

# SDCI & OPCD Report to Council

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UPDATE ON 2017 RSJI WORK PLAN &  
RACIAL EQUITY TOOLKITS

June 20, 2018

## PRESENTERS

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

Sam Assefa, OPCD  
Katie Sheehy, OPCD

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# Introduction & Overview

- 2017 accomplishments
- Racial Equity Toolkit
- Goals for 2018



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## 2017 Accomplishments: Outreach & Engagement

- South Seattle Home Fair
  - 150+ attendees
  - 1/3 attendees - people of color
- Tenant Outreach
  - 27 meetings
- MHA Public Engagement
  - 62 meetings; 2,250+ people
- Community planning
  - Central Area
  - Chinatown International District
  - Delridge
  - Duwamish Action Team
  - Lake City
  - Rainier Beach

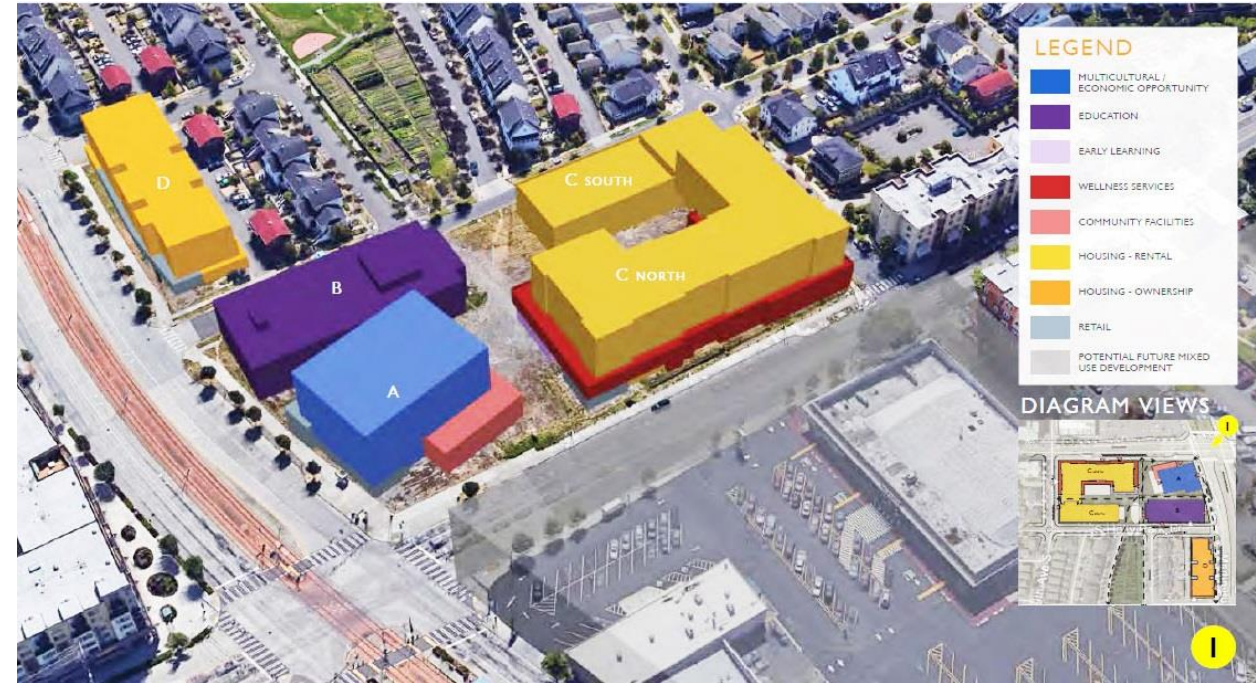


*Open House with Hololens mixed reality headsets showing proposed zoning changes in 3D*

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# 2017 Accomplishments: Equitable Development Initiative

- Interim Advisory Committee formed
- Legislation authorizing OPCD to award funds
- EDI Fund Round 1 project awards made
  - Little Saigon Landmark Project
  - Multicultural Community Center
  - Rainier Beach Food Innovation District
- Round 2 underway



**Multicultural Community Center**

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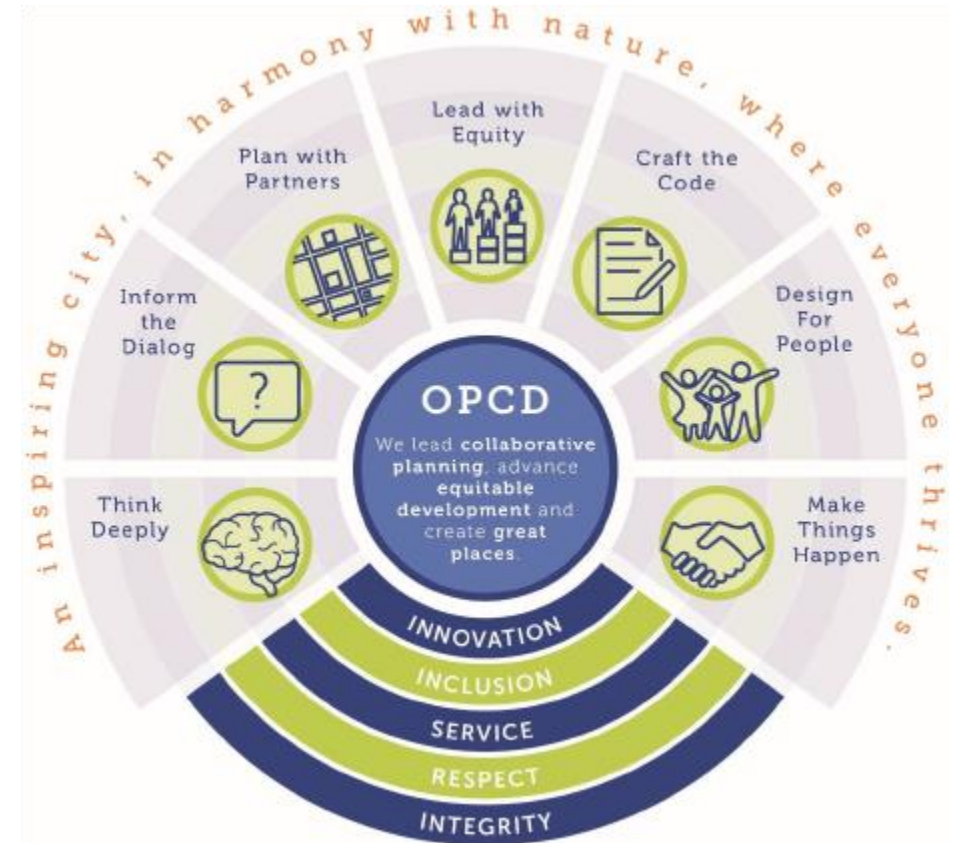
# 2017 accomplishments: OPCD vision, mission, & values

**Vision:** An inspiring city, in harmony with nature, where everyone thrives.

**Mission:** We lead collaborative planning, advance equitable development, and create great places.

## Values:

- Innovation
- Inclusion
- Service
- Respect
- Integrity



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## 2017 accomplishments: SDCI purpose & values

**Purpose:** As stewards and regulators of land and buildings, we preserve and enhance equity, livability, safety, and health of our communities.

### Values:

- Respect
- Quality of work
- Effectiveness
- Integrity
- Service
- Inclusion

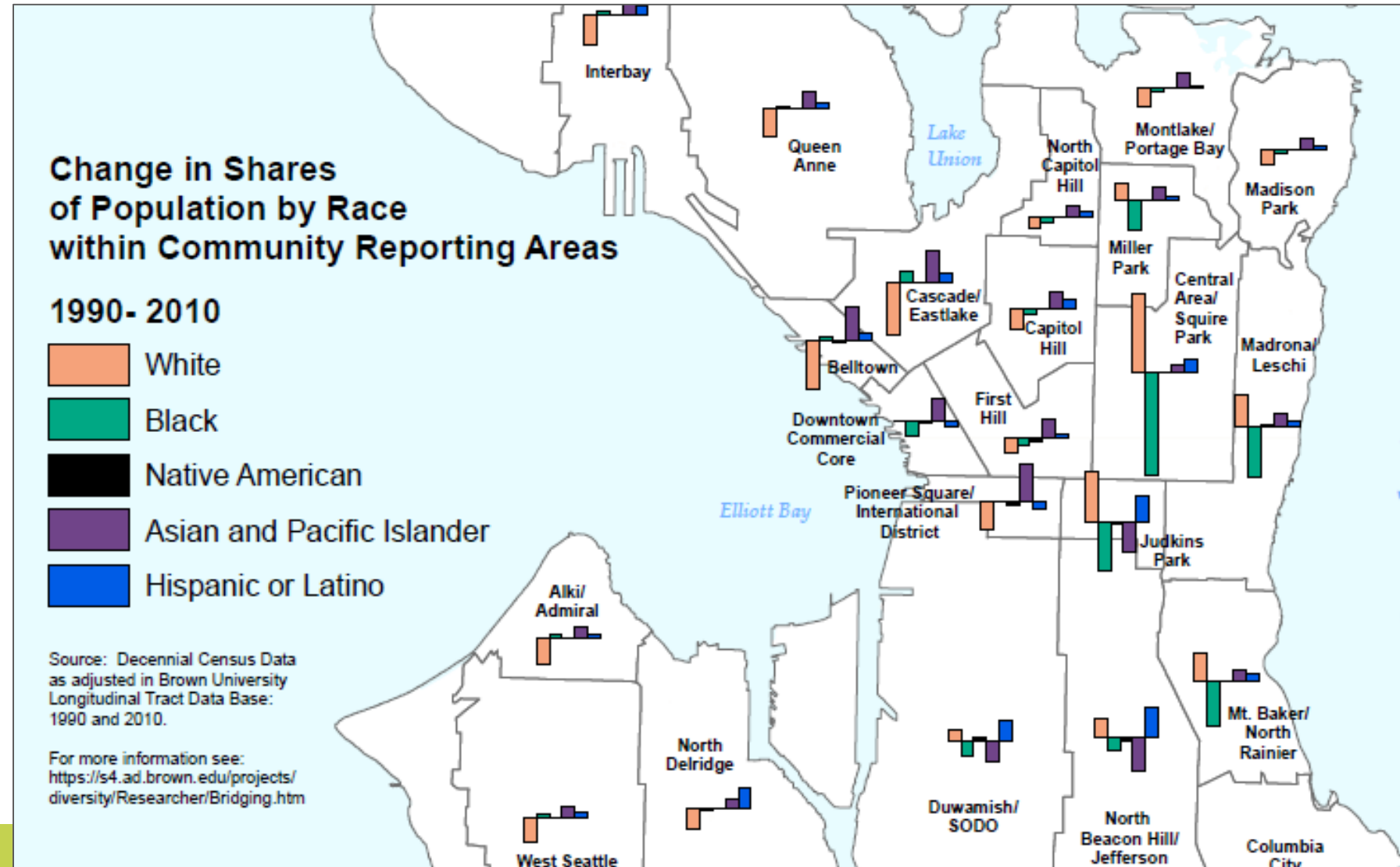


*Helping customers at the South Seattle Home Fair.*

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# 2017 accomplishments: OPCD Demographer's Analysis

- Analysis of neighborhood changes for the Joint SHA-City Fair Housing Assessment



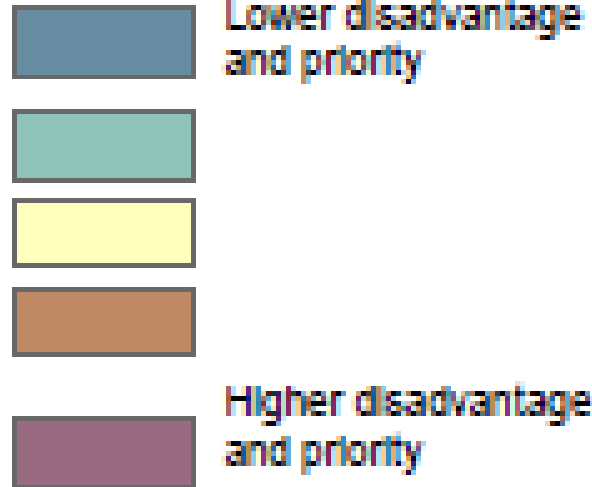
# 2017 accomplishments: OPCD Demographer's Analysis

## Race and Social Equity Index

- Race/ethnicity
- Language spoken at home
- Birth country
- Income
- Educational attainment
- Health
  - Physical activity
  - Diabetes
  - Obesity
  - Mental health
  - Asthma
  - Life expectancy
  - Disability

### Legend

(map numbers are tract identifiers)



## Racial and Social Equity Index

The Racial and Social Equity Index, produced by the Office of Planning & Community Development, is a tool to aid in the identification of City planning, program, and investment priorities.

The index includes:

- **Race, ELL, and Origins** (shares of population who are)
  - Persons of color
  - English language learners
  - Foreign born
- **Socioeconomic Disadvantage** (shares of population with)
  - Income below 200 percent of poverty level
  - Educational attainment less than a bachelor's degree
- **Health Disadvantage**
  - No leisure-time physical activity
  - Diagnosed diabetes
  - Obesity
  - Mental health not good
  - Asthma
  - Low life expectancy at birth
  - Disability

### Legend

(map numbers are tract identifiers)



This index may be used as-is or as a starting point. Suggested guidance for using this index is at [link](#).

Source: 2011-2015 Five-Year American Community Survey Estimates, U.S. Census Bureau; estimates from the Centers for Disease Control Behavioral Risk Factor Surveillance System (BRFSS) published in the "The 500-Cities Project"; Washington State Department of Health's Washington Reading Network (WRN); and estimates from the Public Health - Seattle & King County based on the Community Health Assessment Tool. Language is for population age 5 and older. Educational attainment is for the population age 25 and over. Life expectancy is life expectancy at birth. Other health measures based on percentages of the adult population.

More information on the index, including guidance for use, and maps for component indices as well as map keys and tables for individual measures are available at:

Produced by: City of Seattle Office of Planning & Community Development.

Contact: Dana Caronnet, Demographer & Sr. Policy Analyst, [dana.caronnet@seattle.gov](mailto:dana.caronnet@seattle.gov)



# Accomplishments: SDCI Communication & Information

- Plain language standards:
  - 259 web pages in 2017
  - 339 web pages in 2016
  - 22 documents (both 2016/2017)
- Information shared at events:
  - Building- Home Improvement Fair
  - Tenant rights - Renter's Information



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## 2017 accomplishments: Training

- SDCI Internal: Participated in SDHR Pilot of Unbiased Decision-Making for Managers Part I
  - 28/37 Execs, SAs and Managers completed Part I
- External: RSJI Training Delivered to:
  - Design Review Boards
  - Design Commission
  - Planning Commission
  - Rental Registration and Inspection Ordinance program private inspectors



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# SDCI 2017 accomplishments: Workforce Equity

- Seattle Youth Employment Program (SYEP)
  - Two youth: One young man of color and one young woman.
  - Learned about many SDCI lines of business.
- Started Year 2 of E3 Pilot Program
  - Core competencies established department-wide.
  - Change Team contributed to development of a revised Equity Competency.
- Started Job Shadow Program
  - Racial Equity Toolkit Completed.
  - Persons of color among first to sign-up. 5/8 persons of color.
- Reviewed and updated Hiring Process training to include anti-racism and debiasing strategies.
  - All staff involved in hiring must complete this training.



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# SDCI 2017 accomplishments: Workforce Equity

- 359 employees:
  - 36% identified as people of color
  - 41% identified as women
- 38 new employees:
  - 27% identified as people of color
  - 27% identified as women
- 35 promotions:
  - 43% identified as people of color
  - 49% identified as women
- Design Review Boards:
  - 28% identified as people of color
  - 31% identified as women



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# OPCD 2017 accomplishments: Workforce Equity

- 45 employees:
  - 20% identified as people of color
  - 52% identified as women
- 8 new employees:
  - 25% identified as people of color
  - 37% identified as women
- 4 promotions:
  - 25% identified as people of color
  - 100% identified as women
- Design and Planning Commissions:
  - 36% identified as people of color
  - 52% identified as women

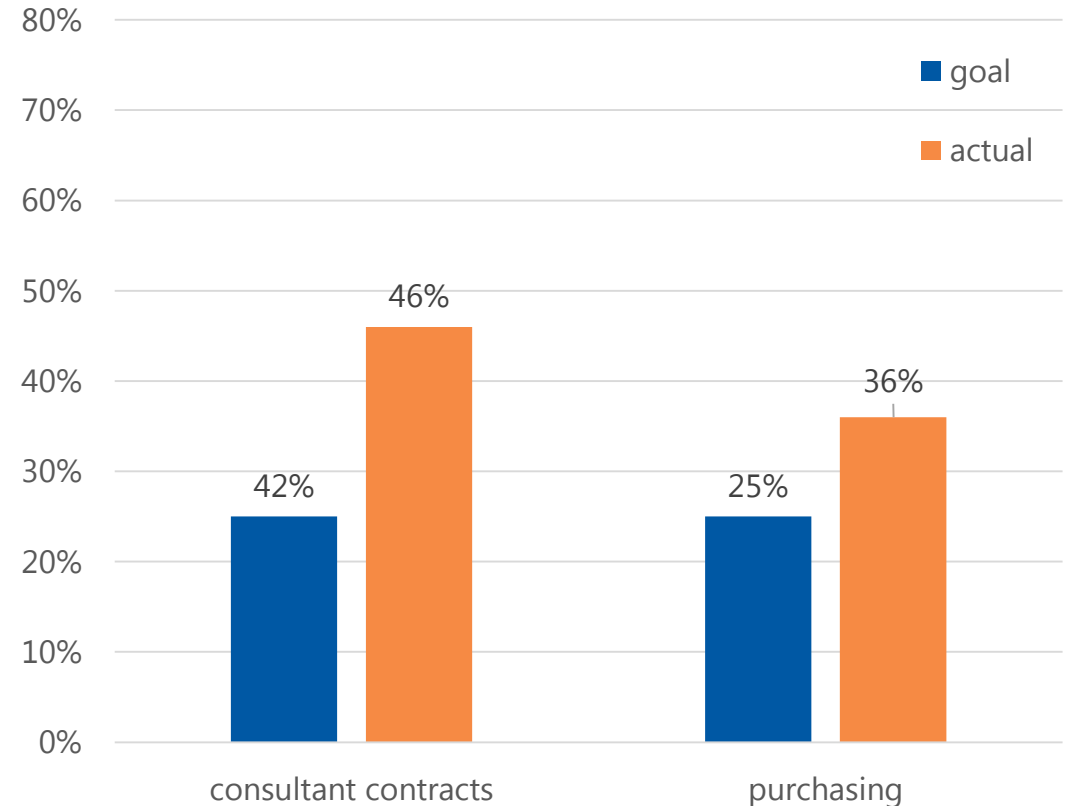


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# SDCI 2017 accomplishments: Contracting Equity

## Women & Minority Business Enterprises (WMBE)

- Consultant Contracts:
  - \$809k out of \$1.9M (46%)
  - Goal was 42%
- Purchasing:
  - \$324k out of \$907K (36%)
  - Goal was 22%

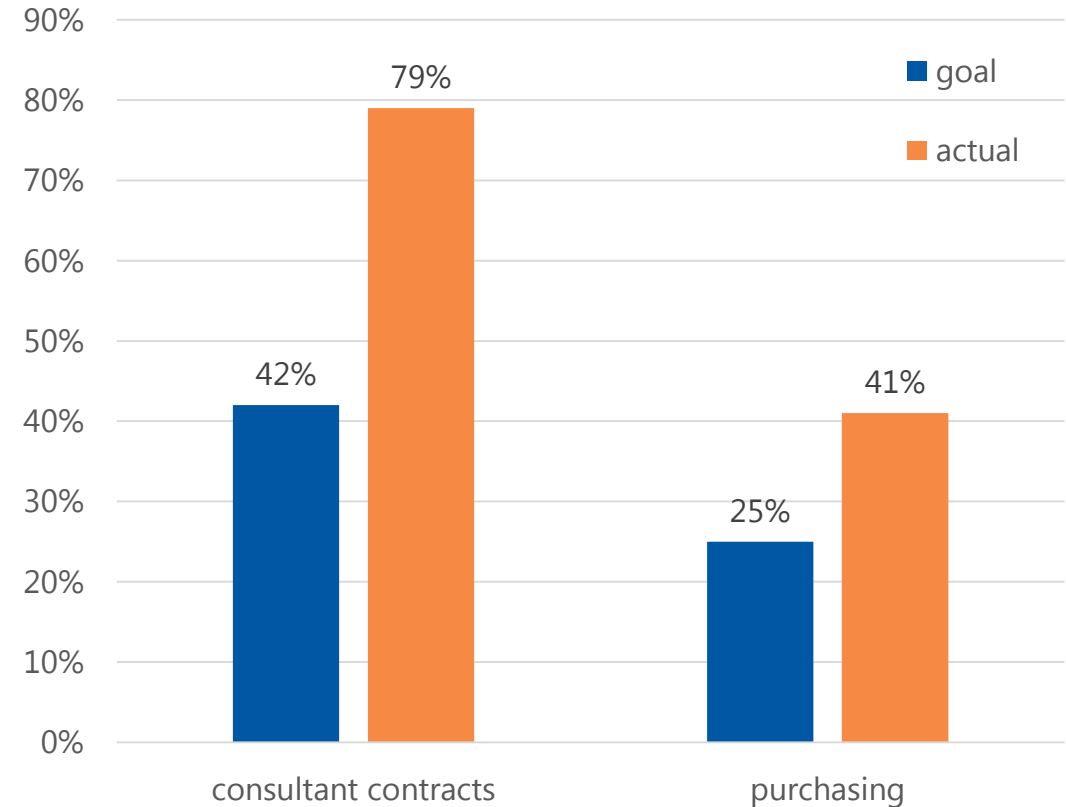


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# OPCD 2017 accomplishments: Contracting Equity

## Women & Minority Business Enterprises (WMBE)

- Consultant Contracts:
  - \$534k out of \$677k (79%)
- Purchasing:
  - \$69k out of \$167k (41%)

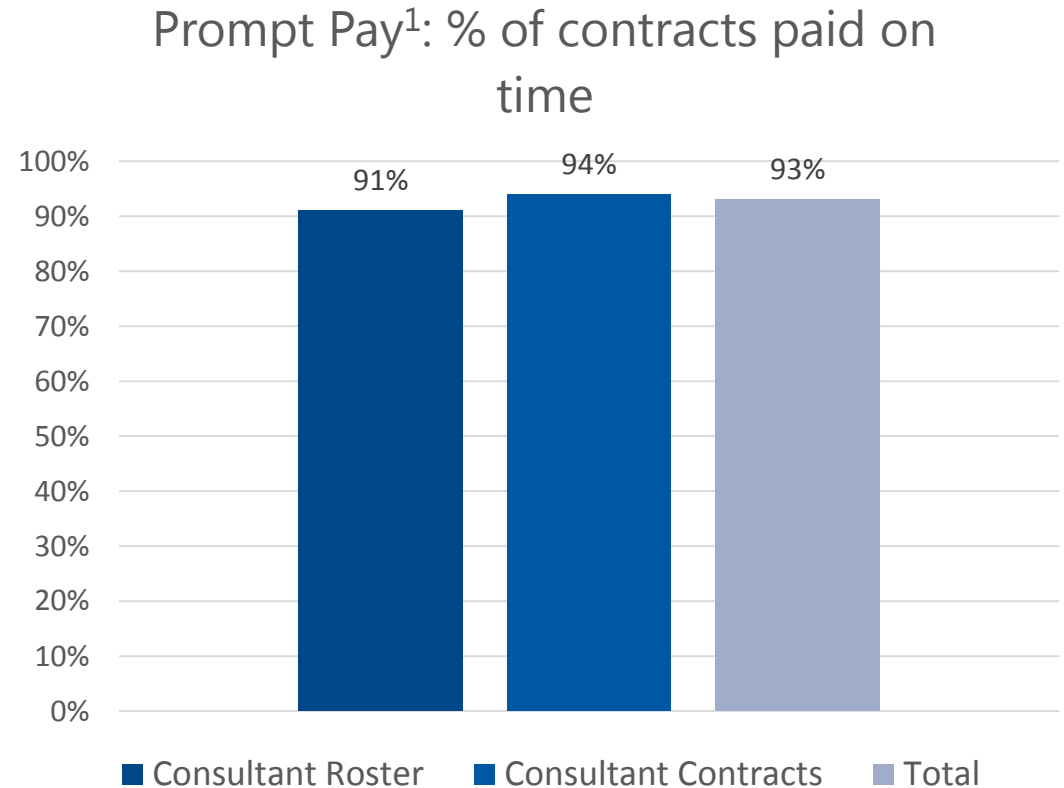


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# 2017 accomplishments: Contracting Equity

- SDCI Participated in:
  - Regional Conference Forum: April 12, 2017
  - Reverse Vendor Trade Show: July 11, 2017
- SDCI Met our Prompt Pay Goals

<sup>1</sup>Prompt Pay only reflects SDCI data. In 2017, OPCD's Summit business unit was changed to the Executive where it is merged with other departments.



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# Racial Equity Toolkit: Summary

3 led by our Change Team:

- *SDCI Webpage Improvement*
- *SDCI Job Shadow*
- Blanket Permit Process



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2024

## SDCI RSJ Toolkit: Job Shadow

- Equity outcomes include:
  - Create low-barrier program for employees of color to explore new/different jobs within SDCI and to create informal networks and connections.
  - Increase career advancement opportunity for employees of color.
- Initial SDCI program participation:
  - 46% of participants are persons of color.
  - 10 Total shadows currently.
  - 3 Completed/2 Pending



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## SDCI RSJ Toolkit: Webpage Improvements

- Equity outcomes include:
  - We should seek to eliminate accessibility barriers to our website by:
  - Listing an interpretation phone number
  - Using icons and pictures
  - Streamlining to consolidate rental housing and consolidate translated documents
  - Improving mobile functionality and video content.
  - Using Plain Language



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# SDCI Goals for 2018: Highlights

- Implicit bias training for hiring managers is ongoing.
- Clarify career pathway from entry level to higher level positions, in Engineering Services, Land Use and Department Administration.
- Change team training



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# OPCD Goals for 2018: Highlights

- Equity Indicators and monitoring
- Ten EDI Fund Round 2 project awards
- Internal training
  - Indigenous Learning series
  - Implicit Bias
- RETs underway
  - Chinatown \ International District
  - ADUs/DADUs
  - EDI fund



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# OPCD Goals for 2018: Highlights

- Urban Innovations Speaker Series
  - May: How can new investment respond to our legacy of redlining and racism?
  - July: How do cities respond to high housing costs, so that there are homes for all?
  - September: How do we support livability at the human scale and equity in all Seattle neighborhoods?
- A Central Vision



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Change Team Leads:

Dan Nelson, Katie Sheehy

Executive Sponsor:

Evan Chinn

Members:

Kathleen Ahmad, Ian Dapiaoen, David Driskell, Eric Dripps, Linda Elwood, Ubax Gardheere, Gordon Hicks, Cayce James, Muhammed Memon, Janet Oslund, Collin Tam, Sissi Zeng

**Questions???**

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