



SEATTLE CITY COUNCIL

Legislative Summary

Res 31712

Record No.: Res 31712

Type: Resolution (Res)

Status: Adopted

Version: 1

Ord. no:

In Control: City Clerk

File Created: 09/19/2016

Final Action: 10/07/2016

Title: A RESOLUTION endorsing community principles for green jobs, requesting that the Interdepartmental Team on Workforce Entry and Employment Pathways incorporate strategies to advance green careers for people of color and other marginalized or under-represented groups, supporting sustainable entrepreneurship and economic cooperative models.

Notes:

Date
Filed with City Clerk: 10/7/2016

Mayor's Signature: 10/7/2016

Sponsors: Herbold,O'Brien

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments:

Drafter: patrick.wigren@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published: Yes No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Clerk	09/19/2016	sent for review	Council President's Office			
	Action Text: The Resolution (Res) was sent for review. to the Council President's Office						
	Notes:						
1	Council President's Office	09/19/2016	sent for review	Civil Rights, Utilities, Economic Development, and Arts Committee			
	Action Text: The Resolution (Res) was sent for review. to the Civil Rights, Utilities, Economic Development, and Arts Committee						
	Notes:						
1	Full Council	09/19/2016	referred	Civil Rights, Utilities, Economic Development, and Arts Committee			

Action Text: The Resolution (Res) was referred. to the Civil Rights, Utilities, Economic Development, and Arts Committee

Notes:

1 Civil Rights, Utilities, 09/23/2016 adopt Pass
Economic Development,
and Arts Committee

Action Text: The Committee recommends that Full Council adopt the Resolution (Res).

Notes:

In Favor: 3 Chair Herbold, Vice Chair Sawant, Member O'Brien

Opposed: 0

1 Full Council 10/03/2016 adopted Pass

Action Text: The Resolution (Res) was adopted by the following vote, and the President signed the Resolution:

In Favor: 7 Councilmember Bagshaw, Councilmember Burgess, Councilmember González , Council President Harrell, Councilmember Johnson, Councilmember Juarez, Councilmember O'Brien

Opposed: 0

1 City Clerk 10/05/2016 submitted for Mayor
Mayor's signature

1 Mayor 10/07/2016 Signed

1 Mayor 10/07/2016 returned City Clerk

1 City Clerk 10/07/2016 attested by City
Clerk

Action Text: The Resolution (Res) was attested by City Clerk.

Notes:

CITY OF SEATTLE
RESOLUTION 31712

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5 A RESOLUTION endorsing community principles for green jobs, requesting that the
6 Interdepartmental Team on Workforce Entry and Employment Pathways incorporate
7 strategies to advance green careers for people of color and other marginalized or under-
8 represented groups, supporting sustainable entrepreneurship and economic cooperative
9 models.

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12 WHEREAS, the Environmental Justice, Jobs, and Education: Seattle's Young Adults Speak Out
13 report published by Got Green finds that young people, particularly low-income young
14 people of color, hold deep environmental values; and

15 WHEREAS, in Seattle youth unemployment still tops 13 percent, disproportionately impacting
16 young people of color and those from low-income communities; and

17 WHEREAS, in July 2016, the City of Seattle developed a Workforce Equity Action Plan based
18 on the Workforce Equity Strategic Plan to guide and prioritize steps to creating a more
19 equitable workforce; and

20 WHEREAS, the Action Plan identifies a specific workforce equity platform and workforce
21 investment strategies that are focused on increasing equity and, among other goals,
22 streamlining access and coordinated recruitment for entry-level employment and
23 promotional pathways within the City of Seattle workforce; and

24 WHEREAS, a critical strategy in this Workforce Equity Action Plan is to improve recruitment,
25 support and advancement of entry-level workers through the City's workforce
26 investments including a specific focus on the City of Seattle's Youth Employment
27 Program, internships, apprenticeships and investments in job training programs; and

1 WHEREAS, the University of Michigan’s Green 2.0 report identifies a “Green Ceiling,” in the
2 environmental field where, nationally, people of color hold no more than 16% of
3 positions in the studied environmental organizations, agencies, and foundations,
4 additionally stating: “Once hired in environmental organizations, ethnic minorities are
5 concentrated in the lower ranks, with less than 12% of the leadership positions,” and
6 “Environmental Organizations do not use the internship pipeline effectively to find ethnic
7 minority workers;” and

8 WHEREAS, a 2006 workforce preparedness study from the Partnership for 21st Century
9 Learning found that nationally “nearly 70% of employers report [high school] graduates
10 are deficient in critical thinking and problem solving skills essential to successful job
11 performance,” and where “it is clear that there is a need for enhanced educational
12 opportunities to prepare area youth for careers with local employers;” and

13 WHEREAS, the City’s commitment to Green Jobs can be traced to April 22, 2015, when Mayor
14 Ed Murray launched Seattle's Equity & Environment Initiative (EEI), as “a partnership of
15 the City, the community, and private foundations to deepen Seattle's commitment to race
16 and social justice in environmental work” which focuses on “those most affected -
17 communities of color, immigrants, refugees, people with low incomes, youth and limited
18 English proficiency individuals” to lead on solutions; and

19 WHEREAS, information from the US Census Bureau and Puget Sound Clean Air Agency shows
20 13 out of 14 of the heaviest industrial polluters in Seattle are located within half a mile of
21 the places where communities of color, immigrants, refugees and low income residents
22 live; and

1 WHEREAS, according to the U.S. Census Bureau and Environmental Protection Agency, 58%
2 of the population that lives within one mile of the Lower Duwamish Waterway's
3 Superfund site boundary are people of color and, in the Duwamish Valley Cumulative
4 Health Impacts Analysis finds life expectancy in the zip code including Georgetown and
5 South Park is eight years shorter than the Seattle average, and a full 13 years shorter than
6 the wealthier neighborhood of Laurelhurst; and

7 WHEREAS, Got Green's 2016 "Our People, Our Power, Our Planet" report finds people of
8 color are disproportionately impacted by environmental harm yet underrepresented in
9 careers in the environmental sector; and

10 WHEREAS, in 2016, the City of Seattle Department of Human Resources data showed that jobs,
11 including internships, held by youth 24 years or younger in city government were
12 predominantly held by young white people-42%, with a wage rate of at least \$15 per
13 hour, 55% being male and according to demographic data, youth who identified as Not
14 Specified held 1%, Seattle, Asian/Pacific Islanders held 35%, African Americans 6%,
15 Latinos 5%, Native American/Alaskan held 1% of those jobs and those who identified
16 with Two or More Races were 10%; and

17 WHEREAS, in 2016 the Seattle Department of Human Resources data showed that Seattle
18 Youth Employment Program opportunities that pay the City's \$15 minimum wage were
19 55% African American, 16% Asian/Pacific Islander, 19% unknown, 7% Multi-Racial,
20 3% White/Caucasian, <1% American Indian/Alaska Native, <1% Hispanic/Latino; and

21 WHEREAS, the City invests heavily in workforce and talent development within the City and in
22 the community to support the retention and advancement of City employees, and to
23 ensure Seattle residents, especially low and moderate income residents, have access to

1 good paying jobs in City government and to align employment paths with other City
2 priorities, such as environmental justice and green jobs; and

3 WHEREAS, Resolution 31681 formally adopted the goals of the Equity and Environment
4 Agenda, which highlights that jobs, local economies and youth pathways are “a critical
5 aspect and foundation for all environmental and sustainability work in Seattle;” and

6 WHEREAS, in order to break through the green ceiling it is critical to understand the barriers
7 women, people with low incomes, limited-English proficiency, youth, and immigrants
8 face entering career pathways; and

9 WHEREAS, the Mayor has authorized the Workforce Entry and Employment Pathways
10 Interdepartmental Team to identify ways for the City to ease access to employment
11 opportunities in City government and with local employers and build employment
12 pathways in City government that lead to career mobility and success; NOW,

13 THEREFORE,

14 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE**
15 **MAYOR CONCURRING, THAT:**

16 Section 1. The City of Seattle endorses the following community principle for green jobs:
17 A green job is one that preserves or enhances environmental health as well as the economic and
18 social well-being of people and communities, centers on communities most negatively impacted
19 by climate change, and pays a living wage while providing career pathways. The City Council
20 requests that the Interdepartmental Team (IDT) on Workforce Entry and Employment Pathways
21 develop a definition for green jobs that aligns with this community principle. Examples of green
22 career fields may include: urban farming, waste reduction, alternative transportation, green

1 energy and clean technology, policy or program positions within nonprofits and government, and
2 other fields that could incorporate environmentally sustainable practices.

3 Section 2. The City Council requests that the Interdepartmental Team on Workforce
4 Entry and Employment Pathways incorporate strategies to overcome the Green Ceiling into the
5 work of the IDT. The City Council requests the following actions, while working in consultation
6 with relevant stakeholders, including those with interests in environmental justice, with a report
7 back to Council included in the Workforce Equity Accountability Report:

8 A. Develop an inventory of internships, apprenticeships, and positions requiring 1 year or
9 less of relevant work experience across the City of Seattle workforce, identifying the positions
10 that fit the definition of green jobs developed by the IDT with a report back to Council by June
11 2017;

12 B. Document examples of how City environmental investments can integrate green jobs
13 and local hire opportunities with workforce goals and existing program work;

14 C. Create an outreach and engagement strategy based on the findings of the inventory to
15 identify barriers to success for people of color and other marginalized or under-represented
16 groups in entry to green career fields and outline a strategy to support communities in
17 overcoming those barriers;

18 D. Create a plan to monitor and evaluate progress of the City's actions towards the goal
19 of advancing entry into green careers for people of color and other marginalized or under-
20 represented groups.

21 Section 3. The City Council requests that the Workforce Entry and Employment
22 Pathways IDT identify ways to encourage employers to advance in-demand careers, including
23 green careers, as defined by the IDT, for people of color and other marginalized or under-

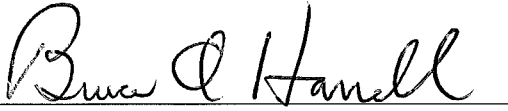
1 represented groups in Seattle. Such strategies could include, but are not limited to, the creation
2 of a “Green Pathways” label to identify and support organizations and businesses that advance
3 the goals of this Resolution. The Council requests a report back on these potential opportunities
4 in conjunction with the Workforce Equity Action Plan Accountability Report.

5 Section 4. The City Council supports sustainable entrepreneurship and encourages
6 economic cooperative models that enable people of color and those from low-income
7 communities to own the means of production and create sustainable and culturally appropriate
8 business practices for their communities. Towards this end, the City Council recognizes the
9 development of community developed and owned businesses such as the Rainier Beach Food
10 Innovation District and urban farms focused on growing and distributing local food while
11 creating local jobs.

12 Section 5. In order to achieve the outcomes referenced in Sections 2 and 3 of this
13 resolution, the City Council intends to allocate City resources to achieve the successful
14 development of these strategies. The purpose of additional resources is to provide staffing for the
15 strategy development and implementation, fund consulting contracts to enable equitable
16 community partnerships, create an inventory of internships offered by The City of Seattle that
17 fulfill the definition of green careers; evaluate progress towards the goals of this Resolution, and
18 support other activities to advance a Green Pathways strategy in the Workforce Equity Action
19 Plan.

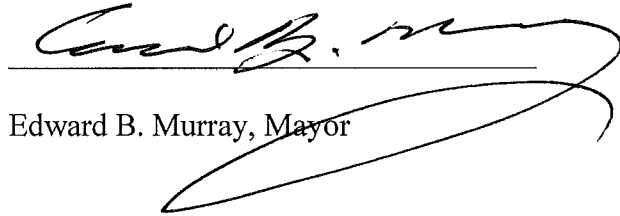
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1 Adopted by the City Council the 3rd day of October, 2016, and
2 signed by me in open session in authentication of its adoption this 3rd day
3 of October, 2016.

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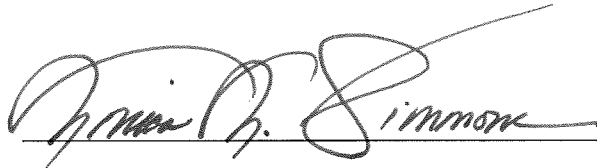
5 President _____ of the City Council

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7 The Mayor concurred the 7th day of October, 2016.

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10 Edward B. Murray, Mayor

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12 Filed by me this 7th day of OCTOBER, 2016.

13 

14 Monica Martinez Simmons, City Clerk

15
16
17 (Seal)

STATE OF WASHINGTON -- KING COUNTY

--SS.

342911

No.

CITY OF SEATTLE, CLERKS OFFICE

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

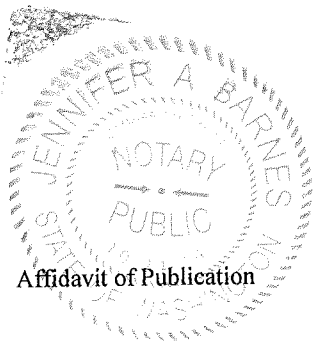
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:31712 TITLE ONLY

was published on

10/28/16

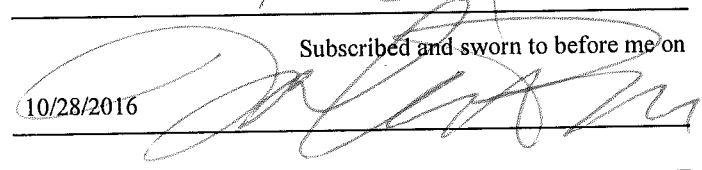
The amount of the fee charged for the foregoing publication is the sum of \$39.88 which amount has been paid in full.



Affidavit of Publication


Subscribed and sworn to before me on

10/28/2016


Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

The full text of the following legislation, passed by the City Council on October 3, 2016, and published below by title only, will be mailed upon request, or can be accessed at <http://seattle.legistar.com>. For information on upcoming meetings of the Seattle City Council, please visit <http://www.seattle.gov/council/calendar>.

Resolution 31712

A RESOLUTION endorsing community principles for green jobs, requesting that the Interdepartmental Team on Workforce Entry and Employment Pathways incorporate strategies to advance green careers for people of color and other marginalized or under-represented groups, supporting sustainable entrepreneurship and economic cooperative models.

Date of publication in the Seattle Daily Journal of Commerce, October 28, 2016.

10/28(342911)