

**Seattle City Council Select Budget Committee**  
Proposed Budget Amendments | Wednesday, October 27, 2021

**Office for Civil Rights (OCR)**

<b>CBA #</b>	<b>Title</b>	<b>Sponsor</b>	<b>Page</b>
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## 2022 Seattle City Council Budget Action

**Council Budget Action: Agenda**

Tab	Action	Option	Version
OCR	001	A	001

**Budget Action Title:** Add \$152,000 GF and 1.0 FTE Strategic Advisor 1 to OCR for a commission liaison supervisor

Ongoing: Yes Has Budget Proviso: No

Has CIP Amendment: No Has Attachment: No

Primary Sponsor: Tammy Morales

Council Members: Lisa Herbold, Dan Strauss

Staff Analyst: Asha Venkataraman

Council Bill or Resolution:

Date		Total	LH	TM	KS	AP	DJ	DS	AL	BC	LG
	Yes	0									
	No	0									
	Abstain	0									
	Absent	0									

### Summary of Dollar Effect

See the following pages for detailed technical information

	2022 Increase (Decrease)	2023 Increase (Decrease)
<b>General Fund</b>		
<b>General Fund Revenues</b>	\$0	
<b>General Fund Expenditures</b>	\$151,701	
<b>Net Balance Effect</b>	<b>\$(151,701)</b>	
<b>Total Budget Balance Effect</b>	<b>\$(151,701)</b>	

Tab	Action	Option	Version
OCR	001	A	001

**Budget Action Description:**

This Council Budget Action would add \$151,701 GF and 1.0 FTE Strategic Advisor 1 position to the Office for Civil Rights (OCR) for a new commission liaison supervisor. OCR supports the Seattle Women's Commission, the Seattle Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Commission, the Seattle Disability Commission, and the Human Rights Commission.

A 2015 consultant study concluded that OCR needed additional staff to adequately support these four commissions. Since publication of that report, OCR has hired two positions as commission liaisons as well as consultants to provide support to the Disability Commission. However, OCR has indicated that the current organizational structure is still not meeting the commissions' needs nor allowing them to fully or effectively accomplish their missions. OCR believes a dedicated leadership position will help address these issues.

The new Strategic Advisor 1 position would serve as a commission liaison supervisor, supervising the two existing commission liaison positions and overseeing administrative staff support, technical assistance, compliance, information technology support, and other commission-related work. The position would also address systemic issues identified in the 2015 consultant report, including lack of coordination amongst the commission and other City departments and offices, insufficient training, and lack of organizational support.

**Budget Action Transactions**

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BSL	Fund	Year	Revenue Amount	Expenditure Amount
1	Pocket Adjustments		0	0	OCR - CR000	OCR - BO-CR-X1R00 - Civil Rights	00100 - General Fund	2022	\$0	\$151,701
2	Pocket Adjustments	StratAdvsr1, General Govt	1	1	OCR - CR000	OCR - BO-CR-X1R00 - Civil Rights	00100 - General Fund	2022	\$0	\$0

## 2022 Seattle City Council Budget Action

**Council Budget Action: Agenda**

Tab	Action	Option	Version
OCR	002	A	001

**Budget Action Title:** Add \$120,000 GF to OCR for a domestic violence (DV) community expert and stakeholder workgroup

Ongoing: No Has Budget Proviso: No

Has CIP Amendment: No Has Attachment: No

Primary Sponsor: Lisa Herbold

Council Members: Tammy Morales, Andrew Lewis

Staff Analyst: Asha Venkataraman

Council Bill or Resolution:

Date		Total	LH	TM	KS	AP	DJ	DS	AL	BC	LG
	Yes	0									
	No	0									
	Abstain	0									
	Absent	0									

### Summary of Dollar Effect

See the following pages for detailed technical information

	2022 Increase (Decrease)	2023 Increase (Decrease)
<b>General Fund</b>		
<b>General Fund Revenues</b>	\$0	
<b>General Fund Expenditures</b>	\$120,000	
<b>Net Balance Effect</b>	<b>\$(120,000)</b>	
<b>Total Budget Balance Effect</b>	<b>\$(120,000)</b>	

Tab	Action	Option	Version
OCR	002	A	001

**Budget Action Description:**

This Council Budget Action would add \$120,000 GF to the Office for Civil Rights (OCR) to create and staff a work group of community members to issue recommendations about alternatives to incarceration for individuals accused of misdemeanor domestic violence (DV).

Creation of a work group for this purpose was recommended by the Community Task Force Report on the Criminal Legal System (CLS), issued in September 2021. The report recommendation stated that "[a] workgroup of community experts and survivors would focus on non-CLS responses to DV and support building up community infrastructure for non-CLS responses that have the capacity, agility, and flexibility to respond to a host of scenarios that would otherwise constitute misdemeanor DV." The work group would:

- Analyze misdemeanor DV cases and existing court-mandated programs including the Domestic Violence Intervention Program (DVIP);
- Engage with survivors of DV misdemeanor violence about what preventative support and crisis support could look like;
- Engage with individuals charged with DV misdemeanor violence on the effectiveness of programs; and
- Identify existing gaps in the current landscape of DV support work and areas for further skill building and support for existing grassroots and non-profit formations.

The work group would then develop recommendations to institutional stakeholders regarding how to handle misdemeanor DV.

The fund would support hiring a consultant, providing members with stipends, and child care and food for any in-person convening. Allocation of these funds would be similar to the way OCR funded and staffed the Community Task Force on CLS realignment.

**Budget Action Transactions**

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BSL	Fund	Year	Revenue Amount	Expenditure Amount
1	Add funds for DV work group		0	0	OCR - CR000	OCR - BO-CR-X1R00 - Civil Rights	00100 - General Fund	2022	\$0	\$120,000

## 2022 Seattle City Council Budget Action

**Council Budget Action: Agenda**

Tab	Action	Option	Version
OCR	003	A	001

**Budget Action Title:** Add \$100,000 GF to OCR to engage a task force of community members to assist with an assessment of the police accountability system

Ongoing: No Has Budget Proviso: No

Has CIP Amendment: No Has Attachment: No

Primary Sponsor: Lisa Herbold

Council Members: Tammy Morales, Dan Strauss

Staff Analyst: Asha Venkataraman

Council Bill or Resolution:

Date		Total	LH	TM	KS	AP	DJ	DS	AL	BC	LG
	Yes	0									
	No	0									
	Abstain	0									
	Absent	0									

### Summary of Dollar Effect

See the following pages for detailed technical information

	2022 Increase (Decrease)	2023 Increase (Decrease)
<b>General Fund</b>		
<b>General Fund Revenues</b>	\$0	
<b>General Fund Expenditures</b>	\$100,000	
<b>Net Balance Effect</b>	<b>\$(100,000)</b>	
<b>Total Budget Balance Effect</b>	<b>\$(100,000)</b>	

Tab	Action	Option	Version
OCR	003	A	001

**Budget Action Description:**

This Council Budget Action would add \$100,000 GF to the Office for Civil Rights (OCR) to engage a work group of community members on an assessment to be conducted by the City Auditor's Office in 2022 on the City's police accountability system.

The auditor recommended that an assessment involve the voices of those most involved/people with lived experience with the criminal legal system. The funding would support hiring a consultant, providing members with compensation, and supplying child care and food for any in-person convening. This Council Budget Action anticipates that OCR will convene either the existing Community Task Force on criminal legal system alignment or a new group of community members.

**Budget Action Transactions**

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BSL	Fund	Year	Revenue Amount	Expenditure Amount
1	Add funding for community work group engagement		0	0	OCR - CR000	OCR - BO-CR-X1R00 - Civil Rights	00100 - General Fund	2022	\$0	\$100,000

## 2022 Seattle City Council Budget Action

**Council Budget Action: Agenda**

Tab	Action	Option	Version
OCR	004	A	001

**Budget Action Title:** Add \$152,000 GF and a temporary Strategic Advisor 1 position to OCR for RSJI ordinance outreach

Ongoing: No Has Budget Proviso: No

Has CIP Amendment: No Has Attachment: No

Primary Sponsor: Tammy Morales

Council Members: Lisa Herbold, Lorena González

Staff Analyst: Asha Venkataraman

Council Bill or Resolution:

Date		Total	LH	TM	KS	AP	DJ	DS	AL	BC	LG
	Yes	0									
	No	0									
	Abstain	0									
	Absent	0									

### Summary of Dollar Effect

See the following pages for detailed technical information

	2022 Increase (Decrease)	2023 Increase (Decrease)
<b>General Fund</b>		
<b>General Fund Revenues</b>	\$0	
<b>General Fund Expenditures</b>	\$151,701	
<b>Net Balance Effect</b>	<b>\$(151,701)</b>	
<b>Total Budget Balance Effect</b>	<b>\$(151,701)</b>	



Tab	Action	Option	Version
OCR	004	A	001

**Budget Action Description:**

This Council Budget Action would add \$151,701 GF and a temporary Strategic Advisor 1 (SA1) position to the Office for Civil Rights (OCR) to support outreach and engagement regarding an ordinance to convert the Race and Social Justice Initiative (RSJI) into codified policy. The CBA would fund this position for one year.

In the fall of 2017, the Council passed Ordinance 125470, asking OCR to conduct and complete a racial equity toolkit (RET) on OCR’s permanent structure; leadership appointment or designation; and duties and responsibilities. The RET team issued a report (the "RET report") with recommendations in August 2019. In the 2021 Adopted Budget, the Council adopted Statement of Legislative Intent (SLI) OCR-002-A-003, requesting that a work group review and determine how to implement remaining RET Report recommendations. The work group concluded that the first step is to move from a 17-year initiative to a codified City practice, but it recommended outreach and engagement before adopting any legislation to do so.

The SA1 position would conduct engagement with City stakeholders to inform the Council's next step regarding adoption and implementation of an ordinance.

**Budget Action Transactions**

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BSL	Fund	Year	Revenue Amount	Expenditure Amount
1	Increase appropriation and add a TES SA1 position for ordinance outreach		0	0	OCR - CR000	OCR - BO-CR-X1R00 - Civil Rights	00100 - General Fund	2022	\$0	\$151,701