



2017 Race & Social Justice Change Team Update Department of Transportation

City Council
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Our mission, vision, and core values

Mission: deliver a high-quality transportation system for Seattle

Vision: connected people, places, and products

Committed to **5 core values** to create a city that is:

- Safe
- Interconnected
- Affordable
- Vibrant
- Innovative

For **all**

Presentation Overview

2017 Workplan Highlights

RSJI Goals & Outcomes

Racial Equity Toolkits

Youth Engagement

Change Team Challenges

Look Ahead

2017 Work Plan Highlights



Change Team

Training

Department Oversight

Employee Support

Outreach & Engagement

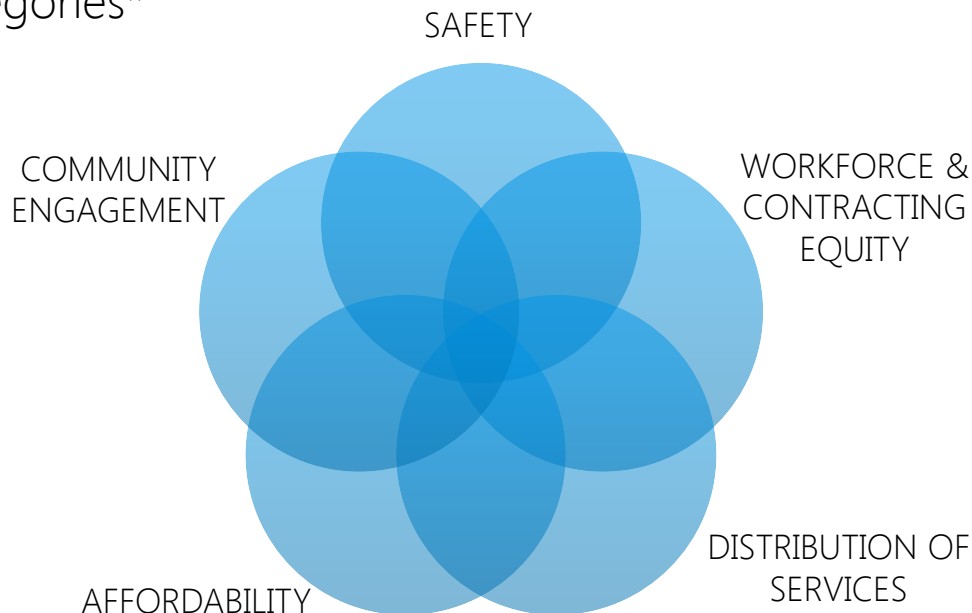
Racial Equity Toolkits

RSJI Goals & Outcomes

Recognized need to articulate clear and measurable goals, specifically surrounding RSJ issues

Senior Leadership and Change Team collaborated; buy-in from SOCR; final goals communicated to all staff in 2016

Key Categories*



RSJ Stat Session

Focus	Daylight disparities in SDOT demographic data based on Job Class, Work Site, New Hires & Departures
Discussion	Ways to increase diversity recruitment, hiring and retention; how to increase opportunities for
Outcome	Leadership tasked to take IB self assessment; Method to roll-out IB training for all hiring managers
Look Ahead	Determine a method to measure the effectiveness of the trainings; implement the mentorship program; conduct a dept wide survey

Racial Equity Toolkits

KEY RET'S include:

- 2016: Capital Projects Dashboard, PSM Permit Fee Update, Neighborhood Street Fund (NSF) Program, Neighborhood Traffic Calming Program,
- 2017: 23rd Ave Phase 2, Inspection & Enforcement Processes, One Center City Mobility Plan, Levy-Funded Signal Timing Optimization

Utilize equity goals to craft clear and consistent desired outcome of projects

Change Team provides training and input on RET's, while Division and Project Managers are ultimately responsible

Youth Engagement

Increasing opportunities for youth to learn about SDOT

Through interactions with youth, reach parents and caregivers

Support Seattle Youth Employment Program



SDOT Change Team Challenges

Clear equity vision

Establish concrete buy-in for RSJ trainings, RETs, and overall participation

Racial Equity
Toolkits

Weave RET's into day-to-day processes and establish a method/threshold to trigger a RET early in the planning process

Increase staff
education and
advocacy

Increase & engage field participation
Modify training to be more adaptable to field staff

Staff and
community
Support

Moral obligation vs technical obligation

Employee Development & Advocacy

Staff requirement to participate in 2-hours of RSJ training annually

- Working towards critical mass where more employees recognize RSJ principles as values
- Change Team develops curriculum and schedule*, and facilitates classes
- SOCR, U of W among guest speakers

Collaborate with HR

- Diversity recruitment
- Staff development
- Inclusive workforce efforts
- Retention & upward mobility



*Refer to Appendix 2 for a listing of 2017 classes.

SUMMARY & LOOK AHEAD

Clear equity vision	Work with other entities to gather data Identify measurables in achieving goals and adjust accordingly
Racial Equity Toolkits to address inequalities	Weave RET's into day-to-day processes and SDOT culture
Increase staff education and advocacy	Collaborate with HR to improve workforce equity
Staff and community support	Measure effectiveness of trainings Work with Communications team to improve public outreach methods

APPENDIX 1A: Equity Goals & Outcomes – Detailed Information

SAFETY

GOAL: No racial disparities in transportation related deaths and injuries.

STRATEGIES:

1. Measure racial disparities of those involved in collisions and/or other transportation related deaths and injuries
 - a. Investigate data collection strategy for knowing and analyzing racial and other demographics of people involved in collisions or injuries, working with SPD and Public Health to increase data integrity
 - b. Utilize resident geography as proxy acknowledging that people move around the city on streets outside their home neighborhood
2. Address any disparities found with the neighborhoods and community
 - a. Apply Vision Zero principles while being cognizant of biases inherent in enforcement
 - b. Equitably increase safe access to walking, biking, and transit services
3. Increase collaboration with other departments
 - a. SPD to strategize on enforcement of violations
 - b. City Light on lighting issues

MEASURES:

1. Percent of people of color involved in incidents vs. total percent of people of color in Seattle

WORKFORCE AND CONTRACTING EQUITY

GOAL: The demographics of SDOT staff across every division and work site reflect the demographics of Seattle and the Puget Sound region.

STRATEGIES:

1. Racial demographics of SDOT staff by Division and job classification meet or exceed latest Census data for City of Seattle in terms of all racial categories
[\(<http://www.seattle.gov/dpd/cityplanning/populationdemographics/aboutseattle/raceethnicity/default.htm>\)](http://www.seattle.gov/dpd/cityplanning/populationdemographics/aboutseattle/raceethnicity/default.htm)
 - a. Expand measure to meet or exceed entire Puget Sound region (Census/American Community Survey could likely provide this information)
 - b. Increase efforts to recruit, hire, and retain minority and women accordingly
2. Support an inclusive work environment that invests in career development
 - a. Improve communication and training of hiring processes in the context of RSJI
 - b. Compare 2016 to 2014 RSJ survey results
3. Increase percent of women in under-represented positions across all divisions (specifically in trades, engineering, and management)
4. Increase WMBE utilization to meet SDOT goals
 - a. Increase minority and women hiring by at minimum 10% for non-WMBE contractors
 - b. Support and nurture WMBE firms as sub- and prime contractors
5. Increase collaboration with local high schools, community centers, and other groups, particularly those that have high youth of color to increase SDOT engagement

MEASURES:

1. Percent of people of color in the workforce vs. total percent of people of color in Seattle
2. Percent of women in the workforce vs. total percent of women in Seattle
3. WMBE: Achievement of Consultant Aspirational Goal = 12% (11.97%); Purchasing Goal = 10% (8.56% in 2015)

APPENDIX 1B: Equity Goals & Outcomes – Detailed Information

AFFORDABILITY

GOAL: Reduce transportation as a percentage of living expenses, focusing on low income families.

STRATEGY:

1. Improve quality and increase access to alternatives to private vehicle transportation
 - a. Shared mobility, including Bike Share, Car Share, Uber/Lyft (transportation network companies)
 - b. Transit access, such as increasing quality of public transit services in areas with lower access to opportunity
2. Ensure access to fee reduction opportunities and any Department fees and petitions address inherent inequities
 - a. ORCA LIFT, VLF Rebate
 - b. SDOT fees including RPZ, Street Use permits
 - c. Pavement to parks, Play streets, Parklets (currently applicants must pay for Design and Construction, and reimburse for lost parking revenue)

MEASURES:

1. Dollars available of fee reduction opportunities and corresponding utilization tracked by race/ethnicity
2. Housing and transportation cost index in Seattle over time (<http://htaindex.cnt.org/map/>)

DISTRIBUTION OF SERVICES

GOALS: Ensure equitable distribution of maintenance of existing assets and new investments. Reduce the reliance on complaint-based systems for repairs and service delivery.

STRATEGY:

1. Ensure equity in project location by race, while balancing income, age, disability, language, and geographic considerations
 - a. Prioritize investments at minority and low income schools/areas (Safe Routes to School)
 - b. Prioritize last mile access investments in high need and underserved areas
 - c. Increase pothole repairs in under-represented communities
2. Every prioritization process must be transparent and show how race is incorporated into decision making
 - a. Communicate Department prioritization of investments
3. Reduce burden of department complexities, specifically to minority-owned small businesses and residents
 - a. Pilot innovative programs
 - b. Street use, parking, permit fees “easier to understand”
4. Empower people to communicate with the Department (complaint, request services, provide feedback)
 - a. Equitable utilization of programs and services across all communities

MEASURES:

1. Current number of complaint-based systems vs. historical (quantity)
2. Investment by neighborhood vs. historical
3. Investments by need vs. historical (utilize equity score from Move Seattle)

APPENDIX 1C: Equity Goals & Outcomes – Detailed Information

COMMUNITY ENGAGEMENT

GOAL: All communities are engaged and informed about SDOT work, especially historically under-represented communities.

STRATEGY:

1. Engage with communities prior to project decisions and incorporate community feedback into end decision
 - a. Reach communities in innovative ways, such as attending weekend gatherings, soccer/local events, and cultural events to expand those we engage with
2. Strive for continuous improvement and identify ways to utilize community input to effect change on projects and programs
3. Communicate SDOT commitment to RSJI and follow up with actionable progress
4. Synchronize communications across SDOT divisions and other departments
5. Increase collaboration with local high schools, community centers, and other groups, particularly those that have high youth of color to increase SDOT engagement

MEASURES:

1. Demographic data of attendees at public events vs. community demographics
2. Number of different types of outreach events over time (e.g. multilingual events)
3. Contacts back to SDOT by language/other demographic profile

Appendix 2A: 2017 Training Catalog

Course Title	Category	Date	Start Time	End Time	Hours
RSJI: Honor Totem	Lessons From History	02/08/17	1:00 PM	3:00 PM	2
FAD ONLY: Volunteer Service: OSL - "Only Serving Love. One hot meal at a time."	Community Engagement	02/13/17	12:30 PM	2:30 PM	2
Implicit Bias	Challenging Cultural Norms	02/16/17	1:00 PM	3:00 PM	2
SDOT RSJI: Racial Equity Toolkit	Skill Development	02/24/17	1:00 PM	2:00 PM	1
Volunteer Service: OSL - "Only Serving Love. One hot meal at a time."	Community Engagement	02/28/17	12:30 PM	2:30 PM	2
13th: Race & Criminal Justice (film)	Lessons From History	03/02/17	8:00 AM	10:30 AM	2.5
13th: Race & Criminal Justice (film)	Lessons From History	03/07/17	7:30 AM	10:00 AM	2.5
Latino Experiences (film)	Lessons From History	03/07/17	10:00 AM	12:00 PM	2
The Cats of Mirikitani	Lessons From History	03/15/17	2:30 PM	4:30 PM	2
Race & Housing 1: An Overview of Redlining	Lessons From History	03/21/17	10:00 AM	11:00 AM	1
13th: Race & Criminal Justice (film)	Lessons From History	03/29/17	2:00 PM	4:30 PM	2.5
Inclusive Outreach and Public Engagement	Community Engagement	04/04/17	2:00 PM	4:00 PM	2
WMBE Advocate Course #1: Equity vs Equality - Social Equity & Contracting	Skill Development	04/18/17	9:30 AM	11:00 AM	1.5
Volunteer Service: OSL - "Only Serving Love. One hot meal at a time."	Community Engagement	04/19/17	12:30 PM	2:30 PM	2
WMBE Advocate Course #2: Vision for Social Equity & Tools for Contracting Equity in SDOT	Skill Development	04/21/17	9:30 AM	11:00 AM	1.5
Volunteer Service: OSL - "Only Serving Love. One hot meal at a time."	Community Engagement	04/21/17	12:30 PM	2:30 PM	2
Race & Housing 2: Urban Renewal/Neighborhood Displacement	Lessons From History	04/27/17	1:00 PM	2:00 PM	1
City of Trees	Community Engagement	05/01/17	10:00 AM	12:00 PM	2
SDOT RSJI: Racial Equity Toolkit	Skill Development	05/08/17	10:00 AM	11:00 AM	1
Implicit Bias	Challenging Cultural Norms	05/10/17	1:00 PM	3:00 PM	2
Latino Experiences (film)	Lessons From History	05/15/17	2:00 PM	4:00 PM	2
Intersectional Identities: Race, Gender, and Sexuality	Challenging Cultural Norms	05/16/17	1:00 PM	3:00 PM	2
13th: Race & Criminal Justice (film)	Lessons From History	05/24/17	10:00 AM	12:30 PM	2.5
SDOT RSJI: Racial Equity Toolkit	Skill Development	06/06/17	10:00 AM	11:00 AM	1
RSJI: Honor Totem	Lessons From History	06/14/17	9:00 AM	11:00 AM	2
Volunteer Service: OSL - "Only Serving Love. One hot meal at a time."	Community Engagement	06/20/17	12:30 PM	2:30 PM	2
RSJI: Speaking to Diverse Audiences	Community Engagement	06/22/17	10:00 AM	12:00 PM	2
Race & Housing 1: An Overview of Redlining	Lessons From History	06/28/17	1:00 PM	2:00 PM	1

Appendix 2B: 2017 Training Catalog

Course Title	Category	Date	Start Time	End Time	Hours
SDOT RSJI: Racial Equity Toolkit	Skill Development	07/12/17	2:00 PM	3:00 PM	1
The Cats of Mirikitani	Lessons From History	07/18/17	10:00 AM	12:00 PM	2
Race & Housing 2: Urban Renewal/Neighborhood Displacement	Lessons From History	07/27/17	10:00 AM	11:00 AM	1
Inclusive Outreach and Public Engagement	Community Engagement	08/08/17	9:00 AM	11:00 AM	2
Intersectional Identities: Race, Gender, and Sexuality	Challenging Cultural Norms	08/15/17	2:00 PM	4:00 PM	2
Volunteer Service: OSL - "Only Serving Love. One hot meal at a time."	Community Engagement	08/17/17	12:30 PM	2:30 PM	2
SDOT RSJI: Racial Equity Toolkit	Skill Development	08/23/17	1:00 PM	2:00 PM	1
WMBE Advocate Course #1: Equity vs Equality - Social Equity & Contracting	Skill Development	09/04/17	9:30 AM	11:00 AM	1.5
WMBE Advocate Course #2: Vision for Social Equity & Tools for Contracting Equity in SDOT	Skill Development	09/05/17	9:30 AM	11:00 AM	1.5
Latino Experiences (film)	Lessons From History	09/07/17	9:00 AM	11:00 AM	2
City of Trees	Community Engagement	09/07/17	10:00 AM	12:00 PM	2
WMBE Advocate Renewal - WMBE Program Workshop	Skill Development	09/08/17	9:30 AM	11:00 AM	1.5
Myth of Meritocracy	Challenging Cultural Norms	09/14/17	9:00 AM	10:00 AM	1
Implicit Bias	Challenging Cultural Norms	09/26/17	10:30 AM	12:30 PM	2
Intersectional Identities: Race, Gender, and Sexuality	Challenging Cultural Norms	10/03/17	10:00 AM	12:00 PM	2
The Cats of Mirikitani	Lessons From History	10/11/17	2:00 PM	4:00 PM	2
Volunteer Service: OSL - "Only Serving Love. One hot meal at a time."	Community Engagement	10/18/17	12:30 PM	2:30 PM	2
Race & Housing 1: An Overview of Redlining	Lessons From History	10/19/17	10:00 AM	11:00 AM	1
Myth of Meritocracy	Challenging Cultural Norms	10/24/17	9:00 AM	10:00 AM	1
RSJI: Honor Totem	Lessons From History	11/08/17	9:00 AM	11:00 AM	2
Race & Housing 2: Urban Renewal/Neighborhood Displacement	Lessons From History	11/08/17	1:00 PM	2:00 PM	1
Inclusive Outreach and Public Engagement	Community Engagement	11/14/17	1:00 PM	3:00 PM	2
13th: Race & Criminal Justice (film)	Lessons From History	11/30/17	2:00 PM	4:30 PM	2.5
Volunteer Service: OSL - "Only Serving Love. One hot meal at a time."	Community Engagement	12/14/17	12:30 PM	2:30 PM	2

Questions?

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<http://www.seattle.gov/transportation>

