



City of Seattle
Edward B. Murray, Mayor

Date: January 29, 2015
To: Committee on Housing Affordability, Human Services, and Economic Resiliency
From: John Okamoto, HSD Interim Director (206-684-0263)
Additional Attendees: Heidi Albritton, HSD Chief of Staff (206-684-0684)
Subject: Human Services Dept.'s RSJI Update

Briefing Objective:

This briefing is to provide an update of the Human Services Department's RSJI work in the past year.

Background:

The major mission for the Human Services Department's RSJI Change Team in 2014 was to systemize and integrate RSJI throughout the Human Service Department's policies, procedures, and practices. There are 35 members on the HSD Change Team, and the member structure ensures a diversity of staff from each Division and critical business units including HR, IT, Finance, and Contracts. Co-chairs, one person of color and one white, rotating chairs annually or bi-annually.

Work products:

The Outcomes Framework, a results-based accountability strategy that is grounded in addressing equity and racial disparities, was piloted in 2014.

Developed four teams co-chaired by leadership and Change Team members to complete an RSJI analysis of four areas: Human Resources policies and procedures, the Outcomes Framework, Technical Assistance and Capacity Building for providers, and Community Engagement and Outreach. These teams presented their work plans to the Department Director by Martin Luther King Jr. Day, and will present their final recommendations in March 2014. This work fits into the City's overall RSJI plan's Goals 1 (Racial Equity in City Operations) and 2 (Racial Equity in City Services and Engagement).

Documentation of best practices including culturally responsive language in manuals regarding funding and community engagement.

Development of an RSJI library.

Provided professional development opportunities for Change Team members, including the RACE exhibit, Undoing Institutionalized Racism training, and a White Privilege conference.

Partnerships with other City departments including Human Resources, Information Technology, Finance, Community Arts and Culture, Office of Civil Rights.