

**SEATTLE DEPARTMENT OF HUMAN RESOURCES  
and THE SEATTLE OFFICE FOR CIVIL RIGHTS**

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**Workforce Equity Action Plan Update  
Presentation to Seattle City Council**

April 13, 2016



# Project Definitions

Terminology	Definition
External Benchmark Review	Data collection from employers who either lead on Workforce Equity &/or compete with the City for talent
Lever Costing	Cost implications of the specific programs and actions listed in Council GS 155-1-A-1
Racial Equity Toolkit (RET)	Process to guide the development, implementation and evaluation of policies, initiatives, programs and budget issues to assess and address the impacts on racial equity

# 2016 Council Green Sheet 155-1-A-1

*Now, to inform future budget and collective bargaining discussions, the City Council requests that SDHR accelerate completion of a Workforce Equity Strategic Plan by no later than July 1, 2016. The Strategic Plan should include specific **recommendations** to improve workforce equity and an implementation **budget** and **timeline**.*

-2016 City Council Green Sheet (GS) 155-1-A-1

# 2016 Council Green Sheet 155-1-A-1

## Green sheet 155-1-A-1 Levers

1. Paid Parental Leave
2. Paid Family Leave
3. Subsidized Childcare
4. On-site Childcare
5. Internship to Employment Pathways
6. Improved Access to Flexible Scheduling
7. Guaranteed Training Days
8. More Diverse Applicant Pools
9. Training to Promote Unbiased Employment Decisions
10. Leadership Development Programs

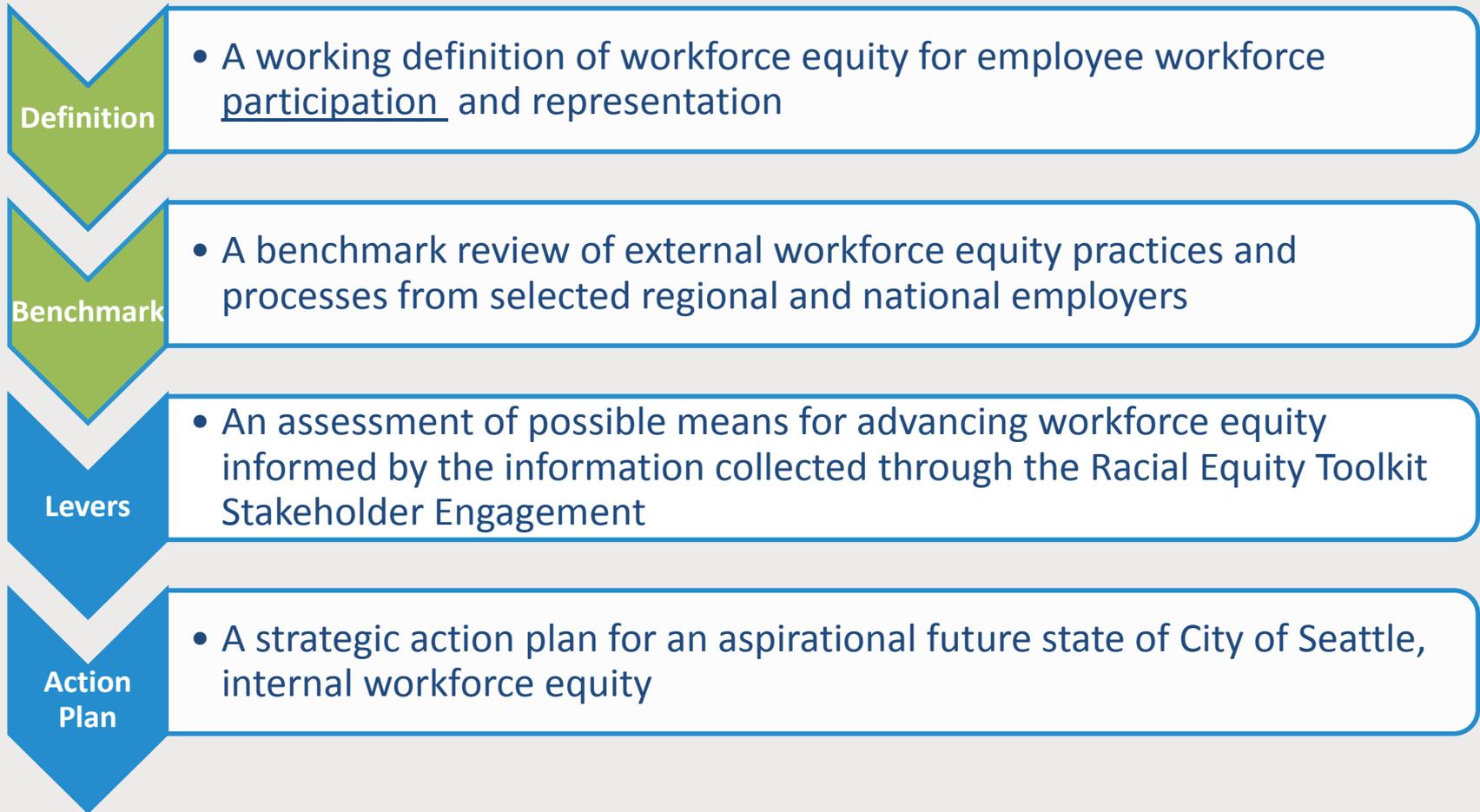
# Project Scope Status

	Key Steps	Status	Pending
1.	Working Definition of Workforce Equity	Working Draft Complete	Stakeholder Engagement Results
2.	External Benchmark Review	Information Collection Complete	Final interviews
3.	Lever Costing	In progress	Position & program estimates
4.	Racial Equity Toolkit (RET) <ul style="list-style-type: none"> <li>Employee Listening Sessions</li> <li>Employee Survey</li> </ul>	In progress	<ul style="list-style-type: none"> <li>Listening Sessions &amp; Survey close April 15</li> <li>Scope out RET steps 2c-6</li> </ul>

# Working Definition for Workforce Equity:

Workforce equity is when the workforce is inclusive of people of color and other marginalized or under-represented groups at a rate representative of the greater Seattle area at all levels of City employment; where institutional and structural barriers impacting employee attraction, selection, participation and retention have been eliminated enabling opportunity for employment success and career growth.

# Project Deliverables – July 2016



# Questions & Discussion



Contact Bailey Hinckley at  
[bailey.hinckley@seattle.gov](mailto:bailey.hinckley@seattle.gov) or 7-3681