



RACE & SOCIAL JUSTICE  
INITIATIVE

ADVANCE OPPORTUNITY.  
ACHIEVE EQUITY.

# **Race and Social Justice Initiative 2012 Employee Survey**



# Goals of 2012 Survey

- Assess employee understanding of and skill eliminating institutional and structural racism.
- Gain understanding of how departments are building racial equity into programs, policies, initiatives and budget decisions.
- Track progress over time.

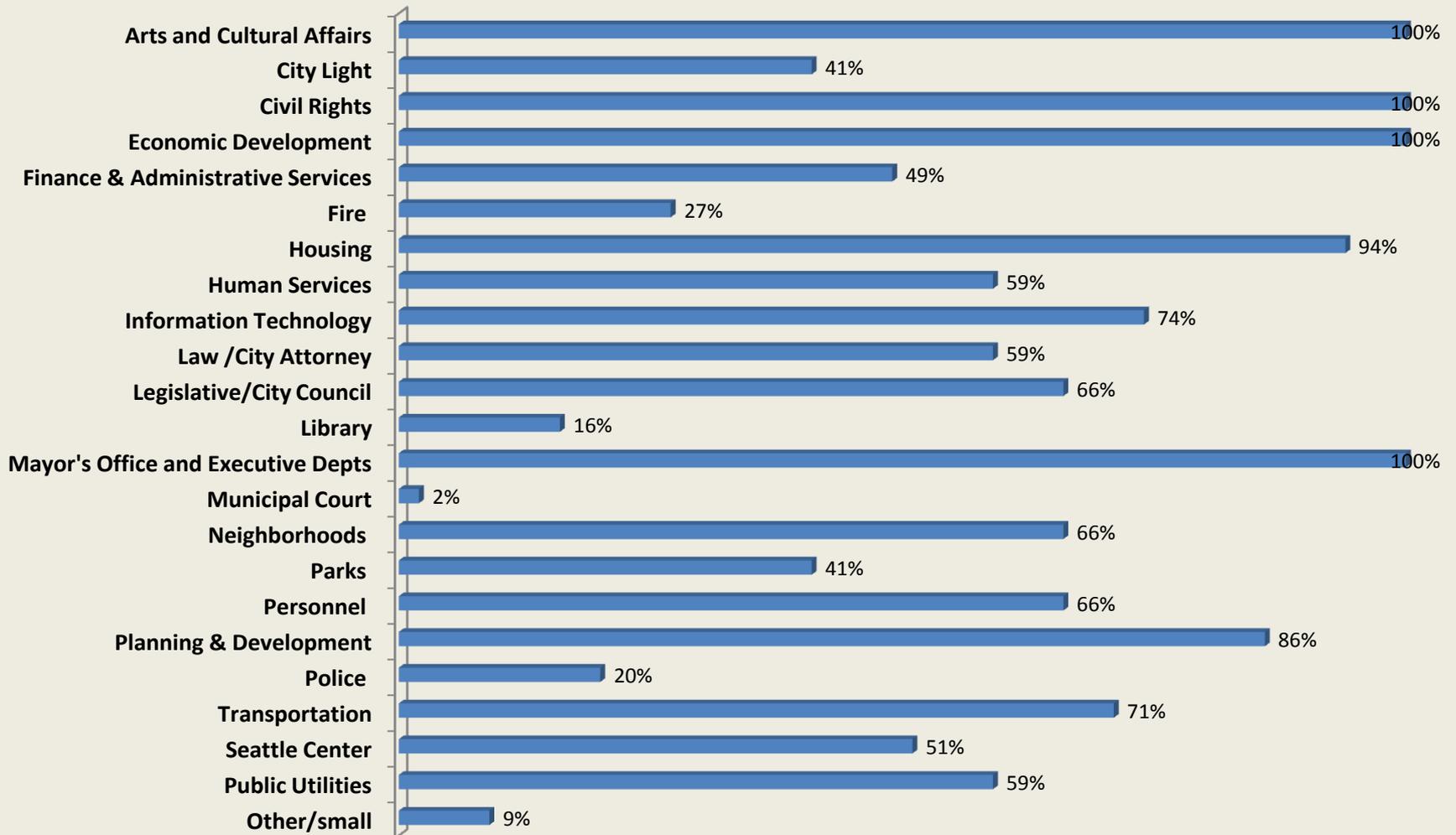


# Who We Heard From

- 4,559 employees or 46.2% of all City employees
- Heard from employees with extensive RSJI involvement, as well as those with less exposure.
- Surveys completed electronically and in hard copy paper; all were anonymous.
- A slightly higher percent of employees of color responded.



# Survey Participation by Department





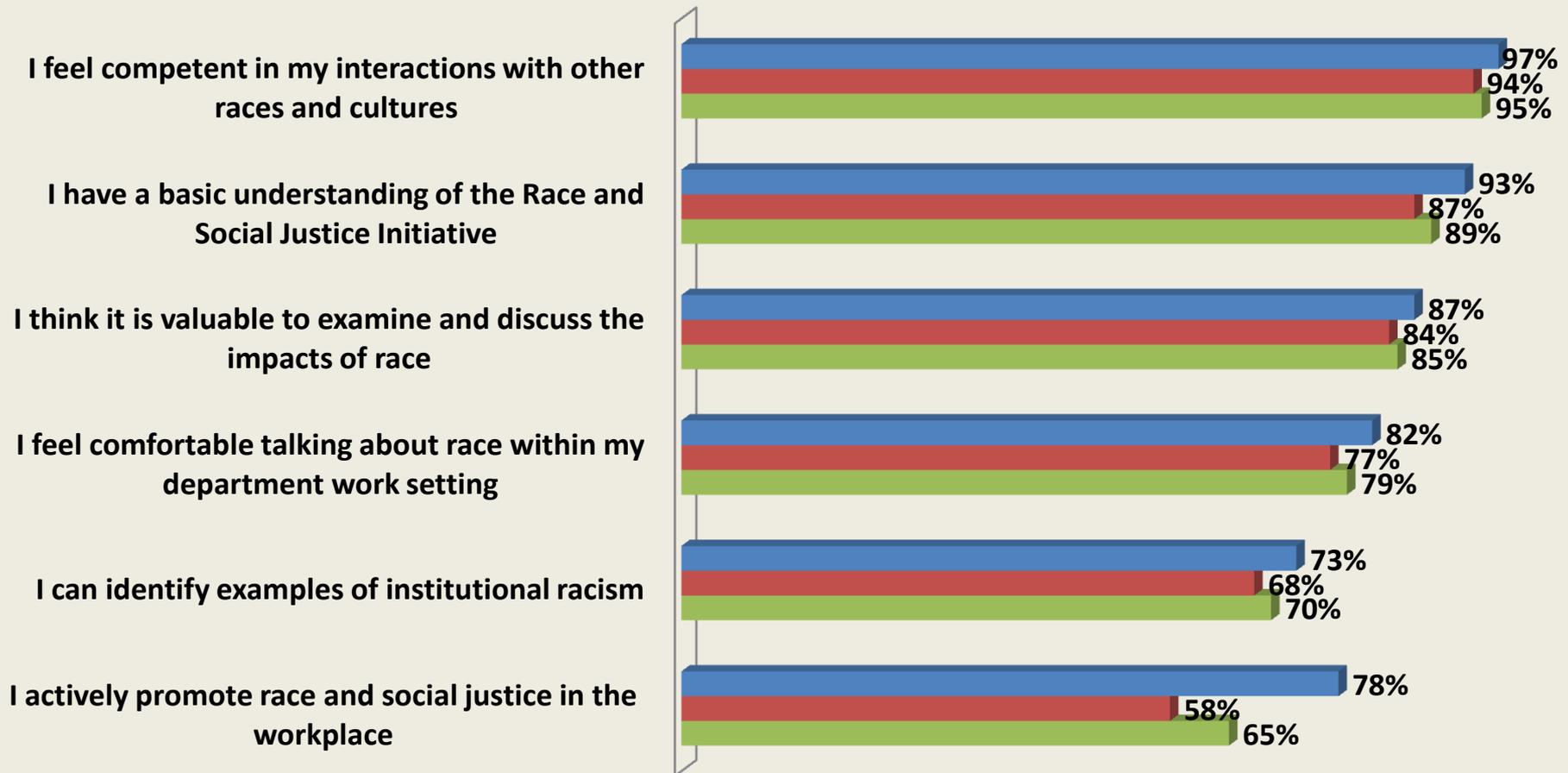
# Key Findings

- 1. Building institutional capacity for racial equity**
  - Employees have an increased understanding of institutional racism and are taking proactive steps to ensure equity in their lines of business.
- 2. Departments are at varying levels of engagement with RSJI – it is critical for all departments to commit and take action for racial equity.**
- 3. Progress has been made, but there is more to be done, especially in terms of the community**
  - We must increase our focus on ending racial inequity in the community.
  - Partnerships are critical.
- 4. Communication with front-line employees and employees in the field remains a challenge.**



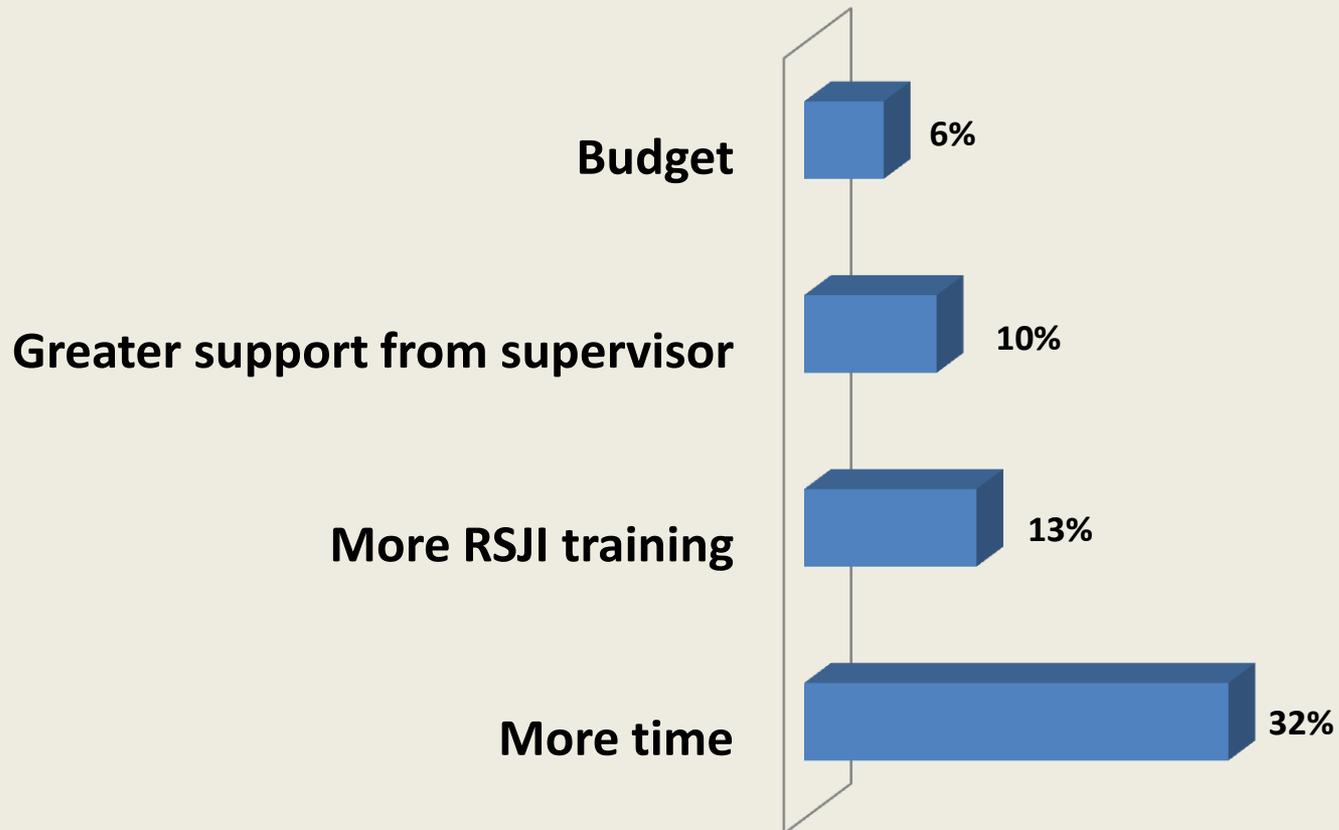
## Understanding and Support for RSJI

■ Supervisors ■ Non-supervisors ■ All employees





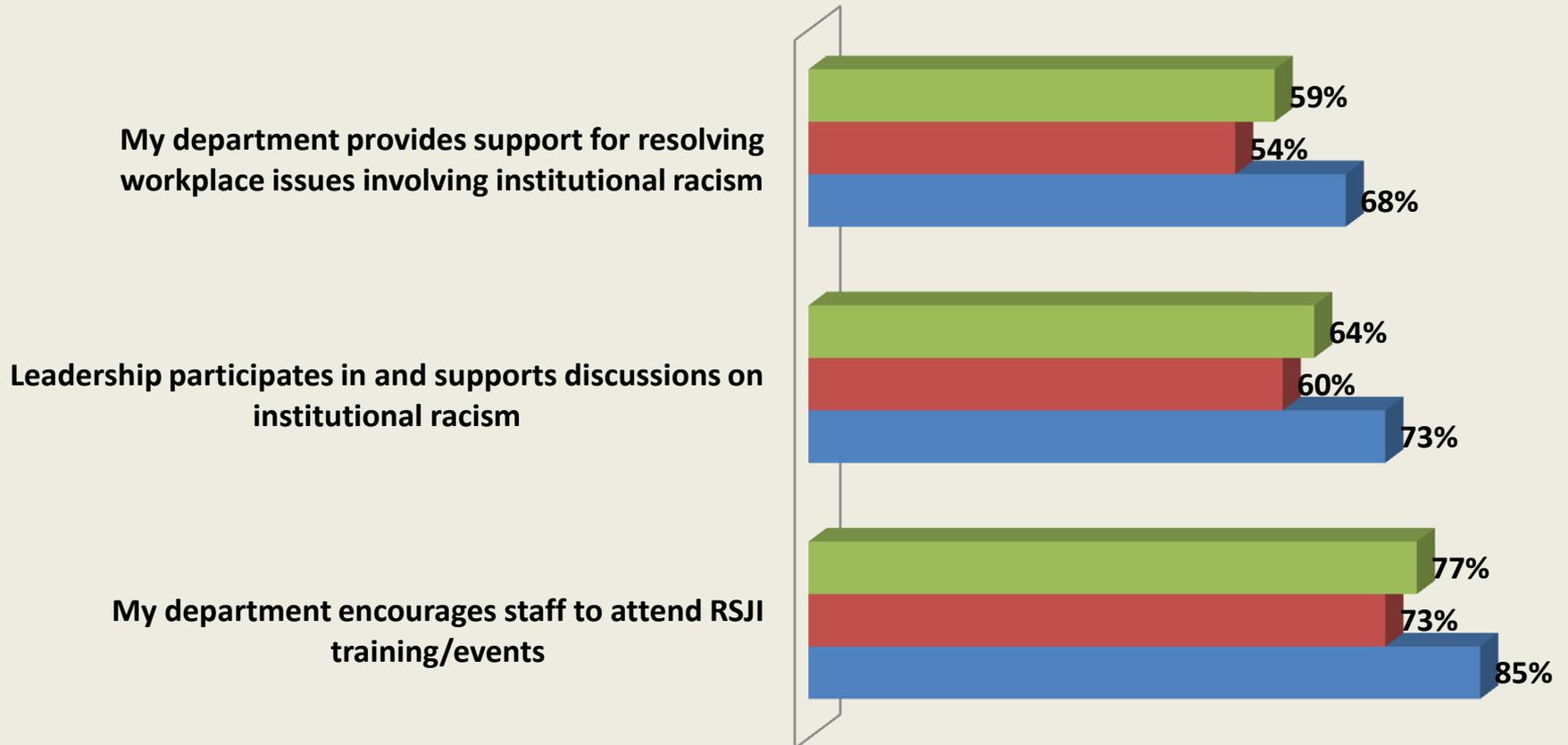
## Would Become More Actively Involved If...





## Ways Leadership Supports RSJI

■ All employees ■ Non-supervisors ■ Supervisors

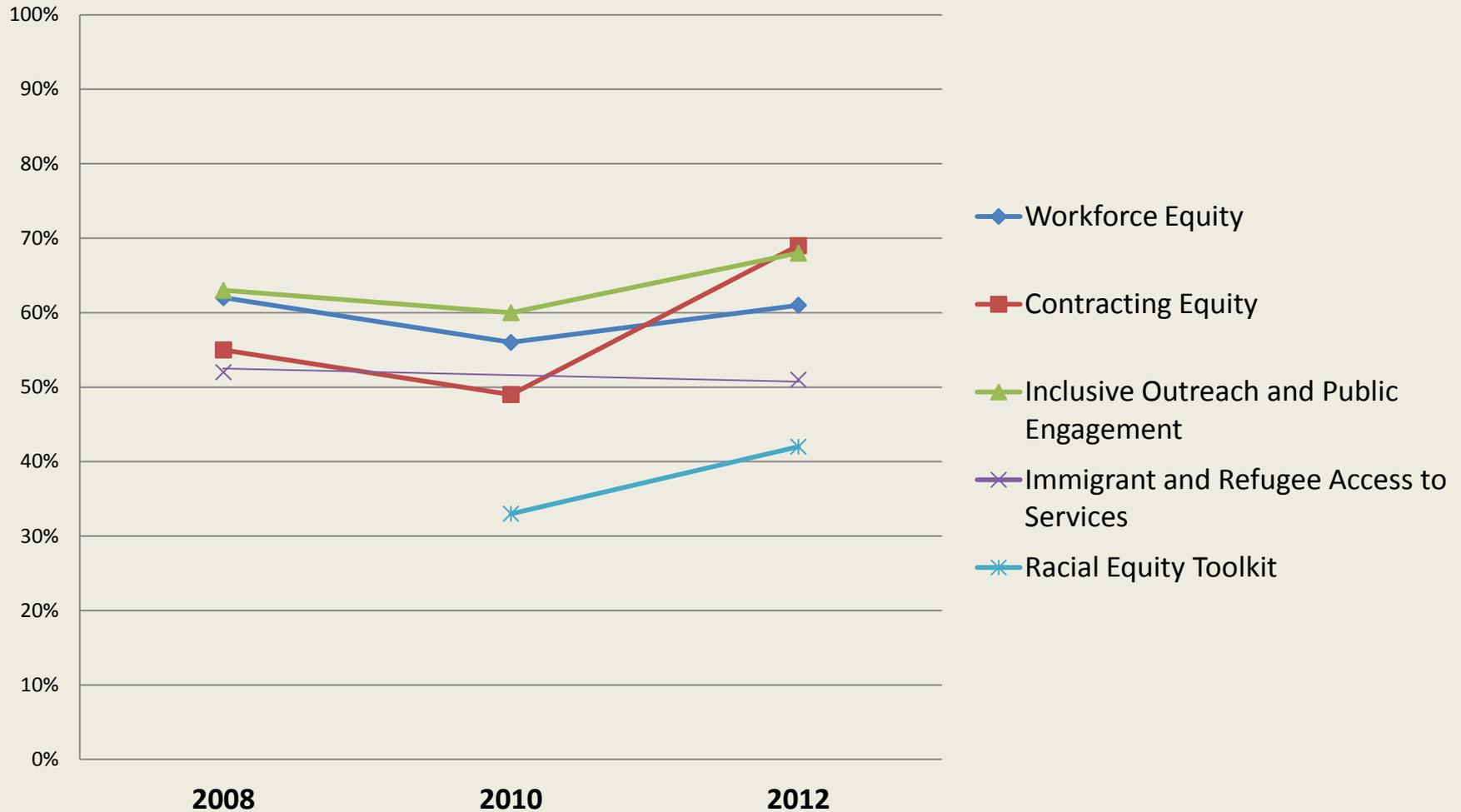


## Change Team Awareness and Effective Support

Department	Aware of Change Team	Change Team Provides Effective Support
<b>Small departments</b>		
Arts and Culture	95.2%	90.5%
Civil Rights	91.3%	78.3%
Economic Development	86.4%	77.3%
Mayor's Office/Executive*	72.3%	66.3%
Legislative	88.9%	75.9%
Neighborhoods	97.6%	80%
<b>Medium departments</b>		
Housing	82.8%	58.6%
Human Services	41.7%	28.1%
Information Technology	77.4%	64.1%
Law	70.9%	55.8%
Personnel	94.3%	80.4%
Planning and Development	80.5%	65.4%
Seattle Center	68.4%	54.8%
<b>Large departments</b>		
City Light	55.4%	47.3%
Finance and Administrative Services	55.5%	39.9%
Fire	32.7%	25.5%
Library	23.4%	17.5%
Parks and Recreation	75.3%	54.8%
Police	35.5%	26.8%
Public Utilities	55.4%	41.6%
Transportation	66.3%	55.7%



### Awareness of RSJI Efforts 2008-2012

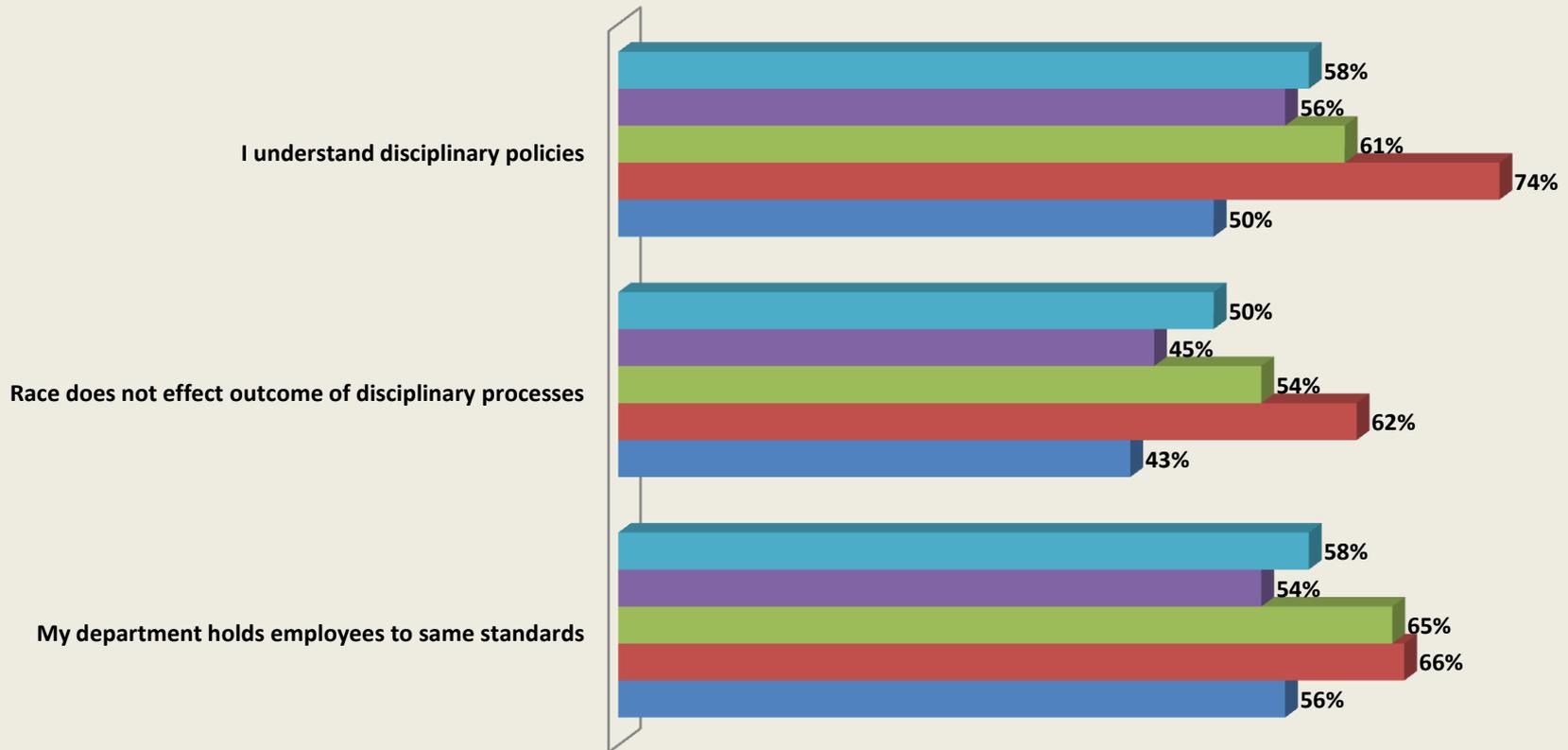




# Workforce Equity: Awareness = 61%

Progress on Workforce Equity

Overall Employees of color White employees Supervisors Non-supervisor

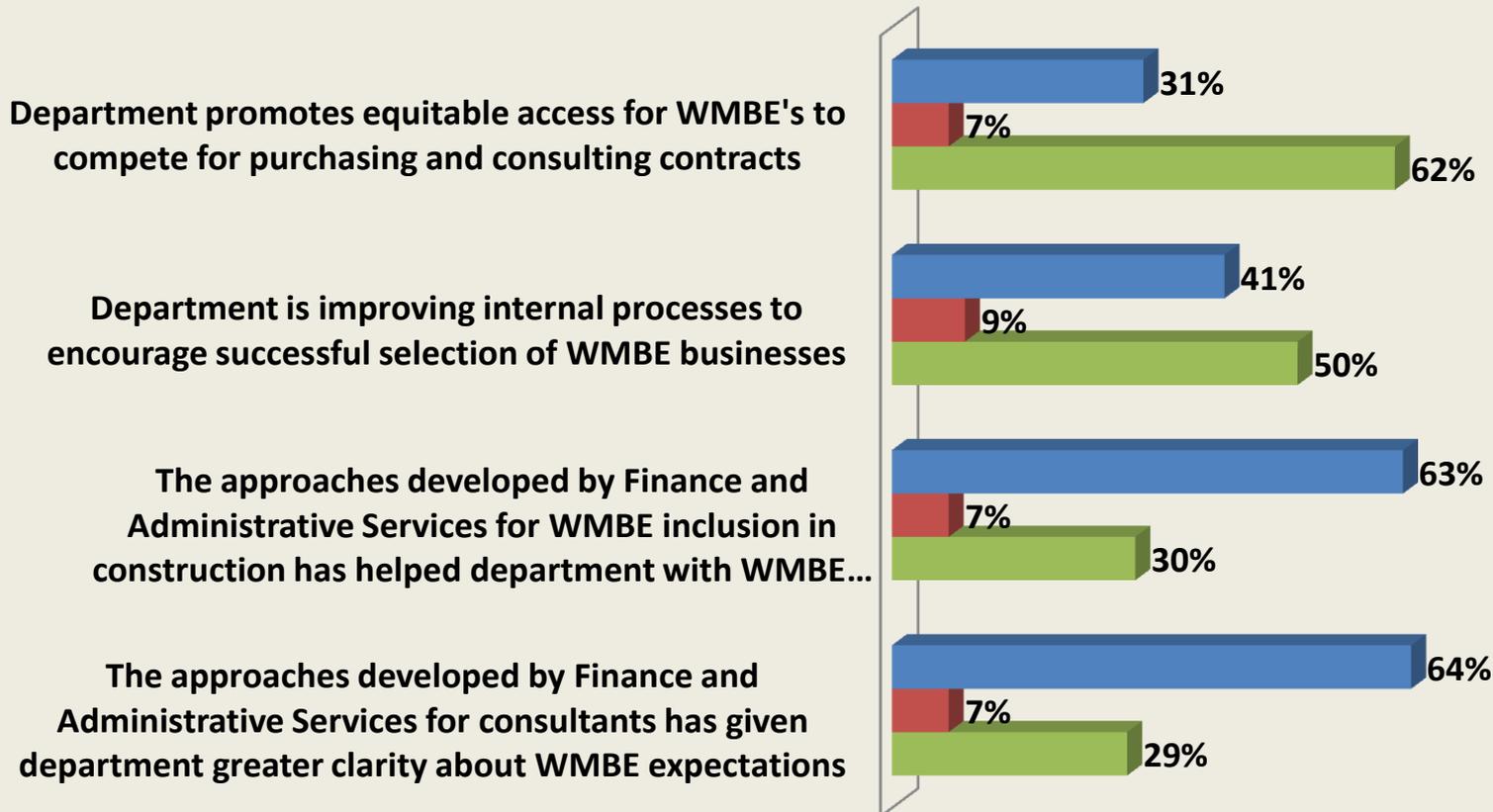




# Contracting Equity: Awareness = 69%

## Progress on Contracting Equity

■ Don't know ■ Disagree ■ Agree

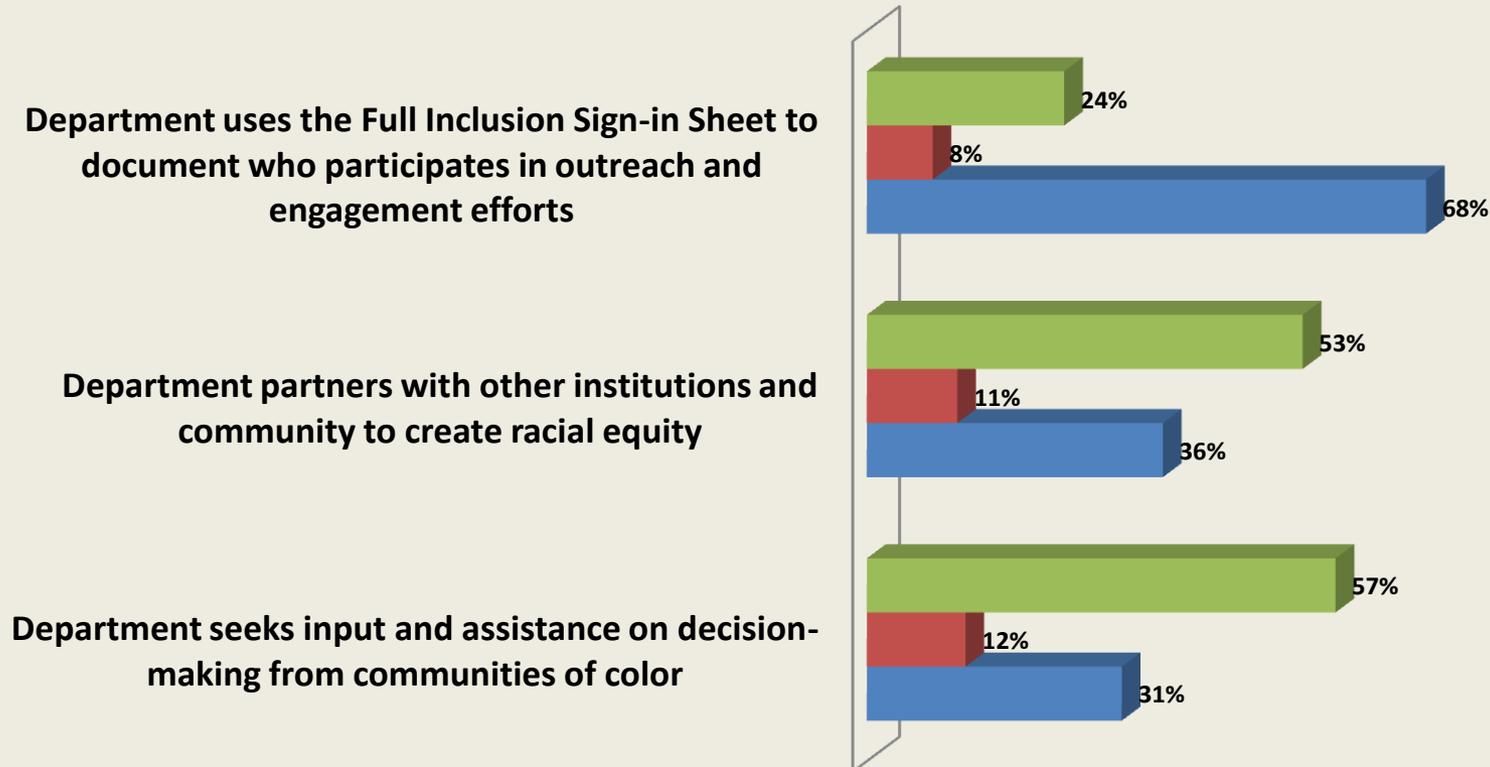




# Outreach and Public Engagement: Awareness = 68%

## Progress on Inclusive Outreach and Public Engagement

■ Agree ■ Disagree ■ Don't know



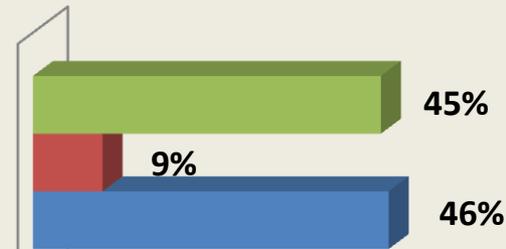


## Immigrant and Refugee Access to Services: Awareness = 51%

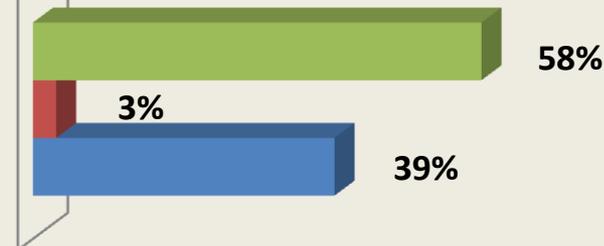
### Progress Department Making on Equitable Access to Services for Immigrant and Refugee Residents

■ Agree ■ Disagree ■ Don't know

Department is making progress on improving access  
to services for refugees and immigrants



Department is making progress at providing  
interpretation and translation services for refugees  
and immigrants



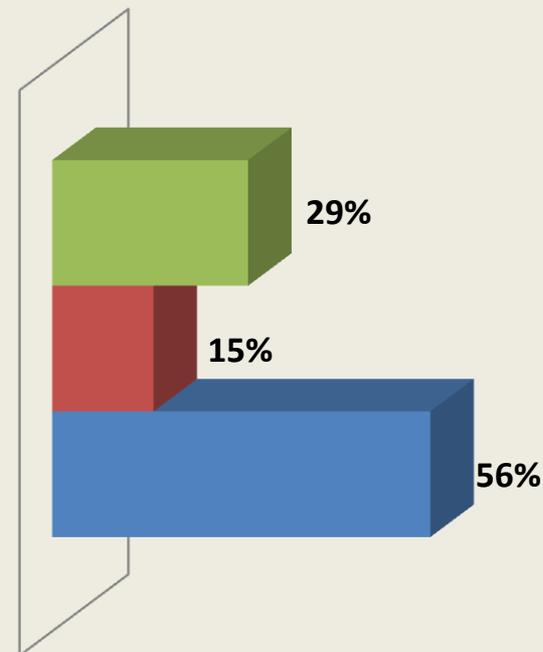


# Racial Equity Toolkit: Awareness = 43%

## Progress Made Using the Racial Equity Toolkit

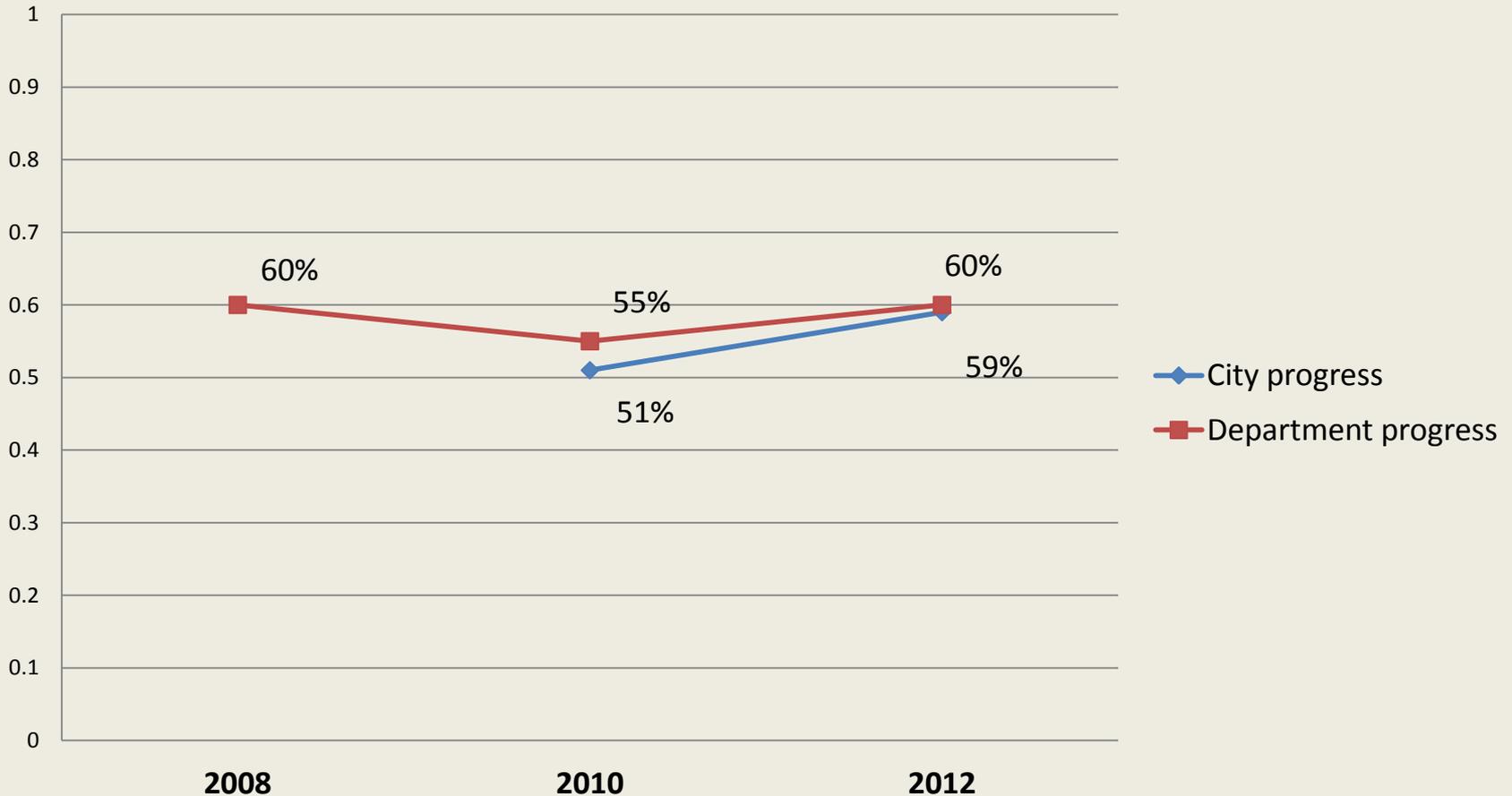
■ Agree ■ Disagree ■ Don't know

Use of the Racial Equity Toolkit has helped improve department's policies, initiatives, programs and budget decisions





## Department and City progress on Race and Social Justice 2008-2012





## Summing it up...

- 1. RSJI is permeating into departments – the culture of the City is changing to reflect our commitment to racial equity. New consistent training in 2014.**
- 2. Focus on ending racial inequity in the community (and measuring community impact).**
- 3. Communicate our success.**
- 4. Engage community and other institutions.**



# Next Steps

- Department specific data will be shared with all departments.
- Survey will be implemented again in 2014 as we continue to track progress.
- An RSJI Community Survey will be developed for 2014.



# What you can do

- **Communicate highlights with all employees** – Report will be available at [www.seattle.gov/rsji](http://www.seattle.gov/rsji).
- **Use department specific data to strengthen your work for racial equity.**
- **Incorporate key findings into your mid-year progress report to City Council.**
- **Analyze and use the responses to the open-ended questions.**
- **Conduct focus groups to better understand the results.**