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Race and Social Justice 2014 Progress Report

2014 RSJI Areas of Focus

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- Staff training and engagement
- New community partnerships to advance RSJI activities
- Focused work to advance racial equity in the green economy, access to healthy food, climate action, and urban forestry
- New Initiative to advance equity in Seattle's environmental work more broadly

RACE & SOCIAL JUSTICE
INITIATIVE

RSJI Progress: Training & Engagement

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Supported increased training of staff

- Most staff participated in at least one RSJI event, many attended multiple events
- OSE staff have started a RSJ book/discussion group

Engaged more deeply in citywide RSJI efforts

- RSJI Subcabinet and Equitable Development Initiative

Formed new partnerships to advance RSJI activities

- Equity & Environment Initiative
- Climate justice cross-training with Got Green
- Climate justice/white privilege training with Sierra Club and 350.org.
- Planning with Puget Sound Sage and Got Green to coordinate 2015 climate justice work

RSJI Trainings, Talks & Workshops

RSJI Change Agent Anti-Racism Training

RSJI & Cultural Competency

Race: The Power of Illusion

Lunch & Learn with NAACP President Gerald Hankerson

Delivering on Social Equity through the Comprehensive Plan

Got Green/OSE climate justice cross-training

Climate-Change-Mind-Set: Why a Critical Racial Justice Mindset Is Essential for Effective Climate Justice

RSJI Progress: Climate Action

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Expanded key partnership with Got Green

- **Cross-training:** Capacity building for Got Green Leadership & relationship building among city staff and EJ groups
- **Forum:** 85 people, majority people of color and SE Seattle residents, to discuss climate impacts on communities of color and concrete action steps

Invested nearly $45,000 in RSJ communities through climate grants

- Rainier Valley Urban Forestry Project
- Good Food Bag Expansion
- Car-Free Sundays
- Vulnerable populations outreach with OEM & Parks

RSJI Progress: Economic Opportunity

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Fostered green economic opportunity

- Promoted living wage jobs through Community Power Works
- Supported Got Green in their research on youth employment and green jobs
- Supported Got Green with leadership training to 25 young adults

Utilized woman and minority-owned businesses (WMBEs) in purchasing and contracting

- Progress made, but challenges remain:
  - **7% WMBE use for OSE General Fund < 15% goal**
    - ✓ ***46% WMBE for purchases*** *> 45% goal*
    - ✓ ***4.9% WMBE for consultant services*** *< 10% goal*

CPW Home

- ✓ *Contractor Pool is 16% MBE, 11% WBE, and 5% Veteran-owned*
- ✓ *100% compliance with High Road wage standards*
- ✓ *114 low-income loans, totaling over $1.4M*

COMMUNITY POWER WORKS

RSJI Progress: Healthy Food & Trees

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Increased access to healthy food

- Grew the Fresh Bucks program – over 3,700 low-income shoppers
- Provided critical support in expanding Farm to Table and the Good Food Bag programs
- Created a new partnership to pursue a $2 million Federal food access innovation grant

Low income shoppers spent more than $200,000 at Seattle farmers markets this year—a 42% increase over last year.

Leveraged City programs and new approaches to plant trees in Rainier Beach

- Coordinated efforts between SPU, DON, SDOT, and SCL to address higher tree removal rates
- Engaged over 85 volunteers in tree planting, mulching and on-going care for street trees
- Conducted door-to-door and bilingual outreach to foster interest in fall street tree offerings

RSJI Progress: Equity & Environment Initiative

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Identified challenges/opportunities

- Equity and Environmental Justice were the weakest areas of the STAR Communities assessment
- Lack of a clear understanding of who is and is not benefiting from Seattle's environmental progress
- Many people and communities are not involved in setting Seattle's environmental priorities and strategies

Launched Equity & Environment Initiative

- All people and communities benefit from Seattle's environmental progress
- Communities most impacted by environmental injustice are engaged in setting priorities, designing strategies and tracking progress
- People of color, immigrants and refugees, low income residents and limited-English individuals have opportunities to be part of the environmental movement

Looking Forward: 2015

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Community Power Works

- Expand workforce opportunities
- Increase availability of low-income energy loans
- Expand multicultural outreach

Food Access

- Expand Fresh Bucks year-round and to select King County sites
- Expand Fresh Bucks beyond farmers markets, with successful USDA grant
- Support food economy work in Rainier Beach and Delridge

Equity & Environment Initiative

- Hire Equity Manager in early 2015
- Establish Community Partnership Steering Committee
- Engage communities of color, immigrants, refugees, limited-English populations, and low income residents
- Assess environmental progress through a racial equity lens
- Develop Equity & Environment Agenda & Implementation Plan