



SEATTLE CITY LIGHT RACE AND SOCIAL JUSTICE INITIATIVE

Progress report to the City Council

April 25, 2017



THE JOURNEY: 2004 - PRESENT

- 2004 – RSJI & Change Team Implemented
- 2007 – RSJI Education
- 2008 – RSJI Program Manager
- 2013 – Memorial Day Programs
- 2014 – Social Justice Equity Fair
- 2015 – Intern Learning Activity
- 2016 – RSJI at Remote Sites



RACIAL EQUITY TOOLKIT ANALYSIS

Transportation Electrification

Objective: Improved access and affordability for communities most impacted by fossil fuel pollution including: low-income, immigrants, refugees, and communities of color.

Highlights:

- Project Team information to Change Team with initial stakeholder analysis, background research, goals - one of which was Equity
- REAT Work Sheet completed describing racially equitable community outcomes that were then reviewed by Change Team
- Summary REAT Analysis presented to Change Team for approval
- An Inclusive Engagement Plan developed for engaging the community



RACIAL EQUITY TOOLKIT ANALYSIS

- **Digital Strategy- Phase 1**
- **Objective:** Establish best practices on how to reach all audiences. Phase II will include a more focused effort on how to identify specific needs for translation, reaching customers where they are, what technologies they use, etc.
- **Highlights:**
 - Held early meeting with multiple divisions to discuss strategy
 - Applied REAT using internal team members on the Communication Team
 - Identified benefits and initial key actions to be implemented in Phase II
 - Determined that RET will need to be applied again based on recommendations developed in Phase II

GOING DEEPER WITH RSJI AT BOUNDARY AND SKAGIT

Objective: Deepen RSJI at Boundary and Skagit hydroelectric work sites.

Highlights:

- Introduced RSJI topics using Seattle Times video project: "Under Our Skin"
- Discussion topics included: Safe Space, White Privilege, Colorblindness, Institutional Racism
- Included community panel of local elected officials, local tribal members, and local business owners.



NEW WMBE PARTNERSHIP AGREEMENT

Objective: To increase the availability and utilization of WMBE firms by City Light by providing education, training, and technical assistance.

Highlights:

- Partnering with the University of Washington Consulting and Business Development Center
- Three sponsored firms completed the one-week intensive Minority Business Executive Program
- Four sponsored firms are currently participating in the six-month Business Growth Collaborative.



SEATTLE OFFICE FOR CIVIL RIGHTS PARTNERSHIP

Objective: To develop a partnership agreement with SOCR that supports the utility, its RSJI goals, and ratepayers.

Highlights:

- The agreement outlines both partners' roles and responsibilities related to implementing RSJI
- Services to be provided by SOCR include:
 - "Race: The Power of an Illusion" train-the-trainer sessions to build City Light capacity
 - A trainer available to co-facilitate at City Light's worksites across the state
 - Training and retreat facilitation for Change Team





QUESTIONS?





CITY LIGHT

OUR VISION

To set the standard—to deliver the best customer service experience of any utility in the nation.

OUR MISSION

Seattle City Light is dedicated to exceeding our customers' expectations in producing and delivering environmentally responsible, safe, low-cost and reliable power.

OUR VALUES

Excellence, Accountability, Trust and Stewardship.

