

SDCI & OPCD RSJI Report to Council

UPDATE ON 2018 RSJI WORK PLAN &
RACIAL EQUITY TOOLKITS

May 1, 2019

PRESENTERS

Nathan Torgelson, SDCI
Jared Bigelow, SDCI

Sam Assefa, OPCD
Ian Dapiaoen, OPCD

Introduction & Overview

- 2018 accomplishments
- Racial Equity Toolkits
- Goals for 2019

Our Mission

Increase awareness of racism and inequity, past and present, and examine its effect on us all. Partner with the City's RSJI to identify and eliminate the impacts of racial disparities for employees and those we serve.

Indigenous Land Acknowledgement

On behalf of SDCI & OPCD we'd like to actively recognize that we are on indigenous land, the traditional and current territories of the Coast Salish people.



SDCI & OPCD

2018 Accomplishments: Outreach & Engagement

- South Seattle Home Fair
 - 150+ attendees
 - 1/3 attendees - people of color
- Tenant Outreach
 - 34 meetings and events
- Community planning
 - Imagine Greater Downtown
 - Chinatown International District
 - South Park
 - Duwamish Action Team
 - Crown Hill
 - 130th Street Station Area



Community members share what they like to do outside at a Duwamish Valley event in August 2018.

2018 Accomplishments: Equitable Development Initiative

- Advisory Board
- Community convening and capacity building
 - May Real Estate Training
 - Seattle Design Festival community brainstorm
 - Community Convening



2018 accomplishments: Indigenous Seattle

Staff training

- Native Seattle
- Being a Native Ally
- Indigenous Architecture
Indigenous Culture: Activism
and the Built Environment
- Current Geography of
Indigenous Seattle

Ongoing internship



Get Informed

Build Relationships and Connect

Change the Way We Plan

SDCI & OPCD

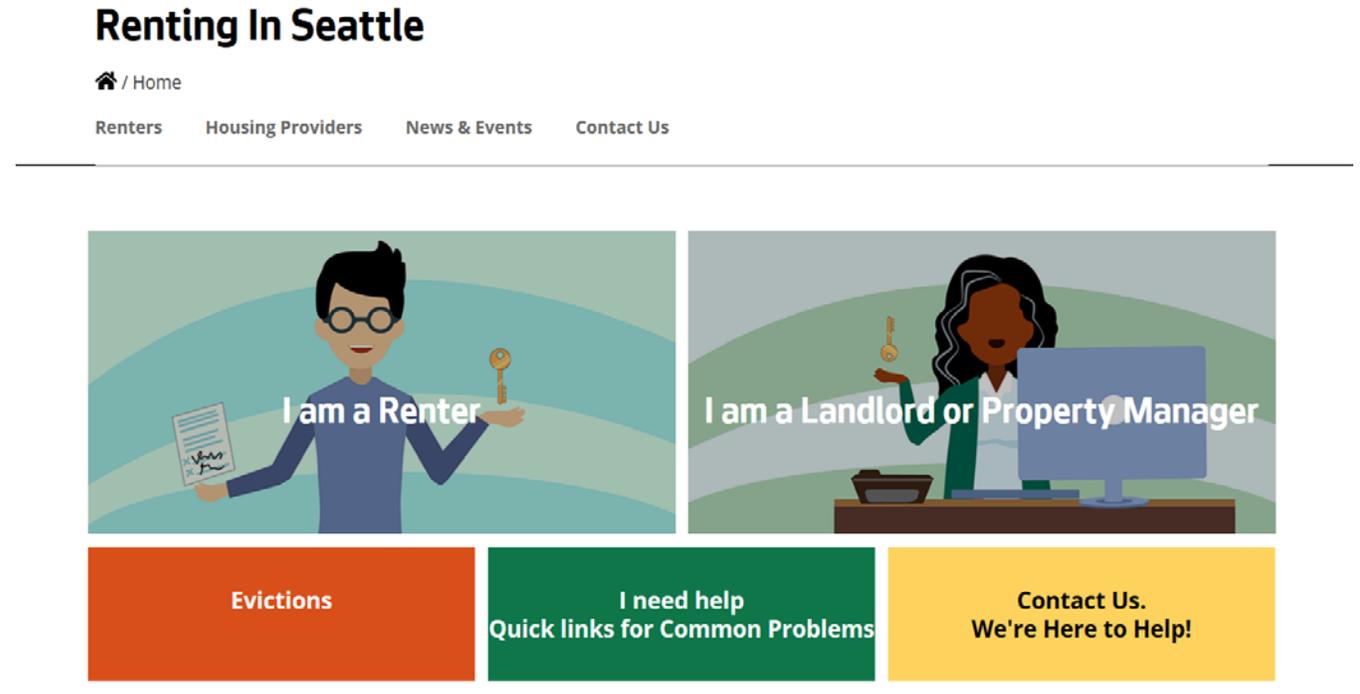
2018 accomplishments: Urban Innovation Speaker Series

- February: *A Central Vision* film screening and panel discussion on Central Area displacement pressures
- May: Equitable development investments helping communities fight residential, economic, and cultural displacement
- December: *Color of Law* and how West Coast cities are responding to the legacy of racist redlining and neighborhood covenants



Accomplishments: Renting in Seattle

- New website
<https://www.seattle.gov/rentinginseattle>
- 13 languages in addition to English
- Voter Registration information included with required “Information for Tenants” handout.
- Renting in Seattle phone line: (206) 684-5700



2018 accomplishments: Internal Training

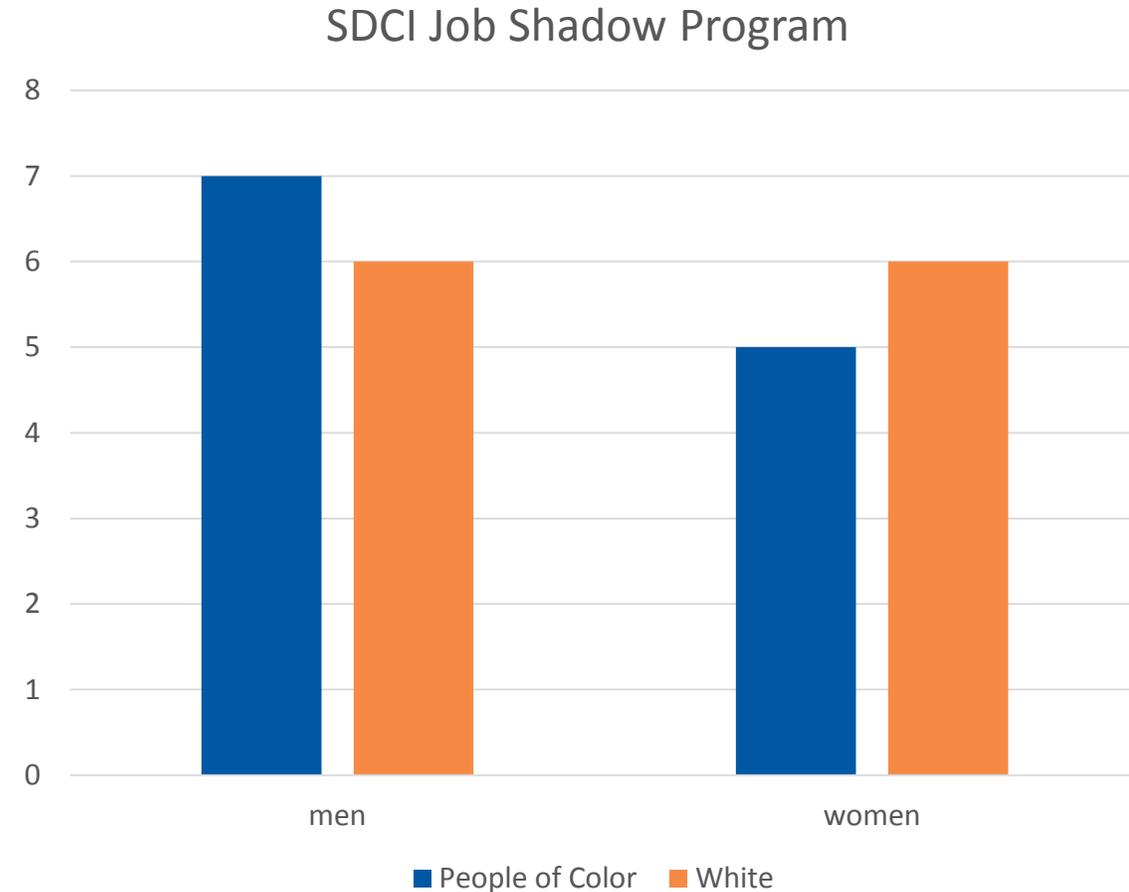
- Internal: Hiring & implicit bias (ongoing & expansive)
 - 28/37 of SDCI Execs, SAs and Managers completed Part I
- RET training with SOCR
- A Central Vision: Viewings and Discussion



SDCI & OPCD

2018 accomplishments: Workforce Equity

- Seattle Youth Employment Program (SYEP)
 - Three young men and one young woman of color.
 - Learned about many aspects of City government
- SDCI Job Shadow Program
- Reviewed and updated Hiring Process training to include anti-racism and debiasing strategies.



Racial Equity Toolkits: Summary

SDCI

- **Communication Plan**
- *Electric Vehicle Regulations*
- *Parking Requirement Changes*

OPCD ongoing and in partnership with other departments

- Chinatown International District Framework Implementation Plan
- ST3
- **Imagine Greater Downtown**

Groundwork for leading with equity



SDCI & OPCD

RSJI TOOLKIT: Communication Plan

Racial Equity Outcome:

Remove communication barriers so our limited-English-speaking customers, including seniors, youth, renters, and immigrants and refugees, can easily access the information they need to get a permit, follow the code, pass an inspection, or conduct other business with SDCI.

- Collected existing inclusive engagement practices and identified opportunities for improvement

Materials available in these languages

- Amharic - አማርኛ
- Chinese (Simplified) - 简体中文
- Chinese (Traditional) - 繁體中文
- Khmer - ភាសាខ្មែរ
- Korean - 한국어
- Lao - ພາສາລາວ
- Oromo - OROMIFFA
- Russian - РУССКИЙ ЯЗЫК
- Somali - SOOMAALI
- Spanish - ESPAÑOL
- Thai-ภาษาไทย
- Tigrinya - ትግርኛ
- Vietnamese - TIẾNG VIỆT

RSJI TOOLKIT: Imagine Greater Downtown



Racial Equity Outcomes

- A vision plan that elevates equity outcomes
- Investments will center race and advance community priorities with equitable investment in infrastructure.
- Outreach and engagement for tailored by neighborhood racial demographics
- Responds to existing vision and planning efforts
- The public realm will celebrate diversity and will be used for cultural expression.



SDCI & OPCD

Goals for 2019: Highlights

- Leading with equity and putting it into practice!
- Equity Indicators and monitoring
- Supporting employees of color
- Update charter
- Indigenous Seattle
- Group field trips



2019 Change Team

Thank you!

SDCI

- Jared Bigelow, Co-Lead
- Corey Buttry
- Eric Dripps
- Linda Elwood
- Faith Lumsden, Executive Sponsor
- Muhammed Memon
- Rhett Miller
- Qiana Norwood
- Janet Oslund
- Collin Tam
- Bradley Wilburn
- Sissi Zeng

OPCD

- Connie Combs
- Ian Dapiaoen
- David Driskell, Executive Sponsor
- Ubax Gardheere
- Magda Hogness
- Katie Sheehy, Co-Lead
- Bo Zhang