



SEATTLE CITY COUNCIL

Neighborhoods, Education, Civil Rights, and Culture Committee

Agenda

Friday, March 10, 2023

9:30 AM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Tammy J. Morales, Chair
Kshama Sawant, Vice-Chair
Andrew J. Lewis, Member
Sara Nelson, Member
Dan Strauss, Member

Chair Info: 206-684-8802; Tammy.Morales@seattle.gov

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Culture Committee
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Meeting Location:

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

Committee Website:

<https://www.seattle.gov/council/committees/neighborhoods-education-civil-rights-and-culture>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at <http://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin two hours before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to Councilmember Tammy J. Morales at Tammy.Morales@seattle.gov

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

D. Items of Business

1. [Res 32088](#) **A RESOLUTION approving a Memorandum of Agreement with UW Medical Center-Northwest Campus regarding the establishment, composition, and rules for a Development Advisory Committee for preparation of a Major Institution Master Plan for UW Medical Center-Northwest Campus.**

Attachments: [Ex 1 - MOA DAC for UW Medical Center NW](#)

Supporting

Documents: [Summary and Fiscal Note](#)

[Summary Att 1 - UW Medical Center - NW Campus Site Map](#)

Briefing, Discussion, and Possible Vote (30 minutes)

Presenters: Dipti Garg and Sara Belz, Department of Neighborhoods;
Julie Blakeslee, University of Washington

2. **Update on Passage of Initiative 135, Creating the Seattle Social Housing Developer Public Development Authority**

Supporting

Documents: [Presentation](#)

Briefing and Discussion (20 minutes)

Presenter: Esther Handy, Council Central Staff

3. [CB 120525](#) **AN ORDINANCE establishing the Race and Social Justice Initiative as City policy; establishing governance of the Race and Social Justice Initiative within the Office for Civil Rights; authorizing the Office for Civil Rights to lead the Race and Social Justice Initiative; and adding new Sections 3.14.941 through 3.14.945 to the Seattle Municipal Code.**

Supporting
Documents:

[Summary and Fiscal Note](#)

[Proposed Amendment 1](#)

[Presentation \(Council Central Staff\)](#)

[Presentation \(SOCR\)](#)

Briefing, Discussion, and Possible Vote (30 minutes)

Presenters: Derrick Wheeler-Smith, Interim Director, and Davida Ingram, Seattle Office for Civil Rights (SOCR); Asha Venkataraman, Council Central Staff

E. Adjournment



Legislation Text

File #: Res 32088, **Version:** 1

CITY OF SEATTLE

RESOLUTION _____

A RESOLUTION approving a Memorandum of Agreement with UW Medical Center-Northwest Campus regarding the establishment, composition, and rules for a Development Advisory Committee for preparation of a Major Institution Master Plan for UW Medical Center-Northwest Campus.

WHEREAS, Seattle Municipal Code (SMC) Chapter 23.69 regulates Seattle’s major educational and medical institutions to balance a number of the City of Seattle’s (“City”) policies and objectives; and

WHEREAS, the master plan process is an important element of the City’s major institution policies; and

WHEREAS, UW Medical Center-Northwest Campus has informed the City of its intent to prepare a master plan for possible approval by the City; and

WHEREAS, SMC 23.69.032 requires the establishment of a Development Advisory Committee following submittal to the City of a notice of intent by a major institution to prepare a master plan; and

WHEREAS, a Development Advisory Committee should be comprised of a balanced, representative group of individuals who are directly impacted by the actions of the major institution; and

WHEREAS, to the extent possible, members of a Development Advisory Committee should possess experience in subjects such as consensus building, community organizing, land use and zoning, architecture, landscape architecture, economic development, real estate development, and educational or medical services; and

WHEREAS, the Department of Neighborhoods has worked with UW Medical Center-Northwest Campus to develop a list of ten potential members to serve on the Development Advisory Committee; and

WHEREAS, the Director of the Department of Neighborhoods has reviewed the list of potential members, none

of whom has a direct economic relationship with the institution (except the non-management representative of UW Medical Center-Northwest Campus) and recommends the proposed members to the Council for confirmation; and

WHEREAS, the City Council’s Neighborhoods, Education, Civil Rights and Culture Committee has reviewed the Director’s recommendation and determined that the full complement of ten members would provide a balanced, representative, and independent committee; NOW, THEREFORE,

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE MAYOR
CONCURRING, THAT:**

Section 1. The City Council adopts the Memorandum of Agreement with UW Medical Center-Northwest Campus attached as Exhibit 1 to this resolution. The recommendation of the Director of Department of Neighborhoods and the City Council’s Neighborhoods, Education, Civil Rights and Culture Committee regarding the composition of the Development Advisory Committee for UW Medical Center-Northwest Campus (“Advisory Committee”) as described in the Memorandum of Agreement is confirmed.

Section 2. The Advisory Committee shall be staffed by the Department of Neighborhoods with the cooperation and assistance of UW Medical Center-Northwest Campus. Technical assistance will be provided by the Seattle Department of Construction and Inspections, the Department of Neighborhoods, and the Seattle Department of Transportation.

Adopted by the City Council the _____ day of _____, 2023, and signed by me in open session in authentication of its adoption this _____ day of _____, 2023.

President _____ of the City Council

The Mayor concurred the _____ day of _____, 2023.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2023.

Elizabeth M. Adkisson, Interim City Clerk

(Seal)

Attachments:

Exhibit 1 - Memorandum of Agreement, Development Advisory Committee for UW Medical Center-Northwest Campus

MEMORANDUM OF AGREEMENT
Development Advisory Committee for UW Medical Center-Northwest Campus

THIS MEMORANDUM OF AGREEMENT between the City of Seattle and UW Medical Center-Northwest Campus establishes the composition of a Development Advisory Committee to assist in the preparation of a Major Institution Master Plan, and rules related to committee vacancies, alternate members, ex- officio members, an Implementation Advisory Committee, and committee staffing.

WHEREAS, pursuant to Seattle Municipal Code (SMC) 23.69.032 the Department of Neighborhoods and UW Medical Center-Northwest Campus notified and developed a list of potential members to serve on the Development Advisory Committee for UW Medical Center-Northwest Campus; and

WHEREAS, the Director of the Department of Neighborhoods reviewed the list of potential members, none of whom has a direct economic relationship with UW Medical Center-Northwest Campus (except the required non-management representative of the institution) and recommends them to the Council for confirmation; and

WHEREAS, the City Council’s Neighborhoods, Education, Civil Rights and Culture Committee reviewed the Director’s recommendation and determined the members would comprise a balanced, representative, and independent Development Advisory Committee and has so recommended to the full City Council;

NOW THEREFORE, IT IS AGREED BY THE CITY OF SEATTLE AND UW MEDICAL CENTER-NORTHWEST CAMPUS THAT:

SECTION 1 – INITIAL VOTING MEMBERS

The initial voting members of the Development Advisory Committee for UW Medical Center-Northwest Campus shall be the following persons, each of whom meets the criteria for appointment to the Committee and brings the desired skills described below:

Table 1: Development Advisory Committee for UW Medical Center-Northwest Campus Initial Voting Members

Pos.	Name	SMC Categories/Skills*
1	Scott Sheehan	<ul style="list-style-type: none"> • General Manager at Evergreen Washelli • Neighbor • Member, Master Plan Implementation Advisory Committee, UW Medical Center-Northwest Campus
2	Shawn MacPherson	<ul style="list-style-type: none"> • Owner, MacPherson’s Property Management and Real Estate • Board member of Haller Lake Community Club • Member, Master Plan Implementation Advisory Committee, UW Medical Center-Northwest Campus

3	Joan Hanson	<ul style="list-style-type: none"> • Resident of Stendall Place • Past healthcare experience • Member, Master Plan Implementation Advisory Committee, UW Medical Center-Northwest Campus
4	Keith Slack	<ul style="list-style-type: none"> • Background in construction management • Neighbor • Member, Master Plan Implementation Advisory Committee, UW Medical Center-Northwest Campus
5	Susan White	<ul style="list-style-type: none"> • Past construction contracting professional experience • Resident of Haller Lake Neighborhood • Member, Master Plan Implementation Advisory Committee, UW Medical Center-Northwest Campus
6	Karoline Derse	<ul style="list-style-type: none"> • Architect • Pinehurst resident. • Member, Master Plan Implementation Advisory Committee, UW Medical Center-Northwest Campus
7	Andy Mitton	<ul style="list-style-type: none"> • Landscape Architect • Resides near Ingraham High School
8	Kippy Irwin	<ul style="list-style-type: none"> • Haller Lake Community Club (First Trustee, Rentals) • Certification in Permaculture design
9	Carol Whitfield	<ul style="list-style-type: none"> • Resident of Stendall Place • Extensive volunteer experience
10	Kevin Jones	<ul style="list-style-type: none"> • Registered Nurse and member of the Nursing Supervisor Office at UW Medical Center-Northwest Campus • Non-management institutional representative

*SMC Categories/Skills: Pursuant to SMC 23.69.032.B.3, the membership of a Development Advisory Committee should be directly affected by the actions of the Major Institution pursuing a new Master Plan. To the extent possible, members should also possess expertise or experience in areas such as the following:

- a) Consensus building;
- b) Community organizing;
- c) Land use and zoning;
- d) Architecture or landscape architecture;
- e) Economic development;
- f) Real estate development; and
- f) Educational or medical services.

A non-management representative of the institution is automatically included on the Committee.

SECTION 2 – ALTERNATES

Before the City Council adopts the new master plan for UW Medical Center-Northwest Campus, vacancies that may occur among the voting committee members of the Development Advisory

Committee may be filled by the Director of the Department of Neighborhoods without City Council confirmation, provided that such appointments:

- a) Do not increase the size of the Committee above 12 members; and
- b) Maintain a reasonable balance of interests, expertise, and experiences represented by the Committee, as determined by the Director of the Department of Neighborhoods.

In making such appointments the Director of the Department of Neighborhoods will consult closely with UW Medical Center-Northwest Campus.

Following publication of a Final Master Plan, vacancies may be filled only by those alternates who are identified below in Table 2. In the event none are listed or available, the position shall remain vacant.

*Table 2: Development Advisory Committee for UW Medical Center-Northwest Campus
Alternate Members*

Pos.	Name	Seattle Municipal Code Categories/Skills
Alt 1	None identified	

SECTION 3 – EX-OFFICIO MEMBERS

Pursuant to SMC 23.69.032.B.6, the Development Advisory Committee shall include four nonvoting, ex-officio members representing UW Medical Center-Northwest Campus, the Department of Neighborhoods, the Seattle Department of Planning and Inspections, and the Seattle Department of Transportation.

The initial voting members listed in Table 1 above (or alternates appointed pursuant to Section 2) shall be appointed to a term that expires upon City Council adoption of the new Master Plan for UW Medical Center-Northwest Campus.

SECTION 4 – APPOINTMENTS TO THE IMPLEMENTATION ADVISORY COMMITTEE

Following adoption by the City Council of a new Master Plan for UW Medical Center-Northwest Campus, an Implementation Advisory Committee shall be established. Both in the initial convening of the Implementation Advisory Committee and the filling of subsequent vacancies on it, the Director of the Department of Neighborhoods may appoint or reappoint voting members to serve any number of additional, renewable, two-year terms upon agreement with UW Medical Center-Northwest Campus and without additional City Council action.

Vacancies among voting members (including, but not limited to, vacancies that occur as a result of the failure of the Director of the Department of Neighborhoods and UW Medical Center-Northwest Campus to mutually agree upon an appointment or reappointment to any position), may be filled by the Director of the Department of Neighborhoods without City Council confirmation, provided such appointments:

- a) Do not increase the size of the Committee above 12 members; and
- b) Maintain a reasonable balance of interests, expertise, and experiences represented by the Committee, as determined by the Director of the Department of Neighborhoods

SECTION 5 - STAFFING

The Development Advisory Committees shall be staffed by the Department of Neighborhoods with the cooperation and assistance of UW Medical Center-Northwest Campus. Technical assistance will be provided by the Seattle Department of Construction and Inspections, the Seattle Department of Transportation and the Department of Neighborhoods.

For UW Medical Center-Northwest Campus

Cindy Hecker
Chief Executive Officer, UW Medical Center

Date

For the City of Seattle

Sarah Morningstar
Acting Director, Department of Neighborhoods

Date

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact:	CBO Contact:
Neighborhoods	Sara Belz Dipti Garg	Miguel Jimenez

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: A RESOLUTION approving a Memorandum of Agreement with UW Medical Center-Northwest Campus regarding the establishment, composition, and rules for a Development Advisory Committee for preparation of a Major Institution Master Plan for UW Medical Center-Northwest Campus.

Summary and Background of the Legislation: This legislation would authorize the creation and composition of a Development Advisory Committee (DAC) for UW Medical Center-Northwest Campus through the approval of a Memorandum of Agreement between UW Medical Center-Northwest Campus and the Department of Neighborhoods (DON).

Pursuant to Seattle Municipal Code (SMC) 23.69 (Major Institution Overlay District), the creation and engagement of a DAC is required whenever one of the City’s 13 Major Institutions (universities, colleges, medical centers) elects to prepare a new Master Plan. The SMC requires DON and the Major Institution to recruit and nominate DAC members who are affected by the actions of the Institution (for example, individuals who live, work or participate in community activities in nearby neighborhoods) and, to the extent possible, have experience in areas such as consensus building, community organizing, land use and zoning, architecture, landscape architecture, economic development, real estate development, and/or educational or medical services. Adoption of a Memorandum of Agreement via resolution is necessary to formally establish a DAC.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ___ Yes X No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes X No

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?
No.

Are there financial costs or other impacts of *not* implementing the legislation?

The creation of a DAC for UW Medical Center-Northwest Campus is a required component of the City's regulatory framework for Major Institution Master Plan (MIMP) development.

4. OTHER IMPLICATIONS

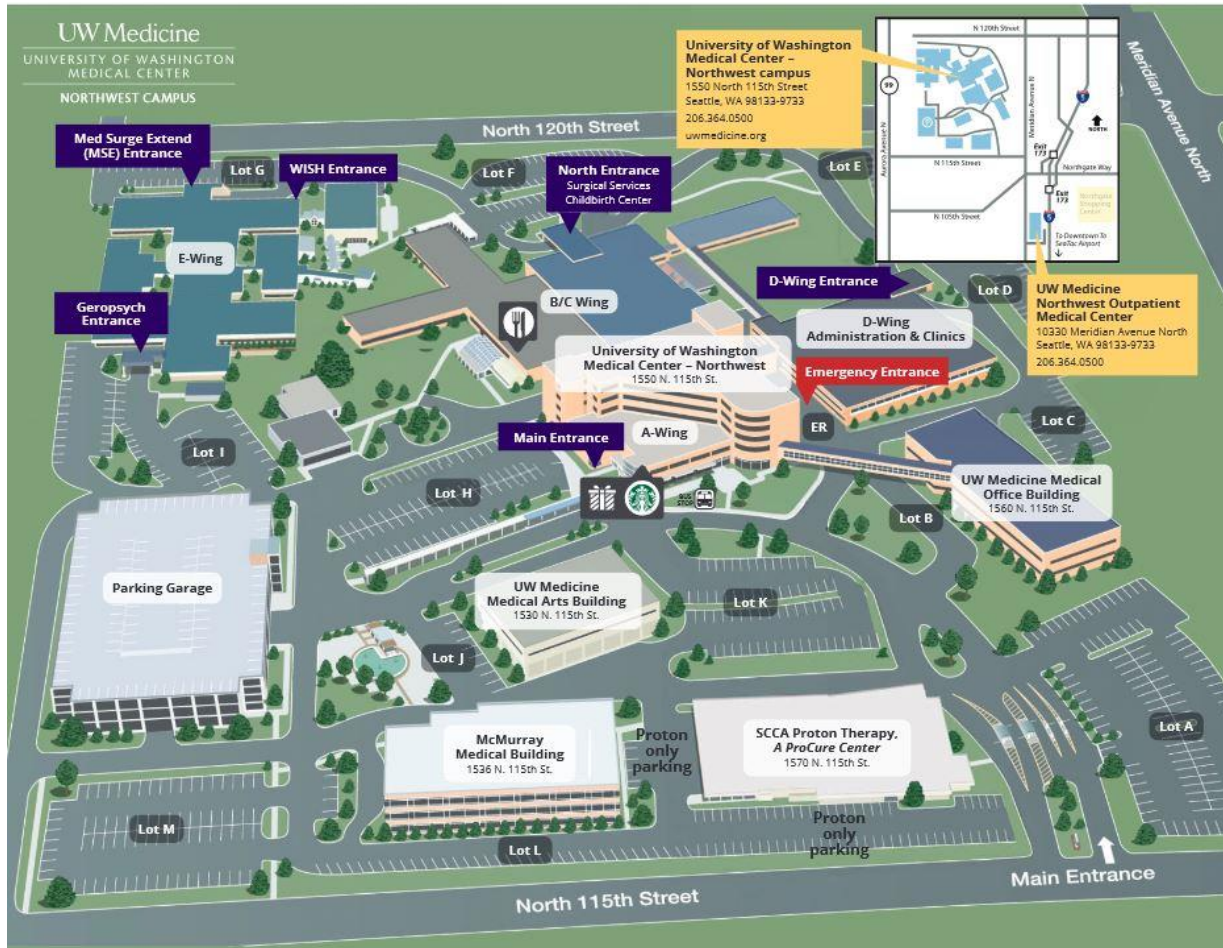
- a. Does this legislation affect any departments besides the originating department?**
Not directly; however, the Seattle Department of Construction and Inspections and the Seattle Department of Transportation also have regulatory roles in the MIMP process.
- b. Is a public hearing required for this legislation?**
No.
- c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- d. Does this legislation affect a piece of property?**
The legislation would create a DAC for UW Medical Center-Northwest Campus, which is located at 1550 North 115th Street, Seattle WA 98133.
- e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**
DON staff, in coordination with UW Medical Center-Northwest Campus, worked to assemble a DAC that represents a variety of voices and perspectives from surrounding north Seattle neighborhoods. Multiple opportunities for public comment will be provided throughout the MIMP process and DON will provide translation and interpretation services as needed.
- f. Climate Change Implications**
- 1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**
No.
- 2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**
No; however, the membership of the appointed DAC will review and respond to environmental analyses completed as part of the master planning process for UW Medical Center-Northwest Campus.

- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?**

The legislation does not concern a new initiative or an expansion of an existing City program.

Summary Attachments (if any):

Summary Attachment 1 – UW Medical Center-Northwest Campus Site Map



Note: This map is intended for illustrative or informational purposes only and is not intended to modify anything in the legislation.



Legislation Text

File #: Inf 2237, **Version:** 1

Update on Passage of Initiative 135, Creating the Seattle Social Housing Developer Public Development Authority



SEATTLE CITY COUNCIL
CENTRAL STAFF

Initiative 135

Seattle Social Housing Developer

ESTHER HANDY, DIRECTOR

SEATTLE CITY COUNCIL
MARCH 10, 2023

Initiative Measure 135 (I-135): Developing and maintaining affordable social housing in Seattle

- Approved by voters at the February 14, 2023, special election, I-135 became effective upon the Mayor's proclamation certifying the results of the election on March 1, 2023.
- Establishes the Seattle Social Housing Developer Public Development Authority (PDA) to develop, own, and maintain publicly financed mixed-income social housing developments
- Social Housing defined in I-135 as follows:
 - Owned by the PDA
 - Mixed income - affordable to households earning 0% to 120% of Area Median Income
 - Allows tenants to remain in housing even if household income changes
 - Rental rates set based on operations, maintenance, and loan service on the building
 - Residents allowed opportunities for restorative justice conflict resolution prior to eviction proceedings
 - Cannot be sold or transferred to a private entity or public-private partnership
 - Residents have opportunities to participate in decision making
 - New developments built to passive housing standards

I-135 (cnt'd)

Additional Provisions

- Creates 13-member PDA Governing Board
- Initial board will be appointed by Seattle Renters Commission (7), MLK Jr County Labor Council (1), El Centro de la Raza (1), City Council (2), Mayor's Office (1) and Green New Deal Oversight Board (1)
- After initial appointments, half of board members would be residents of PDA housing
- Each multi-family development will have a governance council to serve as a conduit for communicating residents' perspectives and have a say in some financial matters, such as determining how the budget for common spaces and social events will be spent and approving renovation projects
- PDA required to use union labor to the extent possible

I-135 City Obligations

1. City Council, Mayor, Renters Commission, and Green New Deal Oversight Board make initial appointments for the Social Housing PDA Governing Board within 60 days.
2. City Council calls the first meeting of the board within 30 days after confirming appointments.
3. Fund the salary and benefits of the Chief Executive Officer (CEO) and Chief Financial Officer (CFO) for 18 months along with limited in-kind support
 - I-135 does not require additional City funding, but does not prohibit it
4. Conduct a feasibility study whenever considering the sale or gift of public land.
 - Current City Council policy (Resolutions 31829 and 31837), and the City's procedures for evaluation of reuse and disposal of the City's real property require the prioritization of affordable housing development when disposing of surplus City property
 - City will modify these procedures to be consistent with the provisions of I-135.

Social Housing PDA Board: Initial Board Membership

Appointing Authority	#	Requirements
Seattle Renters' Commission	7	1 member who has experienced housing insecurity; at least 1 member who has experienced financial eviction; and at least 1 member who has been displaced In addition, they shall represent a range of incomes, including 3 members living at 0-50% AMI; 2 members living at 50-80% AMI; 2 members living at 80-100% AMI
Martin Luther King, Jr. County Labor Council	1	Rank-and-file union member
El Centro De La Raza	1	Leader from a community organization that provides housing to marginalized communities
City Council	2	Of the members appointed by the Mayor and City Council, there must be members with expertise in public housing finance, urban planning, and nonprofit housing development
Mayor	1	
Green New Deal Oversight Board	1	Member with expertise in green development appointed by the Green New Deal Oversight

Estimated Timeline for Council Actions

- **April 14, Neighborhoods, Education, Civil Rights and Culture Committee:** Discussion of Council's proposed appointments
- **April 25, City Council:** Final action on Council's two appointments to the PDA Board
- **By April 30th:** Appointment packets for all 13 PDA Board seats filed with the City Clerk
- **No later than May 30, 2023:** City Council calls first meeting of the PDA Board

Assumes all appointments to the PDA board are finalized on April 30th and no sooner. I-135 requires City Council to call the first meeting within thirty (30) days after selection of the PDA Board

- **Future Actions** (timeline TBD)
 - Modifications to align City's procedures for evaluation of reuse and disposal of the City's real property ("surplus property") with the provisions of I-135
 - Fund the salary and benefits of the PDA's CEO and CFO for 18 months along with limited in-kind support

Questions?



Legislation Text

File #: CB 120525, Version: 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE establishing the Race and Social Justice Initiative as City policy; establishing governance of the Race and Social Justice Initiative within the Office for Civil Rights; authorizing the Office for Civil Rights to lead the Race and Social Justice Initiative; and adding new Sections 3.14.941 through 3.14.945 to the Seattle Municipal Code.

WHEREAS, in 2004, The City of Seattle (City) launched a Race and Social Justice Initiative (RSJI), adapted from anti-racist organizing, to be led by the Seattle Office for Civil Rights (SOCR), to implement its longstanding commitments to social justice and ending racism; and

WHEREAS, the goal of RSJI is to end institutional racism within City government, working toward a vision where racial disparities will be eliminated and racial equity achieved; and

WHEREAS, City staff leadership championed and incorporated the anti-racist organizing efforts of The People's Institute for Survival and Beyond (PISAB). Further, City staffers from that period to the present have honored the efforts, insights, and leadership of grassroots organizers in racial equity work at the City. The inspiration of this work was a catalyst for the eventual formation of RSJI and anchors this body of work in the lives of communities that are most affected by historical acts of racial exclusion; and

WHEREAS, SOCR and RSJI leaders have developed and implemented strategies and infrastructure that are set up to inform the City's lines of business and internal culture; and

WHEREAS, RSJI's goal is to build a coordinated and unified Citywide strategy, in support of "One Seattle," that builds foundational awareness and move toward a shared framework to promote belonging; to

create capacity and will to shift internal culture; utilize healing and anti-racist tools to change how programs, services, policies, and budget decisions are made; and

WHEREAS, SOCR offers technical assistance to departments and various trainings for City employees to build awareness and develop shared language and analysis; and

WHEREAS, many departments have Change Teams, which are groups within departments that work collaboratively with the Citywide RSJI network to sustain the implementation of internal departmental changes to undo institutional racism and to incorporate racial equity and social justice principles into everyday work; and

WHEREAS, departments can currently use racial equity toolkits (RET) to determine how potential policies or actions taken by the City can more effectively advance racially equitable outcomes; and

WHEREAS, SOCR remains uniquely positioned to lead RSJI, given SOCR's authority in Seattle Municipal Code Sections 3.14.900 and 3.14.910 to “provide citywide leadership and guidance in the areas of civil rights and equal opportunity... [and] recommend policies to all departments and divisions of City government in matters affecting civil rights and equal opportunity to all people;” and the duties of the Director to “[r]eceive, consider, and make recommendations concerning statements, reports and complaints relative to problems of civil rights including such problems of civil rights as may arise in connection with the treatment, facilities or services of any office or department of the City;” and

WHEREAS, Executive Order 2018-04 pointed out that in the 2018 Citywide RSJI survey completed by 4,000 employees, 34 percent of participants reported experiencing or observing an incident of workplace harassment in the last 12 months; 80 percent of respondents who reported experiencing gender-based incidents of harassment in the workplace did not seek help; 29 percent of women of color and 18 percent of men of color reported experiencing different workplace treatment due to their race compared to seven percent of white women and seven percent of white men; and 30 percent of women of color and 37 percent of white women reported experiencing different treatment due to their gender, compared

to 12 percent of men of color and 11 percent of white men; and

WHEREAS, since the issuance of the 2018 Executive Order, the City has made progress in creating a more robust complaint and investigation process, and this ordinance is intended to continue to improve the experiences reported by employees and is consistent with the goals and objectives of the 2018 Executive Order; and

WHEREAS, one of the issues impeding sustained progress is the differing levels of commitment to RSJI beyond mere legal compliance as electoral administrations change and budgets fluctuate, leaving employees with the impression that RSJI work can be optional or deprioritized; and

WHEREAS, though multiple Mayors have issued executive orders and the City Council has adopted resolutions committing to advancing RSJI, executive orders are subject to modification or repeal by subsequent administrations and resolutions are non-binding; and

WHEREAS, because of the temporary and non-binding nature of the commitment to RSJI, use of the existing RSJI infrastructure and mechanisms to make change beyond mere legal compliance is dependent on the level of commitment of individual leaders rather than an institutional expectation; and

WHEREAS, while RSJI should be integrated into the work of all City employees, integration is a goal yet to be achieved, as RSJI is often still seen as its own discrete body of work, both optional and separate from the work of City employees rather than essential and wholly integrated; and

WHEREAS, the Council discussed concerns about the structural barriers keeping SOCR from fulfilling its mission while located in the Executive Department, which resulted in Ordinance 125470 in 2017, providing just cause protections for the SOCR Director, and directing SOCR to conduct an RET analysis on the permanent structure, leadership, duties, responsibilities, and functions of SOCR; and

WHEREAS, the team conducting the RET issued a report in October 2019, recommending a variety of actions to, among other things, minimize political influence on SOCR and strengthen its ability to successfully fulfill its mission, including RSJI; and

WHEREAS, since the RET report was issued, the Council and Executive have taken steps toward implementing the recommendations, including adding staff and resources for increased community and employee-centered outreach, commission support, and RSJI efforts; and

WHEREAS, the Council passed Statement of Legislative Intent (SLI) OCR-002-A-003 in the 2021 Adopted Budget, requesting that representatives from SOCR, the Mayor's Office, and members of the RSJI network participate in a Council-convened work group to review and determine how to implement the remaining recommendations in the RET report; and

WHEREAS, a Council-convened workgroup to respond to the SLI began meeting in early 2021 ("Workgroup") and examined the RET Report recommendations in the context of the civil rights reckoning and related events of 2020, which underscore the need for meaningful change and progress in racial equity; and

WHEREAS, the Workgroup sent the SLI response to the City Council on July 1, 2021, and recommended passage of an RSJI ordinance; and

WHEREAS, the Workgroup recommended that a long overdue step necessary to advance race and social justice is to embed RSJI into the City's government as policy, by codifying the "initiative" by ordinance; and

WHEREAS, the recommendation to codify RSJI's purpose and leadership by SOCR, and other practical considerations is one step the City can take to end institutionalized racism in City government and achieve racial equity throughout Seattle; and

WHEREAS, while making this institutional change on its own will not by itself create progress, embedding RSJI into the City's code can create better conditions for progress toward achieving racial equity; and

WHEREAS, codifying RSJI in the Seattle Municipal Code will advance the City's policy and goal to end institutional racism within City government, working toward a vision where racial disparities will be eliminated and racial equity achieved; and

WHEREAS, this legislation is intended to set clear expectations about prioritizing racial and social justice work; and

WHEREAS, ordaining race and social justice work will clarify that racial justice and social justice issues beyond mere compliance with legal requirements should be considered when doing City business; and

WHEREAS, this ordinance is intended to set the baseline for the work the City does to achieve racial equity and social justice; and

WHEREAS, the intent of this ordinance is not to strictly define how each department structures its racial equity and social justice work for the lines of business and the communities it serves, but rather to lay the groundwork of shared analysis, values, principles, and infrastructure that underpin the Citywide commitment to racial equity and social justice work Citywide; and

WHEREAS, given the dynamic nature of this work, this ordinance intends to allow for flexibility and evolution of racial equity and social justice work, in part, informed by anti-racist grassroots organizing in pursuit of achieving racial equity; and

WHEREAS, SOCR and the City Budget Office are partnering to develop equitable funding practices including resources that support RSJI work; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. New Sections 3.14.941 through 3.14.945 of the Seattle Municipal Code are added to Subchapter VII of Chapter 3.14 as follows:

3.14.941 Race and Social Justice Initiative established

The Seattle Office for Civil Rights shall lead a Citywide effort to end institutionalized racism and race-based disparities in City government called the Race and Social Justice Initiative. The Seattle Office for Civil Rights shall identify foundational racial equity and social justice principles and the framework within which each City department shall conduct its own Race and Social Justice Initiative work. The work of the Seattle Office for Civil Rights shall inform each City department's independent decisions and proposals regarding strategic planning and analyzing budgets; staffing; setting metrics and measurable racial equity outcomes; setting equity indicators; collecting and accessing demographic information; and implementing change toward ending

institutional racism.

3.14.942 Short title and purpose

Sections 3.14.941 through 3.14.945 shall constitute the “Race and Social Justice Initiative Ordinance” and may be cited as such. The purpose of the Race and Social Justice Initiative Ordinance is to authorize the Seattle Office for Civil Rights to lead the Race and Social Justice Initiative and identify the City’s racial equity and social justice foundational practices and framework for all City departments. In doing so, the City furthers its commitment to integrating racial equity and social justice principles into the work of every department and employee.

3.14.943 Governance of the Race and Social Justice Initiative

The Seattle Office for Civil Rights is authorized to lead the Race and Social Justice Initiative by:

A. Developing analytical tools to support the identification of equity impacts of policies, practices, and decision making, as well as ways to amplify positive impacts and mitigate negative impacts;

B. Developing guidelines, which can be implemented Citywide, for outreach, communication, and community engagement to improve the scope and effectiveness of external City efforts to ensure that all communities receive information and have the opportunity to shape City policies and services;

C. Identifying focus areas and making recommendations to relevant City departments for development of policies and actions that improve fairness and opportunity in City government organizational practices, including all employment practices such as hiring, training, retention, and promotion, and business practices such as contracting, procurement, and grant writing;

D. Providing a forum for exchange of information and identification of opportunities for collaboration Citywide on racial equity and social justice foundational practices and framework;

E. Supporting departments in identifying equity-related service gaps, setting measurable racial equity and social justice goals, creating departmental action plans to achieve them; and developing systems of accountability; and

F. Guiding equitable funding analysis and practices in departmental annual budgets in partnership with the City Budget Office; and

G. Supporting City departments in developing an integrated external focus, working with community to assess community strengths, identify service gaps, and co-create plans that help the department reach its racial and social justice goals.

3.14.944 Internal staff racial equity and social justice groups

A. Each City department, working individually or with other departments, should prioritize the creation of or continue support for existing internal staff racial equity and social justice groups. An internal staff racial equity and social justice group is a group of employees who work collaboratively with the Race and Social Justice Initiative's Citywide network to sustain the implementation of internal departmental changes to undo institutional racism and to incorporate racial equity and social justice principles into everyday work.

B. The Seattle Office for Civil Rights is authorized to develop guidance for all departmental internal staff racial equity and social justice groups to provide foundational practices and frameworks to allocate each department's budget for such groups.

3.14.945 Ongoing learning and trainings

A. The Seattle Office for Civil Rights, in partnership with other departments, as appropriate, shall define, advise upon, and make available the City's fundamental racial equity and social justice trainings for City employees.

B. Each department should prioritize employees completing the fundamental racial equity and social justice trainings defined in subsection 3.14.945.A, and each department should prioritize funding outside trainings as identified by the Seattle Office for Civil Rights.

C. The Seattle Office for Civil Rights, in partnership with the City Council and Mayor, shall annually celebrate and recognize City staff and departments who demonstrate exemplary practices aligned with this ordinance.

Section 2. The Seattle Department of Human Resources shall provide to the City Council by December 31, 2023 a plan and a proposed timeline for determining how it would consider issues of position classification and exemption from the civil service related to race and social justice work.

Section 3. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the _____ day of _____, 2023, and signed by me in open session in authentication of its passage this _____ day of _____, 2023.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2023.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2023.

Elizabeth M. Adkisson, Interim City Clerk

(Seal)

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact:	CBO Contact:
LEG	Venkataraman/4-5382	Rouse/3-9719

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE establishing the Race and Social Justice Initiative as City policy; establishing governance of the Race and Social Justice Initiative within the Office for Civil Rights; authorizing the Office for Civil Rights to lead the Race and Social Justice Initiative; and adding new Sections 3.14.941 through 3.14.945 to the Seattle Municipal Code.

Summary and Background of the Legislation: This ordinance would establish in code the Race and Social Justice Initiative (RSJI) within the Seattle Office for Civil Rights (SOCR) and would give SOCR the authority to lead the initiative. Currently, RSJI is authorized via executive orders from multiple Mayoral administrations and through City Council resolution. This ordinance would codify the initiative.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? Yes No

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?
No

Are there financial costs or other impacts of *not* implementing the legislation?
No

4. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?
Yes – it places responsibility for RSJI with SOCR and asks the Seattle Department of Human Resources for a report back to the Council about how it would approach addressing civil service protections as related to race and social justice work.

b. Is a public hearing required for this legislation?

No

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No

d. Does this legislation affect a piece of property?

No

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

This legislation would memorialize and make permanent the work of RSJI and is intended to ease the transition between electoral administrations and ensure authority over RSJI work in SOCR. This would streamline internal City work to improve the experiences of historically disadvantaged communities.

f. Climate Change Implications

1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?

NA

2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.

NA

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?

NA

Summary Attachments (if any):

Amendment 1 to CB 120525 – RSJI Ordinance

Sponsor: Councilmember Morales

Technical amendments

Effect: This amendment would correct editorial errors.

Amend recitals in CB 120125 as follows:

* * *

WHEREAS, since the RET ~~((report was issued))~~ analysis began, the Council and Executive have taken steps toward implementing the recommendations, including adding staff and resources for increased community and employee-centered outreach, commission support, and RSJI efforts; and

WHEREAS, the Council passed Statement of Legislative Intent (SLI) OCR-002-A-003 in the 2021 Adopted Budget, requesting that representatives from SOCR, the Mayor’s Office, and members of the RSJI network participate in a Council-convened work group to review and determine how to implement the remaining recommendations in the RET report; and

WHEREAS, ~~((a Council-convened))~~ the workgroup to respond to the SLI began meeting in early 2021 (“Workgroup”) and examined the RET Report recommendations in the context of the civil rights reckoning and related events of 2020, which underscore the need for meaningful change and progress in racial equity; and

WHEREAS, the Workgroup sent the SLI response to the City Council on July 1, 2021, and recommended passage of an RSJI ordinance; and

WHEREAS, the Workgroup recommended that a long overdue step necessary to advance race and social justice is to embed RSJI into the City’s government as policy, by codifying the “initiative” by ordinance; and

WHEREAS, the recommendation to codify RSJI’s purpose and leadership by SOCR, and other practical considerations led to the ordinance as ((is)) one step the City can take to end institutionalized racism in City government and achieve racial equity throughout Seattle; and

* * *

Amend Section 1 of CB 120125 as follows:

3.14.943 Governance of the Race and Social Justice Initiative

The Seattle Office for Civil Rights is authorized to lead the Race and Social Justice Initiative by:

A. Developing analytical tools to support the identification of equity impacts of policies, practices, and decision making, as well as ways to amplify positive impacts and mitigate negative impacts;

B. Developing guidelines, which can be implemented Citywide, for outreach, communication, and community engagement to improve the scope and effectiveness of external City efforts to ensure that all communities receive information and have the opportunity to shape City policies and services;

C. Identifying focus areas and making recommendations to relevant City departments for development of policies and actions that improve fairness and opportunity in City government organizational practices, including all employment practices such as hiring, training, retention, and promotion, and business practices such as contracting, procurement, and grant writing;

D. Providing a forum for exchange of information and identification of opportunities for collaboration Citywide on racial equity and social justice foundational practices and framework;

E. Supporting departments in identifying equity-related service gaps, setting measurable racial equity and social justice goals, creating departmental action plans to achieve them~~((:))~~, and developing systems of accountability; ~~and~~

F. Guiding equitable funding analysis and practices in departmental annual budgets in partnership with the City Budget Office; and

G. Supporting City departments in developing an integrated external focus, working with community to assess community strengths, identify service gaps, and co-create plans that help the department reach its racial and social justice goals.

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B. The Seattle Office for Civil Rights is authorized to develop guidance for all departmental internal staff racial equity and social justice groups to provide foundational practices, direction, and frameworks to allocate each department's budget for such groups.

* * *



SEATTLE CITY COUNCIL
CENTRAL STAFF

CB 120525: Race and Social Justice Initiative Ordinance

ASHA VENKATARAMAN, LEGISLATIVE ANALYST

NEIGHBORHOODS, EDUCATION, CIVIL RIGHTS, AND CULTURE COMMITTEE

MARCH 10, 2023

Overview

- Background
- Bill Intent and Elements
- Next Steps
- Questions

Background (1/2)

- The Race and Social Justice Initiative (RSJI) officially began in the City in 2004
 - A Citywide effort to eliminate racial disparities and achieve racial equity in Seattle
- Mayors have issued Executive Orders (EO) such as EO 05-08, 2014-02, and 2017-13 relating to RSJI work in their administrations
- The Council adopted Resolution 31164 affirming RSJ work

Background (2/2)

- EOs do not necessarily translate across electoral administrations and resolutions are non-binding
- Racial Equity Toolkit (RET) report in 2019 made recommendations to address political influence and strengthen SOCR's ability to fulfill its mission
- Workgroup responding to Statement of Legislative Intent (SLI) OCR-002-A-003 in the 2021 Adopted Budget reviewed 2019 RET report recommendations and recommended passage of an ordinance to codify RSJI

CB 120125: Intent

- To codify SOCR's authority to set foundational practices and principles driving existing RSJI practice Citywide
- Place RSJI within SOCR
- Still allow departments flexibility to do race and social justice work as appropriate to their lines of business while using a shared analysis

CB 120125: Elements

- Establishes RSJI within SOCR
- Gives SOCR authority to lead RSJI
- Directs departments to support internal staff racial equity and social justice groups
- Authorizes SOCR to develop guidance for internal staff racial equity and social justice groups to provide foundational practices, framework, and direction on departmental budgeting for these groups
- Gives SOCR authority to partner with other departments to define foundational trainings
- Charges SOCR, in partnership with the Council and the Mayor, to celebrate exemplary RSJI practices

CB 120125: Request to SDHR

- **Section 2** Asks Seattle Department of Human Resources (SDHR) to provide the Council with a plan and timeline for determining how to address position classification and civil service exemptions as related to race and social justice work by December 31, 2023

Amendments

- **Proposed Amendment 1:** Technical edits
 - Corrects language in recitals for clarity and accuracy
 - Editorial change in 3.14.943
 - Inserts missing word in 3.14.944

Next Steps

- If voted out of committee today, at City Council for a vote March 21st
- Sent to the Mayor for signature
- Would go into effect 30 days after Mayor signs

Questions?

Further Contact Information:

Asha.Venkataraman@seattle.gov

RSJI@seattle.gov



Seattle Office for Civil Rights: Update on Race and Social Justice Initiative

Presentation to Neighborhoods, Education, Civil Rights, and Culture Committee
March 10, 2023

Derrick Wheeler-Smith, SOCR Director
Davida Ingram, RSJI Division Director



RACE & SOCIAL JUSTICE INITIATIVE

RSJI

**The SOCR values—compassion,
responsibility, integrity, imagination,
and belonging—guide RSJI work.**



Seattle
Office for Civil Rights



City of Seattle 48

RSJI: Our Purpose

Create a nexus between City of Seattle departments and communities, so we can create a city without racial disparity, where **everyone thrives**.

HEALING

FACILITATION

LIBERATION

ANTI-RACISM

HONORING

LEADING

DREAMING

LOVE



Purpose of the RSJI Ordinance

Why is this important?

- **Permanency**
- **Honor History**
- **Foundational**



History of RSJI Ordinance

