

Race and Social Justice Work Plan

2010 Mid-Year Accomplishments

Department: Office of Housing

Director:

Rick Hooper

Date of Update: 7/2/2010

RSJI Work Plan Lead:

Jean Teshima, Quinnie Tan

Change Team Lead:

Jean Teshima, Quinnie Tan

Desired Outcome(s)	Key Action(s)	Measure(s), Target(s) and Lead Staff	Mid-year Accomplishments	Challenges
Goal 1: End racial disparities within the City as an organization				
Workforce equity <ul style="list-style-type: none"> The City's workforce diversity reflects the diversity of Seattle's working age population Opportunities for upward mobility for workers in low wage occupations are increased 	Implement strategies to address workforce equity, including increasing representation in occupational groups where some racial groups are under-represented.	Continue ongoing efforts.	Participated in development of interdepartmental Project Hire case management team to better assist and retain at-risk employees.	Lack of hiring activity.
	Implement upward mobility strategies for employees in low wage occupations, with a focus on admin and/or laborers.	Continue ongoing efforts.	Continue internal cross training and career planning.	Lack of promotional opportunities.
	Use new out-of-class rules and best practices as a part of the department's out-of-class assignments. Change Teams and/or management will evaluate their department's use of the new rules and best practices.	Management to evaluate use of new out-of-class rules and best practices.		
Contracting equity <ul style="list-style-type: none"> City increases MBE contracting. 	Ensure equitable access by WMBE firms to compete for purchasing and consulting contracts.	Continue ongoing efforts.	As of June 30, OH is at 39% WMBE utilization compared to 2010 OH goal of 19.7%.	
	Improve internal processes to help City employees make better contracting and purchasing decisions with respect to the City's contracting equity goals.	Continue ongoing efforts.	Gregg Johanson is the OH rep on the Contracting IDT and strategizes with finance staff and program managers on identifying opportunities to use WMBE vendors.	
City employee knowledge and tools <ul style="list-style-type: none"> City employees have the understanding, skills and tools needed to eliminate 	Change Teams implement baseline standards for success and lead and/or provide support for key RSJI activities.	<i>See OH 2010 Work Plan Supplemental (attached).</i>	RSJI Change Team hosted successful brown bag trainings, including one focused on incarceration and OH efforts around housing alternatives to jails.	
	Provide appropriate training to all employees to ensure attainment of RSJI	Continue to provide appropriate training.	Provided info to employees on citywide training opportunities. See	

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institutionalized racism and work towards racial equity. <ul style="list-style-type: none"> Initiative has consistent Citywide visibility and employees have a greater understanding of the scope and depth of the Initiative. 	core competencies.		above regarding internal events.	
	Provide training to departmental directors, managers and supervisors who have not yet completed the management training series, and provide ongoing skill development opportunities for other directors, managers, supervisors and Change Teams.	Continue to provide appropriate training.	Change team is working with SOCR on a power analysis training for senior management and the change team. Tentatively scheduled for November.	
	Establish annual accountability agreements between director and senior management and between senior management and next level down inclusive of at least one RSJI priority.	Senior management agreements tracked; begin to track RSJI work item in staff's work plans.	RSJI work items included in staff work plans.	
Goal 2: Strengthen the way the City provides services and engages with the community				
Outreach and public engagement <ul style="list-style-type: none"> Public engagement activities are more intentionally inclusive and culturally appropriate. Communities' cultural assets and knowledge are better utilized, and participation by people of color increases. All boards and commissions reflect the diversity of Seattle's communities. 	Outreach and public engagement lead: Coordinates internal departmental team and implements outreach and public engagement training within the department; participates in Outreach and Public Engagement Work Group; and Shares departmental outreach and public engagement best practices with the Work Group.	OH's OPE lead engaged with RSJI Change Team to undertake inclusive and culturally appropriate outreach.	Change Team is planning an all-staff IOPE training with SOCR, and some members of the department's senior staff have attended IOPE training.	Planning for enough lead time to adequately undertake inclusive and appropriate outreach as the occasion requires.
	Build competency in the use of the OPE Toolkit as a resource in public engagement activities to ensure coordinated and effective approaches to City engagement activities.	RSJI Change Team will work with OPE lead to develop appropriate protocol for engagement activities.	Continue ongoing efforts when appropriate.	
	Track, recruit and facilitate the appointment of racially diverse board members, commissioners and advisory group members.	Levy Oversight Committee recruited and appointed this year.	Worked with Council Member Licata to identify diverse group of community members.	
RSJI best practices criteria <ul style="list-style-type: none"> Staff increases familiarity with a racial equity framework 	Identify key programs or policies and evaluate using the Racial Equity Toolkit.	Completed in 2009. Specific work plan items have been developed from each work unit's self-evaluation.	Continuing to pursue each unit and individual staff's RSJI work item.	

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<p>through practice and application of tools.</p> <ul style="list-style-type: none"> A systematic racial equity review of City programs, policies, practices and procedures is established. 	<p>Results and recommendations from the Analysis will be used in conjunction with RSJI best practices to develop improvements.</p>	<p>See above.</p>	<p>Continuing to pursue each unit and individual staff's RSJI work item</p>	<p>Opportunities to do comprehensive program reviews are few with limited staff.</p>
<p>Immigrant and Refugee (I&R) Action Plan:</p> <ul style="list-style-type: none"> Improve customer service with I&R I&R will experience improved knowledge of and access to City services and funding and have City will support community-based organizations serving I&R to assure effective service delivery 	<p>Implement the Immigrant and Refugee Action Plan (select departmental appropriate actions) Improve access to services and information (includes implementation of the translation and interpretation policy) Protect civil rights Promote civic engagement Encourage work force and economic development Strengthen service delivery</p>	<p><i>See OH 2010 Work Plan Supplemental.</i></p>	<p>Continue to improve access to housing funded by OH for immigrant and refugee communities.</p>	<p>Explore ways to help partner non-profit housing providers broaden outreach to immigrant and refugee communities; funding for translation/interpretation limited.</p>
<p>Goal 3: Eliminate race-based disparities in our communities</p>				
<p>Community race-based disparities</p> <ul style="list-style-type: none"> Institutional barriers to racial equity within the City are identified and analyzed. City, community and public and private institutions work together to address race-based disparities that impact our communities. 	<p>Designate staff to participate in relevant interdepartmental teams convened to address racial disparities</p> <p>Analyze departmental barriers and opportunities for the given racial disparity.</p> <p>Work with SOCR and the Race and Social Justice Roundtable to develop action plans</p>	<p>Appoint lead staff to work with SOCR.</p> <p>Revisit work plan items that address racial disparities and assess if progress is being made.</p> <p><i>See OH 2010 Work Plan Supplemental.</i></p>	<p>Continue to coordinate with DPD staff to utilize results of the neighborhood planning community engagement process.</p> <p>Asset Management began a review of OH portfolio of units and performed a demographic analysis in 2009. This study will inform a further analysis of access impediments to our housing. OH is exploring an opportunity to partner with SOCR to do more training in this area.</p> <p>Homeownership continues to work with local and federal agencies to</p>	

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	to affect community conditions and measures to track improvements.		help Seattle homeowners avoid foreclosure, which has been show to have a disproportionate impact in Southeast Seattle.	
	Implement and track action plan items within the department.	<i>See OH 2010 Work Plan Supplemental.</i>	Developed a strategic effort to target information about OH's services in foreclosure prevention, weatherization, creation of permanently affordable homeownership using NSP \$ and low-income homeowner rehab loans in Southeast Seattle.	

Areas of Work

Outreach to the Immigrant and Refugee Communities

- Work with HDC to improve access to housing funded by the Office of Housing [**Lending**, Asset Management, Planning]
- Work with OH Outreach and Public Engagement Lead to ensure inclusive and culturally appropriate community engagement [all of OH]
- Management Plan Reviews to ensure compliance with Fair Housing and affirmative marketing requirements [**Asset Management**, Lending]
- Develop 'Housing Locator' website to provide a more accessible portal to affordable housing [**Planning**]

Foreclosure

- Work with local and federal agencies to help Seattle homeowners avoid foreclosure [**Homeownership**]
- Southeast Homeowner Stability Initiative: support an existing community that is experiencing significant public investment in transit but also experiencing a disproportionate impact from the foreclosure crisis and gentrification

Census 2010

- Outreach to Buildings to assist in the Make Our Community Count Campaign [**Asset Management**]
- Sponsor trainings with HDC on under-counting [**Lending**, Asset Management]

Revitalizing Economic Activity in Under-Served Communities

- Develop guidelines and best practices for enforcing federal Section 3 requirements on applicable projects

Brown Bags and Trainings

as of March 24, 2010

APRIL: Prisons	SEPTEMBER: Food/Geography/Justice
Articles and excerpts from books on the American Prison System Film – <i>The Released</i> (Lindsay) Screening and Discussion?	Film – <i>American Harvest</i> (Lindsay) Articles on Alice Waters’ Edible Classrooms and Critiques (Lindsay and Quinnie) Discussion?
MAY	OCTOBER: Public Housing Chicago vs. Seattle
<u>12 Wed</u> Seattle Reads: <i>Secret Son</i> (Jean)	Film – <i>Cabrini Green</i> (Lindsay) SHA/Yesler Terrace history and discussion (Amy)
JUNE: Harlem Children’s Zone	NOVEMBER
Reading – <i>Whatever It Takes: Geoffrey Canada’s Quest to Change Harlem and America</i> by Paul Tough Discussion (Jean/Mark/Quinnie)	All Staff on IOPE?
JULY	DECEMBER
Screening: <i>Do The Right Thing</i> [Spike Lee]	Reading – <i>The Soloist</i> ? Other Suggestions?
AUGUST	
Screening: <i>Lone Star</i> [John Sayles] <u>13 Fri?</u> Opportunity Index/Housing – GIS Project Presentation (Quinnie)	