



September 2, 2011

TO: Councilmember Harrell, Chair
Energy, Technology and Civil Rights Committee

FROM: Darryl Smith, Deputy Mayor
Candace Inagi and Karl Stickel, Executive Change Team Co-leads
Julie Nelson, Director, Seattle Office for Civil Rights

SUBJECT: **2011 mid-year briefing on Executive Offices implementation of Race and Social Justice Initiative**

Thank you for the opportunity to provide a mid-year progress report on Executive Offices Race and Social Justice Initiative (RSJI) accomplishments in 2011. We have appreciated the City Council's ongoing support for RSJI over the past year as well as support and engagement from the City Attorney's Office. To eliminate racial inequity, it is clear that we need the commitment of all branches of government, as well as collaboration with other institutions and the community.

Racial inequity exists across all indicators for success in Seattle, including education, health, criminal justice, the environment and the economy. As a community, we should be outraged – there is no acceptable reason for racial inequity to continue to exist. Although there is much work to do, we believe that with focus, commitment, and collaboration across institutions and with the community, we can achieve racial equity.

Race and Social Justice is one of the Mayor's core values, along with open effective government, environmental sustainability, public safety and health, and shared prosperity. Core values are integrated into all Executive work and fundamentally drive decision making and priority-setting. We have integrated RSJI into the budget development process and Senior Staff briefings. In addition, Mayor McGinn holds department directors accountable for implementation of RSJI work plans and racial equity results including participation in RSJI training for all new directors and executive office staff. There is not a topic where racial equity is not a consideration.

The attached matrix describes the Executive Offices Change Team work on the Race and Social Justice Initiative. As you know, this template is used across all City departments. At the Committee meeting on September 7th, we would like to highlight how RSJI has been integrated into Mayoral Initiatives, our recent policy priorities and the work to develop an RSJI Strategic Plan for 2012-2014.

Integration of RSJI into other Mayoral Initiatives in 2011

- *Youth and Families Initiative*: Too many of our youth, including a disproportionately high number of youth of color, are not succeeding in school. Our youth deserve better. The Youth and Families Initiative was designed with an emphasis on including the participation of historically underrepresented populations. They told us what they needed, and our administration responded in two ways – by realigning our spending to meet their priorities

and by building the proposed Families and Education Levy around their recommendations. The proposed Levy renewal is targeted to help those schools and youth with the greatest needs so that all youth graduate school ready for success. The Levy focuses its funding on the Title I schools, which have significant populations of students of color. In 2011 the existing Levy was able to fund a new school-based health center at the Secondary Bilingual Orientation Center. In addition, as a member of the Race and Social Justice Community Roundtable, which includes the Seattle School District, we are working on systemic change with other institutions and community organizations to eliminate institutional and structural racism so that we can achieve racial equity in the community.

- *Seattle Jobs Plan*: The Seattle Jobs Plan, unveiled by Mayor McGinn in August 2010, was shaped to address the economic conditions that many Seattleites live in which are strongly influenced by policies, practices, and attitudes around race, gender, ethnicity, and other factors. The Plan addresses these current and historic inequities in several ways. It has initiated programs to provide culturally appropriate business assistance, support minority owned businesses, and assure that our contracting and hiring processes are bias-free. As an example, the Community Power Works program targets households in central and southeast Seattle to help address disparities in access to energy retrofits. The program includes a Community High Road Agreement that will help the program create high-quality jobs that are accessible to community residents, helping include them in this emerging industry.
- *Engage Seattle*: The goal of Engage Seattle is to improve access to government, leverage volunteer service, and develop emerging leaders so that communities, especially those that have experienced the effects of structural racism, can build their own power. Mayor McGinn held a series of community roundtables and townhalls that emphasized racial and social justice, including meetings with leaders and community members from the Latino and API communities and the African Diaspora. Members of the community were involved in the planning of the African Diaspora town hall, which was conducted in four different languages. Through volunteer service, we are also supporting children and youth most in need today in early literacy, middle school Community Learning Center after school programs and mentoring. When the School District was forced to cut summer school, city employees and community organizations worked quickly to ensure that struggling 2nd and 3rd grade readers from six south and southwest schools did not fall further behind. In addition, we have conducted outreach to ethnic and alternative media outlets in order to learn what we can do to support the flow of information with their readers.
- *Walk, Bike Ride*: From the start of our first conversations about a transportation initiative, we recognized that equity issues, including race and social justice as well as health and income, are impacted by transportation policy. A central theme of the Walk Bike Ride initiative is designing transportation systems that help reduce inequality and promote social justice. Our Seattle Department of Transportation has been incorporating health and equity data into planning efforts like the Transit Master Plan and the Capital Improvements Program, to direct our investments toward communities that have high transportation costs and a reduced capacity to afford them. It is our goal to create more transportation choices for communities to alleviate some of the serious disparities in both health and wealth in Seattle.

- *Public safety:* The mayor's office worked closely with Chief John Diaz and the Seattle Police Department to develop training and outreach programs with race and social justice as their centerpiece. Almost 1800 sworn and civilian employees have been through "Perspectives in Profiling" training. All members of management (and others) have attended "RACE, the Power of an Illusion" training. All Sergeants are attending a newly revised supervisor's training course. Over 366 officers have been through Crisis Intervention Training. We are working with the King County Sheriff's Office and the Washington State Criminal Justice Training Commission to implement training that focuses on effective communication. We also convened meetings between the Office of Professional Accountability, the Seattle Police Department, the family of John T. Williams and Native Americans to develop training and relationship building.
- *Let's Move:* Health indicators show alarmingly high obesity rates in Seattle, with unacceptable disparities based on income and race. To address these inequities and improve the health of all children, we signed onto the First Lady's *Let's Move!* campaign to end childhood obesity rates within a generation. Our first step is to work with Public Health - Seattle King County on a grassroots educational campaign on this epidemic and what we can do together to combat it by increasing healthy eating and active living in our City. We have also directed the Office of Economic Development to help small grocery stores with funding to sell healthy food in communities that don't have very many healthy choices, particularly communities of color. The Healthy Foods Here program not only addresses health disparities, but also helps small businesses owned by immigrants and people of color to compete and increase their profitability.
- *Contract Equity:* The Mayor has had a strong commitment to ensure economic diversity and parity throughout the community. An important component of this is with whom the City spends public money. For Construction, the Mayor sought to increase the WMBE diversity on City construction projects. Early signals suggested that the economic recession could have a negative impact on City construction projects; the City needed to move in a very clear way to protect and minimize any such impacts on future projects. With that goal, the Mayor has adopted a ground-breaking new requirement for WMBE expectations on City construction bids. Effective as of August 22, 2011, the City is requiring a clear and measurable good-faith effort as a condition of responsiveness for all construction bids above \$300,000. The City shall reject any bid that fails to show such good faith efforts, as measured by the WMBE aspirational goals that propose and their success at receiving bids from WMBE firms for subcontracted work. Any WMBE subcontractor that the prime declares an intent to use, shall be a material requirement of the contract, and can be changed only under certain contractual conditions.
- *Department Performance Expectations:* Each of our departments has a role to play in building a Seattle that is fair, equitable and inclusive. With historic inequities to address, we owe it to Seattle to be transparent about these challenges and accountable to the community. Racial and social justice is one of five core values the Mayor asked departments to address in their performance expectations. The public may now view these performance expectations and read how each department is making RSJI a priority. In addition, leadership for RSJI comes from the top. As a new administration all new Department directors completed RSJI training within their first year.

Continuing our Executive Support for the Initiative

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- **RSJ Community Roundtable:** The Roundtable has made education its primary focus, and in support of the Mayor's Youth & Families Initiative, a Roundtable subcommittee is developing and promoting specific strategies to end disproportionality in schools' discipline rates. The Roundtable is also analyzing the connections between education and criminal justice, economics, environmental justice and health. We appreciate their leadership and look forward to recommendations.
- **Development of RSJI 2012-2014 Strategic Plan:** 2011 marks the last year of the Race and Social Justice Initiative's three-year plan that the City began to implement in 2009. This assessment process is an opportunity to describe successes and challenges and to identify opportunities that will be captured in our next three-year plan. A Steering Committee of individuals that represent the breadth of City government (including Councilmember Bruce Harrell and Deputy Mayor Darryl Smith) are coordinating the assessment process, gathering feedback from internal and external stakeholders, and developing recommendations to create a useful, living document to guide our work over the coming three-year period. Development of this plan will allow the City to expand RSJI's focus on racial inequity in the community, to more clearly describe the impacts and results of our work, and to build greater will, commitment and urgency to end racial inequities in Seattle.

We look forward to meeting with you on September 7th to provide more details concerning the Initiative and to answer any questions you may have. If you have comments or questions prior to our meeting, please feel free to call me at 233-7893.