

A nighttime photograph of a city skyline with lights reflecting on water. A prominent neon sign in the foreground reads "CITY LIGHT" in orange-red capital letters. The background shows a dark sky and illuminated buildings and structures.

CITY LIGHT

Race and Social Justice
Initiative



**Energy, Technology &
Civil Rights Committee**

Sept. 22, 2011

A Commitment to Racial Equity



Goals:

1. End racial disparities within the City as an organization
2. Strengthen the way we provide services and engage with the community
3. Eliminate race-based disparities in our communities

1. End Racial Disparities Within the City as an Organization

Workforce Equity

- Workforce Demographics
- Apprenticeship

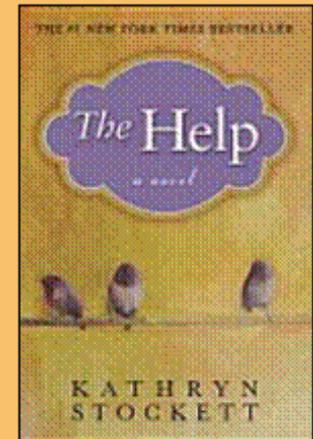


1. End Racial Disparities Within the City as an Organization



Capacity Building

- RSJI Change Team
- Leading with Reading Book Club
- 2010 RSJI Survey



1. End Racial Disparities Within the City as an Organization

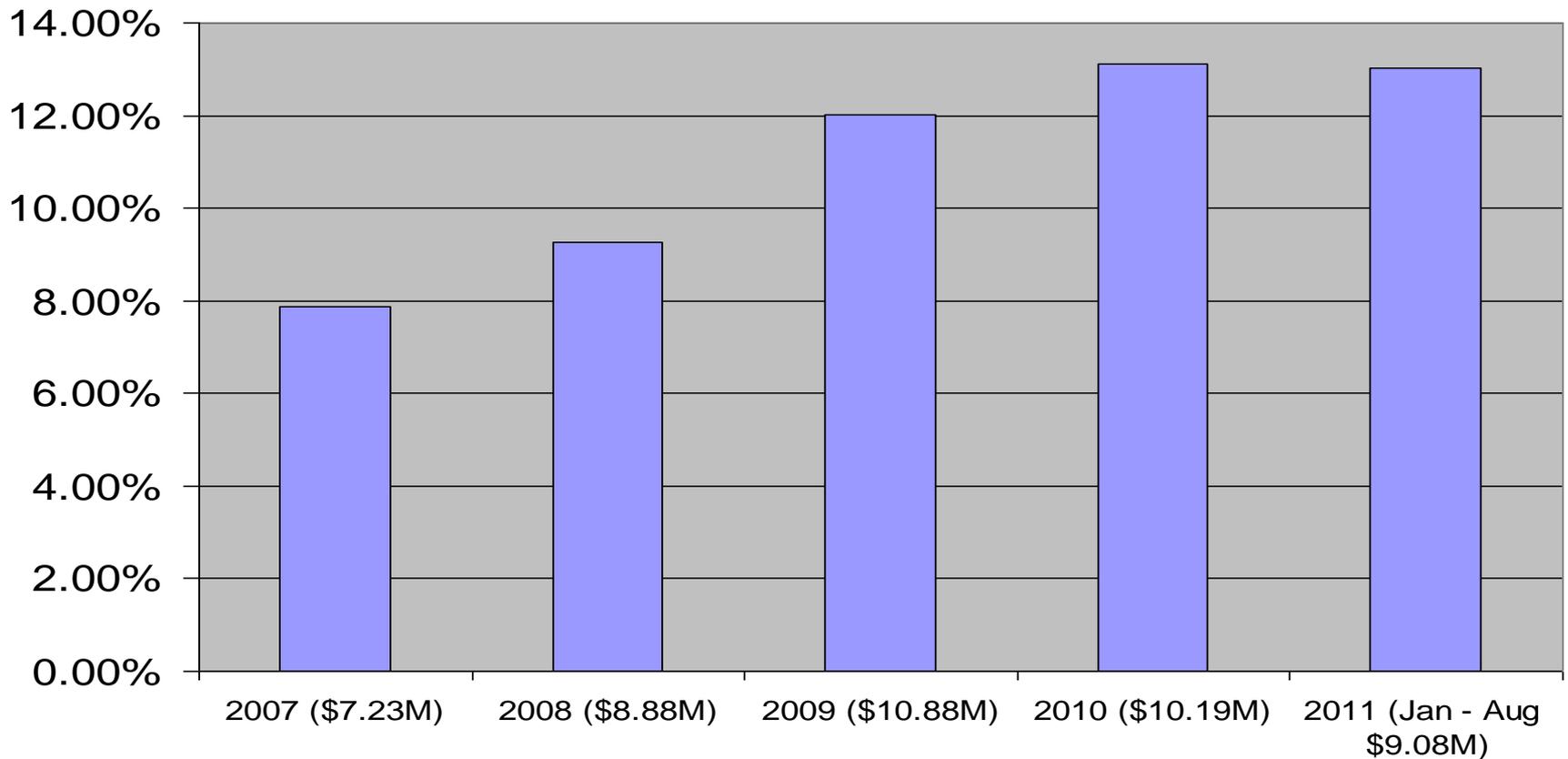
Contracting Equity

- HUB/WMBE
- Outreach and Education



1. End Racial Disparities Within the City as an Organization

City Light Purchasing & Consulting Spending: % WMBE



2. Strengthen the Way the City provides Services and Engages with the Community

Inclusive Outreach and Public Engagement

- Powerful Neighborhoods
- Strategic Planning Process



3. Eliminate Race-based Disparities in Our Communities

Inclusive Outreach and Public Engagement

- Employment Outreach Efforts
- Salmon Homecoming
- Salmon Field Trip



3. Eliminate Race-based Disparities in Our Communities

- Shrinking Bigfoot Assembly Program



(9/2008 – 6/2011)

Students - 14,122

Teachers - 578

Assemblies - 100

Council Action

- Continue leadership of the Race & Social Justice Initiative
- Continue support of Seattle City Light's RSJI efforts
- Continue application of RSJI toolkit into Council actions