



# **RSJI Work Plan & Update**

## **Seattle City Council**

### **Human Services & Public Health Committee**

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Wednesday, February 24, 2016 | Seattle Human Services Department | Catherine Lester, Director

Mayor Ed Murray  
Deputy Mayor Kate Joncas  
Deputy Mayor Hyeok Kim

# Briefing Objectives

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- 1. HSD Change Team**
- 2. 2015 RSJI Work Plan**
- 3. Equity Toolkit Application**
- 4. Ongoing Commitment**

# HSD's Change Team!

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# HSD Change Team 2015 Accomplishments

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- Caucusing – People of Color caucus and White caucus began
- Monthly Courageous Conversations – focused on race and pervasive issues
- RSJI Libraries on every HSD floor in every building – distributed ~100 books, DVDs, and materials
- Continued to involve community partners as HSD Change Team members

# HSD Change Team 2015 Accomplishments

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- Change Team members continued to advocate for an RSJI lens in all HSD work as evidenced by:
  - Health Equity as a topic at the ADS Care Transitions Conference
  - SOCR staff, Scott Winn, facilitated an interactive training for all Family Resource Center staff focused on Institutional Racism
  - Improved communication related to staffing changes and decision making with a racial equity lens – at one point bringing in a moderator to have a difficult discussion
  - Reconsideration of minimum education qualifications for a high-level HSD position
  - Updated Client Profile Report using a Race and Social Justice lens

# 2015 Work Plan

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- Seattle Office for Civil Rights partners with departments on development of an annual RSJI work plan
- HSD's 2015 work plan includes 22 action items and measures, covering 10 outcomes in 8 equity areas
  - 82% of actions and measures were exceeded, fully achieved, or partially achieved
  - 18% of outcome areas were not completed and may be revisited in the 2016 work plan
- Change Team members identified the need to customize an outcome for Criminal Justice equity area specifically for HSD

# Equity Toolkit Application

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- Executive asked all department directors to conduct four applications of the Equity Toolkit
- HSD's applications included:
  1. Funding Process Manual (Outcomes Framework)
  2. Technical Assistance & Capacity Building
  3. Community Engagement
  4. HR Policies & Practices

# Equity Toolkit Application

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## Outcomes Framework/Funding Process Manual:

- Outcomes framework is an approach for results-based accountability
- Intentionality of including racial equity goals in department's funding processes (example: Senior Centers)
- Analysis of who applies for funding, who gets funded, who makes decisions

## Technical Assistance (TA) & Capacity Building (CB):

- Affirmation about what's important for "capacity" based on community input
- A "one size fits all" approach doesn't work (example: one agency wants TA in accounting and finance procedures, another wants TA for data collection)
- Key themes included: 1) training, 2) funding, 3) partnerships, 4) culturally responsive services



# Ongoing Commitment

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- Power and Fiscal Analysis
- Undoing Institutionalized Racism (UIR) training
- RSJI training
- Change Team
- Equity goals inside of the department's funding

# Questions & Discussion

Race and Social Justice Work Plan & Update

Briefing to the Seattle City Council's Human Services & Public Health Committee

February 24, 2016