

Annual Update on RSJI, Workforce Equity & Contracting Equity

Seattle City Light



City of Seattle

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UPDATE: Race and Social Justice Initiative

RSJI Initiatives

- Shrinking Bigfoot Education Program
- Washington Building Engineers Consortium
- Customer Energy Solutions Project Life Cycle

RSJI Staffing

- Reagen Price: RSJI Program Manager
- Deloris Marks, Chris Peguero, Shennay Ochoa, and Kara Williams: Change Team Co-Leads
- Jim Baggs and Raman Vishwanathan: RSJI Executive Sponsors

Key Department RSJI Goals	
RSJI Goal	Below / Meeting / Exceeding
Duwamish & South Park Environmental Equity Projects	Meeting
WMBE Consulting Target	Exceeding
Staff trained for Implicit Bias / RPOI	Meeting
Racial Equity Toolkit List	
<ul style="list-style-type: none"> • Apprenticeship Hiring Process • Utility Discount Program • Advanced Metering Infrastructure Mass Deployment Rollout • Market Research for Strategic Plan Update 	

UPDATE: Workforce Equity

	African American	Hispanic / Latin American	Native American	Asian American	2 Or More	White	Not Specified
% Representation in Dept.	11.21%	4.81%	2.68%	16.07%	3.01%	59.27%	2.95%
% APEX / SAM	11.46%	3.65%	0.52%	11.98%	4.17%	66.67%	1.56%
% Supervisors	12.02%	3.88%	0.78%	20.93%	0.00%	59.03%	3.10%
% Greater Seattle Area	6.00%	5%	0.9%	15.2%	4.1%	64.8%	--

Workforce Equity Initiatives

- Tuition Reimbursement Program
- Outreach and Recruitment Programs (Apprenticeship, Interns & Full-time hires)
- High School & College Internship Program

Workforce Equity Staffing Support and Executive Oversight

- DaVonna Johnson, Administrative Services Officer / Jai Elliott, Workforce Development & Talent Acquisition Director
- Keith Gulley, Talent Acquisition Manager / Jennifer Healy, Workforce Development Manager / Michiko Starks, Apprenticeship Program Manager

Workforce Equity Metrics	
Men	Women
69.24% (1267)	30.73% (562)
\$95,814.15 (Average Salary-All)	\$83,675.26 (Average Salary-All)
\$93,934.01 (Average Salary POC)	\$78,809.17 (Average Salary POC)

UPDATE: Contracting Equity / WMBE Program

	White Female	African American	Hispanic/ Latin American	Native American	Asian American
% Total Utilization in Dept. As reported by FAS	5.09%	.37%	.24%	.42%	2.03%
% City of Seattle Utilization as reported by FAS	8.63%	1.64%	.65%	.99%	3.74%

WMBE Initiatives

- Developing division WMBE inclusion action plans. Assisting purchasers with identifying WMBE options. Providing technical assistance through a partnership with the University of Washington Consulting and Business Development Center. Training small businesses and WMBE firms jointly with Procurement & Contracting.

Contracting Equity Staffing

- Kara Williams – WMBE Program Manager, Carol Butler Corporate Performance Division Director; Joe Knapik – Data Analyst, Elizabeth Zimmerly – Performance Support Services Manager

What was learned/ changed from undertaking Contracting Equity Initiatives:

- We are investing more time in internal communication, developing WMBE inclusion strategies specific to divisions, & educating purchasers and project managers about WMBE options.

Contracting Equity Metrics – WMBE	
Consultant WMBE %	Purchasing WMBE %
2017 Goal / 2017 Actual \$3,524,852 / \$5,528,500 *16.06%	2017 Goal / 2017 Actual \$7,900,916 / \$10,747,279 7.84%
2018 Proposed 13%	2018 Proposed 13%

Contracting Equity Metrics – Prompt Payment	
NA	85% Q4 2017



Key Initiatives Moving Forward

RSJI

- 100% Project with Puget Sound Sage
- Electric Transportation Plan

Workforce Equity

- Unconscious Bias Training
- Tuition Reimbursement Program
- Outreach and Recruitment Programs
- High School & College Internship Program

Contracting Equity - WMBE

- Continue to partner with the University of Washington to provide technical assistance
- Focus on increasing WMBE Blanket Contracts
- Utilize the Consultant Roster more
- Hold a City Light/UW event for all 24 sponsored businesses to increase visibility of those businesses within the department

