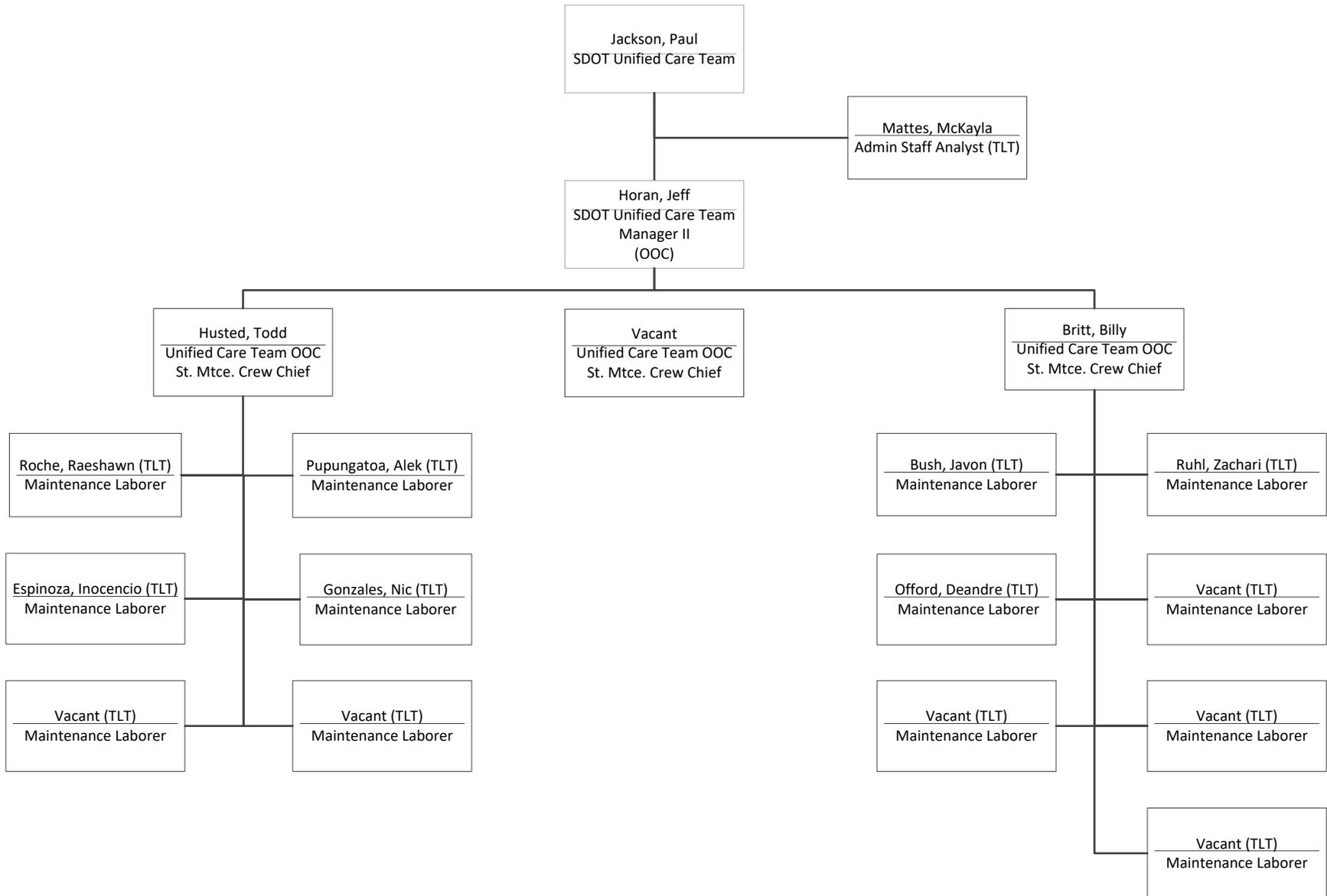
September 2022



Seattle Department of Transportation

SDOT Unified Care Team

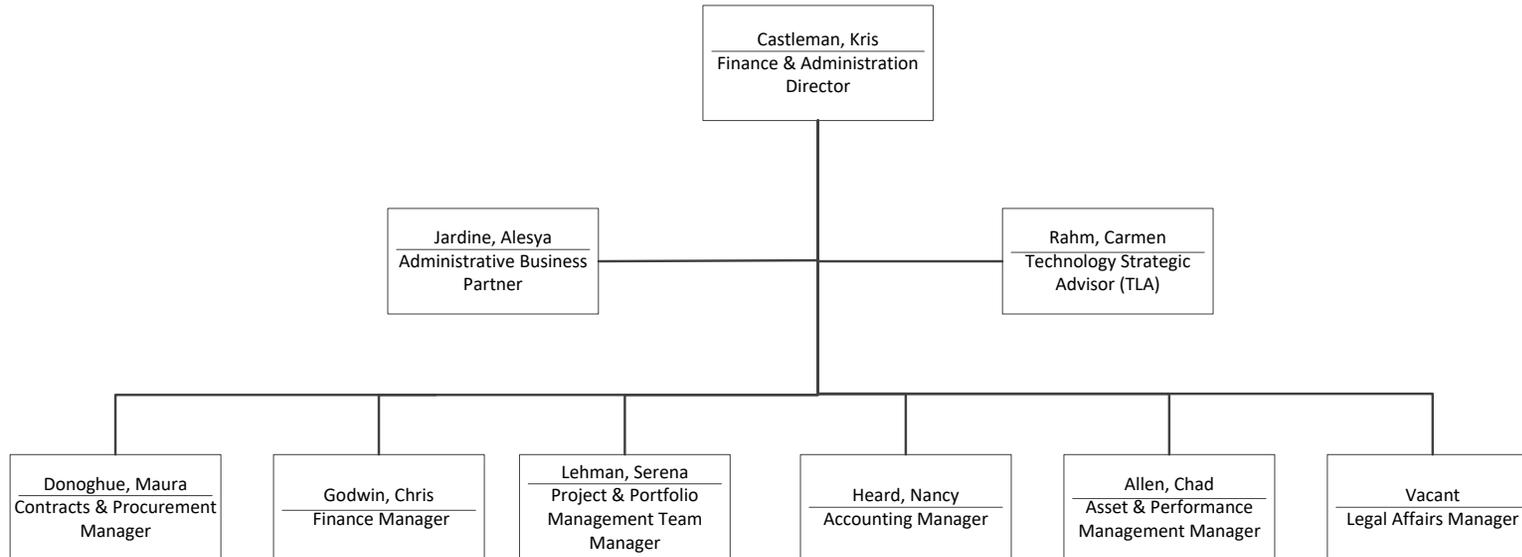
September 2022



Seattle Department of Transportation

Finance & Administration

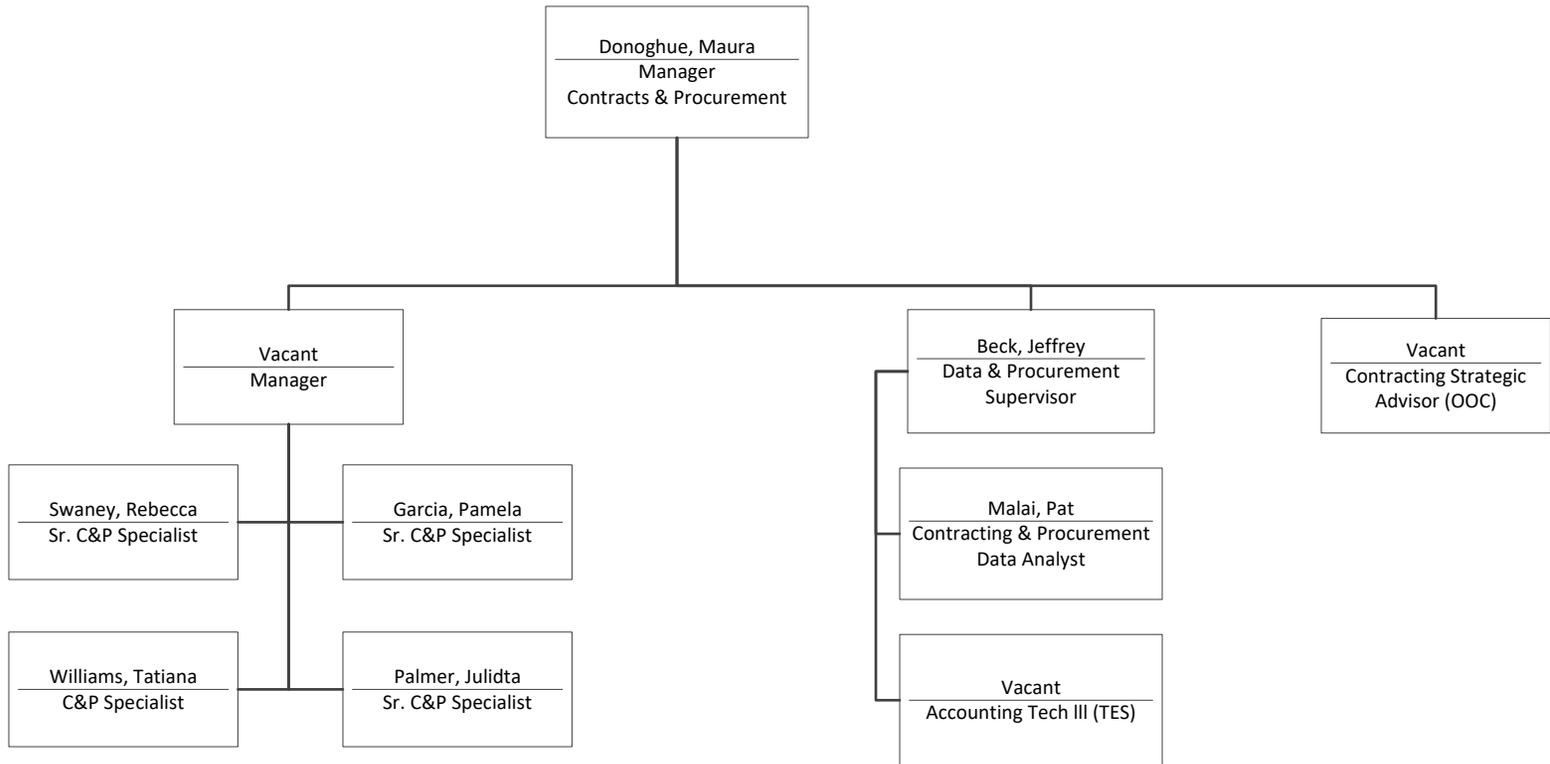
September 2022



Seattle Department of Transportation

Finance & Administration
Contracts & Procurements

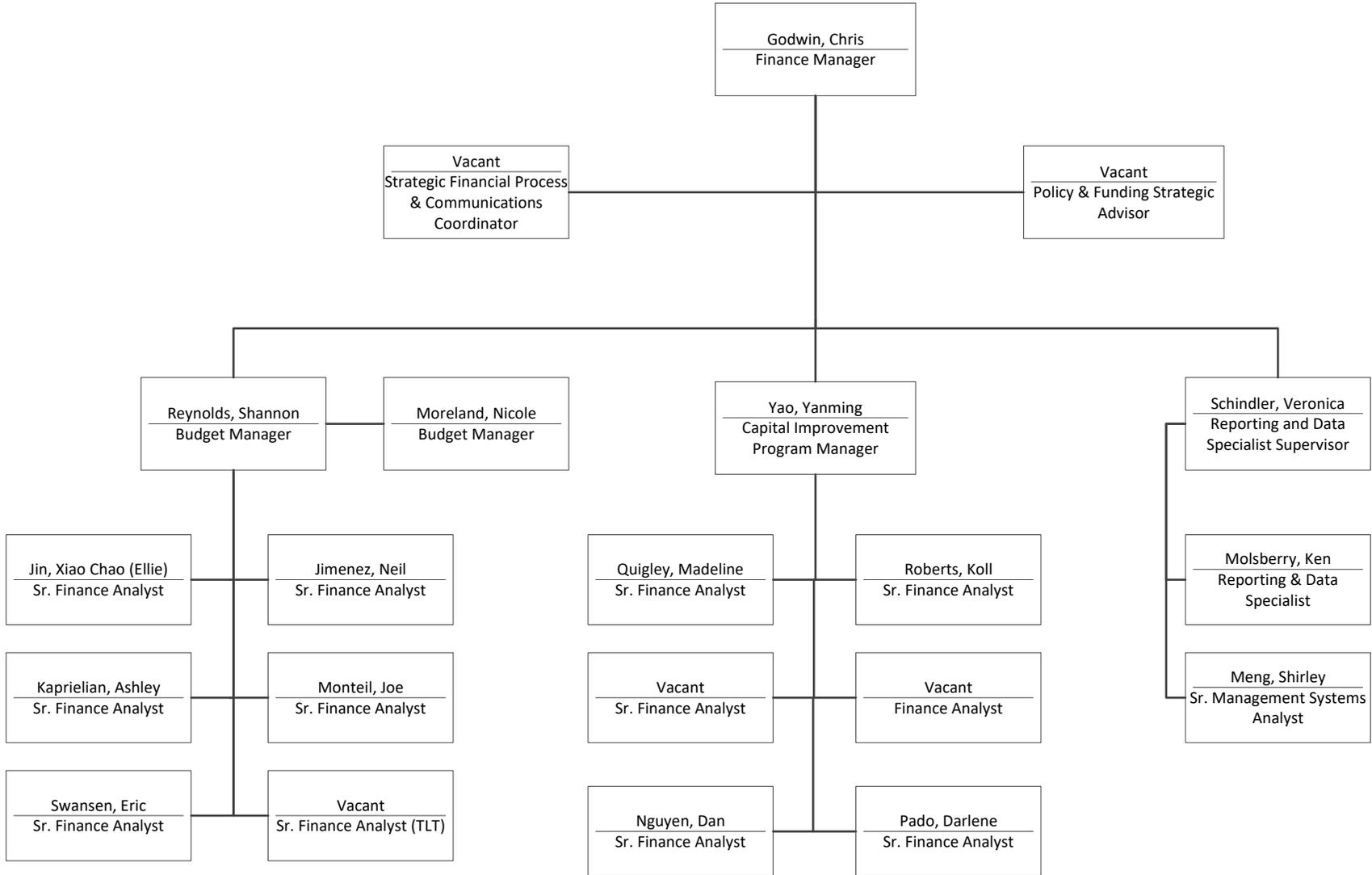
September 2022



Seattle Department of Transportation

Finance & Administration
Finance

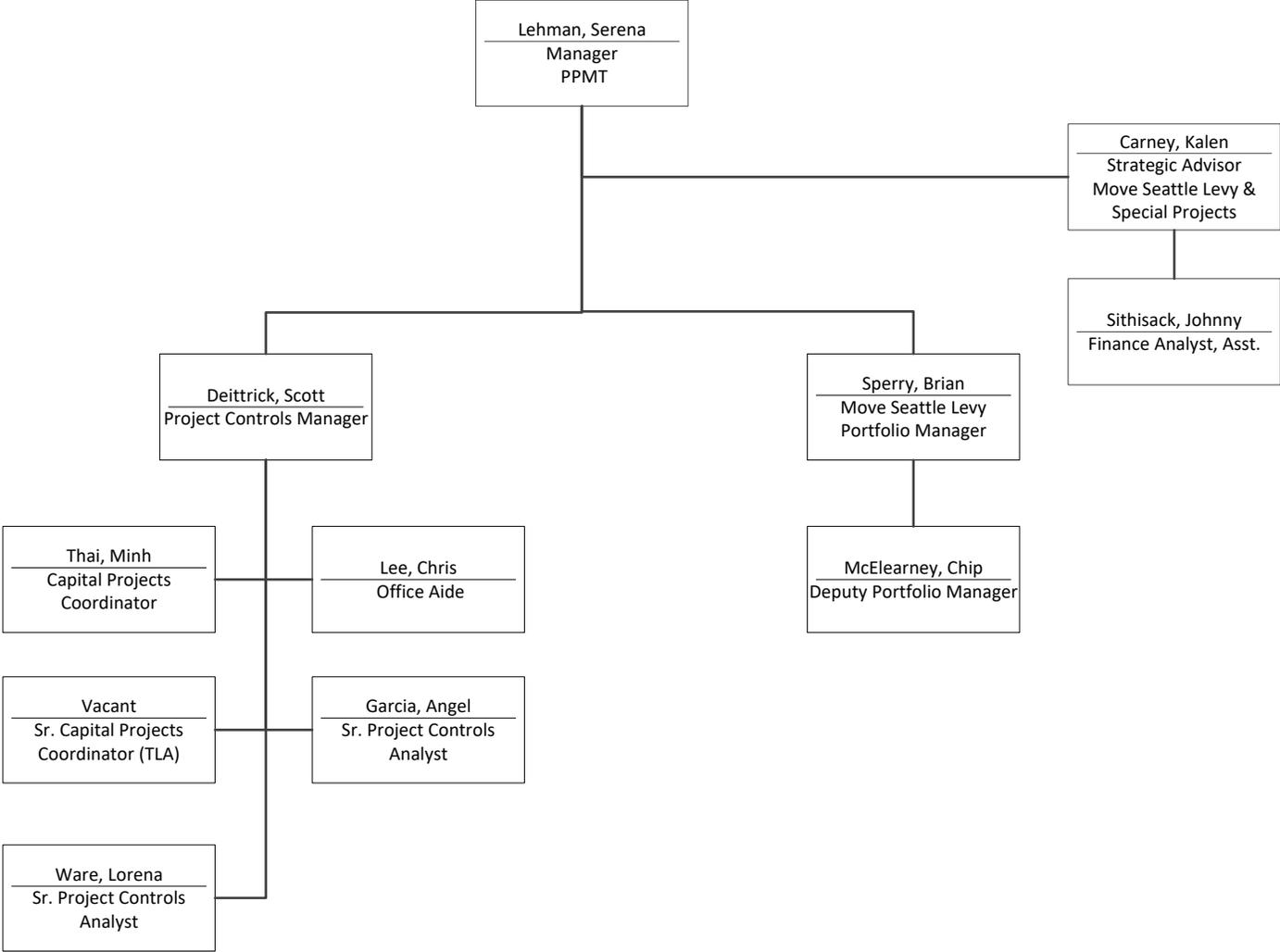
September 2022



Seattle Department of Transportation

Finance and Administration Division
Project and Portfolio Management Team

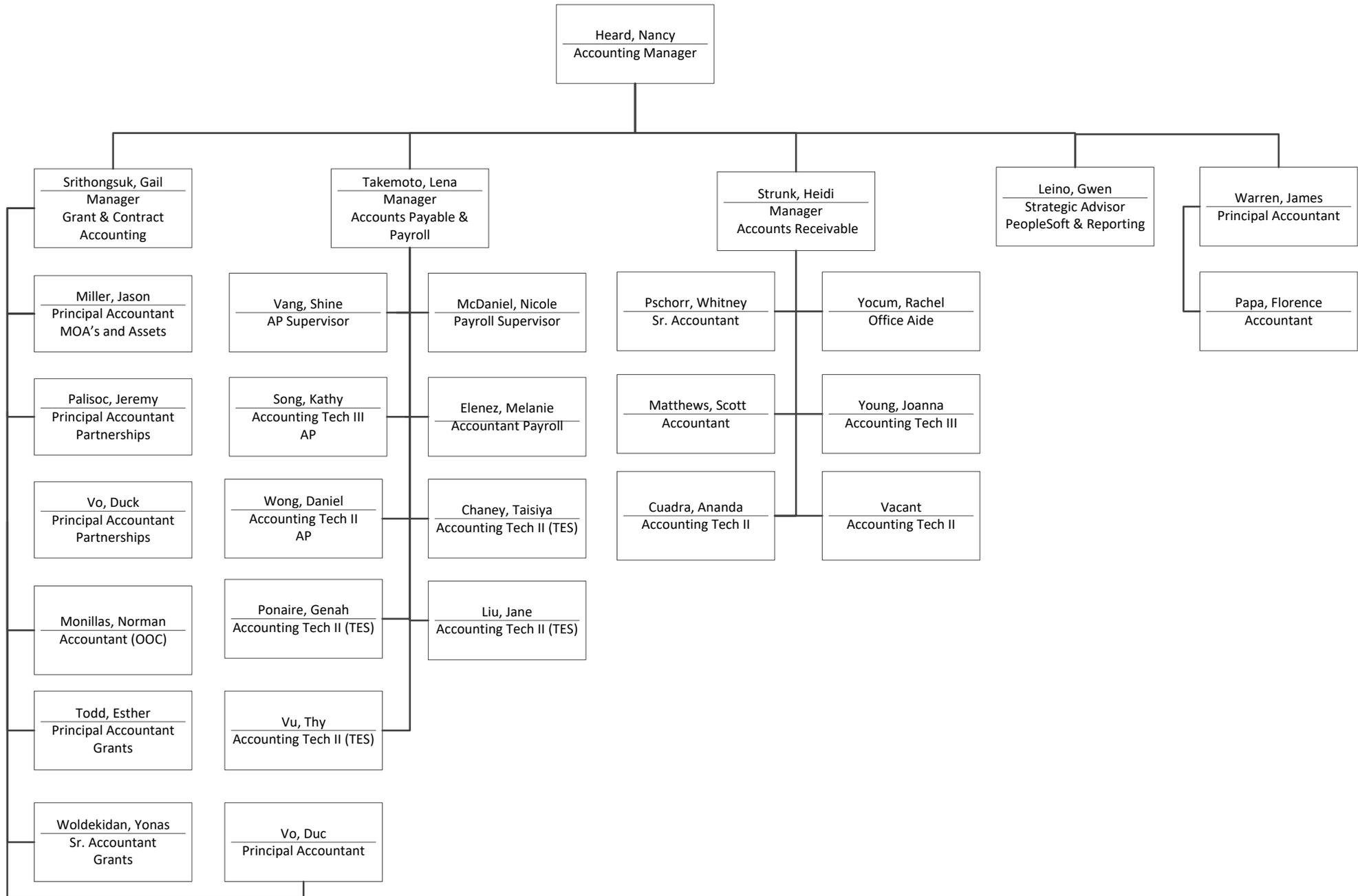
September 2022



Seattle Department of Transportation

Finance & Administration Accounting

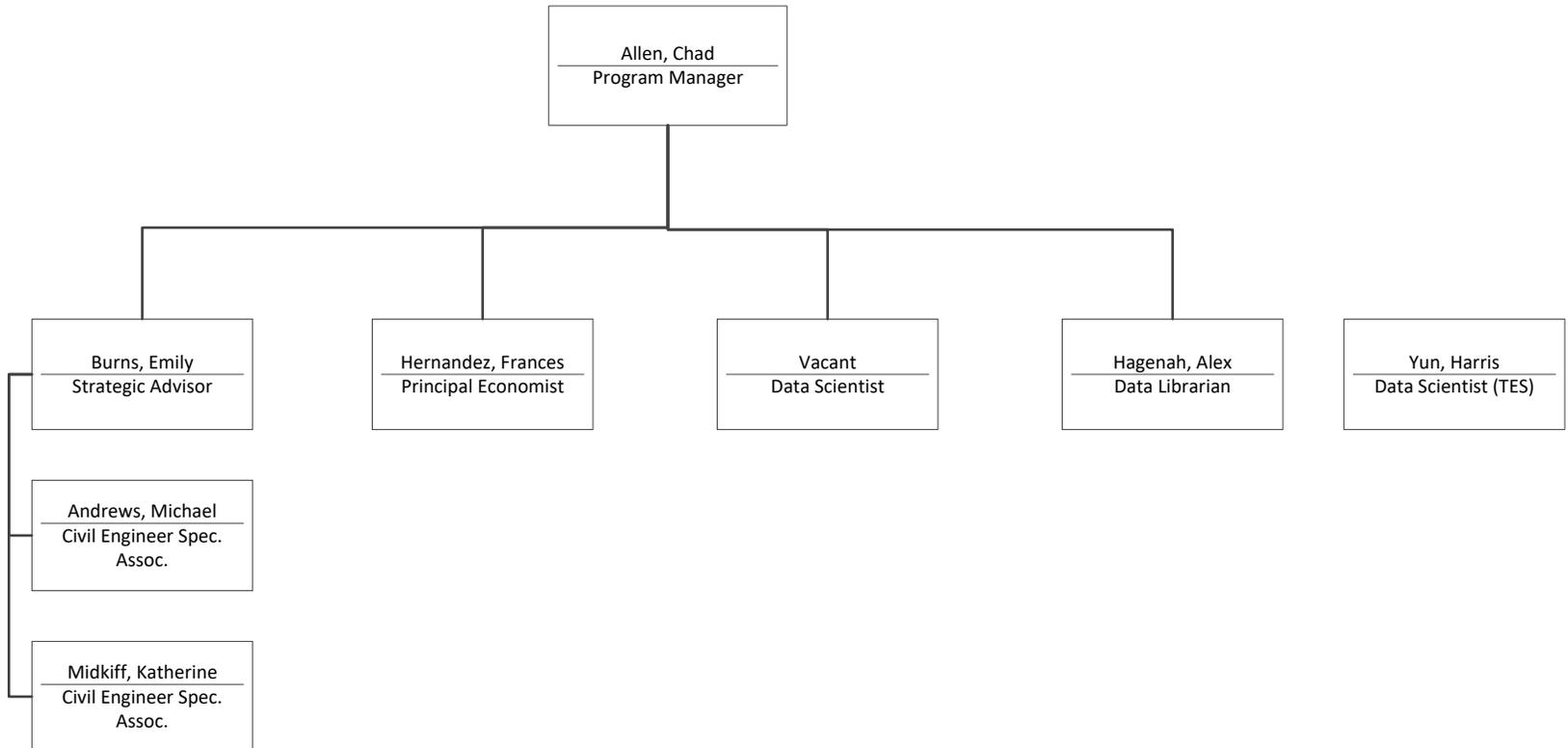
September 2022



Seattle Department of Transportation

Finance & Administration
Asset & Performance Management

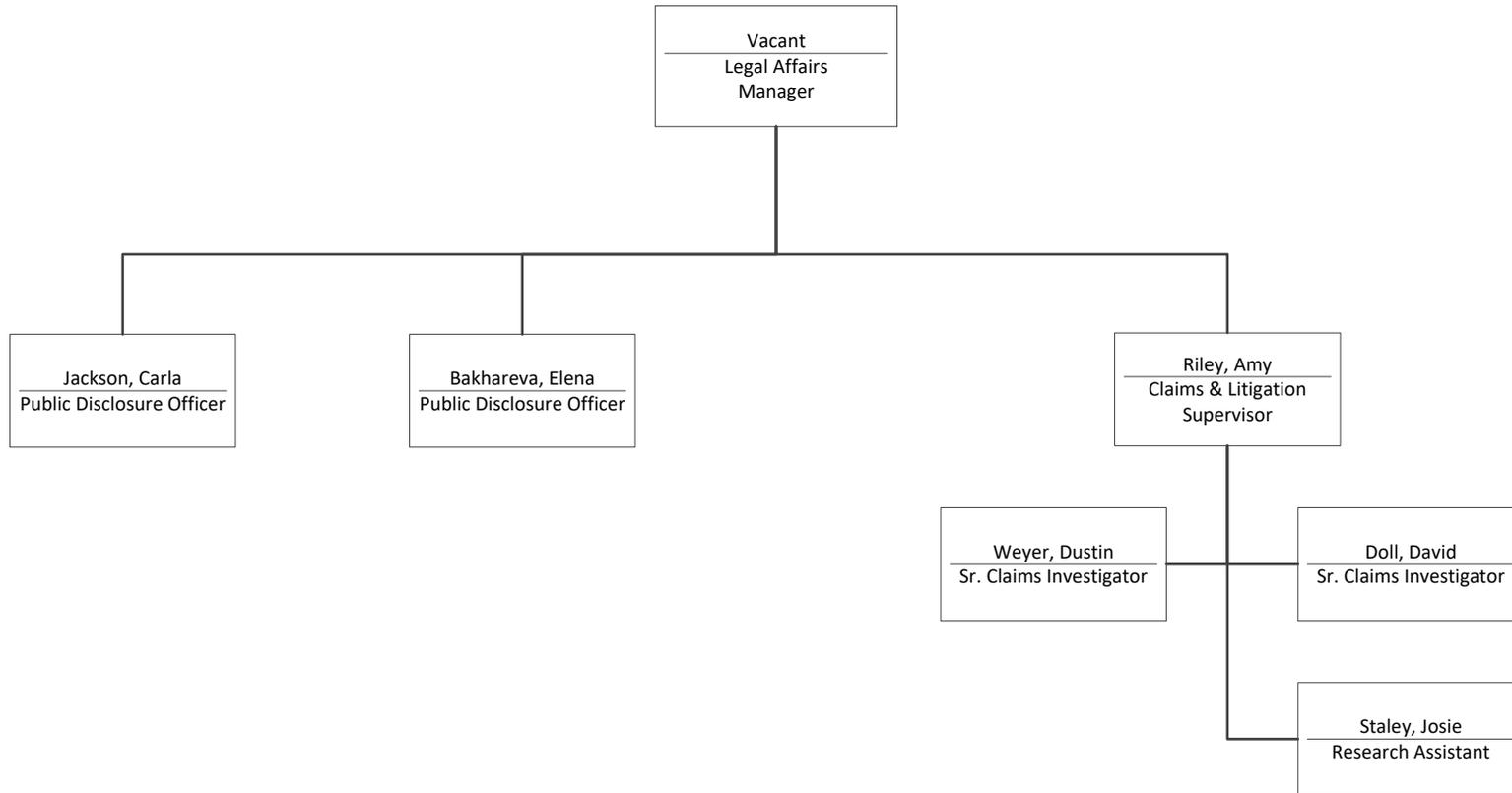
September 2022



Seattle Department of Transportation

Finance & Administration
Legal Affairs

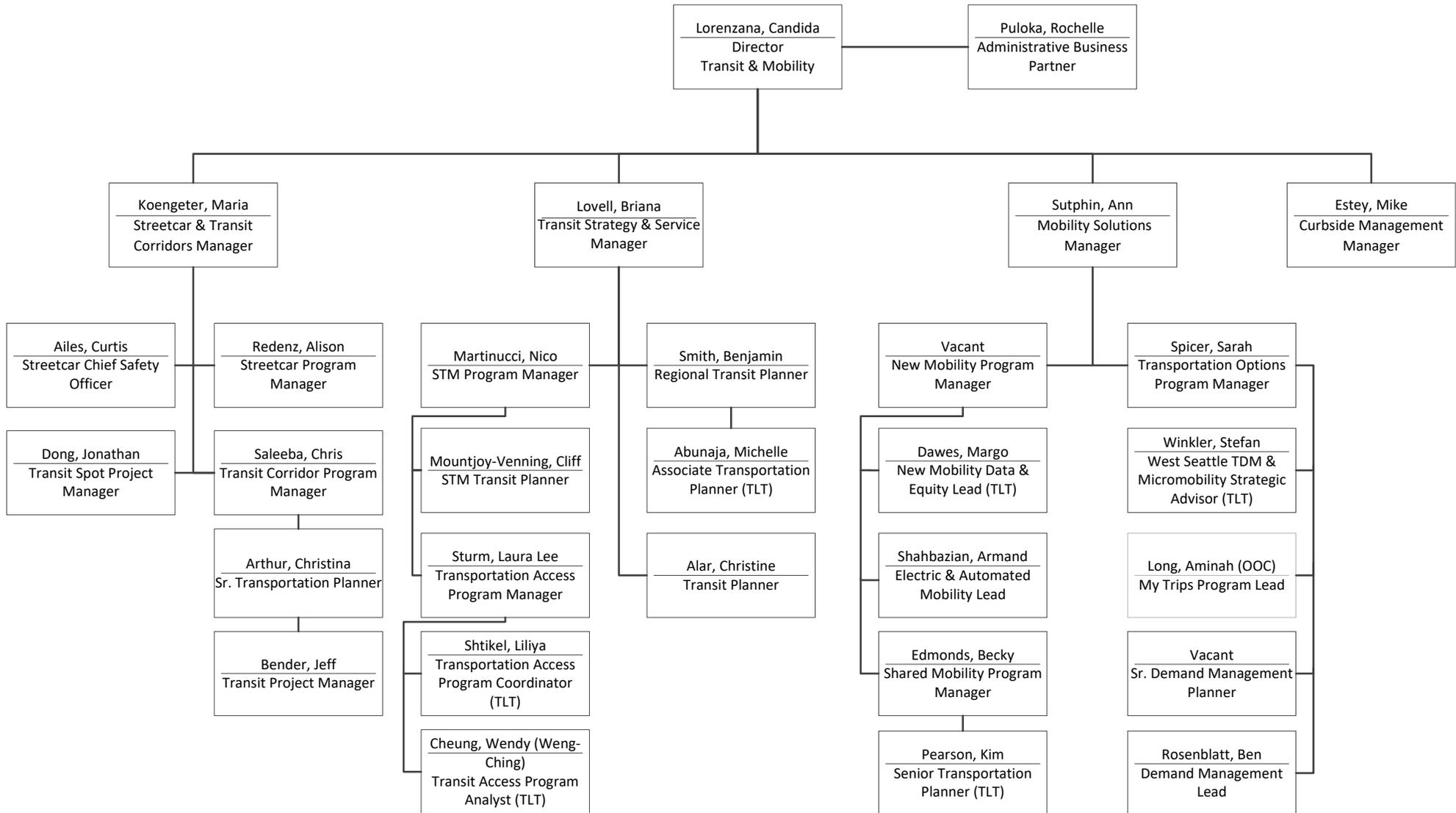
September 2022



Seattle Department of Transportation

Transit & Mobility

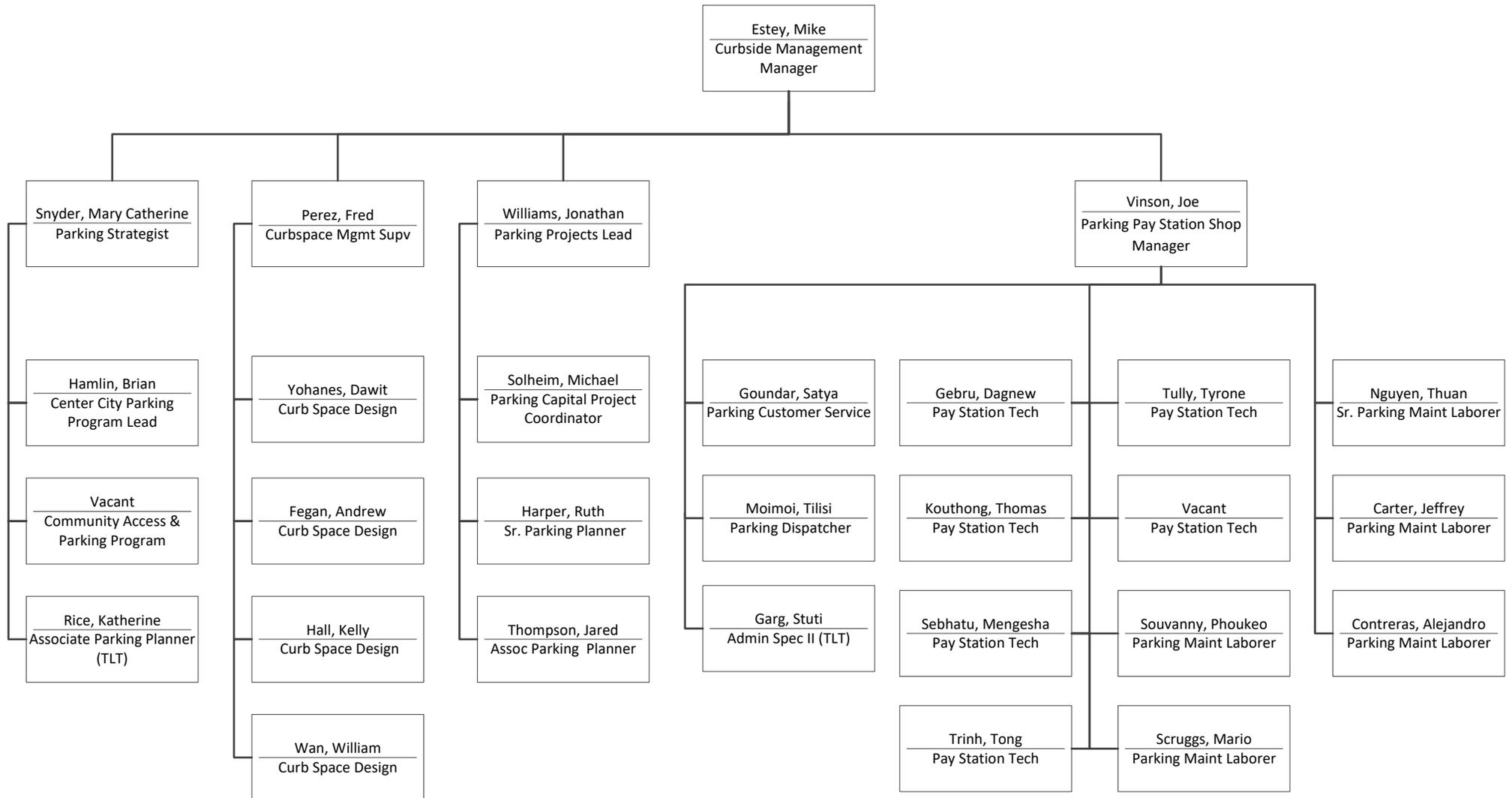
September 2022



Seattle Department of Transportation

Transit & Mobility
Curbside Management

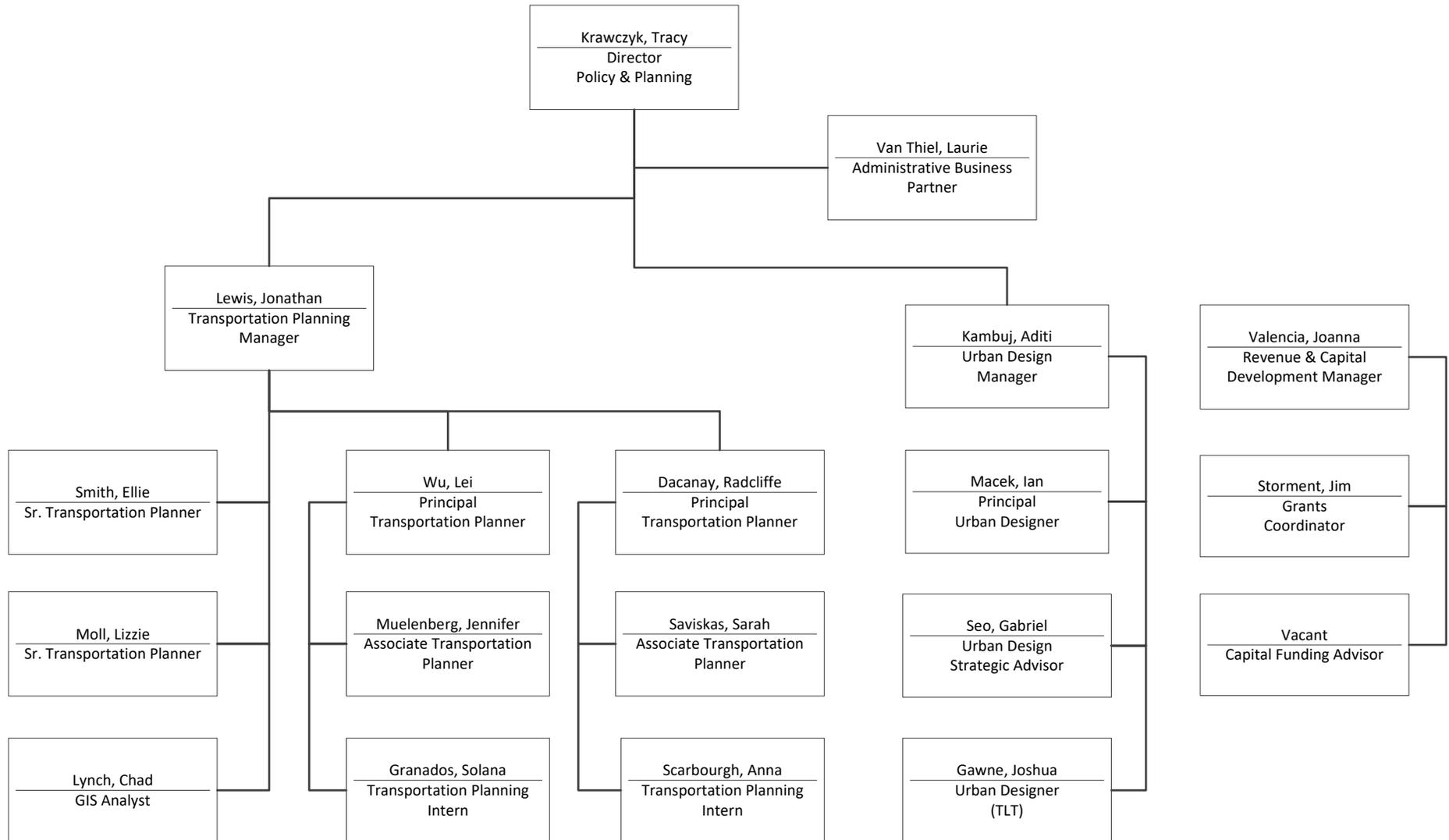
September 2022



Seattle Department of Transportation

Policy & Planning

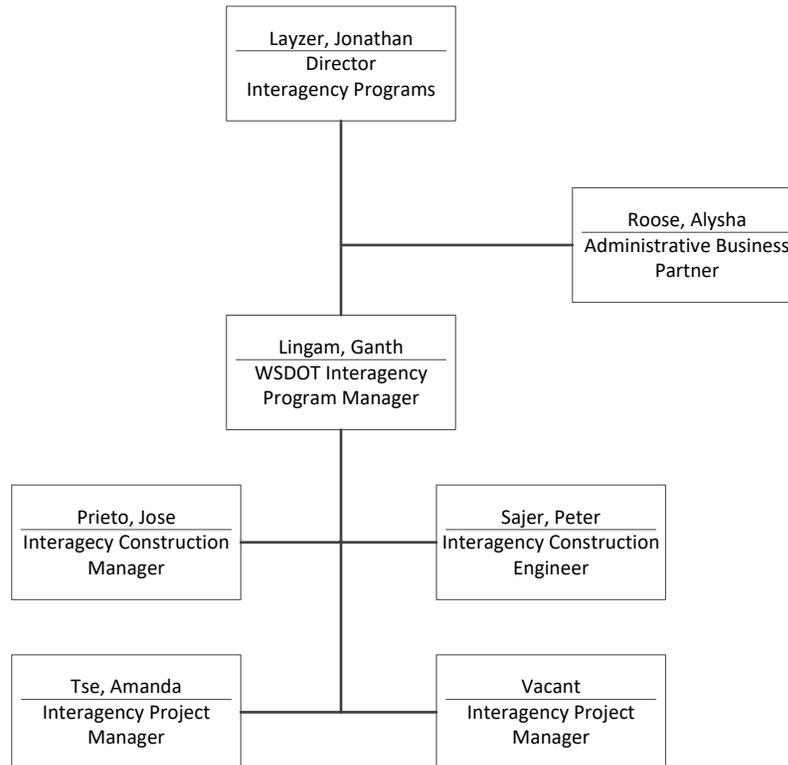
September 2022



Seattle Department of Transportation

Interagency Programs

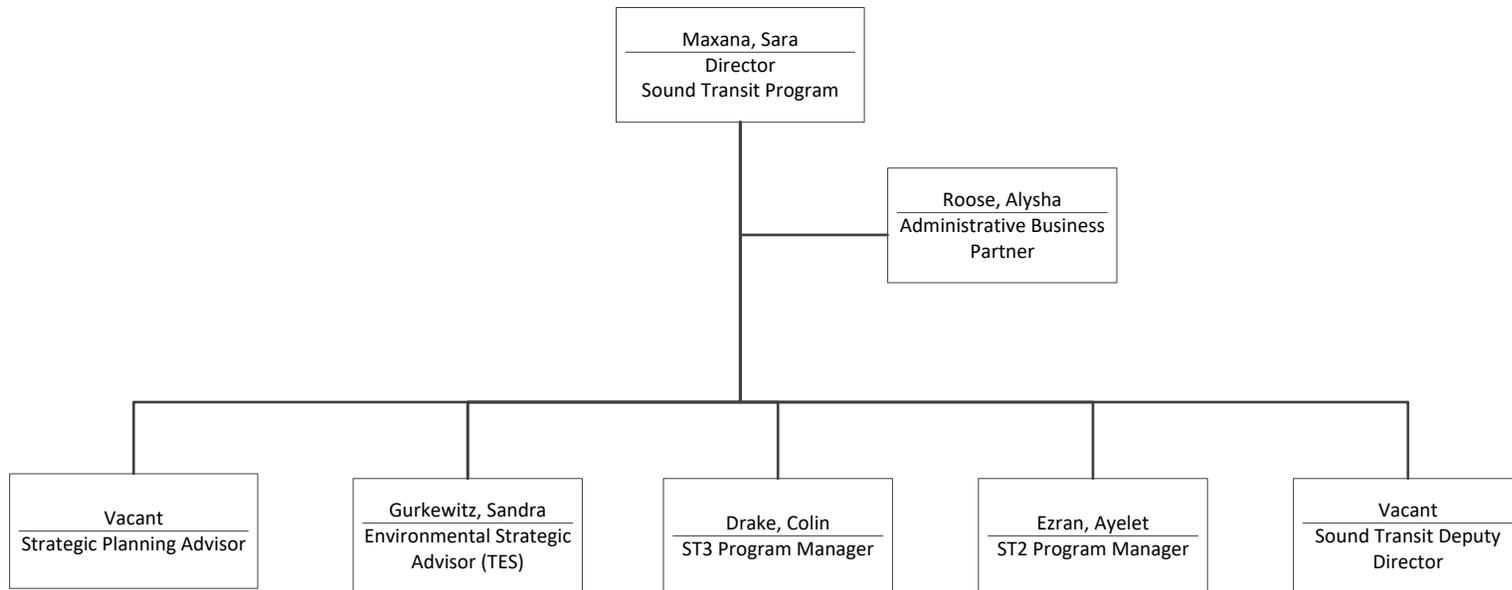
September 2022



Seattle Department of Transportation

Sound Transit Program

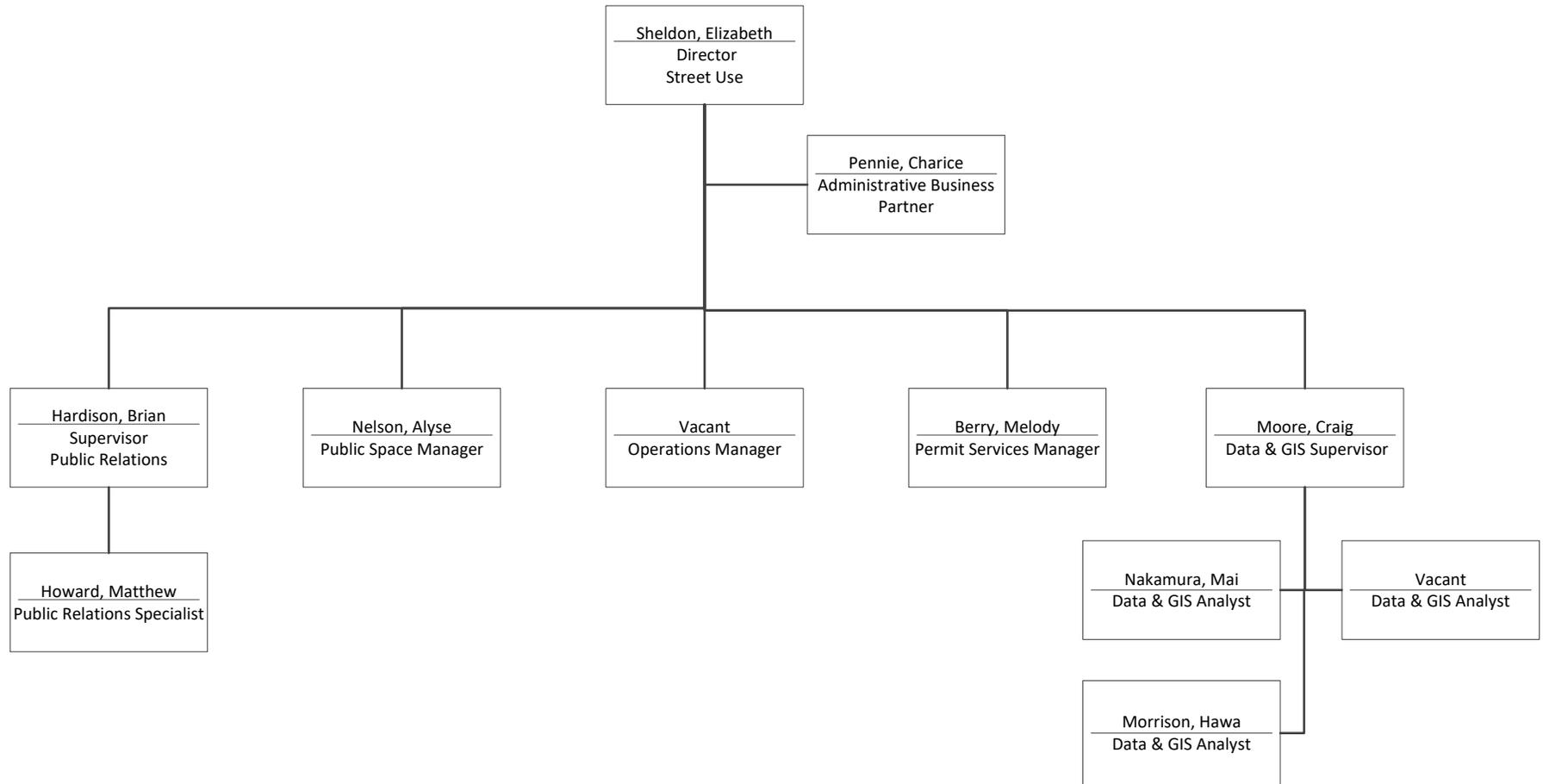
September 2022



Seattle Department of Transportation

Street Use

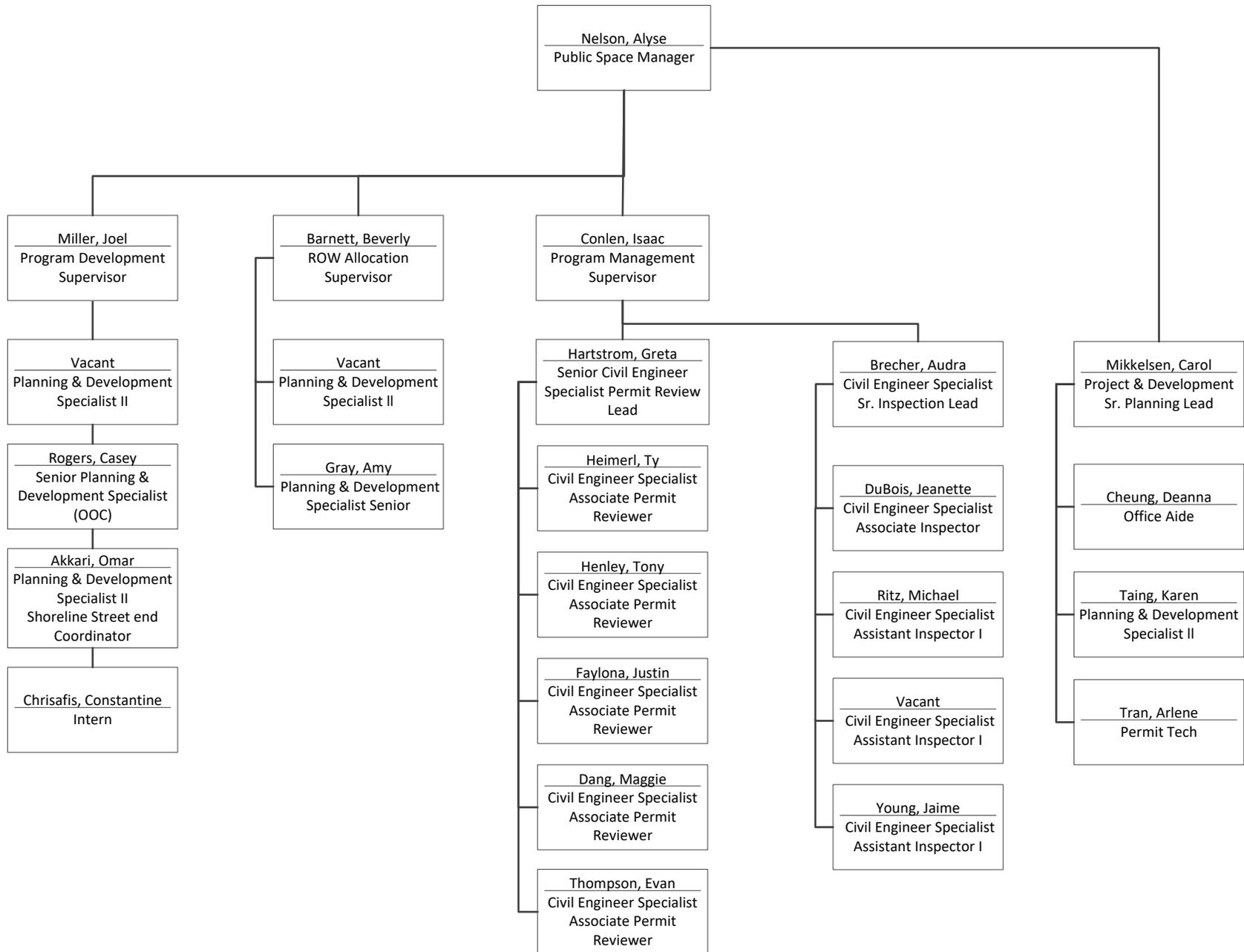
September 2022



Seattle Department of Transportation

Street Use Public Space Management

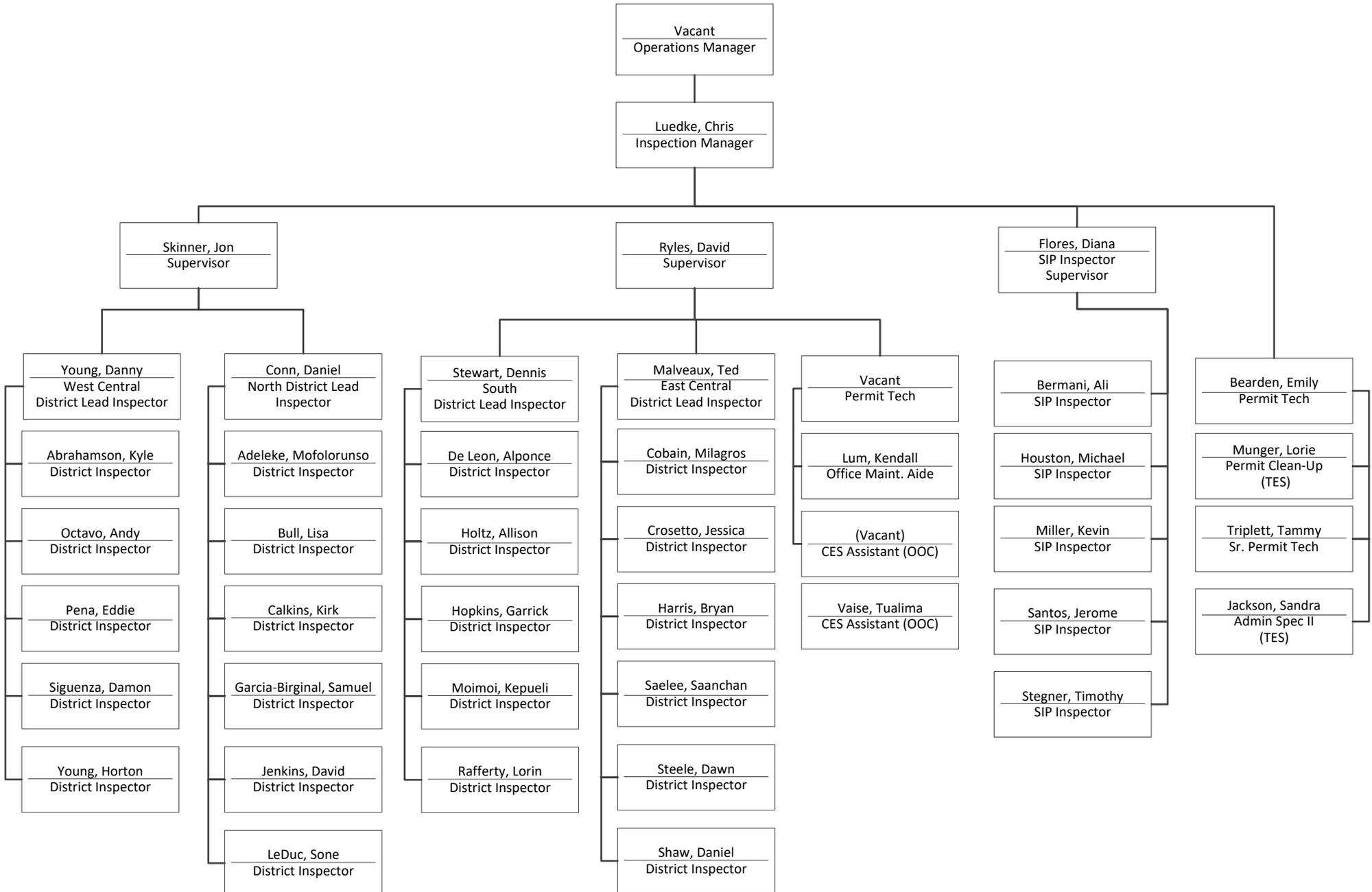
September 2022



Seattle Department of Transportation

Street Use Operations Inspections

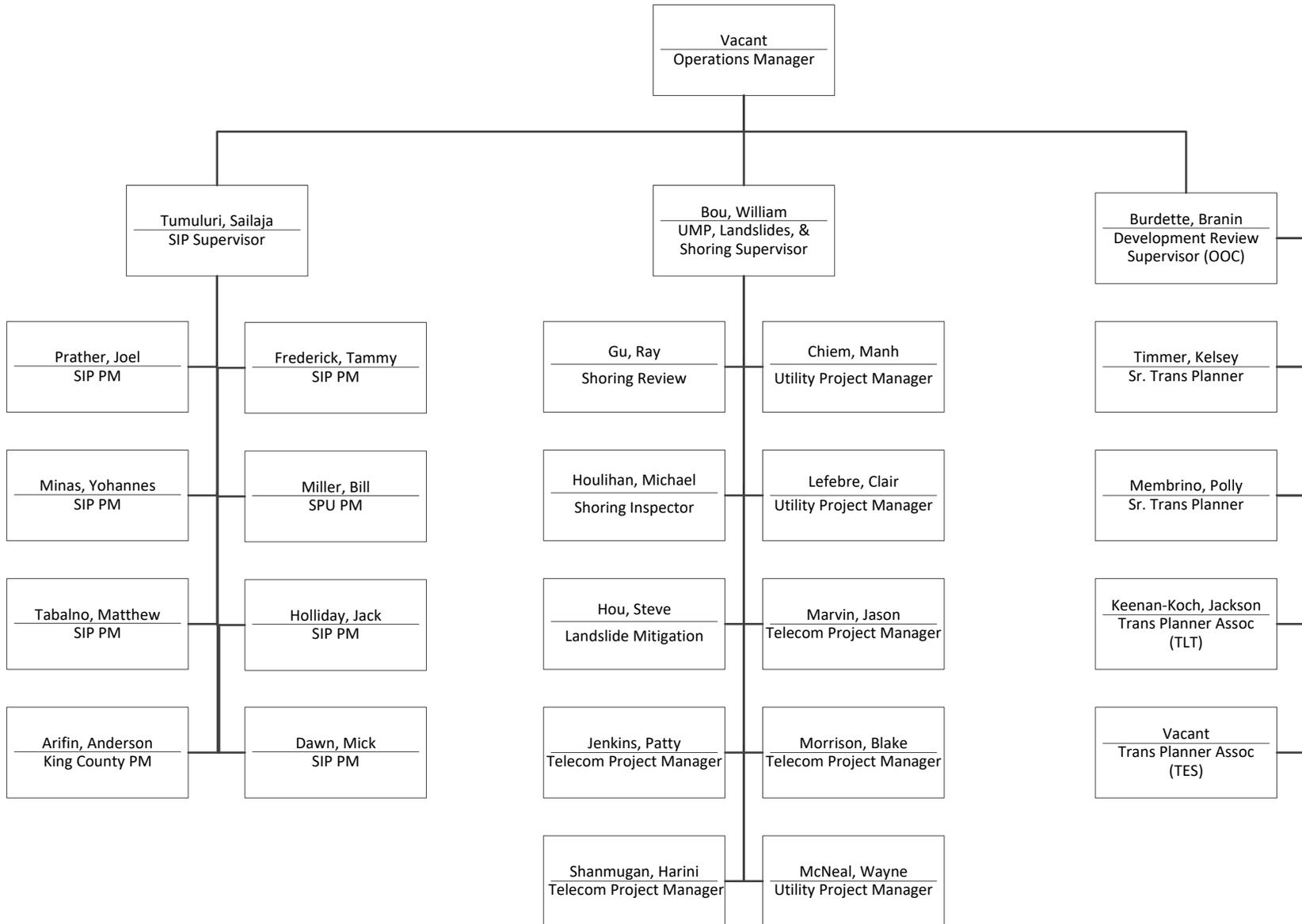
September 2022



Seattle Department of Transportation

Street Use
Operations Inspections

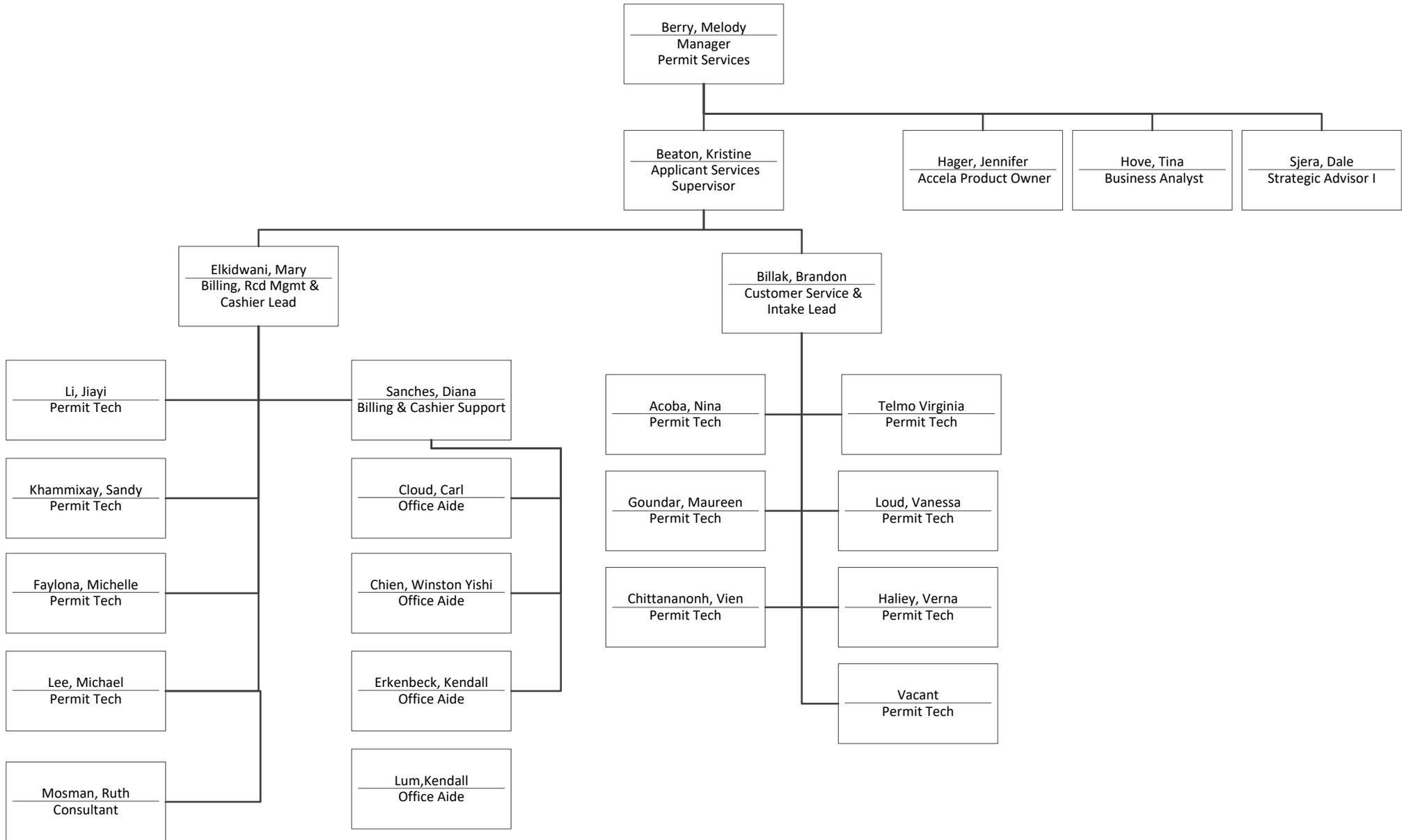
September 2022



Seattle Department of Transportation

Street Use
Permit (Applicant) Services

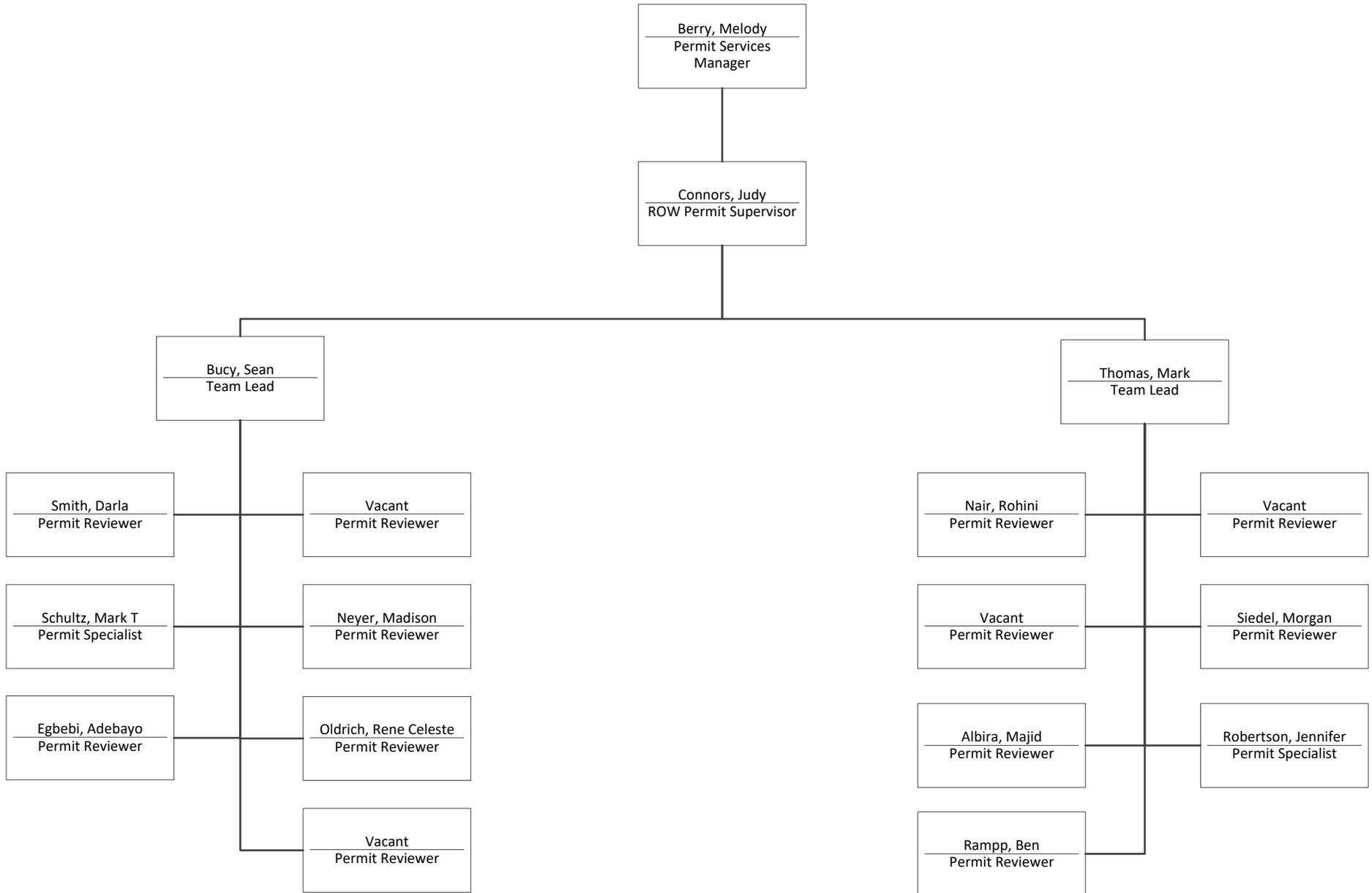
September 2022



Seattle Department of Transportation

Street Use
Permit Services

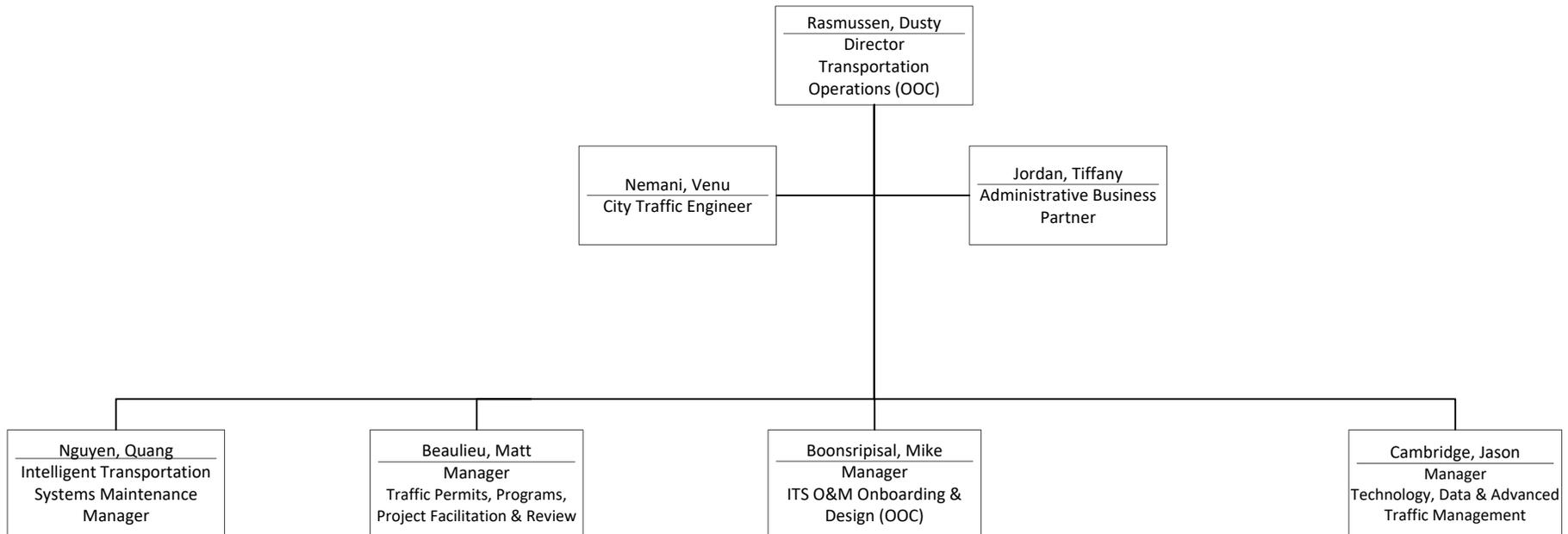
September 2022



Seattle Department of Transportation

Transportation Operations

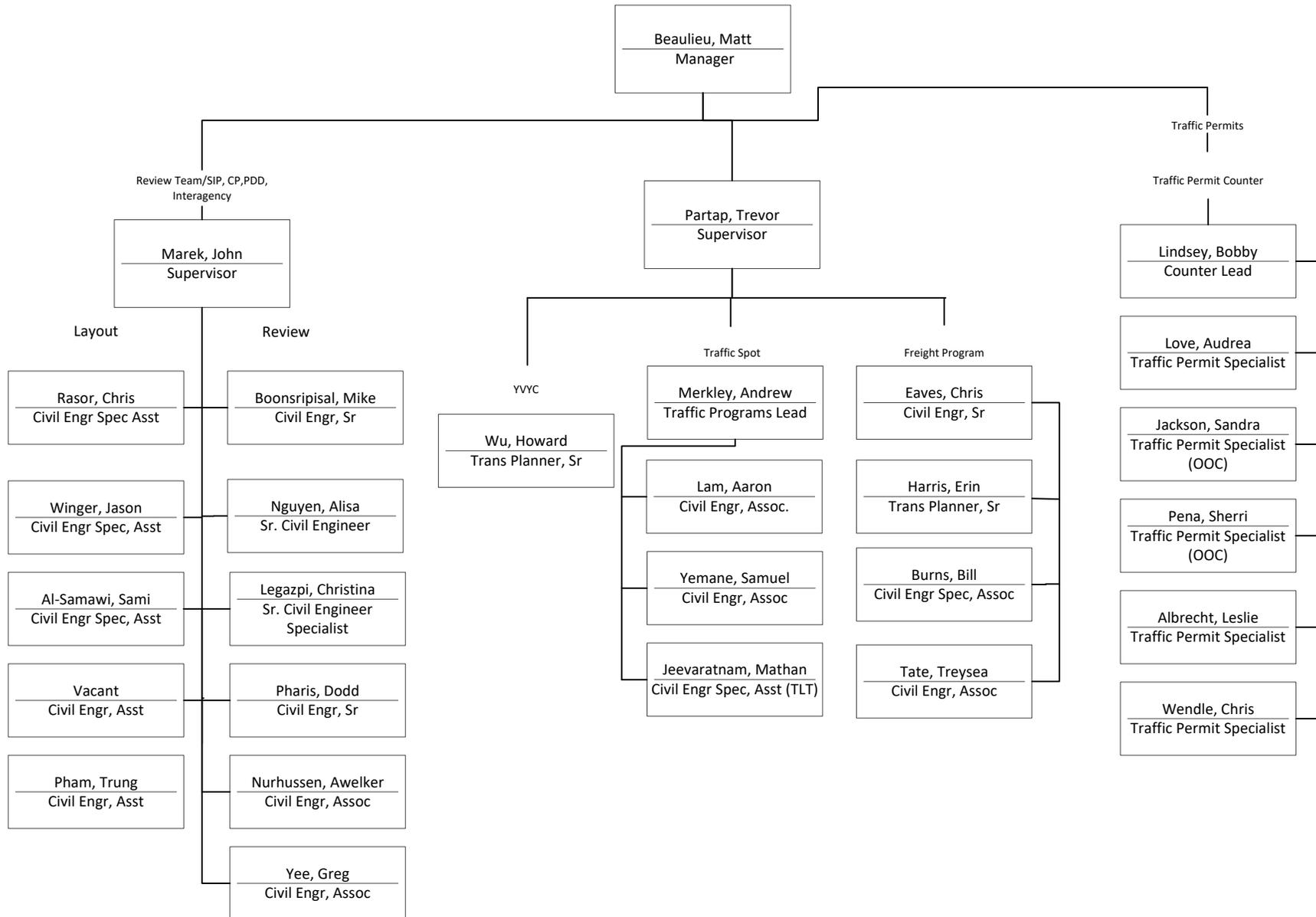
September 2022



Seattle Department of Transportation

Transportation Operations Divisions Traffic Permits, Programs, and Review

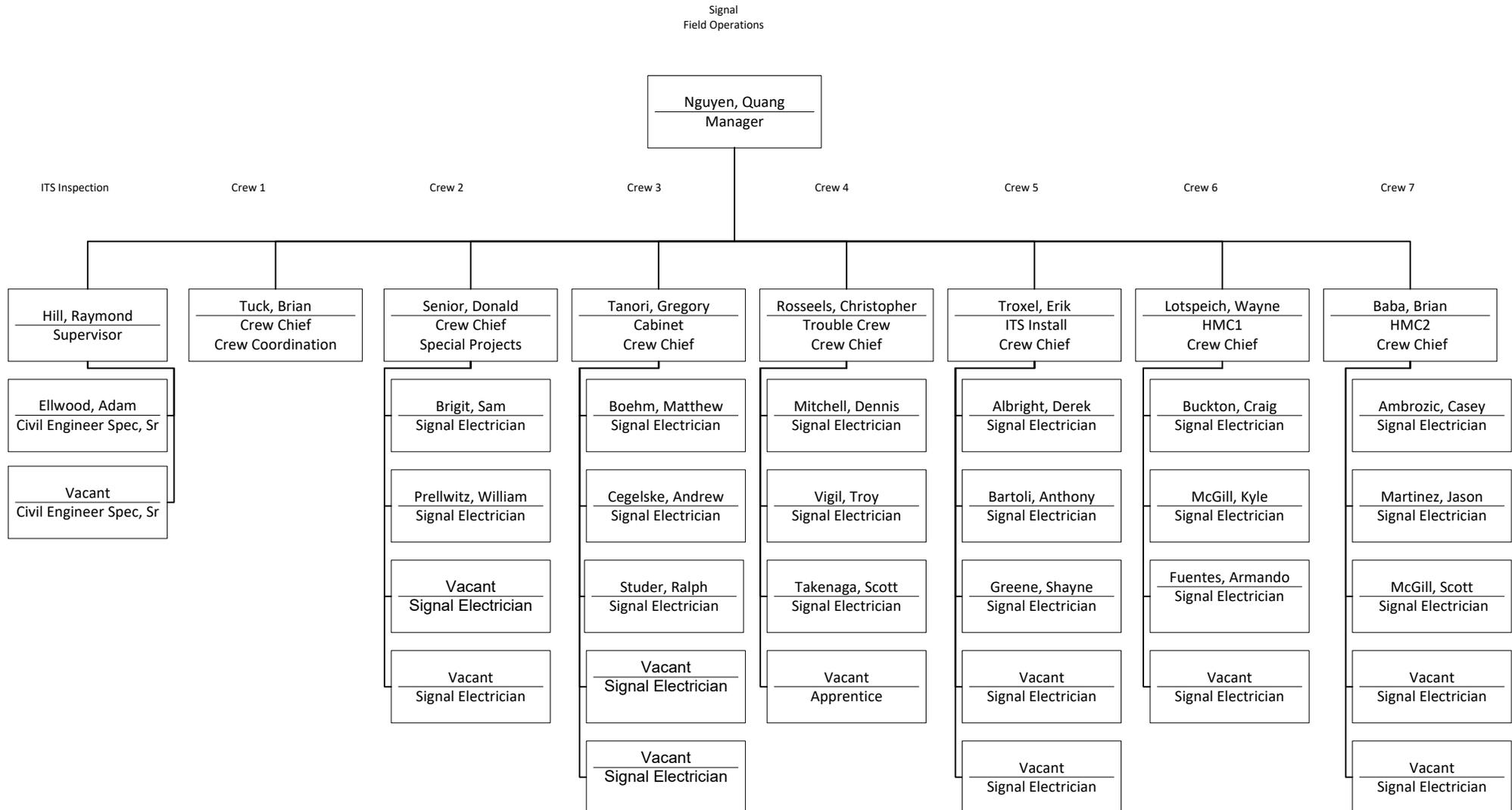
September 2022



Seattle Department of Transportation

Transportation Operations ITS O&M

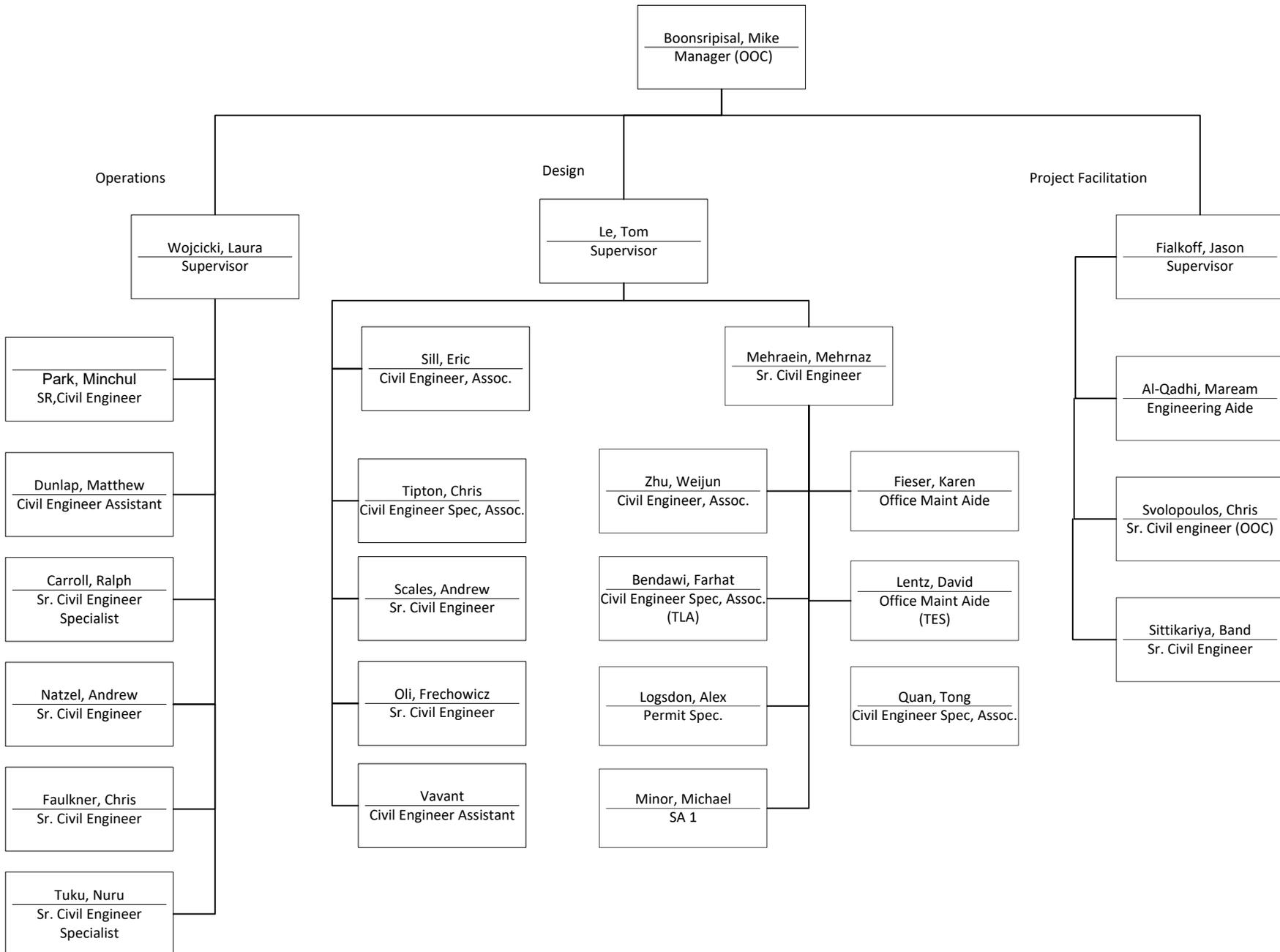
September 2022



Seattle Department of Transportation

Transportation Operations
Design, Project Onboarding & Project Facilitation

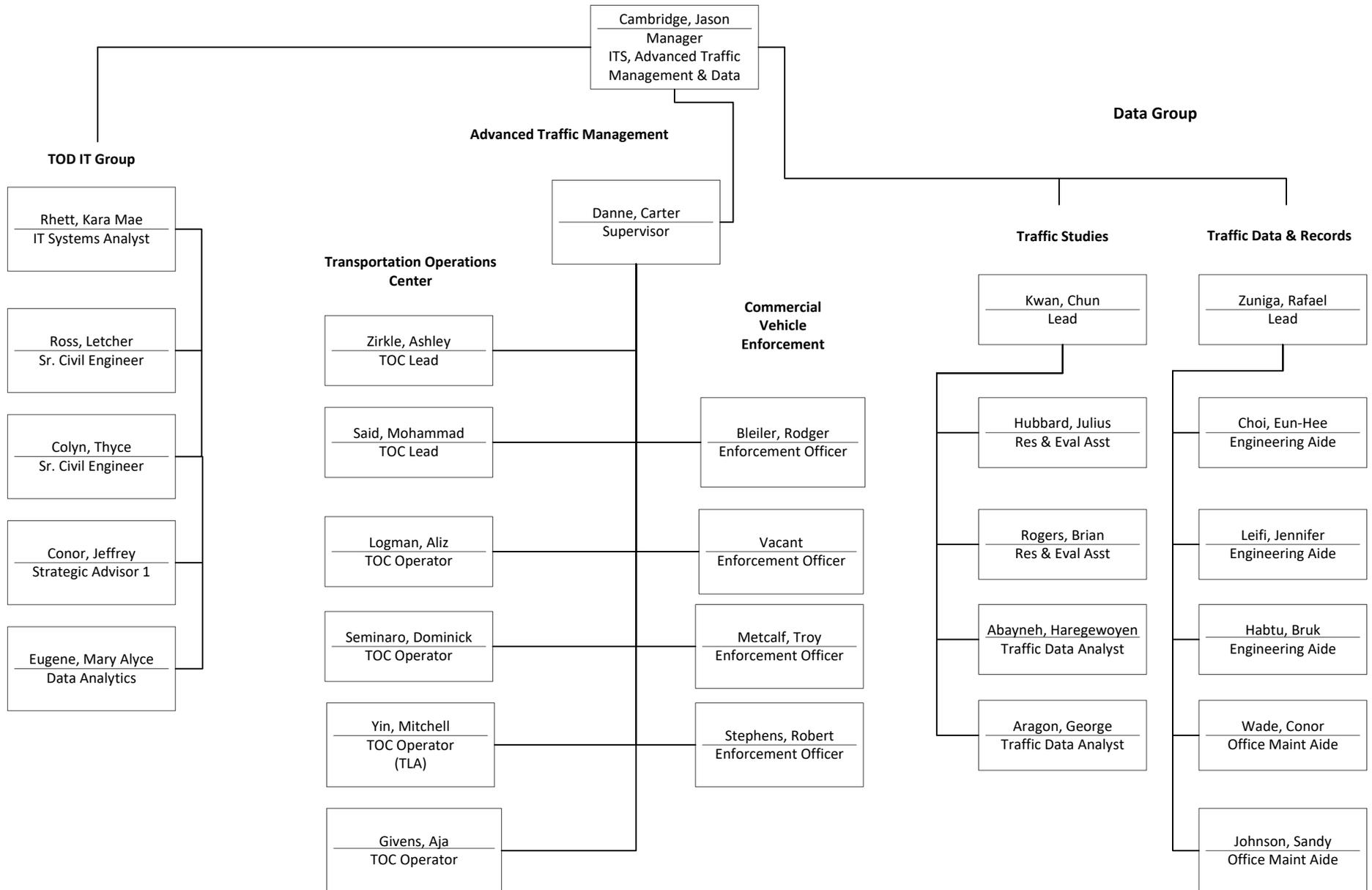
September 2022



Seattle Department of Transportation

Transportation Operations Technology, Data and Advanced Traffic Management

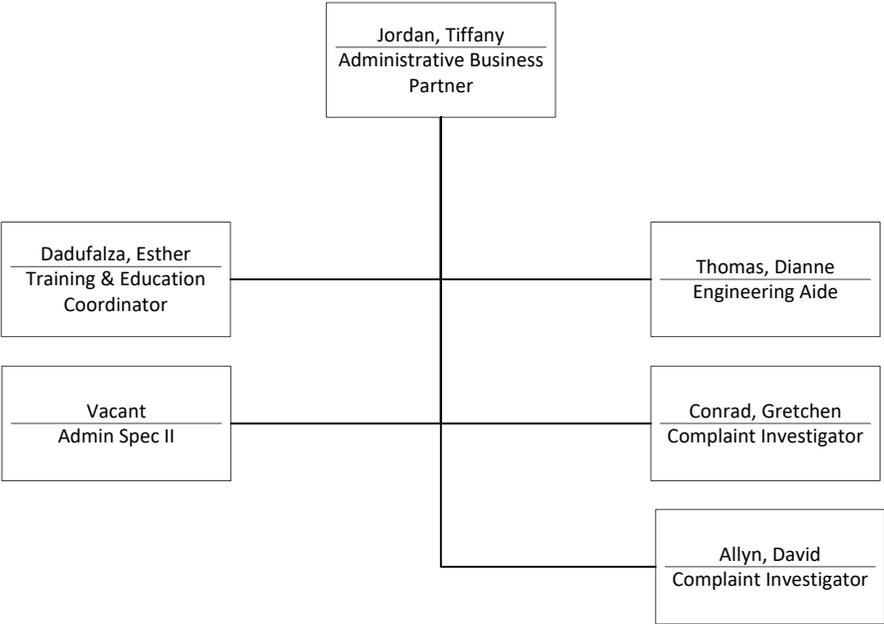
September 2022



Seattle Department of Transportation

Transportation Operations
Administration & Complaint Investigation

September 2022





Attachment R: RapidRide Roosevelt

Protected Bike Lanes: Enhance safety and traffic flow

The protected bike lanes on Eastlake Ave E will:

- Reduce interactions between bikes, cars, and buses on the corridor
- Provide improved safety and predictability for all users
- Help keep transit moving to improve travel time for people riding buses

Parking and Loading Zone

Because the RapidRide J Line project requires the removal of on-street parking to ensure transit travel time speeds and improve safety for all users, SDOT has worked with the community to understand access needs to neighborhoods in the project area. These include:

- **LOADING ZONE RELOCATION** – SDOT is continuing to work with community members to understand their loading needs and determine where current loading zones may best be relocated where feasible.
- **RESTRICTED PARKING ZONE (RPZ) 8 UPDATES** – SDOT is beginning to review RPZ 8 in Eastlake to determine if it may be updated to better reflect current community needs.

Outreach Conducted To-Date

From 2015-2022 the project has engaged the public with:

- 113 community meetings and briefings
- More than 1,682 community members engaged
- Emails and mailers to more than 40,000 neighborhood residents and businesses

Funding

RapidRide J Line is partially funded by the 9-year Levy to Move Seattle, approved by voters in 2015. Additional funding is being sought through a Federal Transit Administration Small Starts Grant.

Schedule



For information on our work to upgrade the Route 70 bus route to a RapidRide bus line, in your language, please leave a voicemail in your preferred language at (206) 775-8742.

Para obtener información en su idioma sobre nuestro trabajo para convertir la Ruta 70 del autobús a una línea RapidRide, llame al (206) 775-8742

若想通過您的語言了解有關 70 號公車路線升級為快速線 (RapidRide) 的工程資訊，請致電 (206) 775-8742

若想通过您的语言了解有关 70 号公交线路升级为快速线 (RapidRide) 的工程信息，请致电 (206) 775-8742

70번 버스 노선을 RapidRide 노선으로 업그레이드하기 위한 당국의 작업에 대한 정보를 귀하의 언어로 확인하려면 (206) 775-8742로 전화하십시오.

للحصول على المعلومات حول عملنا لتطوير مسار الحافلة Route 70 إلى خط RapidRide بلغتك، اتصل بالرقم (206) 775-8742

Want to stay informed?
Check for the latest project information and sign up for email updates:

seattle.gov/Transportation/RapidRideJLine

Contact info

RapidRide@seattle.gov, (206)257-2202



J Line



Project Overview:

The RapidRide J Line Project will connect Downtown Seattle with the neighborhoods of Belltown, South Lake Union, Eastlake, and the University District. The project will enhance bus speed and reliability as well as improve stations. The roadway repaving will include installation of protected bike lanes and improved accessibility features for people walking, riding, rolling, and taking transit.



Person using wheelchair waits to board RapidRide bus.



Person on bike waits at red light in bike lane on Roy St at 9th Ave N.



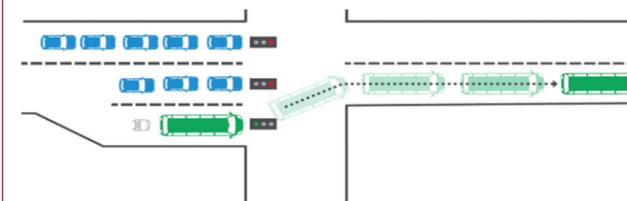
Why RapidRide J Line?

Reliable Service:

Improved transit travel time and reliability throughout the corridor



- Service starts early and runs late, every day
- Buses come at least every 10 minutes during busiest hours
- Bus stop spacing helps speed up your ride
- 5 queue jumps: bus-only lanes at intersections that allow buses to bypass traffic at stoplights (see image below)



Queue jump lane with a dedicated signal



Better Access:

Convenient and easy to use



- All-door boarding is available on all coaches
- Riders with mobility aids can secure themselves easily
- Street and traffic improvements make it easier to get to/from the bus

Connecting Communities:

Improved connections



- Better connections to Link light rail, other RapidRide lines, and Seattle Streetcar
- Simplifies transfers and makes it easier to reach more places

High Quality Experience:

Safe and smart, and reduced overcrowding



- Stations have real-time arrival signs
- Transit signals are synchronized with traffic lights to prioritize buses
- Shelters are well lit, and all buses have security cameras
- More coaches create more capacity

Sustainable:

Reduced greenhouse gas emissions



- More transit options
- Fewer cars on the road



Attachment S: SDOT & Citywide Training Attendees

Title VI SDOT Lead Team Training

Date	Empl. ID	Division ID (low org)	Last, First	Department	Division (low org description)	Job title	Sex	Ethnicity
8/28/2023	3E+07	TR450	Siddick, Salma	Seattle Department of Transportation	Off of Equity & Econ Inclusion	Manager	Female	Blk/Afr Am
8/28/2023		CR110	Chin, Mike	Seattle Office for Civil Rights	Seattle Office of Civil Rights	Civil Rights Enforcement Director	Male	Asian
8/28/2023	3E+07	TR450	Karshie, Fahri	Seattle Department of Transportation	Off of Equity & Econ Inclusion	Title VI Coordinator	Male	(Reserved)
8/28/2023	3E+07	TR430	Ailes, Curtis L	Seattle Department of Transportation	Seattle Streetcar	Streetcar Chief Safety Officer	Male	White
8/28/2023	3E+07	TRF22	Flathman, Jennifer	Seattle Department of Transportation	Environmental Services	Environmental Strategic Advisor	Female	White
8/28/2023	3E+07	TR410	Hardison, Brian C	Seattle Department of Transportation	Public Information Office	Public Relations Supervisor	Male	White
8/28/2023	3E+07	TRF32	Glas, Brian Daniel	Seattle Department of Transportation	Project Mgmt	Strategic Advisor	Male	White
8/28/2023	3E+07	TR805	Riley, Amy	Seattle Department of Transportation	Legal Affairs	Claims & Litigation Supervisor	Female	White
8/28/2023		TR880	Ismail, Basel	Seattle Department of Transportation	Contracts & Procurement	Senior Contracts & Contracts & Procurement Specialist	Male	White
8/28/2023	3E+07	TRF32	Hankamer, Joanna	Seattle Department of Transportation	Project Mgmt	Project Management Services Manager	Female	White
8/28/2023	3E+07	TR880	Carter, Stacy L	Seattle Department of Transportation	Contracts & Procurement	Contracts Manager	Female	White
8/28/2023	3E+07	TRD50	Hewitt Jr., Thomas M	Seattle Department of Transportation	ADA Curb Ramp Delivery	ADA Department Coordinator	Male	White
8/28/2023	3E+07	TR805	Ducomb, Darby N	Seattle Department of Transportation	Legal Affairs	Manager of Legal Affairs	Female	White
8/28/2023	3E+07	TR8NT	Metelus, Anthonyne E	Seattle Department of Transportation	Transportation Interns	Compliance Intern	Female	Blk/Afr Am
8/28/2023	3E+07	TR890	Iniguez Dawes, Margo K	Seattle Department of Transportation	Project Controls/OMS	Strategic Advisor	Female	His/Latino
8/28/2023	3E+07	TR810	Thomas, Mark Robert	Seattle Department of Transportation	Transportation Construction	Streetcar Program Manager (Strategic Advisor 1-00C)	Male	Not Spec
8/28/2023	3E+07	TR410	Howard, Matthew M	Seattle Department of Transportation	Public Information Office	Public Relations Specialist	Male	Blk/Afr Am
8/28/2023		SC510	Lee, Jae	Seattle Center	Capital Projects	Chief Capital Prjts Coord	Male	Asian
8/28/2023		SC510	Lee, Donna	Seattle Center	Redevelopment	Sr. Capital Projects Coordinator	Female	Asian
8/28/2023	3E+07	TR450	Colvin, Denise	Seattle Department of Transportation	Off of Equity & Econ Inclusion	EEO Coordinator	Female	Blk/Afr Am
9/12/2023	3E+07	TRF22	Chesick, Katherine A	Seattle Department of Transportation	Environmental Services	Sr Environmental Analyst	Female	White
9/12/2023	3E+07	TR800	Beck, Jeffrey	Seattle Department of Transportation	Contracts & Procurement	Data and Contracts & Procurement Supervisor	Male	Asian
9/12/2023		FAE02	Palmer, Presley	Finance and Administrative Services	Purchasing Services	Division Director, Purchasing and Contracting	Male	Black
9/12/2023		SC510	Blackwell, Valancy	Seattle Center	Redevelopment	Strategic Advisor		
9/12/2023	3E+07	TR800	Rahm, Carmen A	Seattle Department of Transportation	Fad Division Mgmt	Technology Strategic Advisor	Male	White
9/12/2023		TR800	Hagenah, Alex	Seattle Department of Transportation	Fad Division Mgmt	IT Portfolio Planning Advisor	Male	White
9/12/2023	3E+07	TRC00	Krawczyk, Tracy C	Seattle Department of Transportation	Pr Division Mgmt	Director Policy & Planning	Female	White
9/12/2023	3E+07	TR880	Greene, Rachel G	Seattle Department of Transportation	Contracts & Procurement	C&P Specialist	Female	White
9/12/2023	3E+07	TR880	Donoghue, Maara K	Seattle Department of Transportation	Contracts & Procurement	Contracts & Contracts & Procurement Manager	Female	White
9/12/2023	3E+07	TR880	Halmamotova, Zulhumor B	Seattle Department of Transportation	Contracts & Procurement	Management Systems Analyst	Female	Asian
9/12/2023	3E+07	TRF22	Mack, Jill	Seattle Department of Transportation	Environmental Services	Environmental Manager	Female	White
9/12/2023	3E+07	TR450	Gao, LYAN	Seattle Department of Transportation	Off of Equity & Econ Inclusion	Public Relations Specialist	Female	Asian
9/12/2023	3E+07	TR890	Lehman, Serena	Seattle Department of Transportation	Project Controls/OMS	Manager Project and Portfolio Management Team	Female	White
9/12/2023	3E+07	TR850	Josen, Ramandeep S	Seattle Department of Transportation	Asset Mgmt	Asset Management Strategic Advisor	Male	Asian
9/12/2023	3E+07	TRC30	Valencia, Joanna	Seattle Department of Transportation	Revenue & Capital Development	Revenue & Capital Development Manager	Female	Asian
9/12/2023	2E+07	TR800	Castleman, Kris	Seattle Department of Transportation	Fad Division Mgmt	Director Finance & Administration	Female	White
9/12/2023	3E+07	TR450	Every, George D	Seattle Department of Transportation	Off of Equity & Econ Inclusion	Seattle Department of Transportation	Male	His/Latino
9/12/2023	3E+07	TRC10	Mali, Elizabeth	Seattle Department of Transportation	Planning	DOT manager	Female	Asian
9/12/2023	3E+07	TR410	Anderson, Daniel A.	Seattle Department of Transportation	Public Information Office	DOT manager	Male	White
9/12/2023	3E+07	TR850	Allen, Chad A	Seattle Department of Transportation	Asset Mgmt	Asset & Performance Management Manager	Male	White
9/12/2023		FAE01	Kucinski, Carmen	Finance and Administrative Services	Contracting Services		Female	Hispanic or Latino
9/12/2023	3E+07	TR450	DeCarlo Hall, Barbie- Danielle M	Seattle Department of Transportation	Off of Equity & Econ Inclusion		Female	2 or More
9/29/2023	3E+07	TRX46	Robinson, Theresa A	Seattle Department of Transportation	Customer Service	Customer Service Rep	Female	Am Indian
9/29/2023	3E+07	TR880	Swaney, Rebecca J	Seattle Department of Transportation	Contracts & Procurement	Sr Contracts & Contracts & Procurement Specialist	Female	White
9/29/2023	3E+07	TRX46	Nguyen, Christina T	Seattle Department of Transportation	Customer Service	Customer Service Representative	Female	Asian
9/29/2023	3E+07	TR880	Palmer, Julitta F	Seattle Department of Transportation	Contracts & Procurement	Contracting Strategic Advisor	Female	White
9/29/2023	3E+07	TR450	Pintak, Amya	Seattle Department of Transportation	Off of Equity & Econ Inclusion	Transportation Equity Program Manager	Female	Asian
9/29/2023		HR150	Artis, Christopher (SHR)	Seattle Department of Human Resources	Seattle Office of Human Resources	Workforce Equity Director	Male	Black
9/29/2023	3E+07	TRF22	Kanawyer, Laurel	Seattle Department of Human Resources	Environmental Services	Associate Environmental Analyst	Female	White
9/29/2023		TRX46	Rakes, Lindsey	Seattle Department of Human Resources	Customer Service	Customer Service & Dispatch Manager (OOC)	Female	White
9/29/2023	3E+07	TRF22	Cawrse, Michael	Seattle Department of Transportation	Environmental Services	Stormwater Program Manager	Male	White
9/29/2023	3E+07	TRC10	Lewis, Jonathan S	Seattle Department of Transportation	Planning	Transportation Planning Manager	Male	White
9/29/2023		SP160	Greening, Loraine	Seattle Police Department	Office of Equity & Econ Inclusion	SDOT Contracting Equity Advisor -OOC	Female	Black
9/29/2023	3E+07	TRF00	Rwamashongye, Julius	Seattle Department of Transportation	Cpsr Division Mgmt	Director Capital Projects	Male	Blk/Afr Am
9/29/2023	3E+07	TR810	Godwin, Christopher	Seattle Department of Transportation	Finance	Finance Manager	Male	2 or More
10/12/2023	3E+07	TR410	Winkler, Stefan	Seattle Department of Transportation	Mobility Program	Strategic Advisor	Male	His/Latino
10/12/2023		IA110	Liao, Peggy	Office of Immigrant and Refugee Affairs	Immigrant & Refugee Affairs	Language Access Program and Policy Specialist		
10/12/2023	3E+07	TRX47	Gallien, Edward	Seattle Department of Transportation	Dispatch	Radio Dispatcher	Male	White
10/12/2023	3E+07	TRF22	Hancock, Joel	Seattle Department of Transportation	Environmental Services	Sr Environmental Analyst	Male	White
10/12/2023	3E+07	TR450	Santhosh, Sariga	Seattle Department of Transportation	Off of Equity & Econ Inclusion	Transportation Equity Coordinator	Female	Asian
10/12/2023	3E+07	TR120	Yarrow, Matthew M	Seattle Department of Transportation	Transit System Development	Seattle Transit Measure Program Manager (Strategic Advisor)	Male	White
10/12/2023	3E+07	TR120	Malley-Crawford, Jennifer L	Seattle Department of Transportation	Transit System Development	Transit & Service Strategy Manager	Female	White
10/12/2023	3E+07	TRX46	Beall, James A	Seattle Department of Transportation	Customer Service	Management Systems Analyst (TLT)	Male	Not Spec
10/12/2023	3E+07	TR890	Deitrick, Scott	Seattle Department of Transportation	Project Controls/OMS	Project Controls Manager	Male	White
10/12/2023		FAE02	Diaz, Krista	Finance and Administrative Services	Purchasing Services	Deputy Division Director/Purchasing Manager		
10/12/2023	3E+07	TR150	Estey, Michael	Seattle Department of Transportation	Parking	Manager	Male	White
10/12/2023		CR110	Abebe, Medhanit	Office for Civil Rights	Office Of Civil Rights	Civil Rights Investigations Manager		
10/12/2023	3E+07	TRF22	Holtz, Ryan	Seattle Department of Transportation	Environmental Services	Associate, Environmental Analyst	Male	Am Indian
10/12/2023	3E+07	TR850	Marshall, Samuel	Seattle Department of Transportation	Asset Mgmt	Data & Performance Management Advisor	Male	White
10/12/2023	3E+07	TR450	Domingo, Michele H	Seattle Department of Transportation	Off of Equity & Econ Inclusion	Manager	Female	Asian
10/12/2023	3E+07	TRC20	Kambuj, Aditi D	Seattle Department of Transportation	Urban Design	Urban Design Manager	Female	Asian
10/12/2023			Heather Peterson					
10/12/2023		FAE01	Beltran, Miguel	Finance and Administrative Services	Contracting Services	Manager		

completed records	total attendance
57	73

2023 Citywide Title VI Training

User Full Name	Department	Job Title	User Ethnicity	User Gender	Training Title	Transcript Status
Abrahamson, Michael	Office of Housing	Property Rehab Spec	White	Male	2023 Citywide Title VI Training	Registered
Anderson, Sherrin	Office of Housing	Mgmt Svcs Analyst,Sr	White	Female	2023 Citywide Title VI Training	Registered
Antonio, Nathan	Office of Housing	Plng&Dev Spec I *	Two or More Races	Male	2023 Citywide Title VI Training	Completed
Apetu, Caroline	Seattle Public Utilities	Accountant,Sr	Black or African American	Female	2023 Citywide Title VI Training	Completed
Bairmani, Samar	Finance & Admin Services	Capital Prits Coord	Not Specified	Female	2023 Citywide Title VI Training	Completed
Barker, Lacey	Office of Housing	Com Dev Spec,Sr	White	Female	2023 Citywide Title VI Training	Registered
Beltran, Miquel	Finance & Admin Services	Manager3,Exempt	Hispanic or Latino	Female	2023 Citywide Title VI Training	Completed
Bernam-Stephanos, Weenta	Off of Emergency Mngmnt Dept	StratAdvsr1,CL&PS-L17	Black or African American	Female	2023 Citywide Title VI Training	Completed
Bersche, Jonathon	Finance & Admin Services	StratAdvsr1,Exempt	White	Male	2023 Citywide Title VI Training	Registered
Bel, Laura	City Budget Office	StratAdvsr2,Exempt	White	Female	2023 Citywide Title VI Training	Completed
Blankenship, Jeanette	Seattle Dept of Transportation	Executive2	White	Female	2023 Citywide Title VI Training	Completed
Boria, Joel	Seattle Dept of Transportation	Mgmt Svcs Analyst	Asian	Male	2023 Citywide Title VI Training	Completed
Bown, Andrea	Sustainability & Environment	Admin Staff Asst *	Black or African American	Female	2023 Citywide Title VI Training	Registered
Boyle, Daniel	Office of Housing	Plng&Dev Spec II	White	Male	2023 Citywide Title VI Training	Completed
Bugay, Grace Cellini	Parks & Recreation	Civil Engrng Spec,Asst I	Asian	Female	2023 Citywide Title VI Training	Completed
Byrne, Glen	Office of Housing	Accountant	White	Male	2023 Citywide Title VI Training	Completed
Calvert, Allison	Finance & Admin Services	StratAdvsr1,Exempt	White	Female	2023 Citywide Title VI Training	Registered
Camacho, Rodolfo	Finance & Admin Services	Contract Analyst	Hispanic or Latino	Male	2023 Citywide Title VI Training	Registered
Cano, Luis	Office of Housing	Com Dev Spec	Hispanic or Latino	Male	2023 Citywide Title VI Training	Completed
Carman, Christopher	Off of Emergency Mngmnt Dept	Admin Spec II-BU	White	Male	2023 Citywide Title VI Training	Completed
Carroll, Jermy	Office of Housing	Mgmt Svcs Analyst,Sr	White	Male	2023 Citywide Title VI Training	Completed
Chambless, Selina	Finance & Admin Services	StratAdvsr2,Exempt	Two or More Races	Female	2023 Citywide Title VI Training	Registered
Chen, William	City Budget Office	StratAdvsr3,Exempt	Asian	Male	2023 Citywide Title VI Training	Completed
Cheung, Lorine	City Budget Office	StratAdvsr2,Exempt	Asian	Female	2023 Citywide Title VI Training	Completed
Cho, Doris	Office of Housing	Admin Staff Analyst	Asian	Female	2023 Citywide Title VI Training	Completed
Claou, Bradley	Office of Housing	Property Rehab Spec	White	Male	2023 Citywide Title VI Training	Completed
CORDEIRO, MELISSA	Police Department	MANAGER II	Female	Female	2023 Citywide Title VI Training	Completed
Cola, Abraham	Finance & Admin Services	StratAdvsr1,PCARM	Hispanic or Latino	Male	2023 Citywide Title VI Training	Completed
Crow, Consuelo	Off of Emergency Mngmnt Dept	StratAdvsr1,CL&PS-L17	Two or More Races	Female	2023 Citywide Title VI Training	Registered
Curry, Toni	Seattle City Light	Exec Asst	White	Female	2023 Citywide Title VI Training	Completed
DALEY, SUSAN	Police Department	PLANNING & DEVELOPMENT SPECIALIST,	White	Female	2023 Citywide Title VI Training	Completed
DANG, TRINH	Commnty Svty and Comm Ctr Dept	ACCOUNTING TECHNICIAN III	White	Female	2023 Citywide Title VI Training	Registered
Day, Stephanie	Human Services Department	Otc/Maint Aide	White	Female	2023 Citywide Title VI Training	Completed
de Giv, Michael	Finance & Admin Services	StratAdvsr1,PCARM	Two or More Races	Male	2023 Citywide Title VI Training	Completed
Deal, Braydon	Finance & Admin Services	Contract Analyst,Sr	White	Male	2023 Citywide Title VI Training	Completed
Delaney, Heather	Seattle Public Library	Human Resources Manager	American Indian/Alaska Native	Female	2023 Citywide Title VI Training	Registered
Delcambre, Holly	Finance & Admin Services	StratAdvsr2,Exempt	White	Female	2023 Citywide Title VI Training	Completed
Denae, Moragane	Seattle Public Library	Tmng & Dev Mgr	White	Female	2023 Citywide Title VI Training	Registered
Deville, Kaitani	City Budget Office	StratAdvsr2,Exempt	White	Female	2023 Citywide Title VI Training	Completed
Diaz, Krista	Finance & Admin Services	Manager3,Exempt	White	Female	2023 Citywide Title VI Training	Completed
Dimmer, Ricky	Finance & Admin Services	Contract Analyst,Sr	Black or African American	Male	2023 Citywide Title VI Training	Completed
Doll, David	Seattle Dept of Transportation	Civil Engrng Spec,Sr	White	Male	2023 Citywide Title VI Training	Registered
Dudley, Rolando	Parks & Recreation	Installation Maint Wkr	Black or African American	Male	2023 Citywide Title VI Training	Completed
Eulodio, Noemi	Finance & Admin Services	Contract Analyst,Sr	Asian	Female	2023 Citywide Title VI Training	Completed
Finau, Kathryn	Fire Department	StratAdvsr1,Fin,Bud.&Actq	White	Female	2023 Citywide Title VI Training	Registered
FUENTES, TRICIA	Police Department	EXECUTIVE ASSISTANT, SR	White	Female	2023 Citywide Title VI Training	Completed
Fulcher, Jeanne	Finance & Admin Services	StratAdvsr1,General Govt	White	Female	2023 Citywide Title VI Training	Completed
Gauthier, Danielle	Municipal Court	Court Cashier	White	Female	2023 Citywide Title VI Training	Completed
Gilliam, Jesse	Finance & Admin Services	StratAdvsr3,Exempt	White	Male	2023 Citywide Title VI Training	Completed
Godfrey, Nolan	Finance & Admin Services	Capital Prits Coord	(Retirement Office Use Only)	Male	2023 Citywide Title VI Training	Completed
Gonzales, Rebecca	Fire Department	Fire Chief,Dep Adm-80 Hrs	Hispanic or Latino	Female	2023 Citywide Title VI Training	Registered
Goutli, Ian	Office of Housing	Property Rehab Spec	White	Male	2023 Citywide Title VI Training	Completed
Guel, Osvaldo	Finance & Admin Services	StratAdvsr1,PCARM	Hispanic or Latino	Male	2023 Citywide Title VI Training	Registered
Harris, Autumn	Finance & Admin Services	StratAdvsr2,Exempt	American Indian/Alaska Native	Female	2023 Citywide Title VI Training	Completed
Haugen, Nathan	Office of Housing	Public Relations Spec,Sr	White	Male	2023 Citywide Title VI Training	Completed
Hecht, Moshe	Parks & Recreation	Prlt Funds&Agreemts Coord,Sr	White	Male	2023 Citywide Title VI Training	Completed
Hernandez, Nidia	Finance & Admin Services	StratAdvsr1,PCARM	Hispanic or Latino	Female	2023 Citywide Title VI Training	Completed
Hernandez, Ian	Finance & Admin Services	Capital Prits Coord,Sr	Hispanic or Latino	Male	2023 Citywide Title VI Training	Completed
Holsworth, Sarah	Seattle City Light	Mat Controller,Sr-BU	White	Female	2023 Citywide Title VI Training	Completed
Honma, Pamela	Finance & Admin Services	Capital Prits Coord,Sr	White	Female	2023 Citywide Title VI Training	Completed
Howard, Matthew	Seattle Dept of Transportation	Public Relations Spec,Sr	Black or African American	Male	2023 Citywide Title VI Training	Registered
Hunt, Joy	Office of Housing	Com Dev Spec	White	Female	2023 Citywide Title VI Training	Completed
Huvnh, Linh	Immigrant & Refugee Affairs	Admin Staff Asst	Asian	Female	2023 Citywide Title VI Training	Completed
Jacobson, Joy	Finance & Admin Services	Capital Prits Coord,Sr	White	Female	2023 Citywide Title VI Training	Completed
Jowell, Christopher	Office of Housing	StratAdvsr1,General Govt	White	Male	2023 Citywide Title VI Training	Completed
Knutson, Suzanne	Sustainability & Environment	Admin Spec I	White	Female	2023 Citywide Title VI Training	Completed
Koven, Penelope	Sustainability & Environment	Admin Spec II *	White	Female	2023 Citywide Title VI Training	Completed
Kucinski, Carmen	Finance & Admin Services	StratAdvsr2,PCARM	Hispanic or Latino	Female	2023 Citywide Title VI Training	Registered
Kwon, Abraham	Office of Housing	Property Rehab Spec	Asian	Male	2023 Citywide Title VI Training	Completed
Larsen, Kelli	Office of Housing	StratAdvsr1,Exempt	Two or More Races	Female	2023 Citywide Title VI Training	Completed
Licorish, Amanda	Office of Housing	Com Dev Spec	Black or African American	Female	2023 Citywide Title VI Training	Completed
Lord, Alan	Seattle Public Utilities	Manager3,Engrng&Plans Rev BU-P	White	Male	2023 Citywide Title VI Training	Completed
Lyman, Jennifer	Finance & Admin Services	Buyer	White	Female	2023 Citywide Title VI Training	Completed
Martin-Arnold, Edwina	Finance & Admin Services	StratAdvsr2,Exempt	Black or African American	Female	2023 Citywide Title VI Training	Registered
McLean, David	Finance & Admin Services	StratAdvsr1,PCARM	Two or More Races	Male	2023 Citywide Title VI Training	Completed
Merkner, Nick	Seattle Public Library	Head of Finance & Accounting	White	Male	2023 Citywide Title VI Training	Completed
Molina, Karla	Finance & Admin Services	Contract Analyst	Hispanic or Latino	Female	2023 Citywide Title VI Training	Completed
Munoz, Sal	Finance & Admin Services	StratAdvsr1,PCARM	Hispanic or Latino	Male	2023 Citywide Title VI Training	Completed
Nakasawara, Mark	Finance & Admin Services	Manager3,Exempt	Asian	Male	2023 Citywide Title VI Training	Completed
Newcombe, Todd	Seattle City Light	Otc/Maint Aide	White	Male	2023 Citywide Title VI Training	Completed
Ng, Charles	Parks & Recreation	Manager3,Parks&Rec	Asian	Male	2023 Citywide Title VI Training	Completed
Nikeze, Namura	Seattle City Light	StratAdvsr1,Exempt	Black or African American	Female	2023 Citywide Title VI Training	Registered
Nolan, John	Finance & Admin Services	StratAdvsr1,PCARM	White	Male	2023 Citywide Title VI Training	Completed
Norman, Martin	Finance & Admin Services	StratAdvsr1,Exempt	Black or African American	Male	2023 Citywide Title VI Training	Completed
Oqino, Jeffrey	Seattle Public Utilities	Manager3,Fin,Bud.&Actq BU-P	Asian	Male	2023 Citywide Title VI Training	Completed
Owens, Gina	Finance & Admin Services	Capital Prits Coord,Sr	Asian	Female	2023 Citywide Title VI Training	Registered
Owens, Madison	Finance & Admin Services	Contract Analyst,Sr	White	Female	2023 Citywide Title VI Training	Registered
Pavlik, Anna	Finance & Admin Services	Manager3,Exempt	White	Female	2023 Citywide Title VI Training	Completed
Pen, Tracy	Parks & Recreation	StratAdvsr1,Fin,Bud.&Actq	Asian	Female	2023 Citywide Title VI Training	Completed
PILON, DIANE	Police Department	STRATEGIC ADVISOR II	White	Female	2023 Citywide Title VI Training	Registered
Pullia, Cameron	Finance & Admin Services	Capital Prits Coord,Asst	White	Male	2023 Citywide Title VI Training	Completed
Raksam, Anna	Off of Emergency Mngmnt Dept	Grants&Contracts Spec *	White	Female	2023 Citywide Title VI Training	Completed
Ravsem, Nona	Office of Housing	StratAdvsr1,CSPI&P	Two or More Races	Female	2023 Citywide Title VI Training	Completed
Riley, Amy	Seattle Dept of Transportation	Civil Engrng Spec,Supv	White	Female	2023 Citywide Title VI Training	Completed
ROBERTS, SONYA	Police Department	PLANNING & DEVELOPMENT SPECIALIST,	White	Female	2023 Citywide Title VI Training	Completed
Rosen, Jeanine	City Budget Office	StratAdvsr2,Exempt	White	Female	2023 Citywide Title VI Training	Completed
ROWLAND, THOMAS	Community Svty and Comm Ctr Dept	PAYROLL SUPERVISOR	White	Male	2023 Citywide Title VI Training	Completed
Salsar, Shiloa	Immigrant & Refugee Affairs	StratAdvsr1,Exempt	Asian	Female	2023 Citywide Title VI Training	Completed
Salsarski, Brett	Office of Housing	Property Rehab Spec	White	Male	2023 Citywide Title VI Training	Completed
Savala, Anoelo	Parks & Recreation	Seattle Conserv Corps Supv	Hispanic or Latino	Male	2023 Citywide Title VI Training	Completed
Schaefer, Adam	City Budget Office	StratAdvsr2,Exempt	White	Male	2023 Citywide Title VI Training	Completed
Swissey, Sandy	Seattle Public Library	Fin Analyst Exempt	Asian	Female	2023 Citywide Title VI Training	Registered
Stappers, Tracy	Finance & Admin Services	StratAdvsr1,PCARM	White	Female	2023 Citywide Title VI Training	Completed
Sturm, Laura	Seattle Dept of Transportation	StratAdvsr1,General Govt	White	Female	2023 Citywide Title VI Training	Completed
Tarabella-Marchesi, Marta	Finance & Admin Services	StratAdvsr1,PCARM	White	Female	2023 Citywide Title VI Training	Registered
Tan, Kenney	Off of Emergency Mngmnt Dept	StratAdvsr1,CL&PS-L17	Asian	Male	2023 Citywide Title VI Training	Completed
Tran, Lisa	Finance & Admin Services	StratAdvsr1,PCARM	Asian	Female	2023 Citywide Title VI Training	Registered
Vaivadas, Evanne	Finance & Admin Services	Capital Prits Coord,Asst	White	Female	2023 Citywide Title VI Training	Completed
Valdez, Javier	Finance & Admin Services	StratAdvsr2,Exempt	Hispanic or Latino	Male	2023 Citywide Title VI Training	Completed
Walline, Carvn	Seattle Dept of Transportation	StratAdvsr2,CSPI&P	White	Not Specified	2023 Citywide Title VI Training	Completed
Ward, Keith	Seattle Public Utilities	Executive2	White	Male	2023 Citywide Title VI Training	Registered
Woffe, Paula	Office of Housing	Dev Fin Spec I	White	Female	2023 Citywide Title VI Training	Completed
Wood, Jamie	Office of Housing	Com Dev Spec,Sr	White	Female	2023 Citywide Title VI Training	Completed
Woodsey, Bethany	Parks & Recreation	Rec Cntr Coord,Asst	White	Female	2023 Citywide Title VI Training	Registered
Wu, Mei	Office of Housing	Accountant	Asian	Female	2023 Citywide Title VI Training	Completed
Wlapiaszynski, Michael	Info Technology	Info Technol Prof A,Exempt	White	Male	2023 Citywide Title VI Training	Completed
Zhand, Susan	Seattle Center	Admin Support Supv-BU	Asian	Female	2023 Citywide Title VI Training	Completed
Zuber, John	Off of Emergency Mngmnt Dept	StratAdvsr2,Fin,Bud.&Actq-L17	White	Male	2023 Citywide Title VI Training	Completed



Attachment T: Assurance

The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination Assurances

DOT Order No. 1050.2A

The **City of Seattle** (herein referred to as the "Recipient"), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through the **Washington State Department of Transportation**, is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled Non-discrimination In Federally-Assisted Programs Of The Department Of Transportation-Effectuation Of Title VI Of The Civil Rights Act Of 1964);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

*"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity, "for which the Recipient receives Federal financial assistance from DOT, including the **Washington State Department of Transportation**.*

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted **Seattle Department of Transportation**:

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard

to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

- 2 The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all **Seattle Department of Transportation** and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The **City of Seattle**, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."

- 3 The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
- 4 The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
- 5 That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
- 6 That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
- 7 That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
- 8 That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.

- 9 The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
- 10 The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, **City of Seattle** also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the **Seattle Department of Transportation** access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the **City of Seattle**. You must keep records, reports, and submit the material for review upon request to **City of Seattle**, or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

City of Seattle gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the **Federal-Aid Highway Program**. This ASSURANCE is binding on **State of Washington**, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the **Federal-Aid Highway Program**. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

City of Seattle Department of Transportation
(*Name of Recipient*)

BY 
Greg Spotts (Oct 4, 2023 10:37 PDT)

GREG SPOTTS
(*Signature of Authorized Official*)

DATED 10/04/2023

APPENDIX A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, *Washington State Department of Transportation*, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the *Washington State Department of Transportation* to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the *Washington State Department of Transportation*, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the *Washington State Department of Transportation* may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies; and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the *Washington State Department of Transportation* may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes

involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

APPENDIX B

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the **Seattle Department of Transportation** will accept title to the lands and maintain the project constructed thereon in accordance with **Title 23, United States Code**, the Regulations for the Administration of **Federal-Aid Highway Program**, and the policies and procedures prescribed by the **Washington State Department of Transportation** of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the **Seattle Department of Transportation** all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto **City of Seattle** and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the **City of Seattle**, its successors and assigns.

The **City of Seattle**, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the **City of Seattle** will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)

APPENDIX C

CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the **Seattle Department of Transportation** pursuant to the provisions of Assurance 7(a):

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:
 1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.
- B. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, **Seattle Department of Transportation** will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*
- C. With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the **Seattle Department of Transportation** will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the **Seattle Department of Transportation** and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

APPENDIX D

CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by **Seattle Department of Transportation** pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Non-discrimination covenants, **Seattle Department of Transportation** will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*
- C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, **Seattle Department of Transportation** will there upon revert to and vest in and become the absolute property of **Seattle Department of Transportation** and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

APPENDIX E

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following nondiscrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);

- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);

- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and
- Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);

- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority
- Populations and Low-Income Populations, which ensures Non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English
- Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).



Attachment U: RapidRide G Notice



Madison Line



October 2023

New traffic signal at E Union St and 19th Ave for the Madison BRT – RapidRide G Line project

We're building a new traffic signal at the intersection of 19th Ave and E Union St as part of the RapidRide G project. Beginning as soon as October 4, we will start work on the new signal by building the foundations on each corner of the intersection. Once the foundations are built, we will install the signal poles, perform electrical work, rebuild portions of the sidewalk, and repave sections of the street. Work will happen in phases, and we expect the new signal to be operational as soon as spring 2024.

During this work, people can expect temporary travel lane, sidewalk, and crossing closures and detours. People biking will need to merge with traffic on E Union St around the work area. While we construct the foundations, there will be a Uniformed Police Officer (UPO) to help direct traffic at the intersection during working hours. There may be longer term closures, detours, and traffic shifts during future phases of the work. People should travel through the area with caution.

Visit our webpage for more information on the RapidRide G project and to sign up for email updates to stay informed on construction activities for this new signal and the rest of the project. You can also contact the project outreach team with any questions or concerns.

Contact us

Email:

MadisonBRT@seattle.gov

Phone: 206-484-2780

Project website:

seattle.gov/MadisonBusRapidTransit



What to expect during construction:

- Typical work hours between 7 AM – 5 PM, Monday through Friday, with possible weekend and nighttime work
- Noise, dust, and vibrations during working hours
- Temporary parking restrictions and traffic shifts
- Construction equipment and materials staged in the work areas throughout construction
- Temporary sidewalk, bike lane, travel lane, and crosswalk closures and detours

Contact us with questions about the project and for translation or access needs

- Hadaaad mashruucan suaalo ka qabtii email noo soo dir: MadisonBRT@seattle.gov ama nasoo wac: (206) 484-2780.
- Nếu bạn có câu hỏi về dự án, vui lòng gửi email cho chúng tôi theo địa chỉ MadisonBRT@seattle.gov hoặc gọi cho chúng tôi theo số (206) 484-2780.
- 如果您對本工程有任何疑問，請電郵 MadisonBRT@seattle.gov 或致電 (206) 484-2780。
- अगर आपके पास प्रोजेक्ट के बारे में कोई प्रश्न है, तो कृपया हमें MadisonBRT@seattle.gov पर ईमेल करें या हमें (206) 484-2780 पर कॉल करें।
- 이 프로젝트에 대한 질문이 있으시면, 이메일 MadisonBRT@seattle.gov 로 또는 (206) 484-2780.
- Si tiene preguntas sobre el proyecto, por favor envíenos un mensaje a MadisonBRT@seattle.gov o llámenos (206) 484-2780.





Attachment V: Transportation Equity Framework Implementation Plan

SDOT Trans... > Transportati... > **04.1**



Status

In Progress/Open for Other Projects



Notes

Ongoing

September 2022: Seattle Sidewalk Accessibility Guide and its companion Sidewalk StoryMap Pages, (Maintenance Program, Sidewalk Assessment & Conditions, New Sidewalks & Walkways). In addition, the

[See more](#)



Staff and/or Team Assigned

Hardison, Brian
Allen, Chad
Burns, Emily
Siddick, Salma
Metelus, Anthonyne



Tactic Number

04.1



TEF Value

[Community Engagement](#)



Tactic

Partner with community organizations and/or community members to develop and tailor language access strategies that work for a particular community; update and include these strategies within SDOT's Language Access Plan and budget.



Tactic Category

Outreach and Engagement



Implementation Start

2022 Q1



Implementation End

2022 Q3



Ongoing Effort

Yes



Aligned Values & Strategies

Decision-Making

Transparency and Accountability



Aligned SDOT Work Area



SDOT Groups or Teams

Communications

Ada Coordinator

STP Team

Project Delivery



SDOT Contributing Division

Equity & Communications Office



SDOT Supporting Divisions

DO Department-Wide



Partnership with City Departments

OIRA

DON

FAS



External Government Partners

[King County Metro](#)

[Sound Transit](#)

[WSDOT](#)



Community Partners

Community Reviewers and Proofre...

[Local BIPOC-led community-base...](#)

[DON Community Liaisons](#)



Budget Ask or Need

[Yes](#)



Staffing Ask or Need

—



Additional Resources

Enter value here



Target Completion Year

2023 Q3



TEF Strategy

[Build Trust & Time](#)



Budget Notes

Budget to compensate CBOs/community members



Deliverables

Enter value here



FTFP Subcommittee

—



Attachments

[August TEI-IDT Homework Activity 8.23.22.docx](#)
[Community Engagement.pdf](#)



Attachment W: West Seattle Bridge Program

Seattle Department of Transportation (transportation)

West Seattle Bridge Program

Updated November 28, 2022

What's Happening Now?

[Español \(/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-seattle-bridge-spanish\)](#) | [繁體中文 \(/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-seattle-bridge-chinese-\(traditional\)-\)](#) | [한국어 \(/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-seattle-bridge-korean\)](#) | [Tiếng Việt \(/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-seattle-bridge-vietnamese\)](#) | [ភាសាខ្មែរ \(/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-seattle-bridge-khmer\)](#) | [Oromiffa \(/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-seattle-bridge-oromo\)](#) | [af Soomaali \(/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-seattle-bridge-somali\)](#)

West Seattle Bridge is open

The [West Seattle Bridge reopened](https://sdotblog.seattle.gov/2022/09/17/west-seattle-bridge-reopen/) (<https://sdotblog.seattle.gov/2022/09/17/west-seattle-bridge-reopen/>) on September 17, 2022 after 2 ½ years of closure, repairs, and [comprehensive testing](https://sdotblog.seattle.gov/2022/09/15/west-seattle-bridge-passes-load-test/) (<https://sdotblog.seattle.gov/2022/09/15/west-seattle-bridge-passes-load-test/>). All people driving and taking the bus are welcome on the bridge. Additionally, all restrictions on the Spokane Street Swing Bridge (low bridge) have ended. The low bridge is now open for all to use at any time.

Reconnect West Seattle Follow-Up Survey

In fall 2022, after the bridge was repaired and reopened, we conducted a follow-up survey to help us understand how the investments we made impacted the way community members traveled across the Duwamish River during the bridge closure. You can read more about the results of the survey in our [accompanying report](#) [📄](#) ([documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Reconnect%20West%20Seattle%20Follow-Up%20Survey%20Report_11.18.22.pdf](#)).

Key Takeaways:

- Most Respondents said their commute methods stayed the same throughout the bridge closure.
- Due to the COVID-19 Pandemic, most respondents said they reduced or stopped commuting because of remote work or distance learning.
- Survey respondents reported that they used the water taxi, bikes, and buses more during the bridge closure.
- Most respondents heard about SDOT's [Flip Your Trip](https://sdotblog.seattle.gov/2021/09/23/new-flip-your-trip-west-seattle-encourages-use-of-transit-vanpool-shared-bikes-and-scooters-during-the-west-seattle-bridge-closure/) (<https://sdotblog.seattle.gov/2021/09/23/new-flip-your-trip-west-seattle-encourages-use-of-transit-vanpool-shared-bikes-and-scooters-during-the-west-seattle-bridge-closure/>) program.

Thank you to the 1,600 people who completed the survey and helped us learn more about travelling around West Seattle during the closure of the bridge.

Learn more about the bridge repairs

Watch our [construction recap video](https://www.youtube.com/watch?v=5QgzYrmjgM4) (<https://www.youtube.com/watch?v=5QgzYrmjgM4>) of highlights from the West Seattle Bridge repairs. In this video, Heather Marx, Director of the West Seattle Bridge Safety Program, recaps this year's bridge repairs and recognizes all the incredible workers and partners involved in the monumental effort to reopen the bridge. You can also watch our full collection of repair videos on our [YouTube Channel](https://www.youtube.com/playlist?list=PL45X2d02wECoFWQ9Ei8w-PvKY8JSWwXiT) (<https://www.youtube.com/playlist?list=PL45X2d02wECoFWQ9Ei8w-PvKY8JSWwXiT>).

West Seattle Bridge Program

From repairing the West Seattle Bridge, to rehabilitating the Spokane St Swing Bridge, to improving access to the low bridge for different users - and implementing more than 195 traffic mitigation projects to help make it easier and safer to get in and around West Seattle - the West Seattle Bridge Program is a major effort making improvements to infrastructure and in our communities. Let us help you navigate all the various projects that are happening as part of the program.

High Bridge Repairs

How is the City rapidly repairing the West Seattle Bridge?



(<https://www.seattle.gov/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-seattle-high-rise-bridge-repair>)

Low Bridge Access Policy

Who can use the Spokane St Swing Bridge (low bridge)?



(<https://www.seattle.gov/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/low-bridge-access>)

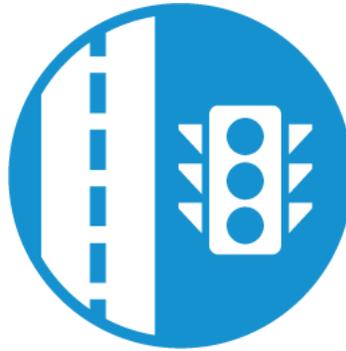
Reconnect West Seattle

How is the City restoring travel across the Duwamish and reducing neighborhood impacts?



West Marginal Way SW

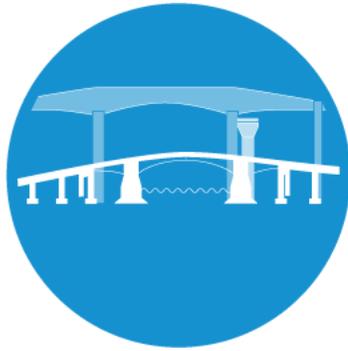
What improvements are we considering along West Marginal Way SW?



(<https://www.seattle.gov/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-marginal-way-sw-improvements>)

Spokane St Swing Bridge Improvement Projects

How is the City keeping the low bridge strong and reliable?



(<https://www.seattle.gov/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/spokane-st-swing-bridge-improvement-projects>)

Travel Options

What are ways you can get into and around West Seattle, and help minimize community impacts?



(<https://www.seattle.gov/transportation/projects-and-programs/programs/west-seattle-duwamish-valley-travel-options>)

Community Task Force

Who is on the Community Task Force and how can I follow along?



(<https://www.seattle.gov/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/community-task-force>)

Home Zone Program

What improvements is the City making to calm traffic during the bridge closure?



(<https://www.seattle.gov/transportation/projects-and-programs/programs/home-zone-program/reconnect-west-seattle-home-zones>)

Project Overview

On March 23, 2020, we closed the West Seattle High-Rise Bridge (high bridge) to all vehicle traffic. The sudden announcement to close the bridge stemmed from regular inspections that indicated accelerated growth of new and existing structural cracks.

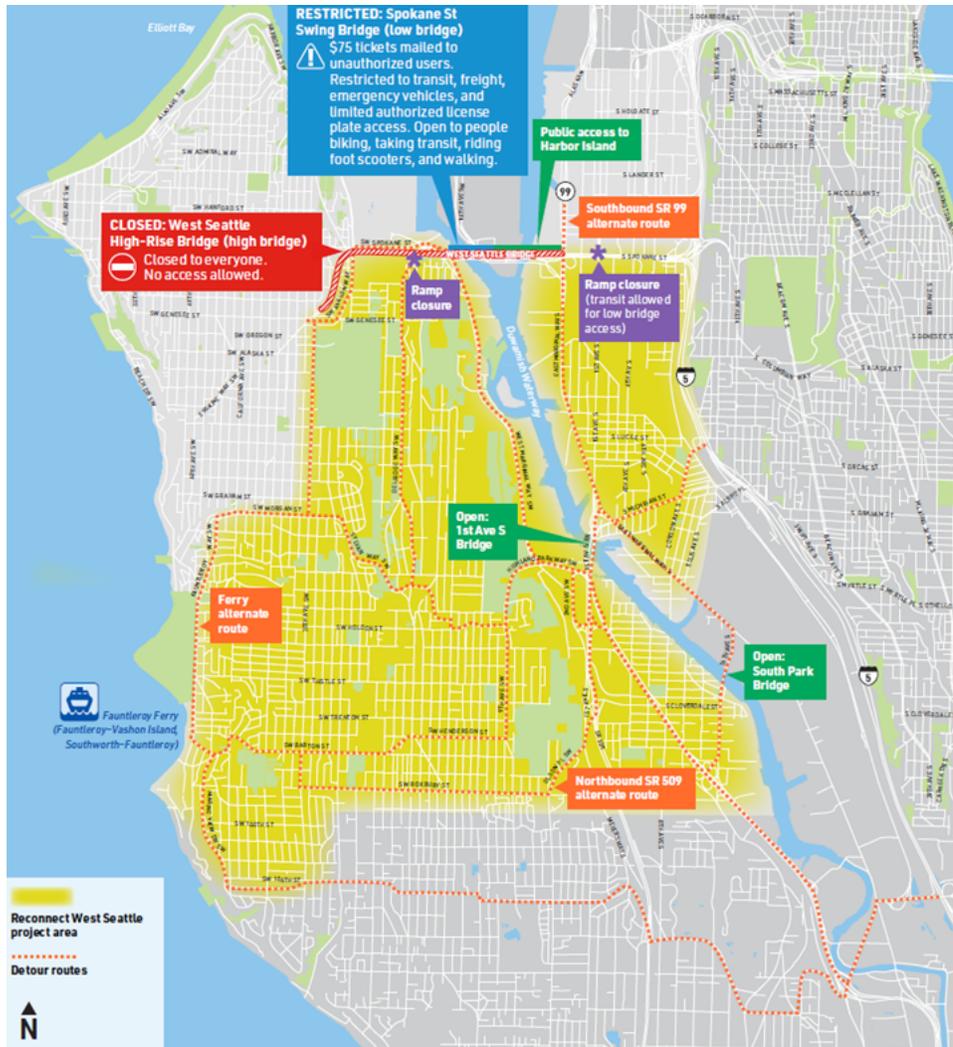
Historically, the high bridge is the city's most-used bridge, carrying an average of over 100,000 cars, trucks, and buses every day. The closure has caused a significant disruption to traffic in West Seattle, Duwamish Valley neighborhoods, and in Seattle as a whole.

On November 19, 2020, Mayor Jenny Durkan announced that she instructed the Seattle Department of Transportation (SDOT) to restore travel across the Duwamish by repairing the high bridge. She also directed SDOT to continue early design work for an eventual replacement of the bridge. **[Watch the Mayor's announcement on YouTube](https://www.youtube.com/watch?v=1sq57sNUOAI)** (<https://www.youtube.com/watch?v=1sq57sNUOAI>).

We are now performing the final repairs on the bridge and the bridge is [expected to reopen in September 2022](https://sdotblog.seattle.gov/2022/06/09/west-seattle-bridge-program-update-schedule/) (<https://sdotblog.seattle.gov/2022/06/09/west-seattle-bridge-program-update-schedule/>).

West Seattle High-Rise Bridge Alternate Routes Map

Signs are in place to guide people through the new routes over alternative crossings of the Duwamish Waterway.



Read the latest about the West Seattle Bridge on the SDOT Blog

To view SDOT blogs about the West Seattle High-Rise Bridge Program, visit sdotblog.seattle.gov/tag/west-seattle-bridge/ (<https://sdotblog.seattle.gov/tag/west-seattle-bridge/>).

Project materials

- Summer 2021 public meeting presentation (07/22/2021) [English](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2021_0721_WSB_PublicMeeting_PPT.pdf), [Spanish](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2021_0721_WSB_PublicMeeting_Spanish.pdf), [Korean](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2021_0721_WSB_PublicMeeting_Korean.pdf), [Vietnamese](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2021_0721_WSB_PublicMeeting_Vietnamese.pdf), [Traditional Chinese](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2021_0721_WSB_PublicMeeting_PPT_TradChinese.pdf), [Khmer](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2021_0721_WSB_PublicMeeting_Khmer.pdf), [Somali](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2021_0721_WSB_PublicMeeting_Somali.pdf), [Oromo](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2021_0721_WSB_PublicMeeting_PPT_Oromo.pdf)
 - [Meeting summary](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2021_0924_WSB_PublicMeetingSummary_final)
- [INFRA Grant Final Narrative](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/WSB%20INFRA%20FINAL%20Narrative_03192021_v3.pdf) (03/2021)

- [INFRA Grant Letters of Support](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/INFRA%20Grant_LOS_Compiled_No_Metro%28%29.pdf) (03/2021)
- [Cost-Benefit Analysis](#) 
([https://www.seattle.gov/Documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/1_2020-10-19%20-%20WSHB%20-%20RP-CBA_Final%20\(1\)\[2\].pdf](https://www.seattle.gov/Documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/1_2020-10-19%20-%20WSHB%20-%20RP-CBA_Final%20(1)[2].pdf)) (10/2020)
- [Cost-Benefit Analysis Appendices](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2_WSHB%20-%20Appendices_10-16-20.pdf) (10/2020)
- [Reconnect West Seattle Implementation Pla](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/ReconnectWS_Implementation_Plan%20%28002%29.pdf)
 (<http://a/101463>) (09/2020)
- [TAP Recommendations](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2020-07-13_TAPRecommendationsConclusionsMemorandum-Feasibility%20of%20Repair_Final.pdf) (7/13/2020)
- [Conceptual Modes of Failure](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/WSHB%20-%20Conceptual%20Modes%20of%20Failure%20Memo%20-%2020200515.pdf) (5/15/2020)
- [Delridge/Chelan/Marginal Way Intersection Paving Fact Sheet](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/DelridgeChelan_Paving_Construction_Notice.pdf) (4/22/2020)
- [Bridge Recommendations](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2020-03-20_WSP_WestSeattleBridge_UpdatedRecommendations.pdf) (3/20/2020)
- [Bridge Recommendations](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/2020-02-21_WSP_WestSeattleBridge_DraftRecommendations.pdf) (2/21/2020)
- [Bridge Inspection](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Inspection%20Report%20-%201-7-20.pdf) (1/7/2020)
- [Bridge Inspection](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Inspection%20Report%20-%207-23-19.pdf) (7/23/2019)
- [Bridge Monitoring Summary](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/BDI_WSH_MonitoringSummary%201-18-19.pdf) (1/18/2019)
- [Bridge Inspection](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Inspection%20Report%20-%208-18.pdf) (8/8/2018)
- [Bridge Inspection](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Inspection%20Report%20-%208-14-17.pdf) (8/14/2017)
- [Bridge Inspection](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Inspection%20Report%20-%208-16.pdf) (8/3/2016)
- [Bridge Inspection](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Inspection%20Report%20-%209-23-15.pdf) (9/23/2015)
- [Inspection Report](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Inspection%20Report%20-%2010-8-14.pdf)(10-2-2014)
- [HDR Report](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/HDR%20SDOT%20-%20WSB%20Report_Final_3-17-2014.pdf) (3/17/2014)
- [Crack Memo](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Crack%20memo%20from%20John%20Clark%20Sep%202013) (9/30/2013)
- [Special Bridge Inspection](#) 
(documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Special%20Bridge%20Inspection%208-26-13.pdf) (8/26/2013)

- [Inspection Report](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/Inspection%20Report%20-%207-5-13.pdf) (7/5/2013)

Other Resources

- For businesses, Seattle's [Office of Economic Development \(OED\)](#) (<http://www.seattle.gov/office-of-economic-development>) is here to help. For more information on available resources and support for small businesses, please visit the [OED website](#) (<http://www.seattle.gov/office-of-economic-development/covid-19-business-and-worker-resources/sba-disaster-loan-assistance>). OED also is collecting information in an [Economic Impact Survey](#) (<http://www.seattle.gov/office-of-economic-development/covid-19-business-and-worker-resources/economic-impact-survey>) and you can learn more about their [summary of the federal CARES Act](#) ([http://www.seattle.gov/Documents/Departments/economicDevelopment/COVID19/Summary of the CARE Act.pdf](http://www.seattle.gov/Documents/Departments/economicDevelopment/COVID19/Summary%20of%20the%20CARE%20Act.pdf)).

Community Engagement

We are committed to working with the community to keep you informed of progress and milestones as we rehabilitate the bridge. We will seek your continued feedback on how to improve mobility and safety for West Seattle, as well as the South Park and Georgetown neighborhoods. Thank you to everyone who has helped us make this project better with your ongoing engagement.

Learn more, get involved, and tell us what you think:

- **Invite us to meet virtually** with your neighborhood group, local business, or place of worship.
- **Email or call us** at WestSeattleBridge@seattle.gov (mailto:WestSeattleBridge@seattle.gov) or [\(206\) 400-7511](tel:+12064007511) (tel: +1 (206) 400-7511) to let us know how to improve safety and mobility in your neighborhood.
- **Sign up to receive regular program update emails.** (https://public.govdelivery.com/accounts/WASEATTLE/subscriber/new?topic_id=WASEATTLE_270)
- **Read the summary of our outreach findings** in [English](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/21_1102_WSB_Exec_Summary_ENG_FINAL.pdf), [Español](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/21_1102_WSB_Exec_Summary_SPANISH_FINAL.pdf), [af Soomaali](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/21_1102_WSB_Exec_Summary_SOMALI_FINAL.pdf), [繁體中文](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/21_1102_WSB_Exec_Summary_CHINESE_FINAL.pdf), [한국어](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/21_1102_WSB_Exec_Summary_KOREAN_FINAL.pdf), [ភាសាខ្មែរ](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/21_1102_WSB_Exec_Summary_KHMER_FINAL.pdf), [Oromiffa](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/21_1102_WSB_Exec_Summary_OROMO_FINAL.pdf), and [Tiếng Việt](#) (documents/Departments/SDOT/BridgeStairsProgram/West%20Seattle%20Bridge/21_1102_WSB_Exec_Summary_VIET_FINAL.pdf).

West Seattle Bridge Contact

Phone: [\(206\) 400-7511](tel:+12064007511) (tel: +1 (206) 400-7511)

Email: WestSeattleBridge@seattle.gov (mailto:WestSeattleBridge@seattle.gov)

Latest News

Sign up to receive updates about the West Seattle Bridge.

[Subscribe Now](https://public.govdelivery.com/accounts/WASEATTLE/subscriber/new?topic_id=WASEATTLE_485) (https://public.govdelivery.com/accounts/WASEATTLE/subscriber/new?topic_id=WASEATTLE_485)

Related Links

- [West Seattle Bridge Program](#) (transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program)
- [High Bridge Repair](#) (transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-seattle-bridge-repair)

- [Low Bridge Improvement Projects](https://www.seattle.gov/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/spokane-st-swing-bridge-improvement-projects) (transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/spokane-st-swing-bridge-improvement-projects)
- [Reconnect West Seattle](https://www.seattle.gov/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/reconnect-west-seattle/) (transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/reconnect-west-seattle-)
- [West Marginal Way SW](https://www.seattle.gov/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-marginal-way-sw-improvements) (transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/west-marginal-way-sw-improvements)
- [Travel Options](https://www.seattle.gov/transportation/projects-and-programs/programs/west-seattle-duwamish-valley-travel-options) (transportation/projects-and-programs/programs/west-seattle-duwamish-valley-travel-options)
- [Home Zone Program](https://www.seattle.gov/transportation/projects-and-programs/programs/home-zone-program/reconnect-west-seattle-home-zones) (transportation/projects-and-programs/programs/home-zone-program/reconnect-west-seattle-home-zones)
- [High Bridge Replacement Study](https://www.seattle.gov/transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/high-rise-bridge-replacement-study) (transportation/projects-and-programs/programs/bridges-stairs-and-other-structures/bridges/west-seattle-bridge-program/high-rise-bridge-replacement-study)
- [Latest News \(SDOT Blog\)](https://sdblog.seattle.gov/category/construction/west-seattle-bridge/) (https://sdblog.seattle.gov/category/construction/west-seattle-bridge/)
- [Project videos \(YouTube\)](https://www.youtube.com/watch?v=j2tdcFu5C2E&list=PL45X2d02wECoFWQ9Ei8w-PvkY8JSWwXiT) (https://www.youtube.com/watch?v=j2tdcFu5C2E&list=PL45X2d02wECoFWQ9Ei8w-PvkY8JSWwXiT)

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 All City Newsletters

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Top Requests

1. Transit (transportation/getting-around/transit)

2. Get an RPZ permit (transportation/permits-and-services/permits/parking-permits/rpz-permits)

3. Street Parking Rates (transportation/projects-and-programs/programs/parking-program/paid-parking-information/street-parking-rates)

[View the Departments & Agencies List \(departments\)](#)

4. [Scooter and Bike Shares \(transportation/projects-and-programs/programs/bike-program/how-to-use-scooter-share-and-bike-share\)](#)
5. [Learn about the Neighborhood Street Fund \(NSF\) \(transportation/projects-and-programs/programs/neighborhood-street-fund\)](#)

The Seattle Department of Transportation (SDOT) is on a mission to deliver a transportation system that provides safe and affordable access to places and opportunities for everyone as we work to achieve our vision of Seattle as a thriving, equitable community powered by dependable transportation.

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