

Finance and Administrative Services: 2021 Race and Social Justice

City Council Finance and Neighborhoods Committee
Presentation

8/17/2021

Department of Finance and Administrative Services



City of Seattle

Introductions and Briefing Objective

- Team introductions
- Briefing objective:
 - FAS RSJI accomplishments
 - FAS RSJI challenges
 - Racial Equity Toolkits
 - Brief description of the spirit of RSJI at FAS in 2020



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

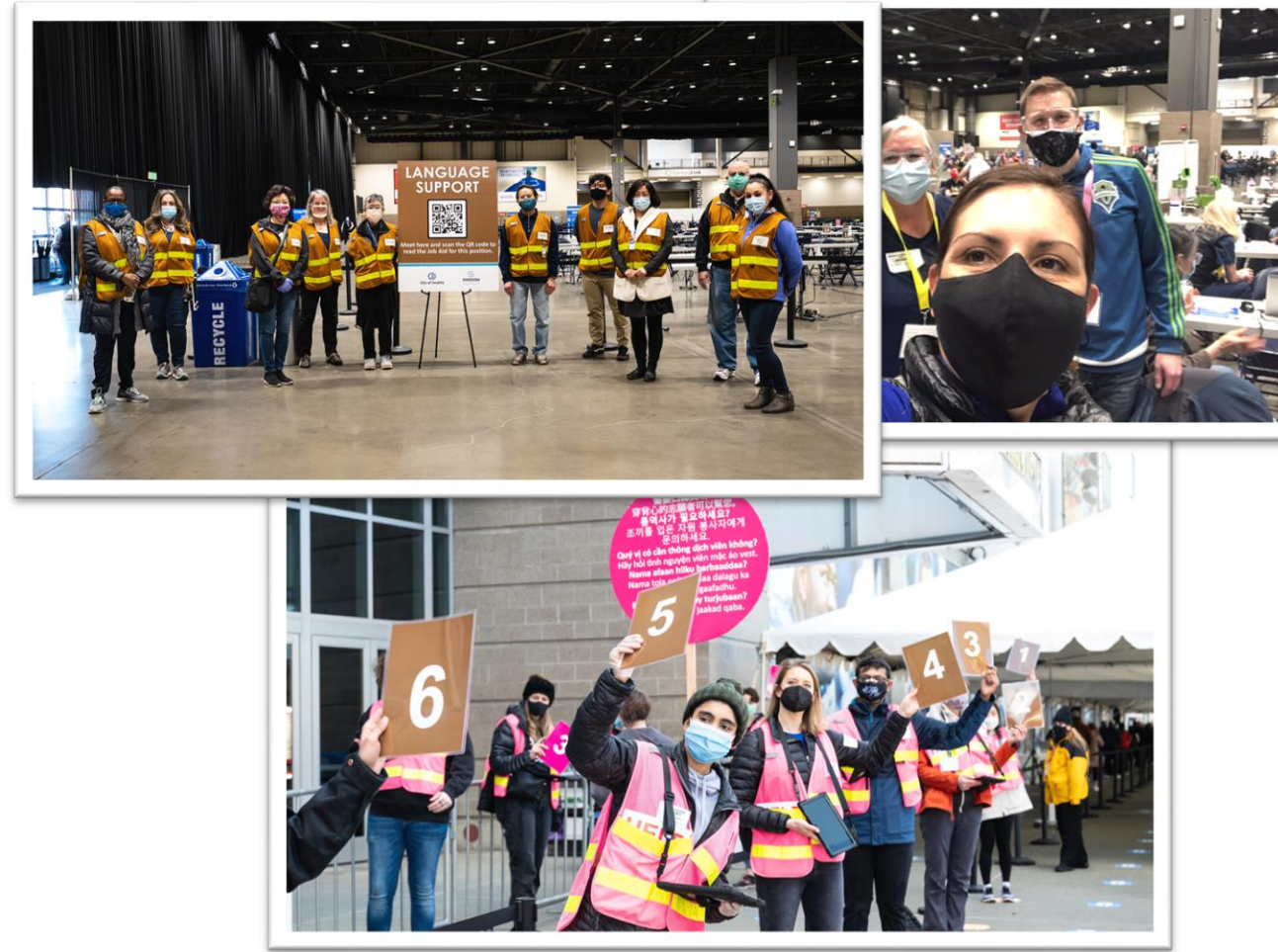
RSJI Departmentwide Initiatives

- Diversifying our Leadership Team
- Expansion of RSJI & WMBE mandatory training
- Change Team partnership with leadership
- Division-specific initiatives
- Language Access
- Racial Equity Toolkits



Community Vaccination Site at Lumen Field

- 44% of those served were BIPOC
- 200-plus languages available, 35-plus in-person interpreters, and materials in 8 languages
- 33 percent of FAS purchase orders for the site were with WMBE firms



FAS RSJI Change Team

The work:

Build relational culture founded on anti-racist principles.

- Identify manifestations of systemic racism
- Guide our principal bodies of work:
 - HR, Budget, Communication, and Education/ Outreach
- Engage in difficult conversations within our divisions and various city departments



2020 Data on Women- and Minority-Owned Businesses (WMBEs)

FAS Goal	FAS Actual	City Goal	City Actual
<i>Purchasing Spend</i>			
18%	26.3%	19%	23%
<i>Consulting Spend</i>			
23%	36.2%	27%	23%
<i>2020 Construction WMBE Spend on Completed Projects</i>			
N/A	44.7%	N/A	17.9%

Prompt Pay

FAS paid its consultants on time – within 30 days of invoice receipt – **95%** of the time



2020 FAS BIPOC Business Utilization

Purchasing:

26.3% of total spend

Of that number...

Black: 8.8%

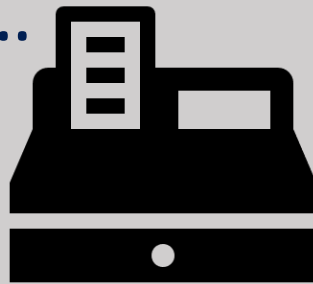
Asian: 31.1%

Hispanic: 3.6%

Native American: 27.9%

White women: 26.4%

Other: 0.5%



Consulting:

36.2% of total spend

Of that number...

Black: 2.4%

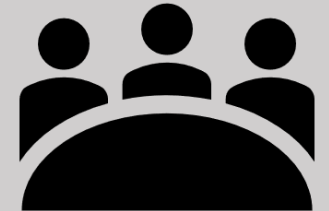
Asian: 31.8%

Hispanic: 11.6%

Native American: 1.8%

White women: 52.2%

Other: 0%



Through Dec. 29, 2020

WMBE - FAS/Citywide 2020/21 Activities

- Reporting/forecasting
- FAS WMBE Program training
- MBE/Black-owned firm outreach
- Language access
- WMBE Advisory Committee
- Disparity study



Workforce - Priority Hire

- **Economically distressed ZIP codes (EDZs)**
 - Workers living in EDZs worked **about 110% more hours** since the program started
 - Translates to an **additional \$20 million in direct wages**, for a total of \$45 million



Workforce - Priority Hire

People of color

- Apprentices of color **earned more than \$35 an hour** on Priority Hire projects in 2020. This is considered a “career job” in Washington – livable wages, benefits and career growth.
- African Americans on Priority Hire projects in 2020 **earned double the income** earned by the average African American worker in our region.

Worker retention

- Workers and pre-apprentice students received over **1,200 trainings** to reduce bullying, hazing and harassment on jobsites



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, Tabor 100, community organizations, City staff and others



Racial Equity Toolkit: WMBEs on Community Workforce Agreement Projects

- **What we've done:**
 - Complete engagement with stakeholders
 - Identify opportunities to better support MBEs on projects covered by a CWA
 - Report back on the engagement and opportunities



Tracy Freeman accessed City construction as a Priority Hire and now MBE Contractor

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
- **Strategy Tested:** Seattle Orange Cab corporate account for City of Seattle staff



Racial Equity Toolkit: Shared Mobility for City Employees

- **Challenges:** Technology disparities, demand for app-based dispatching, COVID-19
- **Next steps:** Sharing lessons learned; reducing the regulatory burden on medallion owners



Racial Equity Toolkit: City Surplus with focus on MBE's

- **Desired outcome:** To create an equitable City Surplus program by being intentional on the focus of MBE's that have been systemically harmed in the community and providing:
 - Increased awareness to MBE's on surplus items available (free or at a cost)
 - Easier access to surplus warehouse via appointments
 - Establishment and access of Mailing or Listserv for MBE partners of upcoming surplus events
 - Increased MBE participation in overall Surplus program



Racial Equity Toolkit: City Surplus with focus on MBE's

- **What We've Done:**

- Developed a new process by incorporating Lean Six Sigma processes and tools
- Established a robust list of MBE stakeholders
- Completed drafting of outreach materials

- **Challenges:**

- Notifying community MBE's in a timely manner
- Engaging with MBE business community during pandemic

- **Next steps:** Meeting with the confirmed list of MBE stakeholders to build and improve process based on feedback



Racial Equity Toolkit: Licensing Cannabis Businesses

FAS regulates over 110 Seattle cannabis businesses

- 87% of Seattle cannabis stores have white majority ownership.

Why? FAS initiates a Racial Equity Toolkit project
Community engagements and surveys

- Former operators, other cities/states, BIPOC, most impacted by War on Drugs and Black clergy community.

Preliminary report which explores equity policies and practices for addressing past harm due to historic cannabis enforcement.



HOW CAN WE UNDO THE HARM ?

Help to remedy the lasting inequity of the War on Drugs and its negative impacts on Seattle's Black community

WEDNESDAY, JULY 14, 6-7:30 P.M.

Share your ideas in a Zoom discussion!
Register at <http://bit.ly/seattlecannabisequity>
or email: cannabis@seattle.gov



Racial Equity Toolkit: Licensing Cannabis Businesses

Desired outcomes:

Eliminate racial disparities by building a new systemic structure and centering BIPOC communities through:

- Access to licenses and capital
- Access to business education and mentorship
- Access to prior medical dispensary BIPOC operators to licensure
- Community Reinvesting: affordable housing, healthcare, and education
- Small Business Association (SBA) business plan support
- Flexibility in the process to pivot quickly as new barriers arise
- Reinvest proceeds into the community, and
- Rebuilding generational wealth

Challenges:

- Identifying funding
- Identifying business partners for mentorship.
- Identifying viable and compliant locations



2021 Racial Equity Toolkits

- Other FAS Racial Equity Toolkits
 - 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
- New RET to launch in Fall of 2021



Wrap-Up

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

