



SEATTLE OFFICE OF
Sustainability & Environment

Race and Social Justice 2013 Progress Report



Transition, Training, and RSJI Application



- Transitioned from serving on the RSJI *Executive Team* to creating an OSE RSJI Change Team and Work Plan.
- Launched efforts to sharpen the RSJI focus across our work:
 - Formed **OSE RSJI Change Team**, consisting of five staff members.
 - Set goal for every staff member to attend at least one **RSJI training** in 2013.
 - Held **Team workshops** to further integrate RSJ considerations into Performance Expectations and work plans.
- Developed **RSJI Work Plan**, identifying 23 RSJ actions to help advance **six of the eight Racial Equity Community Outcomes** (Environment, Equitable Development, Health, Housing, Jobs, Service Equity).

RSJI Trainings, Workshops, Lunch & Learns

RSJI Change Agent Anti-Racism Training

Immigration 101:
Demystifying Barriers for Immigrants and Refugees

RSJI & Cultural Competency

Race: The Power of Illusion

Upcoming:

Race: Are We So Different?
(Pacific Science Center)



RSJI Goals and Progress

Ensure that CPW fosters equity through living wage jobs, energy efficiency benefits, and improved indoor air quality.

- CPW is on track to meet its workforce and upgrade targets to benefit people of color, women, and veterans.

Include considerations for advancing equity in Seattle's Climate Action Plan.

- CAP offers strategies to *enhance equity through climate action* in transportation & land use, building energy, and waste sectors.
- Adaptation actions will help vulnerable populations moderate and cope with the consequences of climate change.

Analyze benchmarking data by geography to understand any disparities or patterns.

- Analysis of 2011 and 2012 benchmarking data to be completed in October 2013.

CPW Home

- ✓ 36% WMBE + Veteran-owned (40%+ goal)
- ✓ 98% of work meets wage requirements
- ✓ 95 low-income loans, totaling over \$1.1M
- ✓ ~150 minority homeowners have completed upgrades (or have work in progress)

Large Commercial

- ✓ 40% of work performed by targeted workers (33%+ goal)

HomeWise

- ✓ Over \$100,000 in grants to upgrade low-income multi-family homes



RSJI Goals and Progress

Implement Seattle's Food Action Plan to increase access of healthy food in low-income and underserved communities.

- Expanded the *Fresh Bucks* to all Seattle Farmers Markets and two farm stands. *Fresh Bucks* provides up to a \$10 match for EBT benefits redeemed.
- Mapped areas of Seattle with limited food access to inform land use and transportation planning and community development.
- Supporting HSD in expanding the *Farm to Table* program, which connects City-supported childcare and senior meal sites to local farmers.
- Evaluating opportunities to benefit underrepresented communities through the leasing of City-owned land for food production.
- Incorporating food access policies into the Comprehensive Plan update.



In two months, more than \$32,000 in *Fresh Bucks* were used by 1,400 low-income shoppers, bringing approximately \$46,000 in EBT sales to farmers markets.



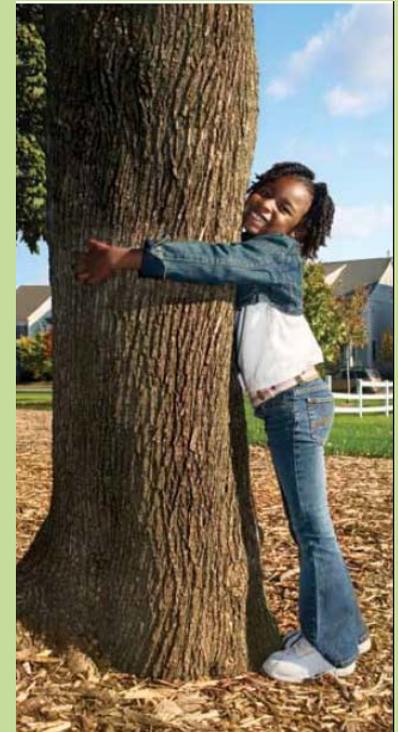
RSJI Goals and Progress

Assess Seattle’s equity and empowerment progress through the STAR Communities Pilot Program.

- Initiating work with SOCR and other departments to measure and report sustainability progress in the areas of civic engagement, civil and human rights, environmental justice, equitable services and access, and human services.

Identify RSJI opportunities in Urban Forestry efforts.

- Worked with SOCR to facilitate a workshop for the Urban Forestry Interdepartmental Team on the use of the Racial Equity Toolkit to identify opportunities related to urban forestry policies, plans, and programs.



From IDT members...

We are developing our GIS tool for planting priority...RJI is one of the considerations...

We are developing maps to reveal the correlation between canopy cover and RSJ target communities...

RSJI Goals and Progress

Increase awareness and training opportunities to help staff further integrate racial equity considerations into our work.

- Department goal for every staff member to attend one RSJI training or workshop in addition to the Power of Illusion training.
- OSE Staff to participate in a Group Workshop at the *RACE: Are We So Different?* exhibit at Pacific Science Center (October).

Implement City's commitment to utilize woman and minority-owned businesses (WMBEs) in purchasing and contracting.

- Achieve overall 15% WMBE for OSE General Fund sources: **10% as of 8/31/1**
 - Achieve 45% WMBE for purchases: **30% as of 8/31/13**
 - Achieve 10% WMBE for consultant services: **7% as of 8/31/13**

OSE staff have attended 40+ hours of RSJI trainings/workshops

...opened my eyes to the real challenges with reaching immigrant communities...

...was reminded that language can lead to unintended community interpretations (e.g. Safe/Seguro)...



CHALLENGE YOUR PERSPECTIVE.