

2019 DEEL RSJI Presentation

GESCNA-ED Committee

June 12, 2019



Agenda

1. 2018 YEAR IN REVIEW

Accomplishments & Challenges

2. WMBE SUMMARY

Consulting & Purchasing

3. RACIAL EQUITY TOOLKITS

2018 & 2019 Toolkits
Revisiting 2017 Toolkits

4. ACKNOWLEDGEMENTS

RSJI Allies & Advocates



2018 Year in Review

Accomplishments & Challenges



Staff Engagement



LUNCH &
LEARNS



ALL-
STAFF
MEETINGS



COLOR
BRAVE
SPACES

Undoing Institutionalized Racism

DEEL Leadership & Change Team members participated in UIR training in 2018

Investing in the training was an accomplishment, but to be more effective...

1. There must be follow-up.
2. All DEEL staff should participate in UIR training to create culture shift.
3. Undoing Racism Principles must be systemically applied to our work.



Race & Social Justice work throughout DEEL



- Culturally Responsive Programming workgroup
- Racial identity caucusing
- Inclusive workgroups for Early Learning implementation planning
- Language Access Plan
- Color Brave Spaces
- High participation of level in Change Team activities

Anti-Racist Continuum

- What is it?
- Why do we use it?
- Where does DEEL rank itself?

Continuum on Becoming an Anti-Racist Multicultural Organization

MONOCULTURAL ⇒ MULTICULTURAL ⇒ ANTI-RACIST ⇒ ANTI-RACIST MULTICULTURAL					
Racial and Cultural Differences Seen as Deficits ⇒ Tolerant of Racial and Cultural Differences ⇒ Racial and Cultural Differences Seen as Assets					
1. Exclusive An Exclusionary Institution	2. Passive A "Club" Institution	3. Symbolic Change A Compliance Organization	4. Identity Change An Affirming Institution	5. Structural Change A Transforming Institution	6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society
<ul style="list-style-type: none"> • Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans • Intentionally and publicly enforces the racist status quo throughout institution • Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels • Usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc. • Openly maintains the dominant group's power and privilege 	<ul style="list-style-type: none"> • Tolerant of a limited number of "token" People of Color and members from other social identity groups allowed in with "proper" perspective and credentials. • May still secretly limit or exclude People of Color in contradiction to public policies • Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life • Often declares, "We don't have a problem." • Monocultural norms, policies and procedures of dominant culture viewed as the "right" way" business as usual" • Engages issues of diversity and social justice only on club member's terms and within their comfort zone. 	<ul style="list-style-type: none"> • Makes official policy pronouncements regarding multicultural diversity • Sees itself as "non-racist" institution with open doors to People of Color • Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff • Expanding view of diversity includes other socially oppressed groups <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> • "Not those who make waves" • Little or no contextual change in culture, policies, and decision making • Is still relatively unaware of continuing patterns of privilege, paternalism and control • Token placements in staff positions: must assimilate into organizational culture 	<ul style="list-style-type: none"> • Growing understanding of racism as barrier to effective diversity • Develops analysis of systemic racism • Sponsors programs of anti-racism training • New consciousness of institutionalized white power and privilege • Develops intentional identity as an "anti-racist" institution • Begins to develop accountability to racially oppressed communities • Increasing commitment to dismantle racism and eliminate inherent white advantage • Actively recruits and promotes members of groups have been historically denied access and opportunity <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> • Institutional structures and culture that maintain white power and privilege still intact and relatively untouched 	<ul style="list-style-type: none"> • Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity • Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles • Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work • Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities • Anti-racist multicultural diversity becomes an institutionalized asset • Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments 	<ul style="list-style-type: none"> • Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression. • Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices • Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest • A sense of restored community and mutual caring • Allies with others in combating all forms of social oppression • Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.

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Anti-Racist Continuum

- 4th year in use at DEEL
- Began disaggregating by race in 2018
- Small *decrease* in 2018
- *Increase* in 2019
- Where do we go from here?



What's next after the ARC?

- Through surveys and feedback sessions, staff have shared that they feel DEEL values equity, diversity, and inclusion, *but* we need deeper work to make systemic changes to processes and practices.
- In 2019/2020, the Change Team and Executive Team will work together to support DEEL's **Strategic Priority 3: Workplace Culture.**

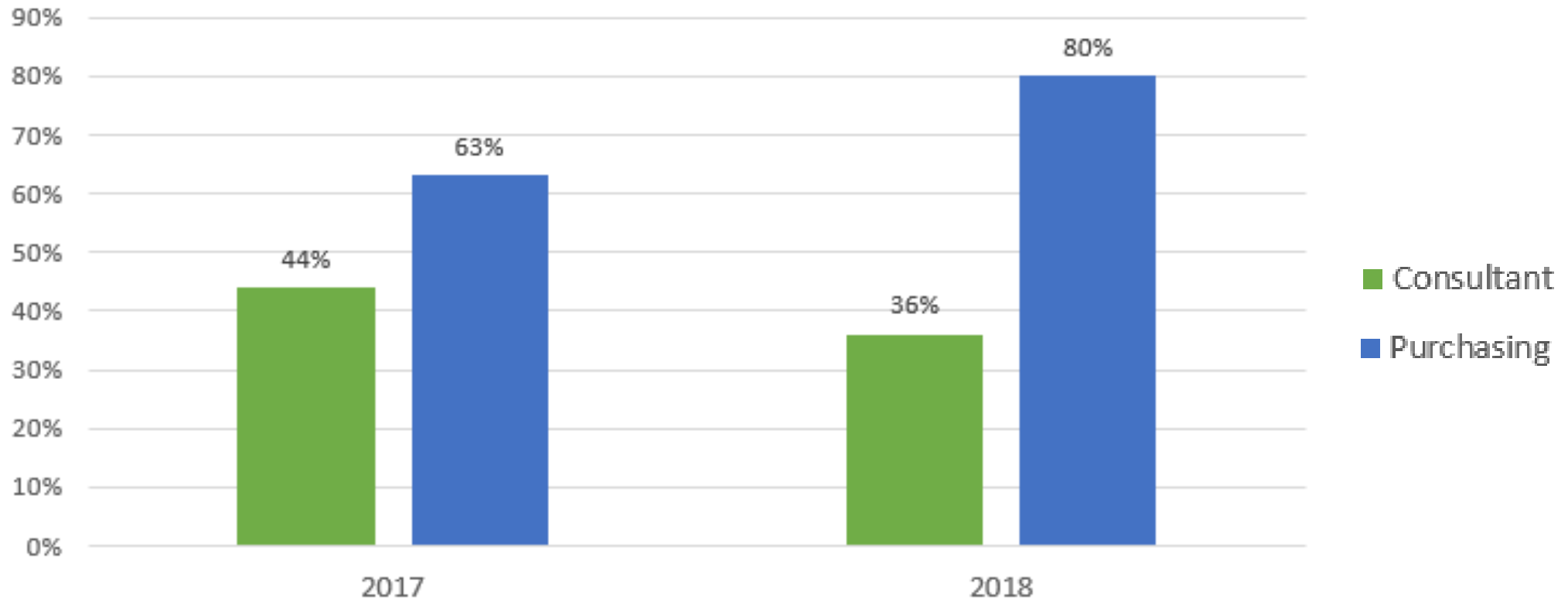


WMBE Consulting & Purchasing



WMBE Purchasing & Consulting

WMBE Spending: 2017 to 2018 Comparison



WMBE Purchasing & Consulting

Goals

- Historically, goal for purchasing & consulting has been **50%**
- **2019** goals were adjusted to maintain **50%** consulting and increase to **65%** purchasing

Next Steps

- Implement quarterly analysis of WMBE data
- Identify vendors who have not registered as WMBE, encourage to apply/provide technical support
- Training on WMBE process



Racial Equity Toolkits

Seattle Promise
RFI/RFQ/RFP Process
Revisiting 2017 RETs



Seattle Promise

- SP Design Team met from April 2018 to November 2018
- After consulting with SOCR and SP Design Team, it was determined that a more thorough RET would be needed.
- In partnership with SOCR we have designed a RET plan for SP that will take 1.5 to 2 years to complete.



RFI/RFP Process

Goal

To understand and reduce racial equity barriers to accessing DEEL's funding opportunities.

Key Recommendations

1. Provide clear information on funding opportunities and decisions.
2. Develop RFI/RFP Manual.
3. Align internal processes with other City and County funders.



RETs: More than a checklist!

- Completed department-wide **RET training** in 2018.
- Revisited the **2017 Hiring Practices RET** to strategize on implementation.
- Birth-to-three staff supported a **King County Racial Equity Toolkit** while developing the Developmental Bridge Pilot Program.
- **RETs for 2019 & beyond!**



Future RETs (2019 - 2021)

FEPP Levy Racial Equity Toolkits	
RET Topic	Anticipated Start
FEPP Levy RFI/RFP/RFQ Processes	Qtr 3 2018
Family Child Care Mentorship and Quality Supports	Qtr 3 2019
Seattle Preschool Program Eligibility and Qualifying Factors	Qtr 3 2019
Homelessness/Housing Support Services	Qtr 2 2019
Seattle Promise	Qtr 2 2019



Acknowledgements

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CITY HALL



Thank you to the individuals and teams who have strongly supported DEEL's RSJI efforts

- All former Change Team Leads
- DEEL's current and former Change Team members
- DEEL staff who are committed to advancing racial equity
- Office for Civil Rights RSJI Liaisons
- Other City department Change Teams
- Community members, activists, and organizers, who have built the foundations for this work and continue leading the work outside these city offices



Questions?

