

Finance and Administrative Services: 2018 Race and Social Justice Accomplishments

Finance and Neighborhoods Committee Presentation



Introductions and Briefing Objective

- Team introductions
- Briefing objective:
 - Provide City Council with update on 2018 race and social justice efforts and accomplishments in the Department of Finance and Administrative Services (FAS).



Five Pillars of FAS



**Excellent
customer service**



**Economic opportunity
through City contracting**



**Respectful, equitable and
collaborative workplace**



**Stewardship
of City assets**



**Continuous improvements
and financial accountability**

Five Pillars of FAS



Respectful, equitable and collaborative workplace



Economic opportunity through City contracting

An Elevated Focus on Race & Social Justice

- 2018 efforts:
 - Ongoing programs (WMBEs, Priority Hire, etc.)
 - Expanded and reinvigorated change team
 - Representation across divisions
 - Developing group norms and a team charter
 - Racial Equity Toolkits: Community of Practice
 - 4 ongoing RET projects started in 2018; 4 additional launched in 2019
 - Specialized workshops with Office for Civil Rights
 - Staff teams including subject matter experts and change team members



2018 Data on Women- and Minority-Owned Businesses (WMBEs)

FAS Goal	FAS Actual	City Goal	City Actual
Purchasing Spend			
16%	19%	15%	14%
Consulting Spend			
19%	6%	21%	22%
2018 Construction WMBE Spend on Completed Projects			
N/A	31%	N/A	16.2%

Prompt Pay

FAS paid its consultants on time – within 30 days of invoice receipt – **90%** of the time.



Priority Hire

- **Economically distressed ZIP codes**
 - Share of hours on community workforce agreement (CWA) projects **more than doubled** from before priority hire
 - Translates to an **additional \$10 million in direct wages**, for a total of \$21 million



Priority Hire

- **Women**
 - Worked **186% more hours** on average than non-CWA projects
 - Share of women apprentice hours was **313% more** on CWA projects
- **People of color**
 - Share of hours **increased to 28%** from 25% before Priority Hire
 - African Americans **more than doubled their share of hours** on CWA projects



RSJI Change Team Activities

- Expanded team representing all divisions
- Community service
- New team charter to provide foundation
- Racial equity toolkits
- Partnerships with FAS Human Resources and Seattle Fire Department
- May 2019 facilitated retreat
 - Team- and skill-building
 - Work plan development



Racial Equity Toolkit: WMBEs on Community Workforce Agreement Projects

- **Desired outcome:** Increase participation by African American, Latino, Asian American, and Native American contractors (i.e., MBEs) on City construction projects covered by a community workforce agreement (CWA)
- **Research and outreach:**
 - Focus groups with MBE contractors, women-owned business enterprises (WBEs) and prime contractors
 - Feedback sessions with Priority Hire Advisory Committee members, labor unions, the National Association of Minority Contractors, community organizations, City staff and others



Racial Equity Toolkit: WMBEs on Community Workforce Agreement Projects

- **Next steps:**
 - Complete engagement with stakeholders
 - Identify opportunities to better support MBEs on projects covered by the CWA
 - Report back on the engagement and opportunities through the Priority Hire Advisory Committee



Racial Equity Toolkit: Shared Mobility for City Employees

- **Desired outcome:** Promote economic advancement of people of color through a shared mobility service contract for use by City employees for City business travel
- **Research and outreach:**
 - Shared mobility providers (taxi and transportation network companies)
 - City fleet managers, e-Go Motor Pool users, FAS regulatory compliance and contracting professionals



Racial Equity Toolkit: Shared Mobility for City Employees

- **Next steps:**
 - Create a centrally managed (FAS) pilot contract with a taxi company to provide City workers with ad hoc and scheduled rides for City business
 - Use pilot experience to guide long-term mobility contracts including taxi companies



Racial Equity Toolkit: Licensing Marijuana Businesses

- **Desired outcome:** Support ownership of marijuana businesses by people of color, because they have been disproportionately burdened by the criminalization of marijuana and disproportionately affected by economic barriers to business ownership
- **Research and outreach:**
 - Stakeholders include former medical marijuana dispensary owners, community and business associations, civil rights organizations and community leaders
 - Learning from other jurisdictions with similar efforts seeking to address historic inequities with new programs under legalization



Racial Equity Toolkit: Licensing Marijuana Businesses

- **Next steps:**
 - The team is working on this project with the Washington State Liquor and Cannabis Board as a key partner
 - Continued learning and engagement with stakeholders



2019 Racial Equity Toolkits

- In addition to these three ongoing projects, FAS staff teams are working on the following RET projects:
 - Joint Enforcement Team Outreach and Education
 - Preferred Language Line for Customer Service Bureau
 - Business License Application Accessibility
 - Animal Shelter Service Fee Waivers
 - Mobile Customer Service Center Destinations



Wrap-Up

- Thank you for your attention to our critical work
- Questions?

