

# 2017 Race and Social Justice Accomplishments

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# FAS Commitment to Race and Social Justice

The Department of Finance and Administrative Services (FAS), with more than 600 employees represented by 16 different unions, has the most diverse set of responsibilities of any City department. FAS is committed to continually improving racial equity for employees and community members across all lines of business – the department is uniquely positioned to do so, with oversight of multiple Citywide functions across all departments.

# Communications and Customer Relations Division

- The Mobile Customer Service Center, which began operating in December 2016, focuses on underserved neighborhoods and participation at high-profile community gatherings.
- The MCSC complements the seven brick-and-mortar customer service centers – one in each Council district – where residents can access a variety of City services.



# Communications and Customer Relations Division

- Approximately **66%** of all MCSC destinations were to areas that are the highest disadvantaged census tracts in Seattle.
- The remaining **33%** of visits were very nearly all in mid-to-high disadvantaged tracts.
- Through **425 visits**, FAS staff spent a total of **1,187 hours** in these communities, connecting with **4,686 individuals** who accessed City services.



# Seattle Animal Shelter

- In 2017, SAS provided support to individuals experiencing homelessness in a variety of ways in the community:
  - **Navigation Center Pilot:** SAS began work on a partnership with Downtown Emergency Services Center (DESC) and Regional Animal Services of King County to offer housing and care for animals of individuals at the Navigation Center who are undergoing drug rehabilitation or medical treatment.
  - **Shelter Support:** SAS worked with shelter providers to help address animal issues and provide animal care supplies for pet owners as donations allow.



# Seattle Animal Shelter

- SAS participated in **Youth Community Resource Day** and the **Community Resource Exchange** to provide animal-related resources for people and their animals experiencing homelessness.



# Seattle Animal Shelter

- Subsidized and free services for low-income families and individuals made possible by grants from the Seattle Animal Shelter Foundation and the Pet Population Control Fund:
  - **200 free licenses** issued last year.
  - **Animal support supplies** donated to families and individuals (leashes, collars).
  - **Free or reduced-cost spay/neuter surgeries** offered during the week of World Spay Day and throughout the year to those who cannot afford regular fees.





# City Purchasing and Contracting Services Division

- **Acceptable Work Site:**
  - FAS created and launched a groundbreaking Acceptable Work Site program, including contract provisions, enforcement, and on-site training to end bullying and harassment on City construction projects.



# City Purchasing and Contracting Services Division

- **Priority Hire:**
  - **African-American workers more than doubled their share of hours** under Community Workforce Agreement (CWA) projects, from 4% before Priority Hire and 3% on current non-CWA projects to 9% on CWA projects.
  - **Apprentices of color performed double the share of apprentice hours**, and apprentice **women performed nearly six times more**, on CWA projects compared to non-CWA projects.
  - These workers brought home **\$7 million more in wages** than they would have earned without Priority Hire.



# City Purchasing and Contracting Services Division

## Women- and Minority-Owned Businesses (WMBE)

### Purchasing WMBE Spend

FAS GOAL	ACTUAL	CITY GOAL	ACTUAL
13.3%	14%	13%	13%

### Consulting WMBE Spend

FAS GOAL	ACTUAL	CITY GOAL	ACTUAL
18.8%	14%	17%	21%

### Construction WMBE Spend on Completed Projects

FAS SPEND	CITY SPEND
16%	15.6%

**Prompt Pay**  
 FAS paid its consultants on time **84%** of the time

# FAS RSJI Change Team

- Team oversaw the FAS food drive - employees donated 1,375 pounds of food to Food Lifeline in 2017.
- Team oversaw a drive for clothing and hygiene items to donate to all 60+ men staying in the SMT emergency shelter during the winter.
- In 2018, FAS is increasing Change Team participation across all divisions and creating a department-wide work plan to improve racial equity in FAS lines of business.

# Racial Equity Toolkits

- **Animal Code Changes:** an assessment of animal-related laws
- **Integrated Code Management System:** a technology project to improve regulation of the for-hire transportation industry
- **Navigation Team** (ongoing in 2018): an assessment of the work of the City team leading outreach and encampment cleanups

# Questions?



**Seattle**  
Finance &  
Administrative Services