



RACE & SOCIAL JUSTICE
INITIATIVE

ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.

Race and Social Justice Initiative SDOT 2012 Accomplishments

Peter Hahn, Director

Lenda Crawford, Deputy Director

Evan Chinn, Director SDOT Human Resources

Ahmed Darrat, Change Team Chair

Sandy Gurkewitz, Change Team Co-Chair

Bobby Forch, Contract Equity Manager

November 30, 2012





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The City's RSJI Goals:

- To eliminate racial inequity in the community
- To provide great service across all City departments

How does SDOT meet RSJ goals?

- Develop annual work plan
- Set departmental goals/measures to achieve equity in the following areas:
 - Service
 - Workforce
 - Contracting
- Develop comprehensive communications/outreach program to engage under-represented communities and ensure workforce is educated on RSJ principles
- Link RSJI Work Plan with the Transportation Action Agenda
- Partner with other city departments on RSJ activities

SDOT's Change Team

Peter Hahn
SDOT Director

Executive Sponsors
Lenda Crawford
Evan Chinn

Chair
Ahmed Darrat

Co-Chair
Sandy Gurkewitz

**Communication
Committee**
Co-Lead: Kristen Clark
**Co-Lead: Maruiceo
Dawson**
David Allen
Sonia Palma
Charice Pennie
Dawn Schellenberg

**Workforce Equity
Committee**
Lead: Danny Young
Shena Brim
Leslie Kuris
Marcus Potts
Joe Vinson

**Service Equity
Committee**
**Lead: Jonathan
Dong**
Erin Harris
Mark Mazzola

Contract Equity

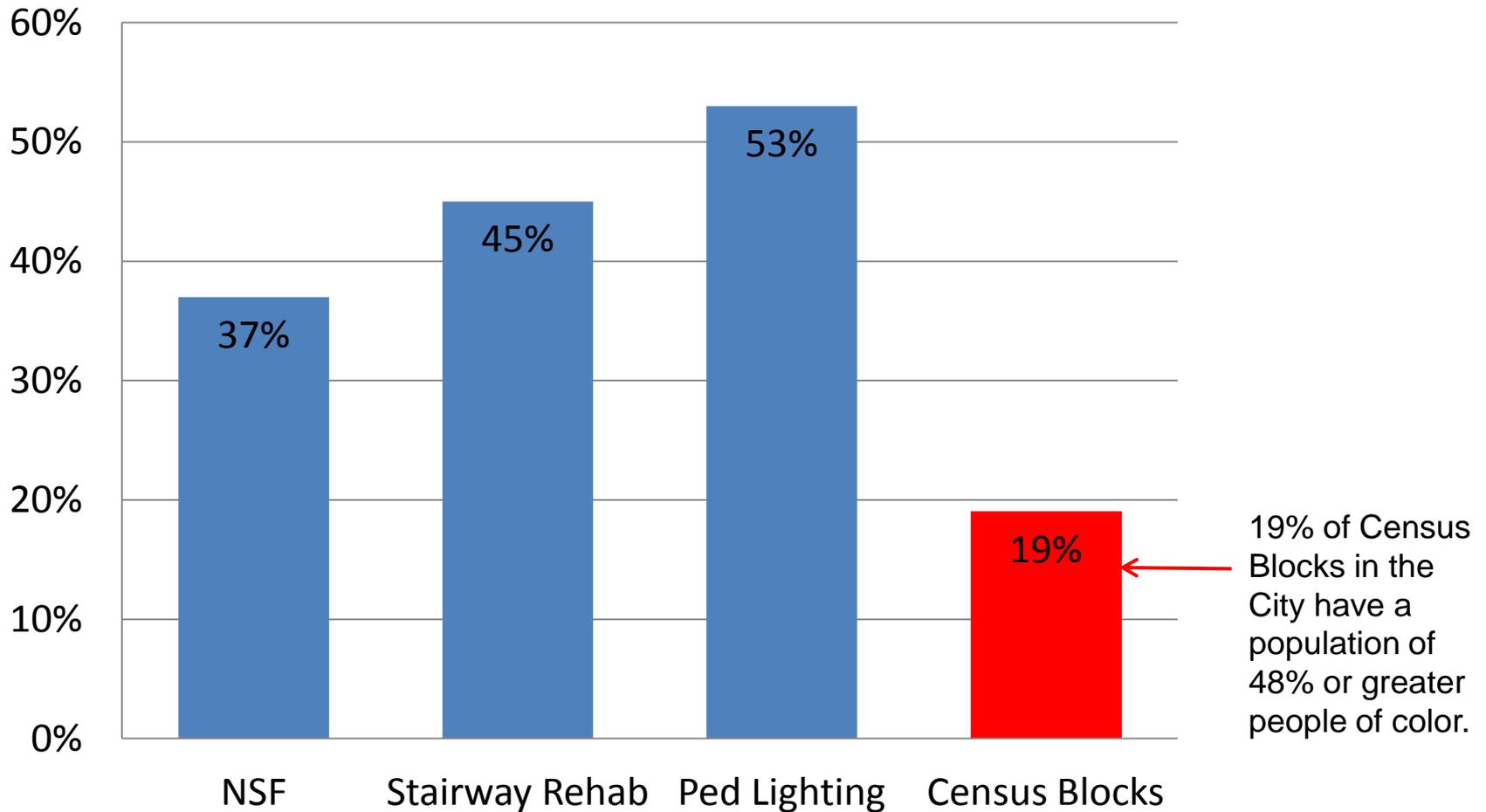
Bobby Forch

Service Equity

2012 Accomplishments

- Continued to use a race and social justice lens to develop SDOT's Budget and update the Bike Master Plan
- Evaluated 3 programs using RSJ Equity Toolkit to determine if we are achieving equitable results
 - Stairway Rehabilitation Program
 - Pedestrian Lighting
 - Neighborhood Street Fund
- Used demographic data to evaluate potential impacts on populations of people of color

Percentage of Program Funding Spent in Areas with High Percentages of People of Color



Workforce Equity

2012 Accomplishments

- Used RSJ Best Practices in human resource activities
- Participated in 8 recruiting events and job fairs including:
 - Nat'l Society of Black Engineers Career Fair (UW)
 - Seattle Seafair Indian Days Pow Wow
- Hired 13 Summer Youth Employment Program interns
- Employed 6 Supported Employees
- Evaluated diversity of SDOT's workforce as it relates to City demographic trends

SDOT's Staffing of Women and Minorities Compared to Seattle's Population

	Number of Employees	Percent of Total SDOT Staff	Seattle Population*
Women	225	33.3%	50.0%
Minority (ethnicity)	278	41.2%	33.7%
Asian American	140	20.7%	13.7%
African American	81	12.0%	7.7%
Hispanic American	37	5.5%	6.6%
Native American	19	2.8%	0.6%

**US Census Bureau, Census 2010*

As of January 23, 2012:

- Total number of SDOT filled positions was 675.
- 41.2% of SDOT's staff self-identifies as ethnic minority, by comparison 33.7% of Seattle's population self-identifies as minority.

Communications

2012 Accomplishments



Hosted Summer Streets in various neighborhoods promoting City projects, services, community building and local businesses.



Worked with Neighborhood District Councils to reach communities typically left out of the City's Neighborhood Projects Fund process.

Communications

2012 Accomplishments

- Established an in-house phone line dedicated to requests for translators and provide translated materials at SDOT meetings and open houses upon request.
- Provided training on how to identify translation needs and how to select a vendor
- Developed procedures for addressing walk-in customers who may need translation services.



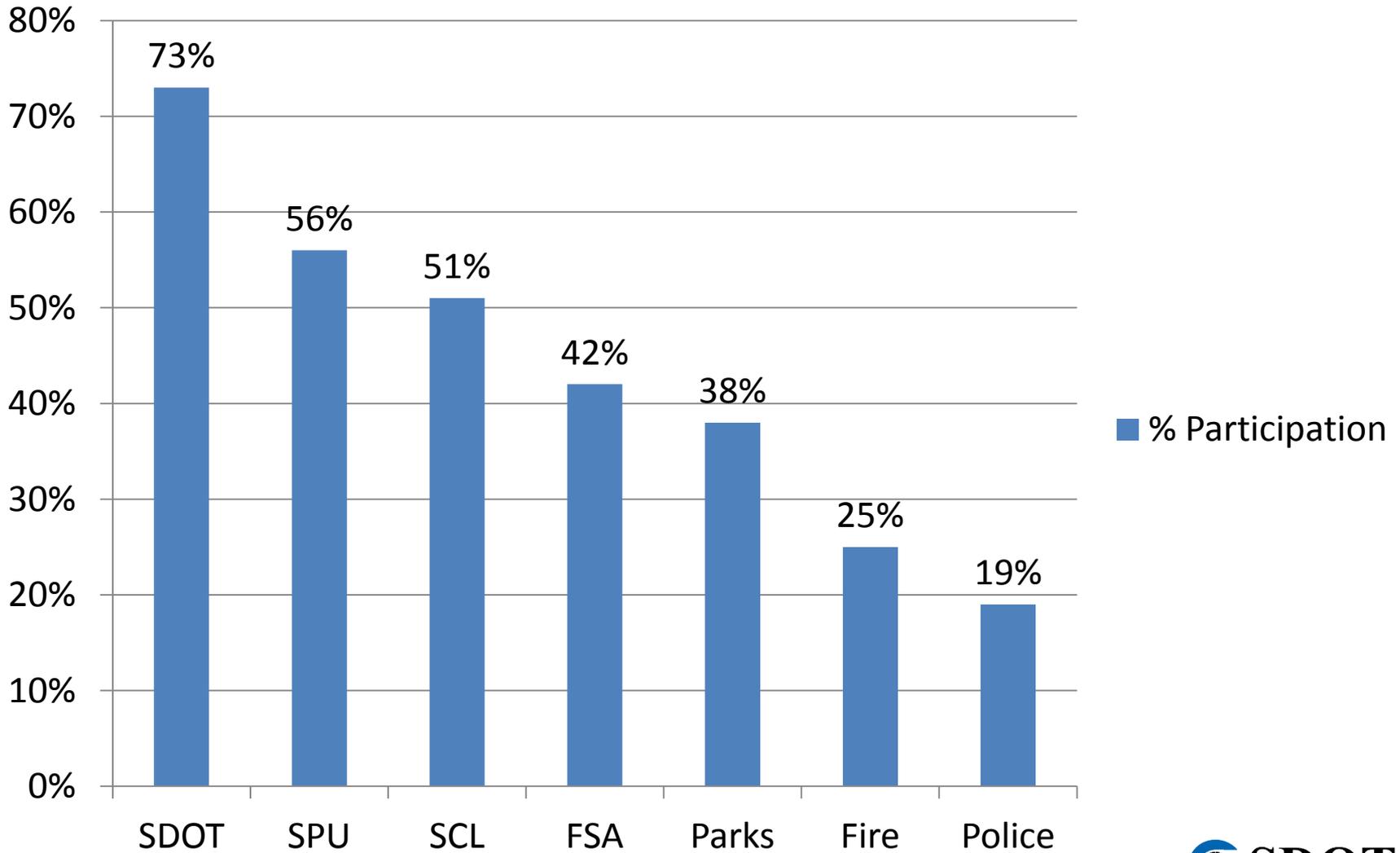
Communications

2012 Accomplishments

- 96% of SDOT work force has attended The Power of an Illusion training
- Monthly “Lunch and Learns” including powerful conversation circles and presentations on RSJ topics
- Published quarterly RSJ Newsletters
- Provided RSJI Toolkit training to Change Team, HR staff and SDOT managers
- Provided information to field staff on upward mobility through 10 ‘Breakfast and Learns’

RSJ EMPLOYEE SURVEY

Large City Departments (over 500 employees)



Contracting Equity

2012 Accomplishments

- Seawall Design RFQ Outreach effort created better relationships between large and small businesses
- Leveraged the City’s Inclusion Plan on SDOT projects
 - 40% WMBE utilization on Mercer West construction management services
 - 25% WMBE on Streetcar construction management services
 - 30% WMBE commitment on Seawall final design
- Worked with FAS to negotiate landmark Community Workforce Agreement (CWA)
 - Incorporated CWA into Seawall GC/CM bid that was released in September
 - \$290M Seawall levy approved by voters on November 6th; construction related work is estimated at \$200 million