

## 2017 SPU Race and Social Justice Year-End Accomplishments

As a large department, we recognize the need to scale our efforts to embed Race and Social Justice throughout the utility, by cultivating ownership of RSJI among all SPU employees. We consider our employees the catalyst in moving us closer to our desired RSJI outcomes, and SPU is committed to supporting their efforts. SPU is creating innovative and tailored approaches to meet our unique RSJI challenges.

### Economic Equity –

Achieve racial equity in access to living wage jobs, including school-job pipeline programs, STEM etc.

ACTION	MEASURE	OUTCOME/STATUS
<p>Prepare low income youth for careers aligned with City workforce needs by providing internships to participants in the Seattle Youth Employment Program (SYEP).</p> <p><i>See Seattle Youth Employment Program</i></p>	<ul style="list-style-type: none"> <li>• SPU will hire SYEP youth for internships to promote work readiness, strengthen career development, and provide youth with the skills necessary to be competitive in the job market.</li> <li>• Youth will be placed across all SPU Lines of Business, Drinking Water, Solid Waste, Drainage &amp; Waste Water, General Managers Office, Finance &amp; Administration and Customer Service Branch.</li> <li>• All youth will learn about SPU and participate in Educational tours centering on SPU's Lines of Business, Drinking Water, Drainage &amp; Wastewater and Solid Waste.</li> </ul>	<ul style="list-style-type: none"> <li>• SPU hosted 15 SYEP interns in the summer of 2017. In their six weeks of employment, interns learned about utility operations, strengthened their presentations skills, assisted in public outreach, helped select artwork for office space, and much more.</li> </ul>

**Economic Equity** – Increase racial equity in City contracting and purchasing, including increasing opportunities for targeted local hire of communities of color.

ACTION	MEASURE	OUTCOME/STATUS
<p>Develop and implement WMBE plans, strategies and training to help achieve goals (implement Executive Order 2010-05 and a Consultant Inclusion Plan).</p> <p><i>See Community Benefits in Contracts document.</i></p>	<ul style="list-style-type: none"> <li>• WMBE Purchasing goal: <b>12%</b></li> <li>• WMBE Consultant goal: <b>12%</b></li> <li>• Prompt Pay goal 95%</li> </ul>	<ul style="list-style-type: none"> <li>• WMBE Purchasing <b>Final 12%</b></li> <li>• WMBE Consultant <b>Final 21%</b></li> <li>• WMBE Construction : <b>Final 14%</b></li> <li>• Prompt Pay: <b>Final 93%</b></li> </ul>

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ACTION	MEASURE	OUTCOME/STATUS
<p>SPU WMBE Coordinator actively engaged in Departmental and Business Community activities that improve WMBE utilization</p>	<ul style="list-style-type: none"> <li>• SPU Contracts Division and WMBE Coordinator work with managers on inclusion process</li> <li>• SPU WMBE Coordinator hosts outreach events to consultant community to create partnership opportunities with prime and sub businesses</li> <li>• WMBE outreach forms updated to include WMBE parameters.</li> </ul>	<ul style="list-style-type: none"> <li>• Seattle Public Utilities' Contracts Division continued worked closely with the WMBE manager to embed WMBE inclusion into various steps of the consultant contracting and purchasing process.</li> <li>• Held outreach sessions for new consultant contracts to increase WMBE participation</li> <li>• Updated forms to include WMBE parameters in purchasing and consulting.</li> </ul>
<p>Sponsor, support and/or participate in outreach events with WMBE community associations, vendors and industry organizations.</p>	<ul style="list-style-type: none"> <li>• Host annual Architecture and Engineering outreach events and partner with other city departments</li> <li>• Attend regional outreach events</li> <li>• Engage with non-WMBE &amp; WMBE firms to improve WMBE inclusion and best practices</li> </ul>	<ul style="list-style-type: none"> <li>• Seattle Public Utilities held our annual Architecture and Engineering Upcoming Opportunities Forum event in February which facilitated outreach for consultant contract planning for over 150 firms, many of whom were WMBE consultants. In addition to presenting upcoming projects from Seattle Public Utilities, other City departments were invited to present on their upcoming consultant contracts. Over all there were 20+ upcoming projects presented to a full room at Bertha Knight Landes.</li> <li>• Seattle Public Utilities attended 7 regional outreach events to engage with WMBE firms and held one-on-ones with WMBE firms to further engage them in upcoming opportunities and address questions they had on current or future contracting opportunities.</li> </ul>

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		<ul style="list-style-type: none"> <li>We also met with non-WMBE firms to consult on WMBE inclusion best practices. The engagement that Seattle Public Utilities engages in allows us to build strong relationships that align with our commitment to be a community-centered utility.</li> </ul>
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### Service Equity –

Achieve racial equity in City departments’ service delivery and resource allocation.

Action	Measure	Outcome
<p>SPU Branch Equity Teams (BET) established in Each SPU Line of Business and developing team and implementing work plans. <i>See Branch Equity Teams document</i></p> <p>Environmental Justice &amp; Service Equity (EJSE) Liaisons assigned to each BET to support team development and knowledge of RSJI &amp; Service Equity Principals.</p> <p>Fully staff and update SPU RSJI Change Team structure.</p>	<ul style="list-style-type: none"> <li>BET members have created and implemented work plans.</li> <li>BET’s develop their RSJI/Service Equity/Inclusion Skills</li> <li>BET’s develop RSJI/Service Equity/Inclusion workplans</li> <li>With the support of EJSE staff the process of RET preparation and action has improved.</li> <li>Employees throughout the utility are becoming proficient and subject matter experts in the development, preparation and deliverables of SPU’s RSJI Tool kits.</li> </ul>	<ul style="list-style-type: none"> <li>BET teams have entered second year and are fully engaged in delivery of work plan tasks.</li> <li>BET members have and continue to receive advance RSJI training and are applying the learning to BET work tasks and in their respective work groups.</li> <li>EJSE staff assigned to each line of business and support Department Racial Equity Tool kit preparation. ( EJSE RET Liaison/ Line of Business representation model)</li> <li>EJSE RET Liaisons are actively participating in RET preparation across the utility.</li> <li>Employees across the utility are becoming proficient at preparing RET’s and following through on tasks that are identified in the RET process.</li> <li>Change Team fully staffed with BET representatives and SPU employees at large</li> </ul>

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		<ul style="list-style-type: none"> <li>• Change Team is reporting directly to SPU CEO/GM &amp; CAO.</li> <li>• Change Team members are fully engaged and working in 11 sub-committees</li> </ul>
<p>Environmental Justice &amp; Service Equity Division builds trusted relationships with Community Partners in under-represented community to ensure best outcomes and access to SPU.</p> <p>Align our efforts with city, county, and community efforts</p> <p><i>See SPU's Community Partnerships Program document.</i></p>	<ul style="list-style-type: none"> <li>• Contract with Community Based Organizations (CBO) to train their respective communities about SPU Lines of Business.</li> <li>• Educate CBO's about SPU Lines of Business</li> </ul>	<ul style="list-style-type: none"> <li>• Staffed 11 community events, recruited 495 customers to 24 facilitated presentations, and provided 6 educational field trips to 183 customers.</li> <li>• Stewardship of a community benefits program to support contracted partners in meeting their corporate social responsibility goals</li> <li>• Leadership and guidance on embedding equity goals and strategies to the Local Hazardous Waste Management Program (LHWMP), a multi-jurisdictional program for King County serving 2.1 million residents and 60,000 businesses).</li> <li>• Presentations at regional and national workshops and conferences</li> </ul>

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