



City of Seattle

Edward B. Murray, Mayor

Seattle Department of Planning and Development

Diane M. Sugimura, Director

Date: November 24, 2014

To: Councilmember Mike O'Brien, Chair, PLUS Committee
Councilmember Tim Burgess, Vice-Chair
Councilmember Nick Licata
Councilmember Sally Clark

From: Diane Sugimura, DPD Director
Faith Lumsden, Code Compliance Director, Executive Liaison to Change Team
Onum Esonu, Land Use Planner IV, Change Team Co-lead
Dave Hudacek, Engineering and Plans Review Manager, Change Team Co-lead

Subject: **December 2, 2014: DPD Update on 2014 RSJI Work Plan**

The Department of Planning and Development (DPD) is pleased to present our annual update on DPD's Race and Social Justice Initiative (RSJI) work plan. We will provide an overview of how we apply the RSJI Toolkit in our budgeting process, will highlight a number of significant accomplishments, and will provide a look ahead to 2015.

The Budget Process

In the DPD budget process, each budget proposal is assessed against a set of questions that derive from the overall RSJI Toolkit. The process inquires about racial groups affected and the potential for racial disparities. Opportunities for racially inclusive collaboration and civic engagement are reviewed, along with opportunities to educate about racial issues. Consideration is also given for proposals that support workforce, contracting or purchasing equity. Examples of the Toolkit in action include proposals and initiatives that describe key community outcomes and advance broad community involvement, such as the major update to the Comprehensive Plan, the Rental Registration and Inspection Ordinance (RRIO) program, and community planning and development proposals.

Highlights of 2014 Accomplishments

A few accomplishments, to be further described in our presentation include:

- Working in close collaboration with OCR on the Equitable Development Initiative (EDI), with Diane Sugimura co-chairing the initiative with Patty Lally, director of OCR
- Workshops and lectures supporting equity throughout the Comprehensive Plan update, *Seattle 2035*
- Cultural competency training for Boards, Commissions, and private inspectors in the RRIO program
- Leadership in the Architecture, Contracting and Engineering (ACE) mentorship program
- Exceeding targets for WMBE contracting and purchasing
- Improving workforce equity in new hiring (27% people of color; 43% women), and internal promotions (45% POC; 56% women)



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- Building capacity and leadership in neighborhoods through a variety of community planning and development initiatives including
 - 23rd Avenue Action Plan (Union/Cherry/Jackson)
 - Rainier Beach Station Area Update
 - Little Saigon Advisory Committee
 - Delridge Action Plan
 - Lake City Urban Design Framework and integrated planning
- Working with the DON Public Outreach and Engagement Liaisons (POELs) to provide information to and collect feedback from eight separate communities for the Comprehensive Plan update
- Partnering with Futurewise who trained and sponsored outreach efforts conducted by One America, InterIm, and El Centro, working with their communities to discuss Seattle's Comprehensive Plan
- RRIO advertising and outreach in eight ethnic media, including six foreign language newspapers
- Expanding the Southeast Seattle Reinvestment Area (SESRA) priority permitting program for the Rainier Valley

Looking Ahead to 2015

DPD anticipates continued engagement with many communities throughout the Comprehensive Plan update. We will continue ongoing work in communities through neighborhood specific planning projects, improvements to the basic health and safety of the City's rental housing stock through the RRIO program, and continued progress on workforce and economic equity within the Department. We'll be engaging with OCR for ongoing or updated training opportunities, and will continue our work on mentoring young people to encourage their entry into the fields of architecture, construction and engineering.

We look forward to presenting more details at your December meeting. Thank you.