

Finance and Administrative Services: 2021 Race and Social Justice

Seattle City Council
Finance and Housing Committee

12/7/2021

Department of Finance and Administrative Services



City of Seattle

Introductions and Briefing Objective

- Team introductions
- Briefing objective:
 - FAS RSJI Accomplishments
 - FAS RSJI Challenges
 - Racial Equity Toolkits
 - Brief Description of the Spirit of RSJI at FAS in 2020



Five Pillars of FAS



**Excellent
customer service**



**Economic opportunity
through City contracting**



**Respectful, equitable and
collaborative workplace**



**Stewardship
of City assets**



**Continuous improvements
and financial accountability**

Five Pillars of FAS



Respectful, equitable and collaborative workplace



Economic opportunity through City contracting

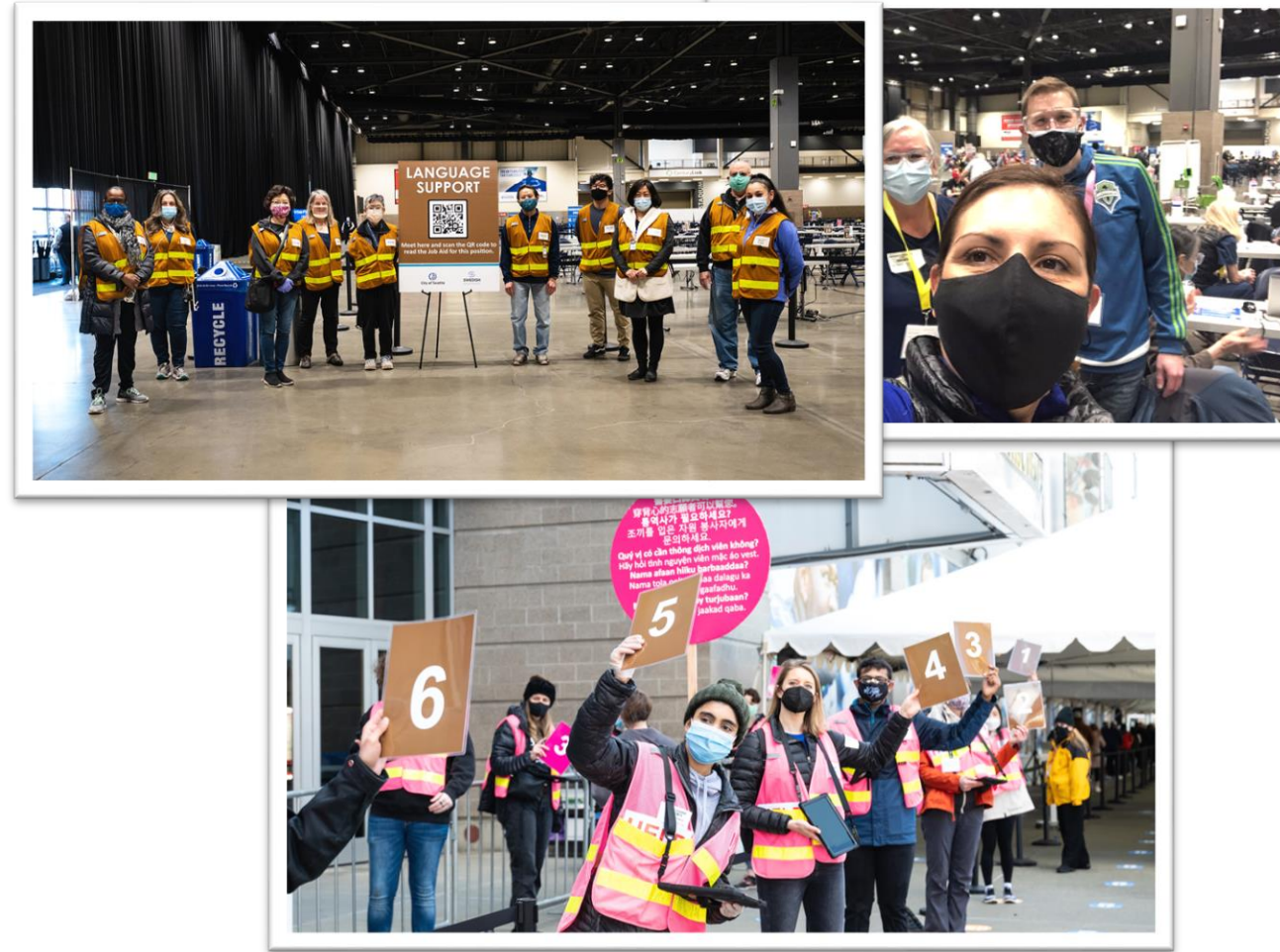
RSJI Departmentwide Initiatives

- Diversifying our Leadership Team
- Expansion of RSJI & WMBE mandatory training
- Change Team partnership with leadership
- Division-specific initiatives
- Language Access
- Racial Equity Toolkits



Community Vaccination Site at Lumen Field

- 44% of those served were BIPOC
- 200-plus languages available, 35-plus in-person interpreters, and materials in 8 languages
- 33 percent of FAS purchase orders for the site were with WMBE firms



FAS RSJI Change Team

The work:

Build relational culture founded on anti-racist principles.

- Identify manifestations of systemic racism
- Guide our principal bodies of work:
 - HR, Budget, Communication, & Education/ Outreach
- Engage in difficult conversations within our divisions & various city departments



2020 Data on Women- and Minority-Owned Businesses (WMBEs)

FAS Goal	FAS Actual	City Goal	City Actual
<i>Purchasing Spend</i>			
18%	26.3%	19%	23%
<i>Consulting Spend</i>			
23%	36.2%	27%	23%
<i>2020 Construction WMBE Spend on Completed Projects</i>			
N/A	44.7%	N/A	17.9%

Prompt Pay

FAS paid its consultants on time – within 30 days of invoice receipt – **95%** of the time.



2020 FAS BIPOC Business Utilization

Purchasing:

26.3% of total spend

Of that number...

Black: 8.8%

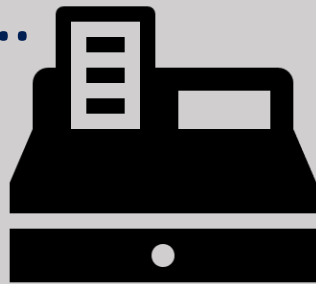
Asian: 31.1%

Hispanic: 3.6%

Native American: 27.9%

White women: 26.4%

Other: 0.5%



Consulting:

36.2% of total spend

Of that number...

Black: 2.4%

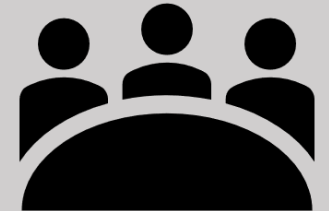
Asian: 31.8%

Hispanic: 11.6%

Native American: 1.8%

White women: 52.2%

Other: 0%



Through Dec. 29, 2020

WMBE - FAS/Citywide 2020/21 Activities

- Reporting/forecasting
- FAS WMBE Program Training
- MBE/Black-owned firm outreach
- Language access
- WMBE Advisory Committee
- Disparity study



Workforce---Priority Hire

- **Economically distressed ZIP codes (EDZs)**
 - Workers living in EDZs worked **about 110% more hours** since the program started.
 - Translates to an **additional \$20 million in direct wages**, for a total of \$45 million.



Workforce ----Priority Hire

- **People of color**
 - Apprentices of color **earned more than \$35 an hour** on Priority Hire projects in 2020. This is considered a “career job” in Washington – livable wages, benefits and career growth.
 - African Americans on Priority Hire projects in 2020 **earned double the income** earned by the average African American worker in our region.
- **Worker retention**
 - Workers and pre-apprentice students received over **1,200 trainings** to reduce bullying, hazing and harassment on jobsites



Racial Equity Toolkit: WMBEs on Community Workforce Agreement Projects

- **Desired outcome:** Increase participation by African American, Latino, Asian American, and Native American contractors (i.e., MBEs) on City construction projects covered by a community workforce agreement (CWA)
- **Research and outreach:**
 - Focus groups with MBE contractors, women-owned business enterprises (WBEs) and prime contractors
 - Feedback sessions with Priority Hire Advisory Committee members, labor unions, the National Association of Minority Contractors, Tabor 100, community organizations, City staff and others



Racial Equity Toolkit: WMBEs on Community Workforce Agreement Projects

- **What we've done:**
 - Complete engagement with stakeholders
 - Identify opportunities to better support MBEs on projects covered by a CWA
 - Report back on the engagement and opportunities



Tracy Freeman accessed City construction as a Priority Hire and now MBE Contractor

Racial Equity Toolkit: Shared Mobility for City Employees

- **Desired outcome:** Promote economic advancement of people of color through a shared mobility service contract for use by City employees for City business travel
- **Strategy Tested:** Seattle Orange Cab corporate account for City of Seattle staff



Racial Equity Toolkit: Shared Mobility for City Employees

- **Challenges:** Technology disparities, demand for app-based dispatching, COVID-19.
- **Next steps:** sharing lessons learned; reducing the regulatory burden on medallion owners.



Racial Equity Toolkit: City Surplus with focus on MBE's

- **Desired outcome:** To create an equitable City Surplus program by being intentional on the focus of MBE's that have been systemically harmed in the community and providing:
 - Increased awareness to MBE's on surplus items available (free or at a cost)
 - Easier access to surplus warehouse via appointments
 - Establishment and access of Mailing or Listserv for MBE partners of upcoming surplus events
 - Increased MBE participation in overall Surplus program



Racial Equity Toolkit: City Surplus with focus on MBE's

- **What We've Done:**

- Developed a new process by incorporating Lean Six Sigma processes and tools
- Established a robust list of MBE stakeholders
- Completed drafting of outreach materials

- **Challenges:**

- Notifying community MBE's in a timely manner
- Engaging with MBE business community during pandemic

- **Next steps:** Meeting with the confirmed list of MBE stakeholders to build and improve process based on feedback



Racial Equity Toolkit: Licensing Cannabis Businesses

Desired outcomes: Eliminate racial disparities by building a new systemic structure and centering BIPOC communities through:

- Access to licenses and capital
- Access to business education and mentorship
- Access to prior medical dispensary BIPOC operators to licensure
- Community Reinvesting: affordable housing, healthcare, and education
- Small Business Association (SBA) business plan support
- Flexibility in the process to pivot quickly as new barriers arise
- Reinvest proceeds into the community, and
- Rebuilding generational wealth



Racial Equity Toolkit: Licensing Cannabis Businesses

What we've done:

- Community engagements
 - Former operators, other cities/states, BIPOC, most impacted by War on Drugs and Black clergy community.
- Preliminary report which explores equity policies and practices for addressing past harm due to historic cannabis enforcement.

Challenges

- Identifying funding and business partners for mentorship.
- Identifying viable and compliant locations



**HOW CAN WE
UNDO THE HARM ?**

*Help to remedy the lasting inequity
of the War on Drugs and its negative impacts
on Seattle's Black community*

WEDNESDAY, JULY 14, 6-7:30 P.M.

Share your ideas in a Zoom discussion!
Register at <http://bit.ly/seattlecannabisequity>
or email: cannabis@seattle.gov



2021 Racial Equity Toolkits

- Other FAS Racial Equity Toolkits
 - Joint Enforcement Team Outreach and Education
 - Preferred Language Line for Customer Service Bureau
 - Business License Application Accessibility
 - Animal Shelter Service Fee Waivers
 - Mobile Customer Service Center Destinations
- New RET to launch in Fall of 2021



Wrap-Up

- Thank you for your attention to our critical work
- Questions?

