



RACE & SOCIAL JUSTICE
INITIATIVE

ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.

Response to Statement of Legislative Intent: Workforce and Contracting Equity

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Statement of Legislative Intent summary:

- Report on contracting and workforce equity that presents:
 - ✓ Past year results
 - ✓ New initiative updates
 - ✓ Positive steps and areas needing improvement.
 - ✓ Recommended strategies to address challenges.
- Requested to:
 - ✓ Inform Council's review of departments' RSJI mid-year progress reports.
 - ✓ Inform discussions of the Mayor's proposed 2013 budget.





Background

Workforce and contracting equity have been primary goals from the beginning of RSJI.

Workforce equity led by:

- Personnel Department, SOCR and the Workforce Equity Planning and Advisory Committee (WEPAC).

Contracting equity led by:

- FAS working closely with department staffs



Contracting equity: 2012 RSJI work plan

Increase utilization of Minority Business

- Department responsibilities and accountability for goals and outreach.
- City expectations clearly communicated to Primes and Vendors in the bid process
- FAS sponsored outreach, community relationships.



Workforce equity outcomes: 2012 RSJI work plan

The City's workforce diversity reflects the diversity of the Seattle community through these actions:

- Analyze job titles within departments to determine which titles do not represent Seattle's diversity.
- Develop strategies for recruitment and retention of employees in job titles that lack diversity.
- Train hiring managers, supervisors and other staff involved with Human Resource (HR) processes on HR RSJI best practices.



Contracting equity Challenges

Initiative 200 passed in 1999

- Prohibits race-conscious requirements and mandatory “goals”
- Allows outreach, aspirational voluntary goals, good faith effort requirements

Supreme Court and Ninth-Circuit Court cases

- University of Texas, Austin

Federal Funds



Contracting equity – PUBLIC WORKS

WMBE spend increasing

2010: 7.8% (\$24 million)

2011: 9.7% (\$42 million)

2012: 20% for incoming bids

2011 Highlights

Rainier Beach Community Center

WMBE Public Works Inclusion Plan (20% goal & 57% guaranteed)

Job Order Contracts

2012 = 50%

2011 = 32%

2010 = 26%

2012 Initiatives

Eliminated Small Works Roster (0% 2010+2011 vs 16% awards in regular)

Construction worker diversity – First Choice hiring goals, CWA

Federal projects

African American contractors (JOC, NAMC)



Contracting equity - PURCHASING

Purchasing centralized in FAS above bid thresholds.

WMBE at all-time highs

180 contracts vs. 57 in 2005

13% vs. 2% in 2002

Significant increase for African American firms

87 vs. 10 contracts in 2005

Dollars spent to African-American firms doubled since 08



Contracting equity - CONSULTANT

Departments have independent authority
FAS provides policies and support.

2011 Highlights - Consultant Roster (25%)

2011-2012 challenges – SDOT

- 37% of total City spend

- Reduced WMBE from 19% to 3%

- large projects, federal funds

2012 Initiatives

- Track consultant subcontracting

- Improve WMBE Consultant Inclusion Plan



Contracting equity - best department practices

- Maximize job order contract utilization
- Track and expect WMBE consultant subs
- Set Department internal management (Division) goals
- Contracting Out service decisions through an RSJI filter
- Decisions to accept / reject solicitation responses



Workforce equity – representation by race:

- In general, the City's workforce is broadly representative by race of Seattle's communities – including supervisory and management positions.
- Some significant differences exist among departments.
- We are working with individual departments to develop specific and appropriate strategies.



Workforce equity – other accomplishments:

- The City implemented new Personnel Rules:
 - ✓ To reduce unnecessary criminal background checks.
 - ✓ To create more equitable out-of-class work opportunities for City employees.
- WEPAC developed best practices for interviewing and hiring processes. We have begun training to increase utilization.
- Departments reaching out to communities of color during recruiting, testing and hiring processes.



Workforce equity – recommendations:

- Conduct deeper analysis of job classifications.
- Increase use of workforce equity best practices.
- Integrate RSJI into Human Resources training.
- Analyze the impact of race within City discipline policies and practices.
- Explore using the Employee Assistance Program to offer English as a Second Language classes.