

# 2018 Race and Social Justice Initiative Report

Office of Labor Standards





# Seattle Office of Labor Standards



OLS staff and supporters during an outreach event on May 1, 2019.

# 2018 RSJI Challenges

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- Becoming an independent Change Team
- Staff changes
- How to meet individual and office-wide needs
- Staff capacity



# 2018 RSJI Accomplishments

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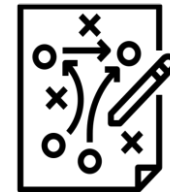
- OLS Change Team
  - Charter & workplan
  - Committee structure
- All staff retreat discussion → all staff attending People's Institute training in 2019
- All staff participation in Racial Equity Toolkits (RETs)



# 2018 Racial Equity Toolkits



OLS Website



Strategic  
Enforcement



Community Outreach  
and Engagement  
Fund



Enforcement  
Priorities

Community, Binder, and Priority Icons made by Freepik from [www.flaticon.com](http://www.flaticon.com); Looking Glass Icon made by Dmitry Miroliubov from [www.flaticon.com](http://www.flaticon.com)



# OLS Website

## GOAL:

Expand access to educational materials on labor standards







# Stakeholder Engagement

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- Community-based organizations & workers
- Business owners
- Professional service providers





# Issues & Recommendations

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Text heavy → Increase visual elements

Too much legal jargon → Simplify language

LEP challenges → Increase language access

Hard to navigate → Reorganize resources

Need for additional tools → Communicate recent developments

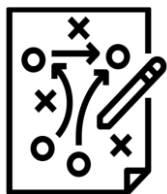






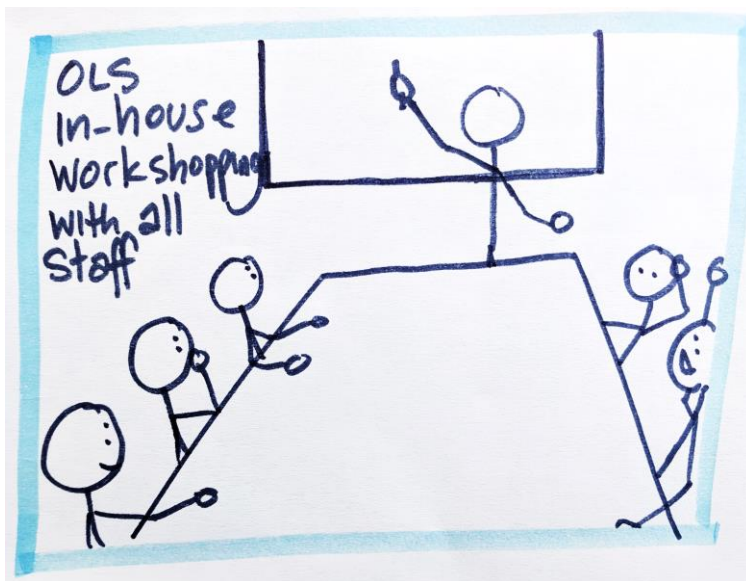
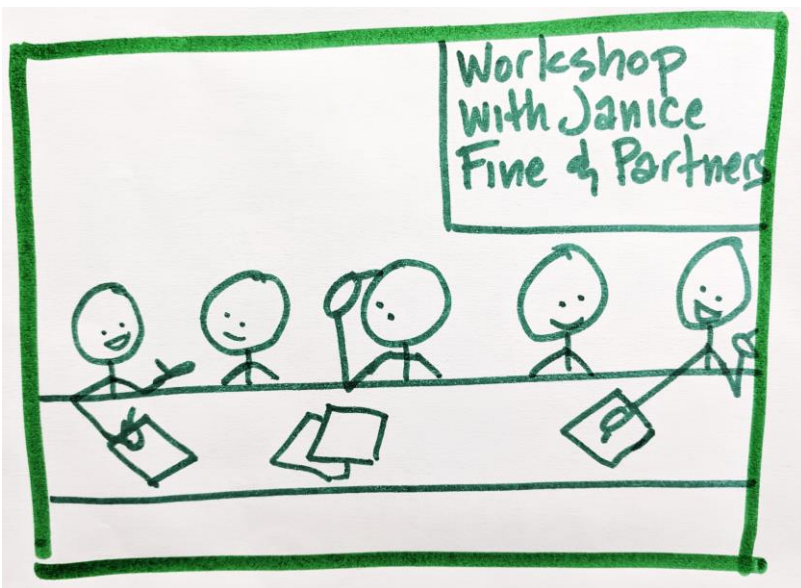
# The Work Continues...

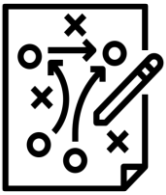




# Strategic Enforcement

OLS considered Strategic Enforcement as an office in 2018, with input from national experts, and community and business partners.



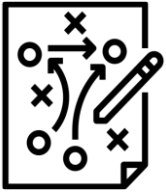


# Goal for OLS Strategic Enforcement Work

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To create a Strategic Enforcement structure in OLS that is:

- Racially equitable,
- Inclusive, and
- Garner feedback from all OLS personnel.



# Stakeholder Engagement

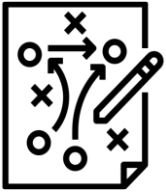
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Individual interviews with every person at OLS.

Sample questions:

- *How can strategic enforcement efforts help advance racial equity within our office?*
- *How should we ensure that we consider racial equity when deciding the focus of strategic enforcement efforts?*



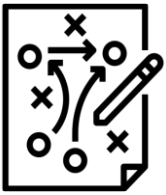


# Feedback & Ideas

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- Collaborate more, across teams
- Create leadership opportunities
- Systems of accountability to the community
- Learn from past experience

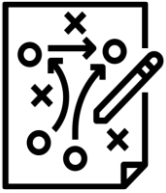




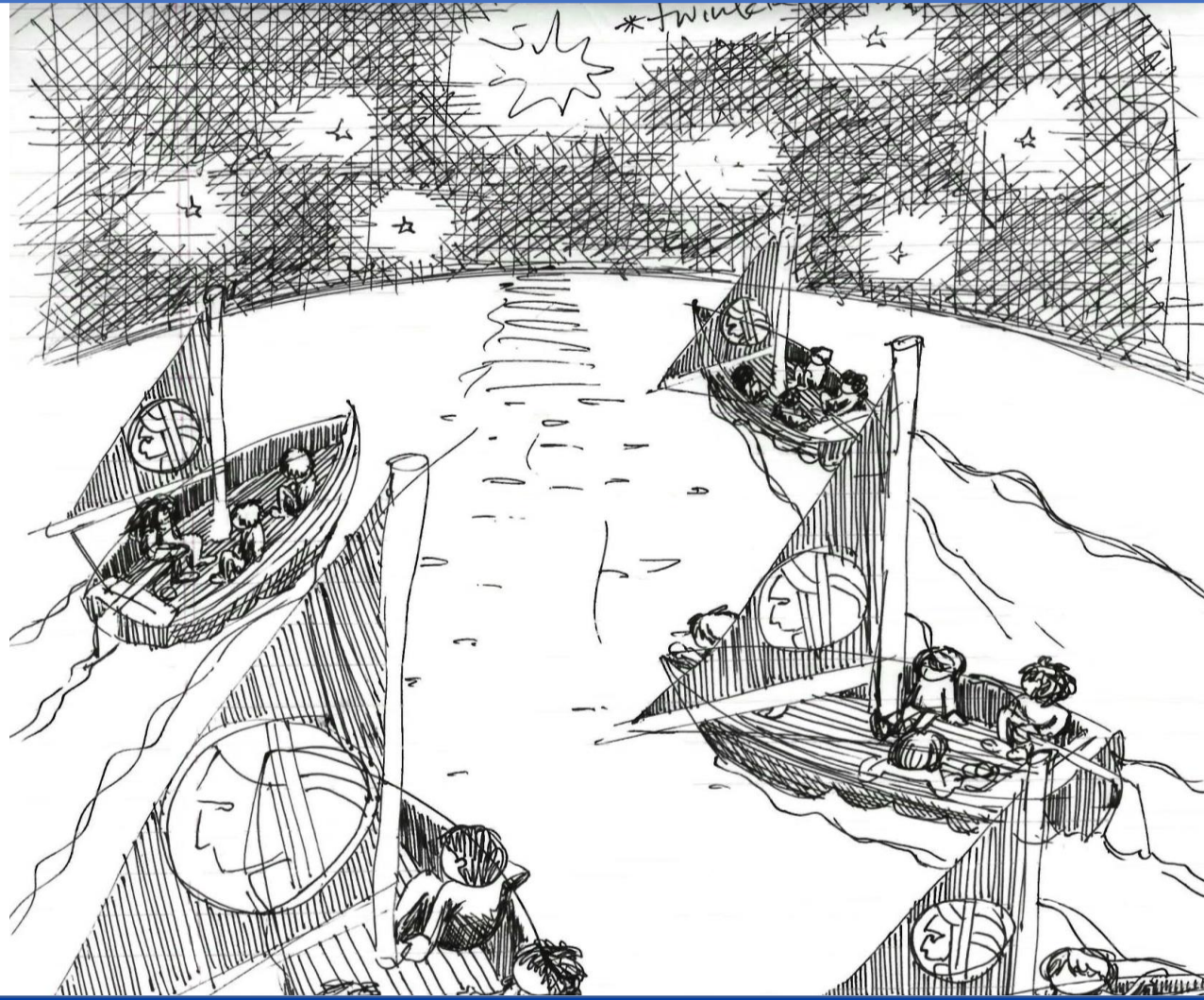
# Recommendation: Policy & Procedure Guide

- Identifying & selecting
- Accountability to community
- Giving staff time & space to participate
- Who works on what
- Managing & decision making
- Evaluation





# The Work Continues...



Thank you!

