



SEATTLE CITY COUNCIL
CENTRAL STAFF

CB 120525: Race and Social Justice Initiative Ordinance

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NEIGHBORHOODS, EDUCATION, CIVIL RIGHTS, AND CULTURE COMMITTEE

MARCH 10, 2023

Overview

- Background
- Bill Intent and Elements
- Next Steps
- Questions

Background (1/2)

- The Race and Social Justice Initiative (RSJI) officially began in the City in 2004
 - A Citywide effort to eliminate racial disparities and achieve racial equity in Seattle
- Mayors have issued Executive Orders (EO) such as EO 05-08, 2014-02, and 2017-13 relating to RSJI work in their administrations
- The Council adopted Resolution 31164 affirming RSJ work

Background (2/2)

- EOs do not necessarily translate across electoral administrations and resolutions are non-binding
- Racial Equity Toolkit (RET) report in 2019 made recommendations to address political influence and strengthen SOCR's ability to fulfill its mission
- Workgroup responding to Statement of Legislative Intent (SLI) OCR-002-A-003 in the 2021 Adopted Budget reviewed 2019 RET report recommendations and recommended passage of an ordinance to codify RSJI

CB 120125: Intent

- To codify SOCR's authority to set foundational practices and principles driving existing RSJI practice Citywide
- Place RSJI within SOCR
- Still allow departments flexibility to do race and social justice work as appropriate to their lines of business while using a shared analysis

CB 120125: Elements

- Establishes RSJI within SOCR
- Gives SOCR authority to lead RSJI
- Directs departments to support internal staff racial equity and social justice groups
- Authorizes SOCR to develop guidance for internal staff racial equity and social justice groups to provide foundational practices, framework, and direction on departmental budgeting for these groups
- Gives SOCR authority to partner with other departments to define foundational trainings
- Charges SOCR, in partnership with the Council and the Mayor, to celebrate exemplary RSJI practices

CB 120125: Request to SDHR

- **Section 2** Asks Seattle Department of Human Resources (SDHR) to provide the Council with a plan and timeline for determining how to address position classification and civil service exemptions as related to race and social justice work by December 31, 2023

Amendments

- **Proposed Amendment 1:** Technical edits
 - Corrects language in recitals for clarity and accuracy
 - Editorial change in 3.14.943
 - Inserts missing word in 3.14.944

Next Steps

- If voted out of committee today, at City Council for a vote March 21st
- Sent to the Mayor for signature
- Would go into effect 30 days after Mayor signs

Questions?

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