

Race and Social Justice Initiative

2010 Work Plan Update

City Council Transportation Committee
June 2010

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2010 Work Plan Goals

- Goal 1:** End racial disparities within the City as an organization
- Goal 2:** Strengthen the way the City provides services and engages with the community
- Goal 3:** Eliminate race-based disparities in our communities

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SDOT RSJI Change Team Committees

- Executive Team
- Workforce Equity
- Contract Equity
- Public Relations and Communications
- Data and Analytics
- Service Equity

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Goal 1 Accomplishments

End racial disparities within the City as an organization

Workforce Equity:

- Work planned and underway to increase access to job information and training for field employees
- Career building manual being prepared and group discussions for field employees to begin this summer
- New out-of-class hiring requirements are in practice



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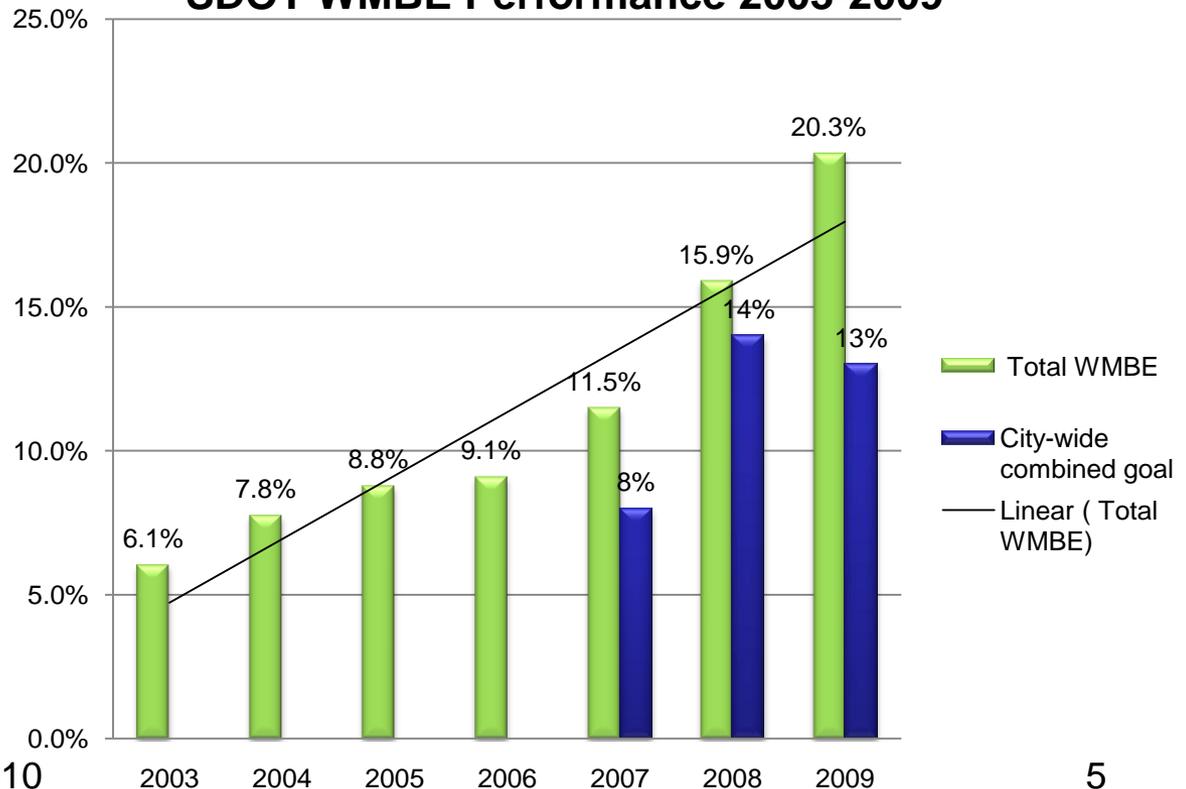
Goal 1 Accomplishments

End racial disparities within the City as an organization

Contracting Equity:

- SDOT achieved 20.33% WMBE utilization in 2009
- (City-wide combined goal = 13%)
- WMBE vendor lunches

SDOT WMBE Performance 2003-2009



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Goal 1 Accomplishments

End racial disparities within the City as an organization

City Employee Knowledge and Tools:

- Staff training on the RSJ 5 Central Concerns
- Adoption of RSJ Change Team Charter
- Inclusion of RSJ elements in Accountability Agreements, Statements of Expectations, and Performance Evaluations
- Internal communications: monthly Lunch & Learn series, inWeb, SharePoint, quarterly newsletter
- Tutorial classrooms identified: draft work plan



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Goal 2 Accomplishments

Strengthen the way the City provides services and engages with the community

Outreach and Public Engagement:

- Intra-departmental Charter, meetings, workgroup, SharePoint
- RSJ Summit – Translating Theory into Practice
- Inclusive outreach performance measures
- Plans and Projects include inclusive community outreach and engagement and effectiveness is measured

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Goal 2 Accomplishments

Strengthen the way the City provides services and engages with the community

RSJI Best Practices Criteria:

- Budget filter toolkit training

Immigrant and Refugee Action Plan:

- Implemented Translation and Interpretation Policy
- Language line training
- Translation glossary

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Goal 3 Accomplishments

Eliminate race-based disparities in our communities

Community Race-Based Disparities:

- Using interpreters in community meetings
- Reaching limited English speaking communities
- Updating resources

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Challenges

- Coordinating and effectively managing numerous change team projects and facilitating their implementation
- Collecting baseline information to measure how inclusive our public engagement activities are in a cost effective manner
- Identifying and maintaining reliable contacts with vendor translation and interpretation services and measuring the quality of their services

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SDOT RSJ Change Team

- Provide leadership and momentum around anti-racist organizational development
- This work is about system changes and eliminating organizational programs, policies, procedures, or practices that benefit white people to the detriment of people of color