

SDCI & OPCD Report to Council

UPDATE ON RSJI WORK PLAN & RACIAL EQUITY TOOLKIT
APRIL 4, 2017

PRESENTERS

Nathan Torgelson, SDCI
Evan Chinn, SDCI
Dan Nelson, SDCI

Sam Assefa, OPCD
Katie Sheehy, OPCD

SDCI & OPCD



Seattle

Introduction and Overview

- 2016 accomplishments
- Racial Equity Toolkit
- Goals for 2017



SDCI & OPCD

2016 Accomplishments: Outreach & Engagement

- **HALA focus groups:**
 - 150+ participants
- **Seattle 2035 – Comprehensive Plan:**
 - 23 public meetings
 - 1,900+ comments
- **Neighborhood-based planning:**
 - Delridge
 - Duwamish Valley
 - Central Area
 - Lake City
 - Rainier Beach



SDCI & OPCD

2016 Accomplishments:

Seattle 2035 – Comprehensive Plan

- April: Equitable Development Implementation Plan
- June: Equitable Development Financial Investment Strategy
- October: Plan approved by City Council; Equitable Development Implementation fund announced
- Goals for 2017: develop Equity Indicators with interdepartmental support and community engagement

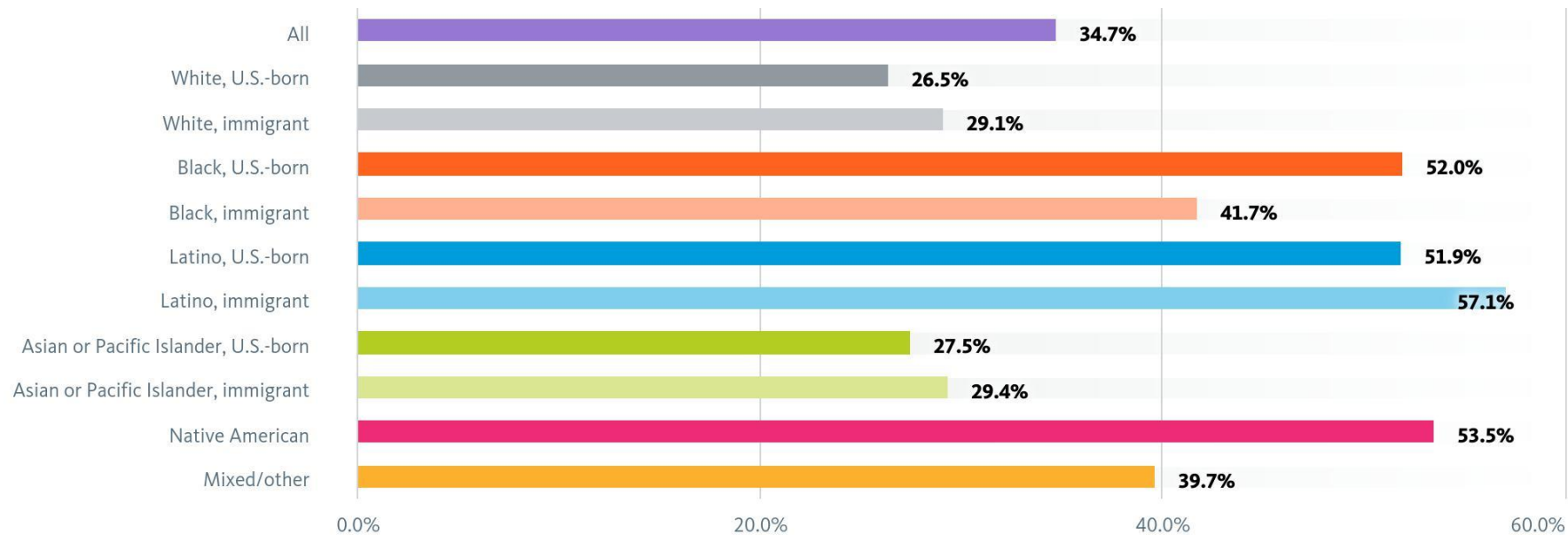


SDCI & OPCD

2016 accomplishments: OPCD Demographer's Analysis

- Provided analysis and support for the Fair Housing Assessment.
- Co-led task force on Disaggregation of Demographic Data.

Percent people below poverty by race/ethnicity and nativity: United States, 200%, 2014



2016 accomplishments:

SDCI Communication & Information

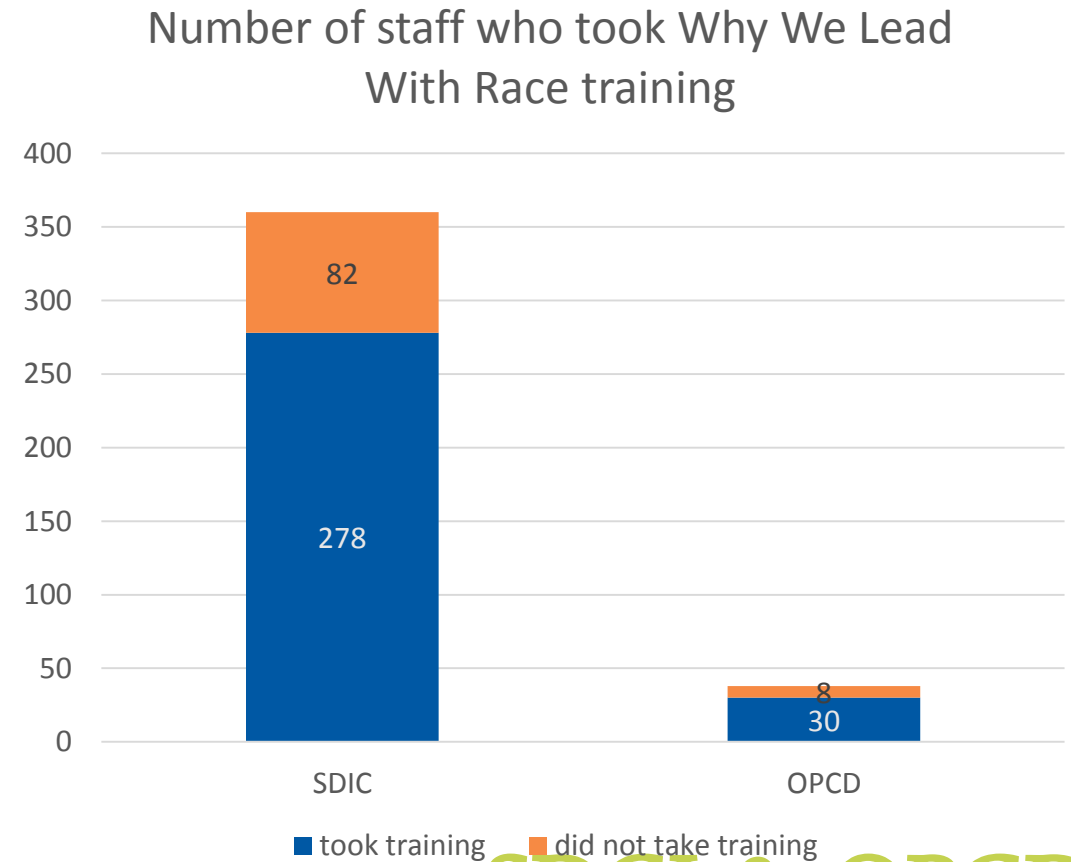
- Plain language standards for:
 - 339 web pages
 - 22 documents
- Information shared at events:
 - Building
 - Development
 - RRIO
 - Code Compliance



SDCI & OPCD

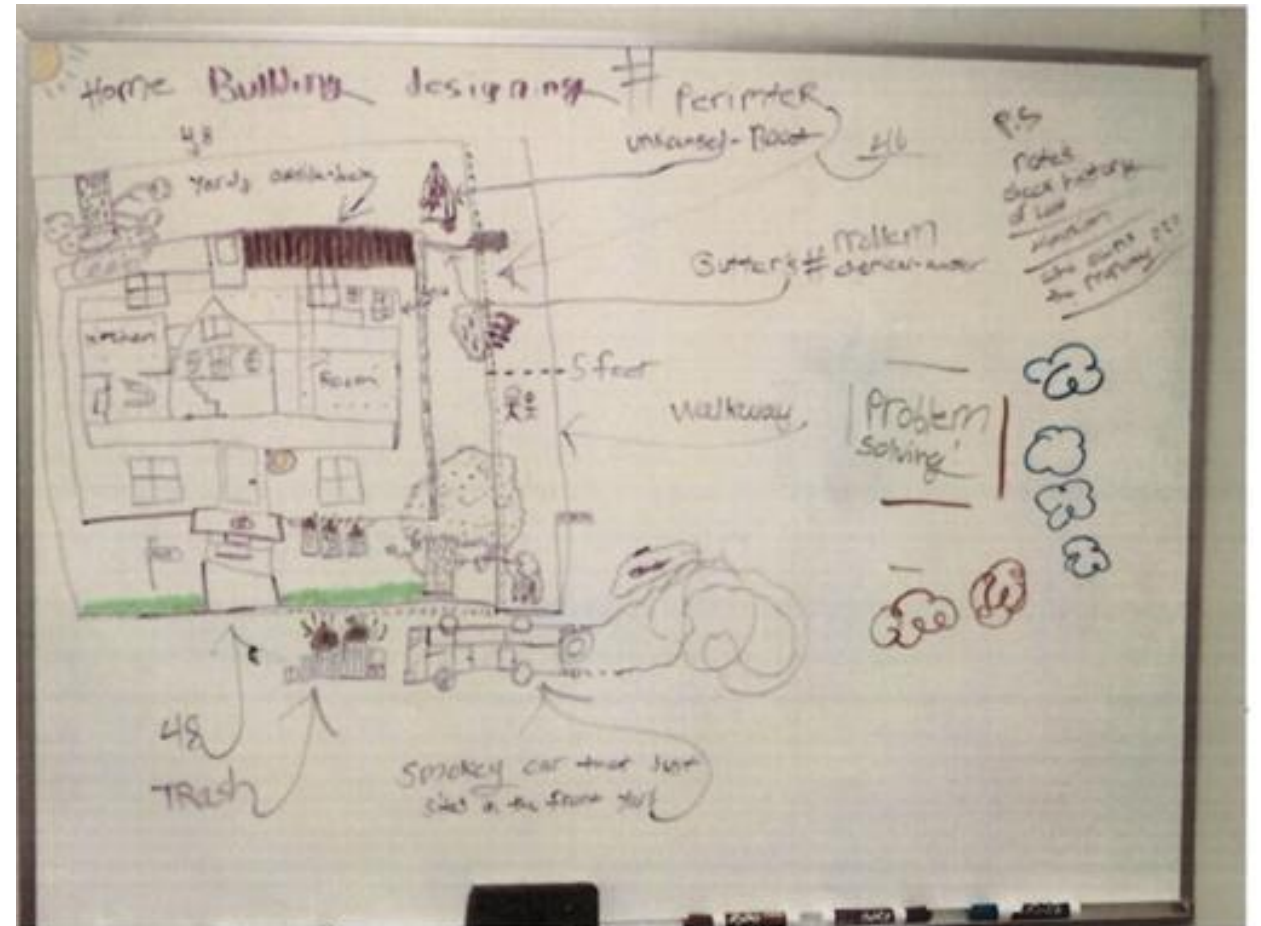
2016 accomplishments: Training

- **Internal: Why We Lead With Race**
 - 77% SDCI staff
 - 79% OPCD staff
- **External:**
 - Design Review Boards
 - Design Commission
 - Planning Commission members
 - Rental Registration and Inspection Ordinance program private inspectors



SDCI 2016 accomplishments: Workforce Equity

- **Seattle Youth Employment Program (SYEP)**
 - Two young men of color were summer interns
 - Learned about many SDCI lines of business
 - Diagram illustrates what they learned about plans and code violations
- **Participated in E3 Pilot Program**
 - Core competencies established department-wide
 - Implicit bias training
 - All staff set goals and assessed performance
 - Requires on-going conversations between staff and managers



SDCI & OPCD

SDCI 2016 accomplishments: Workforce Equity

- Change Team reviewed core values and purpose statement
- 57 new employees:
 - 40% identified as people of color
 - 35% identified as women
- 57 promotions:
 - 30% identified as people of color
 - 49% identified as women



SDCI & OPCD

OPCD 2016 accomplishments: Workforce Equity

- **12 new employees:**
 - 33% identified as people of color
 - 42% identified as women

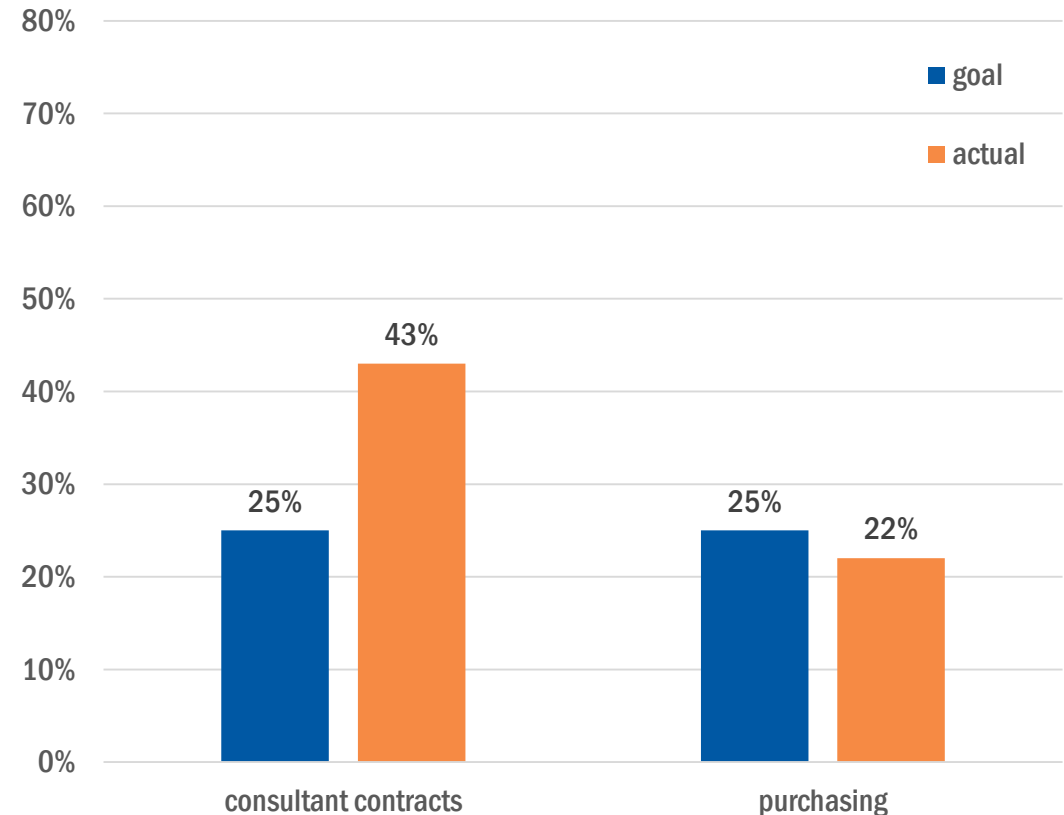


SDCI & OPCD

SDCI 2016 accomplishments: Contracting Equity

Women & Minority Business Enterprises (WMBE)

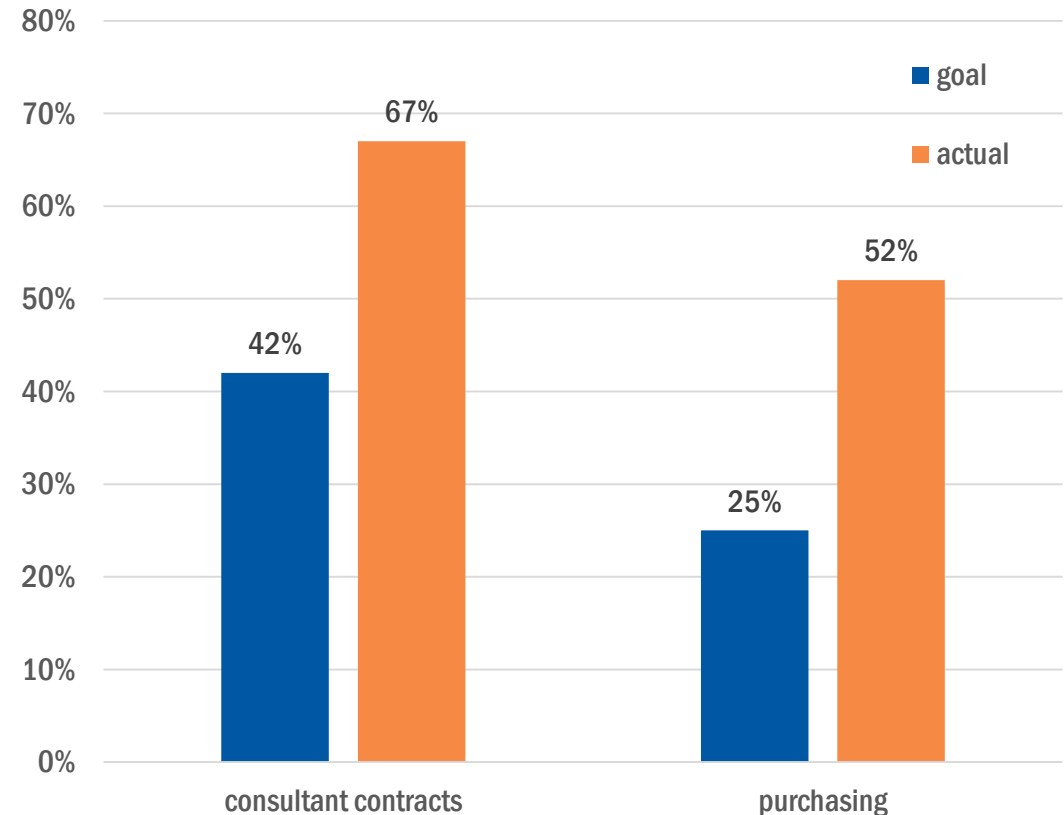
- Consultant Contracts:
 - \$800k out of \$1.9M (43%)
- Purchasing:
 - \$425k out of \$1.8M (22%)



OPCD 2016 accomplishments: Contracting Equity

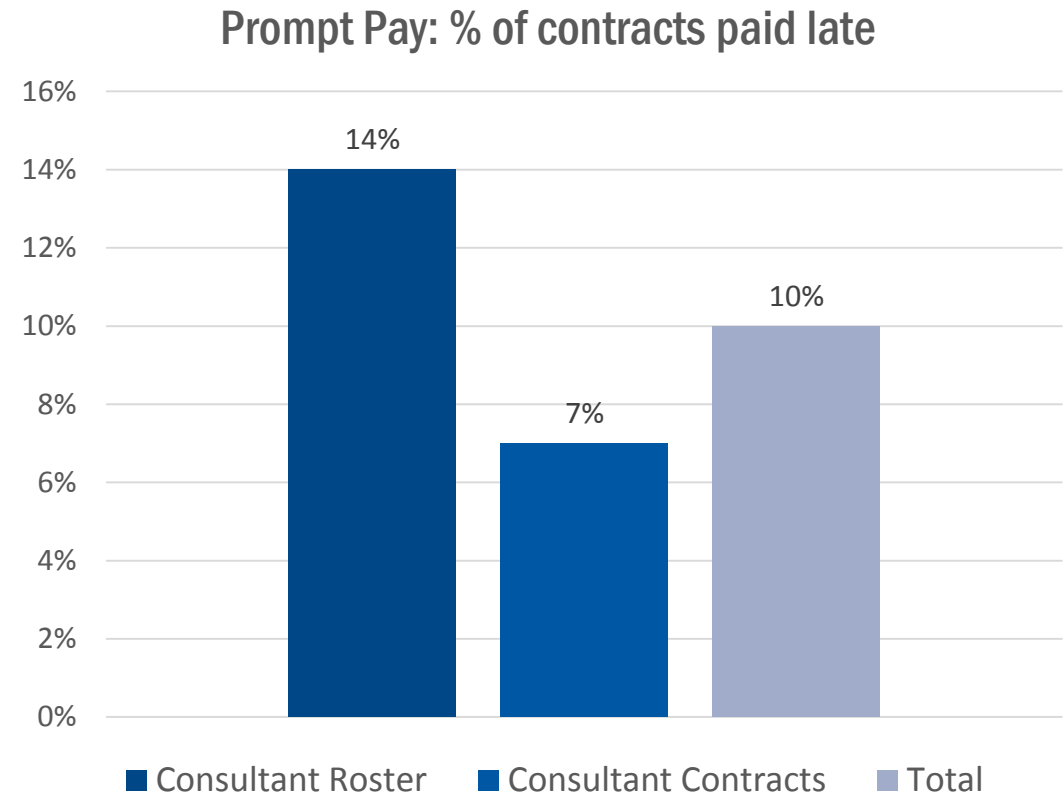
Women & Minority Business Enterprises (WMBE)

- Consultant Contracts:
 - \$452k out of \$677k (67%)
- Purchasing:
 - \$6.85k out of \$13k (52%)



2016 accomplishments: Contracting Equity

- SDCI/OPCD Participated in Vendor Fair
- Easy access on our web pages so managers can access information on WMBE vendors and consultants.



Racial Equity Toolkit: Summary

4 led by our Change Team:

- Design Review Program updates
- Vacant Building Demolition
- SDCI Land Use Intern Program
- SDCI Accela Training Program

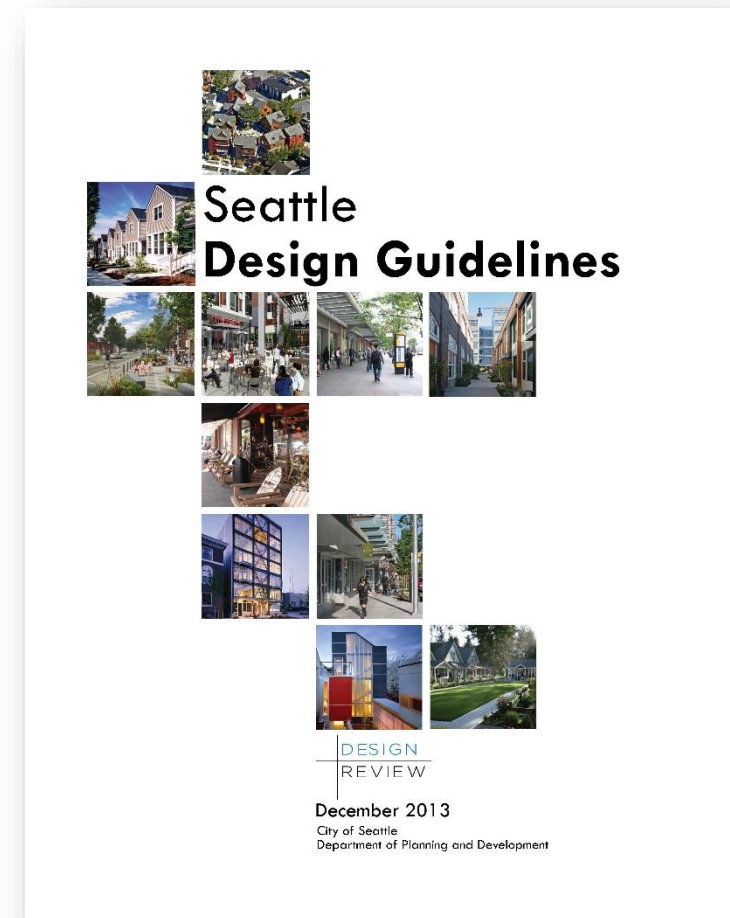
Duwamish Valley Program (with OSE)



SDCI & OPCD

RSJ Toolkit: Design Review Program Updates

- **Equity outcomes include:**
 - Design of new buildings more relevant to the design priorities in neighborhoods with more people of color.
 - Membership of Design Review Boards reflects community.
- **Potential benefits from future changes identified as the second phase:**
 - Adjust Design Review district boundaries in Little Saigon and the Central Area based on community input, which may allow for currently divided neighborhoods to be unified culturally for purposes of Design Review.

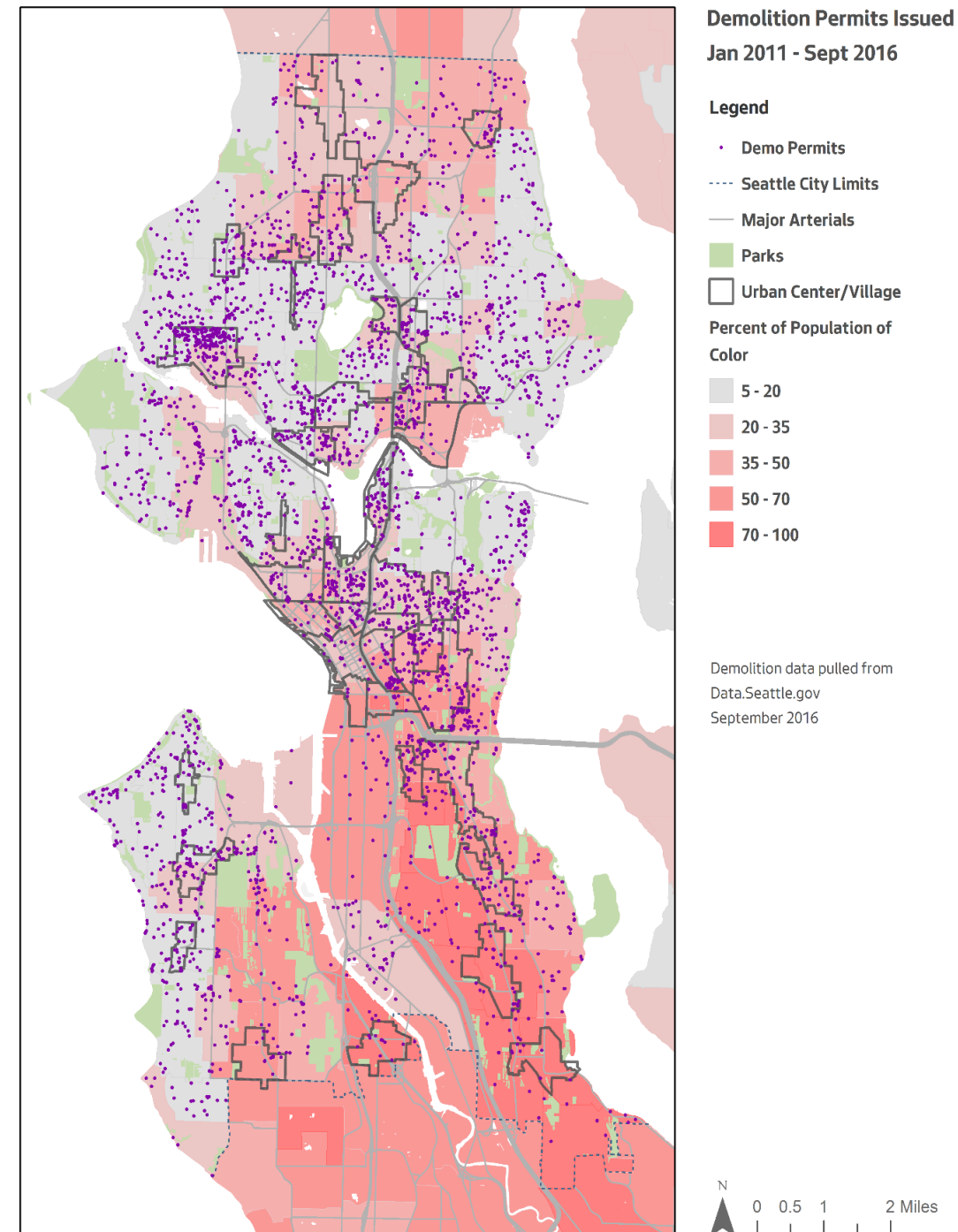


SDCI & OPCD

RSJ Toolkit:

Vacant Building Demolitions

- One of the equity outcomes include people of color having access to quality housing in neighborhoods free from the blight and health safety hazards often created by vacant buildings.
- OPCD will continue to work with SDCI in monitoring vacant buildings and identify other potential strategies to minimize harm for people of color in areas with vacant buildings.



Goals for 2017: Overview

- Change Teams will continue to work together.
- Will participate in the SYEP (Summer Youth Employment Program)
- SDCI to expand outreach to communities of color at community events and sponsorship of a home improvement event in S. Seattle at Filipino Community Center. (February 11, 2017)
- SDCI will look to hire Land Use interns from a wider demographic from community colleges and universities.

South Seattle Home Fair



When:
Saturday, February 11, 2017
10:00 a.m. – 2:00 p.m.

Where:
Filipino Community Center*
Ballroom & Conference Room
5740 Martin Luther King Jr Way S

SDCI & OPCD

Goals for 2017: SDCI Highlights

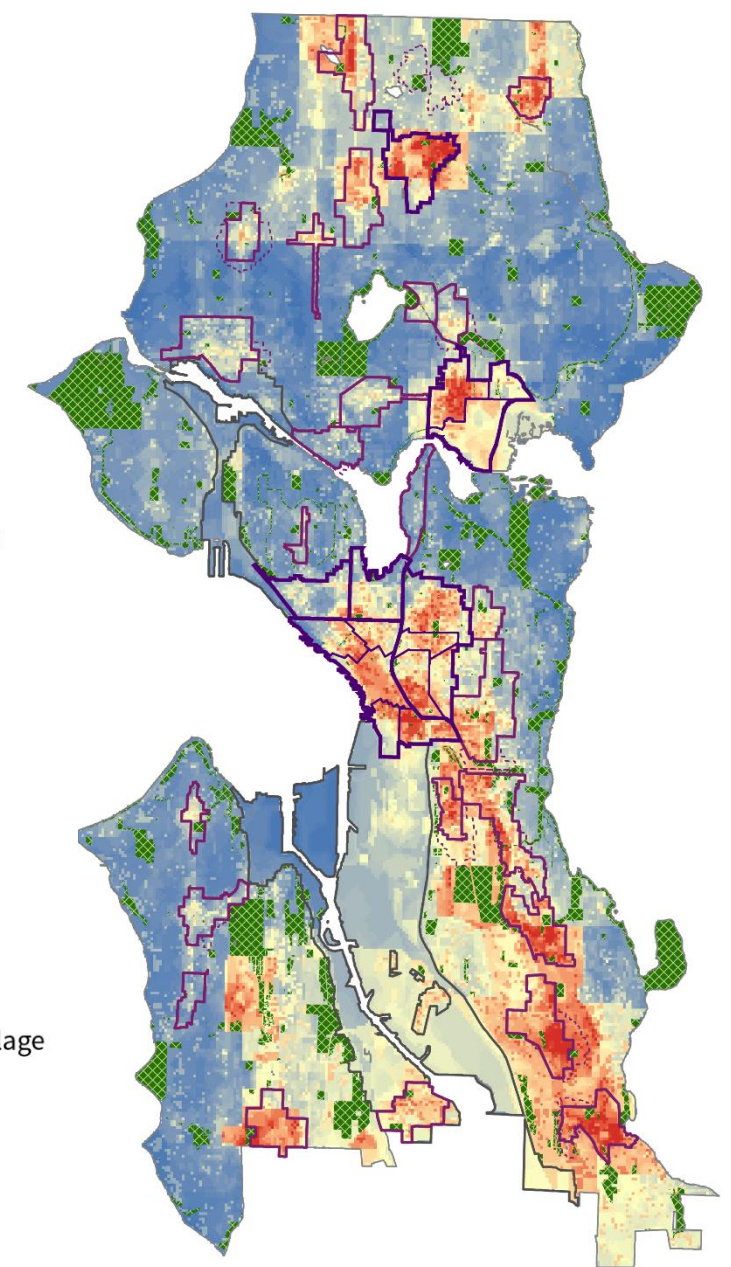
- Implicit bias training for hiring managers.
- Refine E3 Employee Performance Management and analyze trends.
- Clarify career pathway from entry level to Land Use Planner and Building Plans Examiner.



SDCI & OPCD

Goals for 2017: OPCD Highlights

- Launch the Equitable Development Initiative interim advisory group and Fund
- Scope future OPCD projects with an RSJI lens
- Monitor the Comprehensive Plan through Equity Indicators
- Population and Demographics website: disaggregated race and ethnicity data
- Complete HALA MHA implementation for affordable housing



SDCI & OPCD

Thank you!

SDCI & OPCD