



# Seattle Office for Civil Rights

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Edward B. Murray, Mayor

Patricia Lally, Director

June 30, 2017

The Honorable Bruce Harrell  
Seattle City Council  
600 Fourth Ave., Second Floor  
Seattle WA 98104

Dear Council President Harrell:

On Nov. 28, 2016, the City Council and Mayor adopted Resolution 31718, which directed the Seattle Office for Civil Rights to assist City departments to develop community outreach and engagement efforts that advance racial equity.

The resolution also called on SOCR to assist City departments with the development of equitable community outreach and engagement practices – including the creation of a citywide framework to address the impact of institutional practices on racial equity.

Attached please find a proposed framework to achieve these goals.

My staff and I are available to clarify or expand on this proposal.

Thank you for your consideration,

Patricia Lally

## **RACIAL EQUITY IMPLEMENTATION FRAMEWORK**

Description: OCR will develop a citywide framework that assists City staff in understanding and addressing the impacts of institutional practices on racial justice. Specific topics the framework will address include the role of anti-racist community advocacy and leadership in furthering the goals of the City's Race and Social Justice Initiative and City's commitment to deepen community engagement and partnerships to realize a shared power structure.

**STRUCTURAL and ORGANIZATIONAL RACIAL EQUITY:** practices defaulting to shared power system-wide.

- **Racial equity values:** Incorporating the principles and values of the Race and Social Justice Initiative to redesign systems that create racially just outcomes.
- **Racially equitable policies:** Policies that address root causes and do not intentionally or unintentionally perpetuate inequities.
- **Organizational staff:** Staff (leadership and all staff) who reflect the makeup of our City, including indigenous communities and communities of color.
- **Racially equitable data:** Organizational work that is informed by dominant society data and community-based research and narratives.
- **Racially equitable systems:** Systems where community members, regardless of race, can easily, fully and meaningfully participate in decision-making and possess both political and economic power.
- **Racial Justice:** A City where race does not predict outcomes; where efforts to eliminate institutional and structural racism are on-going, consistent and evaluated for effectiveness, with particular attention to education, criminal justice, employment, housing, and equitable development.
- **Racially equitable outcomes:** The City will measure, track and report on its progress to achieve racially equitable outcomes.

Inspired by research conducted by Equity Matters NW on behalf of Seattle Office of Sustainability & Environment