



Seattle City Light's Race and Social Justice Initiative Presentation

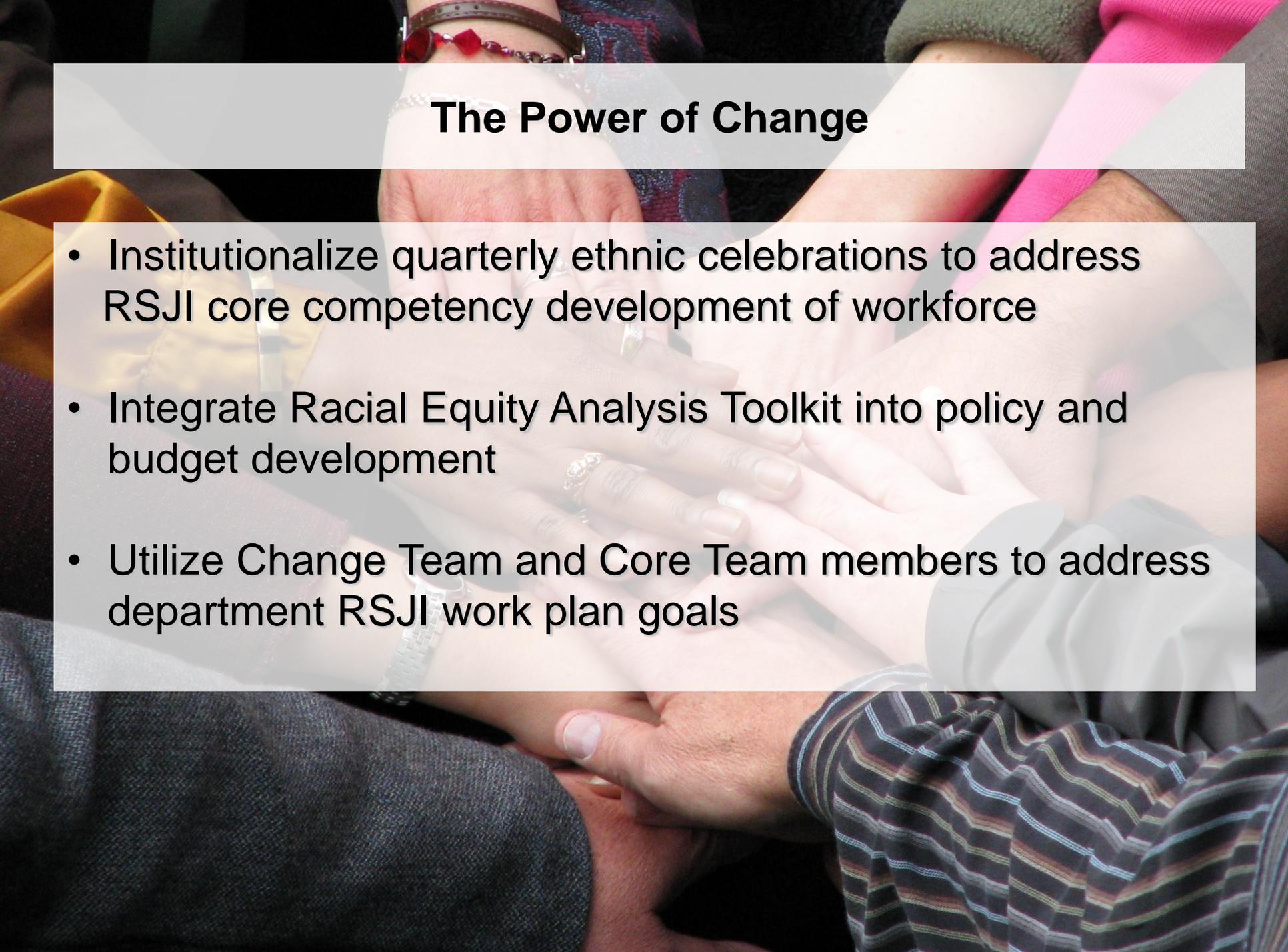
Energy, Technology and Civil Rights Committee Meeting

June 16, 2010



Seattle City Light's RSJI Sustainability

- Change Team since 2004
- HUB/WMBE Program Manager since 2005
- RSJI Program Manager since 2008
- Racial Equity Analysis Toolkit since 2008



The Power of Change

- Institutionalize quarterly ethnic celebrations to address RSJI core competency development of workforce
- Integrate Racial Equity Analysis Toolkit into policy and budget development
- Utilize Change Team and Core Team members to address department RSJI work plan goals

Contracting Equity

Goal: Evaluate and update purchasing and contracting practices to increase participation by people of color.

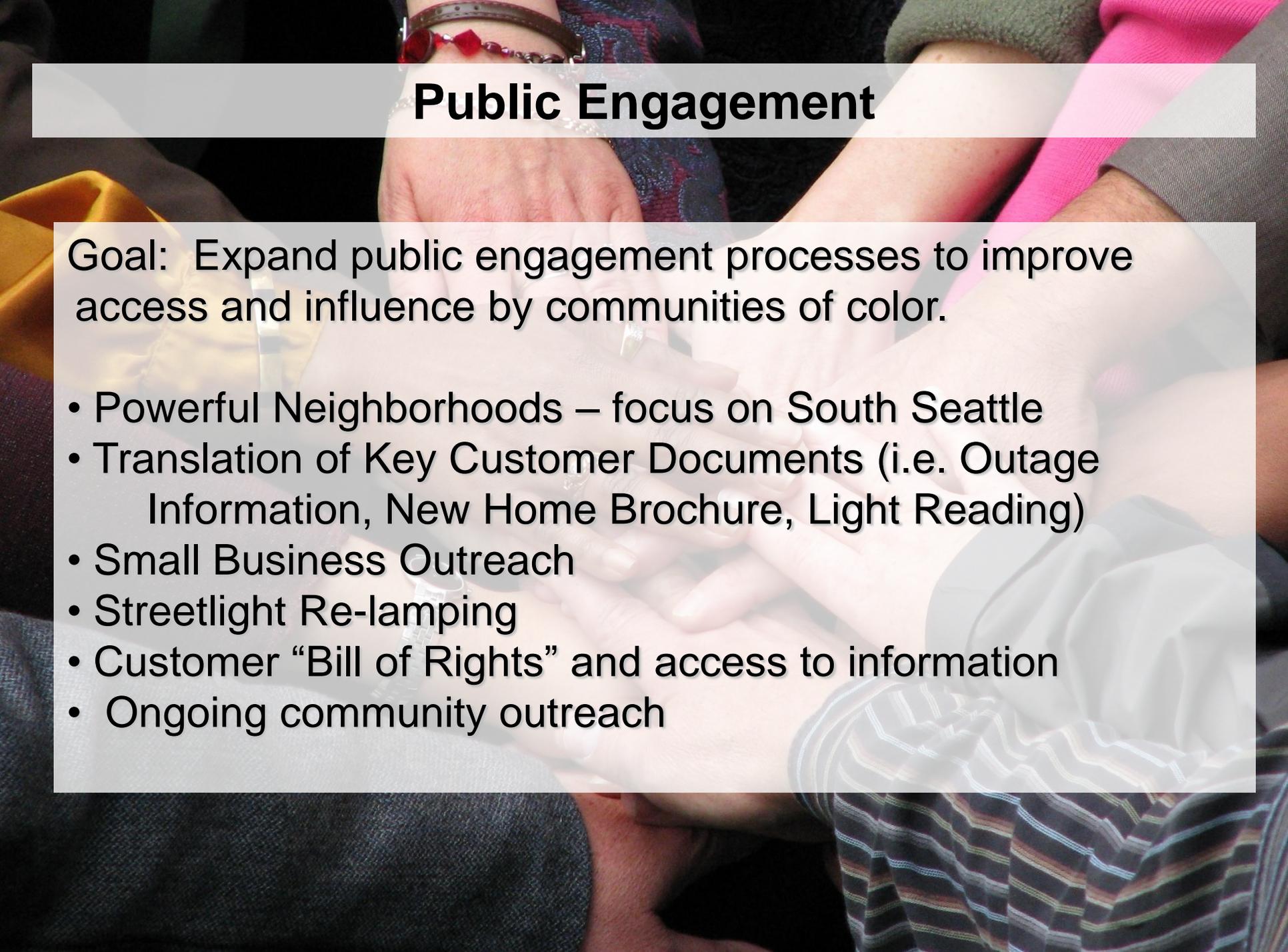
PURCHASING AND CONSULTING			
Year	Total	HUB/WMBE	HUB/WMBE%
2004	\$50.5M	\$2.5M	4.85%
2005	\$63.4M	\$3.0M	4.70%
2006	\$66.1M	\$6.1M	9.30%
2007	\$91.9M	\$7.2M	7.87%
2008	\$95.8M	\$8.9M	9.27%
2009	\$90.4M	\$10.9M	12.03%
2010 (through May 10)	\$35.1M	\$4.9M	14.06%

Workforce Equity

Goal: Develop strategies and practices to improve racial diversity of our workforce on all levels and across functions.

Workforce Demographics		
Year	% of POC* in Workforce	% of POC in Leadership Positions
2007	34%	39%
2008	37%	34%
2009	37%	32%
2010	36%	33%
**27% of apprentices are POC		

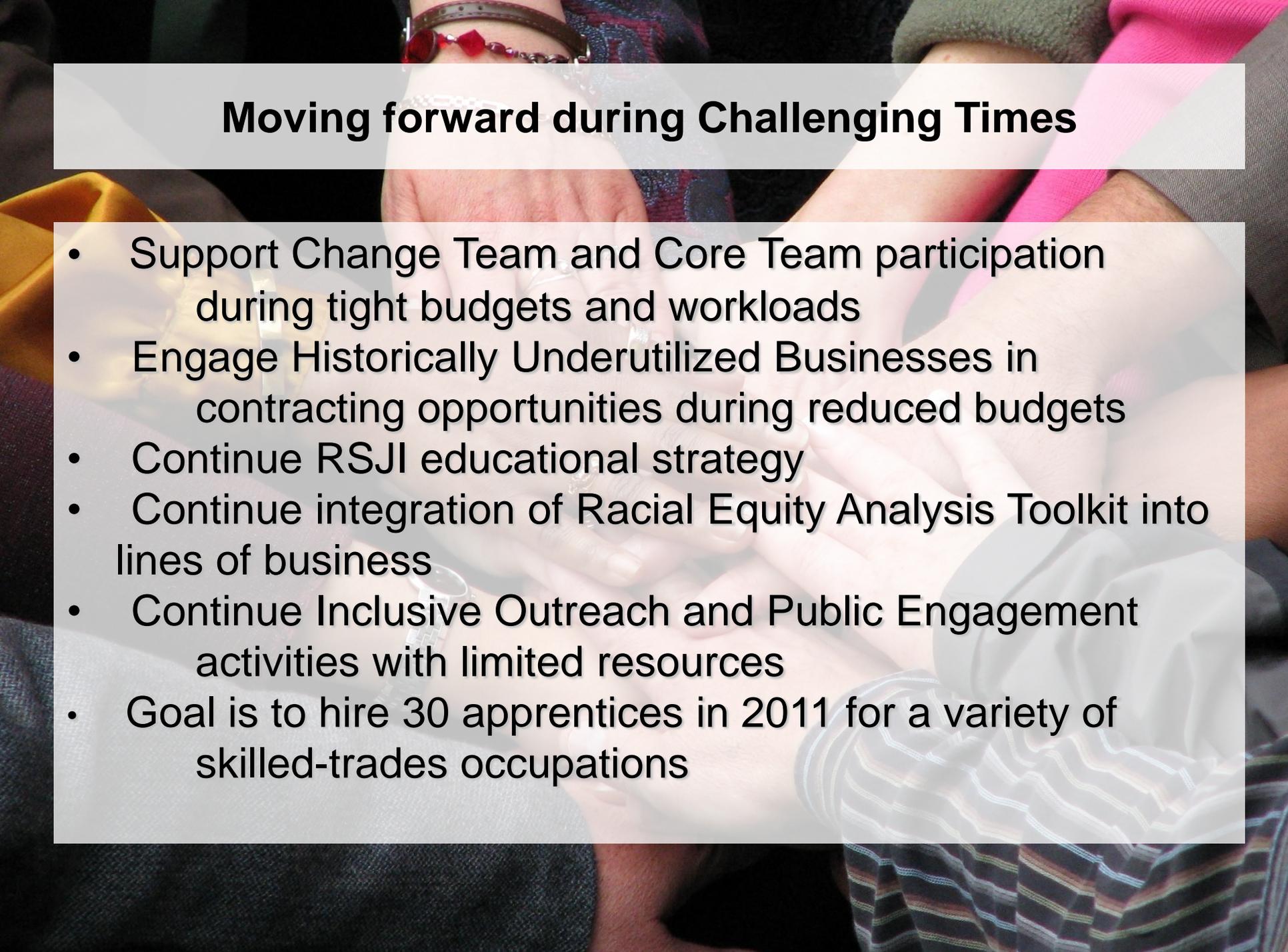
POC: People of Color



Public Engagement

Goal: Expand public engagement processes to improve access and influence by communities of color.

- Powerful Neighborhoods – focus on South Seattle
- Translation of Key Customer Documents (i.e. Outage Information, New Home Brochure, Light Reading)
- Small Business Outreach
- Streetlight Re-lamping
- Customer “Bill of Rights” and access to information
- Ongoing community outreach



Moving forward during Challenging Times

- Support Change Team and Core Team participation during tight budgets and workloads
- Engage Historically Underutilized Businesses in contracting opportunities during reduced budgets
- Continue RSJI educational strategy
- Continue integration of Racial Equity Analysis Toolkit into lines of business
- Continue Inclusive Outreach and Public Engagement activities with limited resources
- Goal is to hire 30 apprentices in 2011 for a variety of skilled-trades occupations



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