



SEATTLE CITY COUNCIL

Public Safety and Human Services Committee

Agenda

Tuesday, March 8, 2022

9:30 AM

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or
Seattle Channel online.

Lisa Herbold, Chair
Andrew J. Lewis, Vice-Chair
Teresa Mosqueda, Member
Sara Nelson, Member
Alex Pedersen, Member

Chair Info: 206-684-8801; Lisa.Herbold@seattle.gov

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SEATTLE CITY COUNCIL
Public Safety and Human Services Committee
Agenda
March 8, 2022 - 9:30 AM

Meeting Location:

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or Seattle Channel online.

Committee Website:

<http://www.seattle.gov/council/committees/public-safety-and-human-services>

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.

Pursuant to Washington State Governor's Proclamation No. 20-28.15 and Senate Concurrent Resolution 8402, this public meeting will be held remotely. Meeting participation is limited to access by the telephone number provided on the meeting agenda, and the meeting is accessible via telephone and Seattle Channel online.

Register online to speak during the Public Comment period at the 9:30 a.m. Public Safety and Human Services Committee meeting at <http://www.seattle.gov/council/committees/public-comment>.

Online registration to speak at the Public Safety and Human Services Committee meeting will begin two hours before the 9:30 a.m. 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.

Submit written comments to Councilmember Herbold at Lisa.Herbold@seattle.gov

Sign-up to provide Public Comment at the meeting at <http://www.seattle.gov/council/committees/public-comment>

Watch live streaming video of the meeting at <http://www.seattle.gov/council/watch-council-live>

Listen to the meeting by calling the Council Chamber Listen Line at 253-215-8782 Meeting ID: 586 416 9164

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Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

(20 minutes)

D. Items of Business

1. Office of Police Accountability Director Search Process

Supporting Documents: [Proposed OPA Director Search Process](#)

Briefing and Discussion (10 minutes)

Presenter: Monisha Harrell, Senior Deputy Mayor

- 2. [CB 120277](#) AN ORDINANCE relating to grant funds from non-City sources; authorizing the Seattle Police Department to accept specified grants and execute related agreements for and on behalf of the City; amending Ordinance 126490, which adopted the 2022 Budget; changing appropriations to the Seattle Police Department; and ratifying and confirming certain prior acts.**

Supporting Documents: [Summary and Fiscal Note](#)

Briefing, Discussion, and Possible Vote (10 minutes)

Presenter: Brian Maxey, Seattle Police Department

3. [CB 120280](#) **AN ORDINANCE relating to the 2022 Budget; amending Ordinance 126490, which adopted the 2022 Budget; changing appropriations to various departments and budget control levels; adding provisos; and ratifying and confirming certain prior acts.**

Supporting

Documents:

[Summary and Fiscal Note](#)

[Summary Att A - 2022 SPD UASI Projects](#)

[Central Staff Memo \(3/7/22\)](#)

Briefing and Discussion (20 minutes)

Presenters: Todd Kibbee and Brian Maxey, Seattle Police Department

4. **Human Services Department 2021 Race and Social Justice Report**

Supporting

Documents:

[Presentation](#)

Briefing and Discussion (30 minutes)

Presenters: Tanya Kim, Director, Human Services Department; Jenna Franklin, Kevin Mundt, Lan Pham, Shay Brown, Natalie Thomson, Ron Mirabueno, and Rex Brown, Human Services Department

E. Adjournment



Legislation Text

File #: Inf 2007, **Version:** 1

Office of Police Accountability Director Search Process

Proposed OPA Director Search Process

Nomination Due Date June 30, 2022



Stage 1		Complete By: May 27, 2022
<input type="checkbox"/>	March 11, 2022	(1) Retain search firm
<input type="checkbox"/>	March 25, 2022	(1) Form Search Committee (2) Required composition: a. One fourth of the search committee must be CPC commissioners b. Council representation c. SPD representation (3) Additional composition a. Mayor's Office b. Community representation (4) Review job description
<input type="checkbox"/>	April 1, 2022	(1) Update job description
<input type="checkbox"/>	April 8, 2022	(1) Post position
<input type="checkbox"/>	May 13, 2022	(1) Resume submittal cutoff (2) Begin review process
<input type="checkbox"/>	May 27, 2022	(1) Pick panel interviewers (2) Suggested 4-6 candidates



Stage 2		Complete by: June 30, 2022
<input type="checkbox"/>	May 30, 2022	(1) Provide written assessment question to interviewees a. What would you do in your first 100 days at OPA? b. How would you gain and maintain community trust while remaining objective and acting in accordance with law and policy?
<input type="checkbox"/>	June 8, 2022	(1) Receive assessments (2) Begin review of assessments
<input type="checkbox"/>	June 17, 2022	(1) Complete and grade writing assessments (2) Finalize panel interview questions for candidates
<input type="checkbox"/>	June 20-22, 2022	(1) Conduct panel interviews (2) Conduct one-on-one interviews with SDM Harrell (3) Social media searches and reference checks
<input type="checkbox"/>	June 23, 2022	(1) Recommend three finalists to the Mayor
<input type="checkbox"/>	June 30, 2022	(1) Mayor makes nomination from three finalists (2) Notify City Council of the nomination (3) In the alternative, notify City Council that a new search will be commenced



Legislation Text

File #: CB 120277, Version: 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to grant funds from non-City sources; authorizing the Seattle Police Department to accept specified grants and execute related agreements for and on behalf of the City; amending Ordinance 126490, which adopted the 2022 Budget; changing appropriations to the Seattle Police Department; and ratifying and confirming certain prior acts.

WHEREAS, The City of Seattle was awarded funds from the US Department of Justice, Office of Juvenile Justice and Delinquency Prevention, in order to maintain the Northwest Regional Internet Crimes Against Children (ICAC) Task Force to address technology-facilitated child exploitation; and

WHEREAS, The City of Seattle was awarded funds from the US Department of Justice, Office of Victims of Crime, in order to continue the work of the Human Trafficking Task Force; and

WHEREAS, these grant funds require execution of agreements; and

WHEREAS, spending of these grants will begin in the first half of 2022; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. The Chief of the Seattle Police Department is authorized to accept the following non-City funding from the grantor listed below, and to execute, deliver, and perform agreements for the purposes described below. The funds, when received, shall be deposited in the receiving fund identified below to support, or as reimbursement for, the corresponding appropriations set forth in Section 2 of this ordinance.

Item	Fund	Grantor	Purpose	Amount
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1.1	General Fund (00100)	US Department of Justice, Office of Juvenile Justice and Delinquency Prevention	This annual grant provides funding to maintain the Northwest Regional Internet Crimes Against Children (ICAC) Task Force to address technology-facilitated child exploitation.	\$573,845
1.2	General Fund (00100)	US Department of Justice, Office of Victims of Crime	This grant provides funding for continuation of the Human Trafficking Task Force.	\$750,000
Total				\$1,323,845

Section 2. Contingent upon the execution of the grant or other funding agreement authorized in Section 1 of this ordinance, the appropriations for the following items in the 2022 Budget are increased from the funds shown, as follows:

Item	Fund	Department	Budget Summary Level	Amount
2.1	General Fund (00100)	Seattle Police Department (SPD)	Criminal Investigations (PO-SP-P7000)	\$573,845
2.2	General Fund (00100)	Seattle Police Department (SPD)	Criminal Investigations (PO-SP-P7000)	\$750,000
Total				\$1,323,845

Unspent funds so appropriated shall carry forward to subsequent fiscal years until they are exhausted or abandoned by ordinance.

Section 3. Any act consistent with the authority of this ordinance taken after its passage and prior to its effective date is ratified and confirmed.

Section 4. 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 _____, 2022, and signed by
me in open session in authentication of its passage this _____ day of _____, 2022.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2022.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2022.

Monica Martinez Simmons, City Clerk

(Seal)

Attachments:

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
SPD	Angela Socci/206-615-1230	Sarah Burtner/206-233-5044

** 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 relating to grant funds from non-City sources; authorizing the Seattle Police Department to accept specified grants and execute related agreements for and on behalf of the City; amending Ordinance 126490, which adopted the 2022 Budget; changing appropriations to the Seattle Police Department; and ratifying and confirming certain prior acts.

Summary and background of the Legislation:

The City of Seattle was awarded grant funding in late 2021, after the 2022 budget was adopted by City Council. This ordinance will accept those grants and enable SPD to execute agreements with the funding agency. The ordinance will also appropriate budget authority that is tied to the grant agreements.

\$573,845 in grant funding comes from the US Department of Justice, Office of Juvenile Justice and Delinquency Prevention. The purpose of the grant is to continue the work of the Northwest Regional Internet Crimes Against Children (ICAC) Task Force to address technology-facilitated child exploitation. The grant contract period is October 1, 2021, through September 30, 2022.

\$750,000 in grant funding comes from the US Department of Justice, Office of Victims of Crime. The purpose of the grant is to continue the work of the Human Trafficking Task Force. The grant contract period is October 1, 2021, through September 30, 2024.

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

Appropriation change (\$):	General Fund \$		Other \$	
	2022	2023	2022	2023
	\$1,323,845			
Estimated revenue change (\$):	Revenue to General Fund		Revenue to Other Funds	
	2022	2023	2022	2023

	\$1,323,845			
Positions affected:	No. of Positions		Total FTE Change	
	2022	2023	2022	2023

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?

The legislation accepts and appropriates grant funding. There are no additional financial impacts.

Is there financial cost or other impacts of *not* implementing the legislation?

The City would lose the resources required to continue the work of the Human Trafficking and Internet Crimes Against Children Task Forces.

3.a. Appropriations

X **This legislation adds, changes, or deletes appropriations.**

Fund Name and number	Dept	Budget Control Level Name/##*	2022 Appropriation Change	2023 Estimated Appropriation Change
General Fund (00100)	Seattle Police Department (SPD)	Criminal Investigations (PO-SP-P7000)	\$1,323,845	
TOTAL			\$1,323,845	

**See budget book to obtain the appropriate Budget Control Level for your department.*

Is this change one-time or ongoing?

One-time but requires carryforward into 2023.

3.b. Revenues/Reimbursements

This legislation adds, changes, or deletes revenues or reimbursements.

Anticipated Revenue/Reimbursement Resulting from this Legislation:

Fund Name and Number	Dept	Revenue Source	2021 Revenue	2022 Estimated Revenue
General Fund (00100)	Seattle Police Department (SPD)	Indirect Federal Grants	\$1,323,845	
TOTAL			\$1,323,845	

Is this change one-time or ongoing?

One-time.

3.c. Positions

This legislation adds, changes, or deletes positions.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

No

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?

N/A

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

- 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).**

N/A

List attachments/exhibits below:

None



Legislation Text

File #: CB 120280, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to the 2022 Budget; amending Ordinance 126490, which adopted the 2022 Budget; changing appropriations to various departments and budget control levels; adding provisos; and ratifying and confirming certain prior acts.

WHEREAS, Ordinance 126469, passed by the Council on November 22, 2021, accepted funding from non-City sources, including the acceptance of a \$3.08 million US Department of Homeland Security - Urban Areas Security Initiative (UASI) grant that is administered by the Emergency Management Division of the Washington State Military Department; and

WHEREAS, Ordinance 126470, passed by the Council on November 22, 2021, appropriated to the Seattle Fire Department (SFD) \$750,000 of UASI grant funding to assist SFD in its efforts to build and sustain the capabilities necessary to prevent, protect against, mitigate, respond to, and recover from acts of terrorism; and

WHEREAS, members of the Select Budget Committee indicated in November 2021 their intent to accept all UASI grant funding for the federal fiscal year 2021-22, and to appropriate to the Seattle Fire Department its \$750,000 share of the \$3.08 million UASI grant, but to delay appropriation of the Seattle Police Department's (SPD's) \$2.3 million share of the \$3.08 million UASI grant until the members of the Council's Public Safety and Human Services Committee could conduct a more detailed analysis of SPD's plan to spend the UASI funds; and

WHEREAS, the Seattle Police Department has indicated that it will use the UASI funds for: program management and sustainment; citizen preparedness and outreach; contract analysts; equipment and

training to respond to acts of terrorism; and mass care shelter planning with the Human Services Department; and

WHEREAS, Public Safety and Human Service Committee members have received information on the specific equipment purchases that will be made with UASI grant funds, NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. On November 22, 2021, the City Council passed Council Bill 120220; item 1.48 authorized the City to accept \$3,075,000 in non-City funding from the Department of Washington State Military Department - Emergency Management Division. The bill became Ordinance 126469 after being signed by the Mayor on December 2, 2021.

Section 2. The appropriations for the following items in the 2022 Budget are increased from the funds shown, as follows:

Item	Fund	Department	Budget Summary Level	Amount
2.1	General Fund (00100)	Seattle Police Department (SPD)	Special Operations (00100-BO-SP-P3400)	\$2,325,000
Total				\$2,325,000

Section 3. Any act consistent with the authority of this ordinance taken after its passage and prior to its effective date is ratified and confirmed.

Section 4. 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 _____, 2022, and signed by me in open session in authentication of its passage this _____ day of _____, 2022.

President _____ of the City Council

Approved / returned unsigned / vetoed this ____ day of _____, 2022.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2022.

Monica Martinez Simmons, City Clerk

(Seal)

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
Seattle Police Department	Angela Socci / 206-615-1230	Sarah Burtner / 206-233-5044

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to the 2022 Budget; amending Ordinance 126490, which adopted the 2022 Budget; changing appropriations to various departments and budget control levels; adding provisos; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation appropriates \$2.3 million to the Seattle Police Department (SPD) in funding from the US Department of Homeland Security - Urban Areas Security Initiative (UASI) grant, which is administered by the Emergency Management Division of the Washington State Military Department. No City matching funds are required. The term of the grant extends for the 2021-22 Federal Fiscal Year.

Ordinance 126469, passed by the Council on November 22, 2021, accepted funding from non-City sources, including the acceptance of a \$3.08 million UASI grant from the Department of Homeland Security. The 2022 Adopted Budget (Ordinance 126470), passed on the same day, appropriated \$750,000 of UASI grant funding to the Seattle Fire Department (SFD) to assist SFD in its efforts to build and sustain the capabilities necessary to prevent, protect against, mitigate, respond to, and recover from acts of terrorism.

Through these actions, the Council accepted all UASI grant funding for the federal fiscal year 2021-22, but only authorized spending the SFD's portion (\$750,000), delaying decisions about authorizing the remaining \$2.3 million of spending that was proposed for the SPD's budget, until the members of the Council's Public Safety and Human Services Committee could conduct a more detailed analysis of SPD's plan to spend the UASI funds.

SPD has indicated that it will use the UASI funds for: program management and sustainment; citizen preparedness and outreach; contract analysts; equipment and training to respond to acts of terrorism; and mass care shelter planning with the Human Services Department. A summary of the items are included in Summary Attachment A.

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

Appropriation change (\$):	General Fund \$		Other \$	
	2022	2023	2022	2023
	\$2,325,000			
Estimated revenue change (\$):	Revenue to General Fund		Revenue to Other Funds	
	2022	2023	2022	2023
Positions affected:	No. of Positions		Total FTE Change	
	2022	2023	2022	2023
	N/A			

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?

Yes. Equipment or training purchased with UASI funds cannot be sustained over the longer term without a cost to the City’s General Fund. The exact costs are indeterminate at this time.

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

Yes. The City of Seattle may be less prepared to build and sustain the capabilities necessary to prevent, protect against, mitigate, respond to, and recover from acts of terrorism.

3.a. Appropriations

X This legislation adds, changes, or deletes appropriations.

Fund Name and Number	Dept	Budget Control Level Name/#*	2022 Appropriation Change	2023 Estimated Appropriation Change
General Fund (00100)	SPD	Special Operations (00100-BO-SP-P3400)	\$2,325,000	0
TOTAL				

Is this change one-time or ongoing? This is a one-time appropriation of grant funds.

Appropriations Notes: Ordinance 126469, passed by the Council on November 22, 2021, accepted funding from non-City sources, including the acceptance of a \$3.08 million UASI grant. The appropriation in this ordinance, as well as a \$750,000 appropriation made to SFD in Ordinance 126470, is revenue backed by the grant accepted in Ordinance 126469.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department? No.

- 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?**

It is well accepted that law enforcement agencies over-surveil communities of color. In Seattle, a recent [Center for Policing Equity study](#) found that between 2015 and 2019 the Seattle Police Department was more likely to stop and search Black and Native American persons, even though their White counterparts were more likely to be found with a weapon than any other group.

To the extent that UASI grant funds are used to purchase equipment that allows for greater surveillance of vulnerable communities, there is a potential that SPD could perpetuate a system where disparities in arrests and incarceration create devastating consequences on Seattle's communities of color; including the continuation of a cycle of poverty caused by exposure to the criminal justice system.

- 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.
- 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:

Summary Attachment A – 2022 SPD UASI Projects

Investment	Sub-Project Title	Total	Description	Beneficiaries
Seattle UASI Enduring Security Needs	Planning	\$ 240,000.00	This funding provides for the management of the UASI program and project development, including participation as an active member of an UASI subcommittee, contribution to the Seattle UASI regional THIRA and SPR, and the coordination of projects across the Seattle Urban Area.	All Seattle Urban Area jurisdictions
Seattle UASI Enduring Security Needs	Regional Law Enforcement Program Manager	\$ 147,000.00	The Regional Law Enforcement Program Manager generally manages the UASI program, including coordination of regional equipment purchases and training curriculum, and works to improve communication across UASI law enforcement partners.	All Seattle Urban Area jurisdictions
Seattle UASI Enduring Security Needs	Regional Law Enforcement Training	\$ 100,000.00	There is a need to support Regional Law Enforcement training in situation awareness, command leadership, tactical planning, terrain analysis, equipment interoperability, target assessment, and counter terrorism response and mitigation. This funding will be used to coordinate and conduct at least one large training event (chosen from the Seattle UASI Regional Law Enforcement Training Plan) for the Seattle Urban Area.	All Seattle Urban Area jurisdictions
Seattle UASI Enduring Security Needs	Regional Law Enforcement Enhanced Ballistic Protection	\$ 175,000.00	There is a need to build ballistic protection capabilities for officer safety in the Seattle UASI Region. Advanced ballistic protection is necessary for active shooter response. This funding will be used to procure and distribute ballistic protection equipment for the region, as well as to inventory the equipment (asset management).	SPD will retain one (1) Level IIIA Shield (\$31,000) and one (1) Level IV Handheld Shield (\$14,500). All other items are either allocated to other jurisdictions or are flagged as regional assets.
Seattle UASI Enduring Security Needs	Regional Screening, Search, and Detection	\$ 100,000.00	There is a need to support the maintenance of equipment purchased with Homeland Security Grant funds. This funding will be used to: (1) Identify and conduct maintenance/repair of Homeland Security Grant funded equipment. (2) Procure and distribute breaching kits and a variety of specialized tactical breaching tools. Breaching kits to enter a barricaded structure, school, residence, or buildings are needed across the Seattle Urban Area. (3) Inventory the equipment (asset management). All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18). Per SPD policy (SPD Manual 6.180), police officers may only make searches pursuant to a search warrant, unless a specific exception applies.	SPD will retain 10 kits. The other 40 kits will be distributed amongst other regional partners.
Seattle UASI Enduring Security Needs	Maintenance and Administration	\$ 63,000.00	Maintenance and Administration for Enduring Needs Investment items (4.17% of total)	N/A
National Priority Projects: Soft Targets and Crowded Places	Regional Vehicle Barricades	\$ 300,000.00	This project will fund the purchase of readily deployable vehicle barricades to be used to protect soft targets in the Urban Area as follows: three 8 Barrier Trailer Kits that each include 24 barriers, 3 trailers, and other accessories. In addition, it will fund the purchase of five Archer 1200 Barriers, 1 hauler, a tow bar, and cover training costs. A "soft target" is a person, thing or location that is easily accessible to the general public and relatively unprotected, making it vulnerable to attack. The barricades will mostly be used for large events to protect spectators from high speed vehicle attack.	SPD will not retain any of these items. They will be distributed amongst Bellevue PD, Everett PD, and Tacoma PD.

Investment	Sub-Project Title	Total	Description	Beneficiaries
National Priority Projects: Information and Intelligence Sharing	Washington State Fusion Center Sustainment	\$ 500,000.00	<p>The WA State Fusion Center's objective is to detect, deter, and prevent terrorist attacks. This is accomplished through open information sharing with appropriate stakeholders. This funding will support analysts that are dedicated to information sharing and analysis in the UA: (1) Salaries, benefits, training, and travel for one Lead Analyst. (2) Salaries, benefits, training, and travel for up to 4 UASI intelligence analysts that each support a dedicated focus area. (3) Overtime, training, and travel costs related to Fusion Center outreach. (4) Costs associated with purchase and implementation of Fusion Center IT and Cybersecurity hardware and software.</p> <p>The collection of information for law enforcement purposes is governed by Seattle Municipal Code 14.12. Additionally, all SPD personnel, including employees funded by federal grants such as UASI, are required to follow SPD's policy on Foreign Nationals which prohibits SPD employees from inquiring about a person's immigration status. The policy further prohibits SPD employees from contacting the Department of Homeland Security regarding foreign nationals without approval of chain of command. Since the grant has been accepted by Seattle, Fusion Center employees paid for by the grant are required to follow SPD's policies. If the grant is accepted by another city in the region, different policies could apply.</p>	All Seattle Urban Area jurisdictions
National Priority Projects: Domestic Violent Extremism	Regional Tactical Awareness Kit (TAK)	\$ 75,000.00	<p>With FY20 funding, the Urban Area began to build the capability of Android Team Awareness Kit (ATAK). ATAK has been rebranded to Tactical Awareness Kit (TAK) as the system now supports both Android and iOS technology platforms. This is a communication tool that provides interoperability to address radio and cell phone outages during large scale disasters or terrorist attacks. TAK is a situational awareness and common operating picture (COP) application that gives first responders access to dynamic open-source background information, data packages, on-site geospatial awareness, interoperable communication, real time data sharing, and mapping. Funding is intended to be used to purchase one Go Tenna package (or comparable technology) to support non-cellular interoperability but quantities may change due to actual costs. The Go Tenna package is an enhancement to the FY20 project which will allow TAK users to create and use a self-meshing data network in the absence of cellular, satellite, or wi-fi data services. Additionally, it will support TAK user training and covering travel to TAK trainings/conferences. Finally, funding will cover Information Technology (IT) support for TAK system servers (being purchased with FY20 UASI funding) such as high-speed data cables, installation, or programming requirements for the servers as needed.</p>	All Seattle Urban Area jurisdictions
National Priority Projects: Domestic Violent Extremism	Situational Awareness Tactical Electronics Package	\$ 135,000.00	<p>When dealing with radicalized domestic terrorists, special teams need information quickly to identify threats and locate victims to minimize further loss of life. To ensure the safety of personnel, they need to know what they are walking into and where their resources are located. Situational awareness tactical electronics orient special teams to the situation so they can adapt and quickly conform to the dangerous and rapidly evolving presence of terrorism and targeted violence. This project will fund the purchase of two under-door pole camera systems, one wall radar system, and six Forward-Looking Infrared (Radar) (FLIR) for LE special team situational awareness use. All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18).</p>	SPD will retain the wall radar system and one (1) FLIR. All other items are allocated to other jurisdictions.
National Priority Projects: Domestic Violent Extremism	Binocular Night Vision System Enhanced Clip-On Thermal Imager (ECOTI)	\$ 160,000.00	<p>When dealing with radicalized domestic terrorists, special teams need information quickly to identify threats and locate victims to minimize loss of life. To ensure the safety of personnel, they need to know what they are walking into and where their resources are located. Situational awareness tactical electronics orient special teams to the situation so they can adapt and quickly conform to the dangerous and rapidly evolving presence of terrorism and targeted violence regardless of the environment. This project will fund the purchase of approximately 20 Binocular Night Vision System Enhanced Clip-On Thermal Imager (ECOTI) with daytime viewing lenses. When paired with a daytime viewing lens the ECOTI becomes a handheld thermal imaging system which expands its capability into a daytime tactical tool that can enhance situational awareness, threat identification and mitigation. By identifying variations in temperature, special team personnel will gain the ability to identify and respond to threats which may be undetectable by other means.</p> <p>All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18). All new technologies must also undergo a privacy assessment to ensure that the City is following it's privacy principles and privacy policy, to incorporate the appropriate privacy practices into daily operations and build public trust.</p>	SPD will retain five (5) ECOTI. The remaining items are allocated to other jurisdictions.

Investment	Sub-Project Title	Total	Description	Beneficiaries
National Priority Projects: Emerging Threats	Digital Radiograph (DR) Panels X-Ray System	\$ 150,000.00	<p>This project will fund the purchase of two portable Digital Radiography Panel X-ray systems (DR X-ray) to screen suspicious items such as vehicles, backpacks, or containers that may contain explosives. One will be deployed to the City of Seattle and one to the City of Bellevue.</p> <p>All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18). All new technologies must also undergo a privacy assessment to ensure that the City is following it's privacy principles and privacy policy, to incorporate the appropriate privacy practices into daily operations and build public trust.</p>	SPD will retain one (1) DR X-ray system. The other will be distributed to Bellevue PD.
National Priority Projects: Emerging Threats	Regional Tactical Robots	\$ 120,000.00	<p>This project will fund the purchase of two portable tactical robots equipped with manipulator arms and firing circuits. Deployed subject to a warrant, these robots can assist with opening doors, searching, placing charges, and providing situational awareness through audio and video feeds, mitigating risks to both department personnel and community members. "Firing circuits" are used to remotely detonate charges placed to gain entry into an area by a robot. By leveraging robots to detonate charges, rather than personnel, we reduce the risk of injury for operators. One robot will be deployed to the City of Seattle and one to the City of Tacoma.</p> <p>All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18). All new technologies must also undergo a privacy assessment to ensure that the City is following it's privacy principles and privacy policy, to incorporate the appropriate privacy practices into daily operations and build public trust.</p>	SPD will retain one (1) tactical robot. The other will be distributed to Tacoma PD.
National Priority Projects	Maintenance and Administration	\$ 60,000.00	Maintenance and Administration for National Priority Projects Investment items (4.17% of total, including SFD Grant)	N/A
SPD Total		\$ 2,325,000.00		

March 8, 2022

MEMORANDUM

To: Public Safety and Human Services Committee
From: Greg Doss, Analyst
Subject: Council Bill (CB) 120280: Urban Area Security Initiative (UASI) Ordinance

On Tuesday, March 8, 2022, the Public Safety and Human Services Committee (PSHS) will discuss Council Bill (CB) 120280. The CB would appropriate \$2.3 million to the Seattle Police Department (SPD) in funding from the US Department of Homeland Security (DHS) for the UASI grant program. Members of SPD's Command Staff will be available at the March 8th meeting to address questions about the grant and associated expenditures. This memo provides background information for that discussion.

Background – Council history with 2021-22 UASI Grant

[Ordinance 126469](#), passed by the Council on November 22, 2021, accepted funding from non-City sources, including the acceptance of a \$3.08 million UASI grant from the Department of Homeland Security. The 2022 Adopted Budget ([Ordinance 126470](#)), passed on the same day, appropriated \$750,000 of UASI grant funding to the Seattle Fire Department (SFD) to assist SFD in its efforts to build and sustain the capabilities necessary to prevent, protect against, mitigate, respond to, and recover from acts of terrorism.

Through these actions, the Council accepted all UASI grant funding for the federal fiscal year 2021-22, but only authorized spending the SFD's portion (\$750,000). This delayed authorizing the remaining \$2.3 million of spending that was proposed for the SPD's budget, until the members of the Council's Public Safety and Human Services Committee could conduct a more detailed analysis of how SPD intends to spend the UASI funds.

SPD has indicated that it will use the UASI funds for: program management and sustainment; citizen preparedness and outreach; contract analysts; equipment and training to respond to acts of terrorism; and mass care shelter planning with the Human Services Department. SPD has also provided additional information on the specific equipment purchases that will be made by the department as well as partner agencies in the UASI region. This information was distributed previously to the Committee and is attached to the Committee agenda.

UASI Grant Program and UASI Region

The UASI grant is administered by the Emergency Management Division of the Washington State Military Department. No City matching funds are required for the UASI grant. The term

of the grant extends for the 2021-22 Federal Fiscal Year and funding must be spent by December 31, 2023.

The UASI grant funds projects and equipment are intended to support several jurisdictions throughout the Seattle urban area. Project funding decisions are made through a collaborative process involving multiple public safety emergency response agencies located throughout Snohomish, King, and Pierce Counties. SPD is the single conduit for all DHS funding that is then distributed to partner jurisdictions as SPD has the staff and processes in place to meet federal guidelines and audit requirements.

Potential impacts on vulnerable or historically disadvantaged communities

It is well accepted that law enforcement agencies over surveil communities of color. In Seattle, a recent Center for Policing Equity study found that between 2015 and 2019 that SPD was more likely to stop and search Black and Native American persons, even though their White counterparts were more likely to be found with a weapon than any other group.

To the extent that UASI grant funds are used to purchase equipment that allows for greater surveillance of vulnerable communities, there is a potential that SPD could perpetuate a system where disparities in arrests and incarceration create devastating consequences on Seattle's communities of color; including the continuation of a cycle of poverty caused by exposure to the criminal justice system.

Potential Amendments

If there are concerns about some or all of the proposed spending, the Council could consider imposing a proviso that would condition or restrict grant expenditures. This could include:

1. Prohibiting use of grant funds for specific projects or purchases; or
2. Conditioning use of grant funds to only be used in accordance with specified legislative intent.

Next Steps:

If the Committee votes on CB 120280 at the March 22, 2022, meeting, final action on the legislation could occur April 5, 2022.

If the Council does not authorize spending authority for specific equipment or projects, SPD indicated that they would attempt to shift that project funding to another agency to preserve the interoperability of the UASI program as a whole. It is possible that the department may request that the State Emergency Management Department distribute the funding directly to other agencies and thereby bypass SPD as the pass-through agent. The exact mechanics of such a change are unknown and may be complicated as the City has already accepted the UASI grant award and serves as the regional grant administrator. SPD noted that returning the UASI

grant award and/or transferring the administration of the grant program would have major consequences for the region. Assistant Chief Todd Kibbee and Chief Operating Officer Brian Maxey will be available to field any questions at the PSHS Committee meeting on March 8.

cc: Asha Venkataraman, Interim Lead Analyst,
Aly Pennucci, Deputy Director



Legislation Text

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Human Services Department 2021 Race and Social Justice Report

2021 RSJ Accomplishments Report

Human Services Department (HSD)

Public Safety and Human Services Committee Presentation

Tanya Kim, HSD Acting Director

March 8, 2022

Agenda



- HSD’s Commitment to Racial Equity and Social Justice
- RSJ in HSD’s Work in 2021
- Notable Activities & Achievements
 - Six Key RSJ Initiatives in 2021
- 2021 RSJ Challenges and Lessons Learned
- Ongoing Work in Support of Advancing Equity in 2022

Commitment to Racial Equity and Social Justice

The mission of the Seattle Human Services Department is to connect people with resources and solutions during times of need so we can all live, learn, work and take part in strong, healthy communities.

HSD is one of the largest contributors to Seattle's safety net.

- Funder, convener, and direct service provider for people in need.
- Serves current and emerging human service needs.
- Hundreds of millions in annual investments.
- Impact via direct and community-based organizations, programs, and services.
- Committed to actions that address disparities and center community need.
- Supports strong and healthy communities.

HSD's Impact Areas

Preparing Youth for Success	Supporting Affordability and Livability	Promoting Healthy Aging
Supporting Safe Communities	Promoting Public Health	Addressing Homelessness

RSJ in HSD's Work in 2021

- Racial Equity Planning
- RSJ and HSD's Human-Centered Approach
- Investing in Addressing Disparities
- Recap of 2021 RSJ Plans

2021 Racial Equity Planning

HSD's RSJ planning is collaborative that includes the HSD Change Team, Caucus Members, and a 2021 planning cohort of staff.

As a department, HSD focuses on:

- Identifying disparities, and prioritizing opportunities that address community needs.
- Asking questions to advance the City's anti-racist and pro-equity vision.
- Increasing inclusion and centering community voices, especially BIPOC communities.
- Nurturing a relational culture rooted in RSJ Truths.
- Applying/embracing/alignment with the People's Institute Organizing Principles.
- Highlighting lessons learned and celebrating RSJ achievements.

Investing in Addressing Disparities

In 2021, HSD's human-centered approach and investments addressed the impacts of racism, poverty, and other demographic factors that shape people's life experiences and outcomes.

Support for unsheltered community members experiencing homelessness.

- Using a by name approach, HSD's HOPE Team facilitated 1,203 referrals (for 1072 individuals) to shelter
 - ~94% of those were to 24/7 enhanced shelter.
 - Of note, BIPOC people make up 33% of King County's overall population but represent 52% of people experiencing homelessness.
 - In 2021, 66% of HOPE Team referrals were made to BIPOC community members.

Expanding BIPOC-centered community safety capacity building and crime victim support.

- New Safe and Thriving Communities division with community, greatly influenced by community.
 - 134 service provider contracts.
- Invested in 10.4M in community safety and capacity building.
- Invested 9M to serve more the 10,000 domestic violence and sexual assault survivors and their families.
 - Acquired Crime Survivor Services and which services over 1,200 people annually.
 - Continued growing Crime Victim Advocates and Victim Support Team programs.

Investing in Addressing Disparities (cont.)

Addressing needs in communities facing food insecurity.

- 82,903 summer meals distributed at 39 sites / community locations.
- 1,457,972 meals distributed through meal programs.
- 214,549 of duplicated food bank visits.

Increasing access to internships and employment for Seattle's low-income and BIPOC students.

- 328 students received employment internships or paid "Earn and Learn" stipends from Seattle Youth Employment Program (SYEP).

Helping vulnerable populations most impacted by COVID-19 access economic relief funds.

- Seattle Disaster Relief + Seattle Relief Funds benefitted over 25,000 low-income people, families, and children.
- \$21.8 million in direct cash assistance to those most impacted by the pandemic.
- 31% of applications were submitted in languages other than English.

Providing energy assistance for income qualifying households.

- 7,183 new Utility Discount Program (UDP) customers enrolled.
- 18,291 households enrolled into UDP through the COVID-19 online, self-certification process.

Investing in Addressing Disparities (cont.)

Increasing access to COVID-19 vaccines among aging, disabled, and low-income populations.

- 14,000 clients secured appointments and 1,350+ in-home vaccine screenings.
- Assisted in standing up 120 vaccine clinics.

Collaborating with SFD to provide Mobile Integrated Health services.

- Responded to 966 non-emergent 9-1-1 calls (Jan.-Oct.).
- Provided integrated case management to serve vulnerable populations.

Holding senior forums and events to combat social isolation and promote healthy aging.

- 2,351 people reached via 22 Age Friendly Seattle virtual events.
 - Civic Coffee Hour & Close to Home.
- Healthy aging African American community forums and events:
 - African American Elders' Candidate's Forum; African American Caregivers Forum; NAAM Grandparents Day; Memory Sunday Brain Health & Dementia Awareness.

Recap of Racial Equity Plans (REP's) and Actions

HSD's 2021 planning process and resulting REPs collected and presented key RSJ information and metrics.

➤ **Overview:** 2 Co-leads, 15 core members, 33 participants, 10 REP's, 2 other racial equity initiatives

REP's

- Mobile Vaccine Clinics at Seattle Housing Authority Buildings
- Transformative Justice Learning Cohort – Ending Gender-Based Violence
- Preventing Gender-Based Violence (GBV) Project in East African, Native American and Latinx Communities
- Youth Domestic and Sexual Violence Prevention
- Peace in the Home Helpline
- Asian and Pacific Islander Resiliency Request for Proposal to Address Racism and Intolerance
- Farm to Table Nutrition Education for Underserved and Underrepresented Populations
- Hospitality Worker Emergency Relief Fund
- Utility Discount Program Relief for Immigrant, Refugee, and BIPOC Communities at Risk of Homelessness
- Standards of Quality for Family Strengthening & Support Certification Training

Other significant RE initiatives

- Seattle Youth Employment Program Expansion Future State Planning
- STC Division Stand-Up and Community Capacity Building RFP

Notable Activities and Achievements

- Review of HSD's Six Key RSJ Initiatives in 2021
 - HSD's RSJ Change Team and Caucuses
 - HR Joint Caucus Work Group Recommendations
 - Supporting GBV Survivors in BIPOC and Marginalized Communities
 - Asian and Pacific Islander Resiliency
 - Seattle Youth Employment Program Expansion
 - Safe and Thriving Communities Division
 - Stand-up and Community Safety Capacity Building RFP

HSD's RSJ Change Team and Caucuses

Diversity is one of HSD's biggest assets at HSD, and our focus on equity is both internal and external.

2021 highlights from HSD Change Team and Caucus workgroups:

- Supported department development of HSD's Racial Equity Plans and actions.
- Built and strengthened relationships with community organizations.
 - Living Cities, People's Institute NW, Village of Hope, Seattle U, Africatown Community Land Trust
- Latinx Caucus community conversations on race, culture, immigrant experience, and colorism.
 - Worked in partnership with Diego Luna from Highline College & others.
- Asian and Pacific Islander Caucus connected and worked with their community to address and disrupt the rise in anti-AAPI hate in correlation to COVID-19 perceptions.
 - Supported anti-AAPI hate RFP.
 - Engaged with community and attended weekly community hosted meetings.
- Joint Caucus Human Resources (JCHR) Workgroup convened.
 - Increase equity and inclusion in HSD's hiring and recruitment processes.
 - Co-created recommendations with community stakeholders.

Joint Caucus-Human Resources (JCHR) Workgroup

The JCHR originated to address concerns of potential bias and inconsistencies in the hiring processes.

- Led by Asian-Pacific Islander, African Descent, and LatinX Caucuses.
- Members felt existing processes contributed to POC staff fatigue and turnover.
- Delivered holistic hiring and recruitment process recommendations to address disparities.
- Focused on workforce equity, diversity, institutional culture, and opportunity for People Of Color (POC).

RSJ Indicators: Race, Ethnicity, Anti-racist Multicultural Organization Continuum, Workplace Relational Culture.

Challenges

- Addressing institutionalized and structural bias, and increasing transparency
- Addressing mistrust and fostering a safe work environment.
- Improving outreach, inclusion, and staff equity.

Strategies

- Establish a safe space for POC staff in HSD to share concerns, needs, solutions, and to act.
- Identify and confront barriers (communication breakdown, transparency, accountability).
- Engage with HSD's Senior Leadership Team, which includes HSD HR.
- Co-create racial equity strategy using Toolkit and Undoing Racism Strategy Chart.

Joint Caucus-Human Resources Workgroup

2021 JCHR Actions and Impact.

Implement recruitment and hiring recommendations.

- Inclusive recruitment and selection processes that led to the hire of the Safe & Thriving Communities Director and HSD Deputy Director.

Improve supervisor and employee understanding of mandatory reporting to address workplace complaints.

- HR conducted Investigation Process/Mandatory Reporter Training with SDHR and Employee Ombud.

Enable racial justice leaders to identify workforce inequities and representation gaps using established data.

- Workforce data analyzed and shared support setting intentional RSJ goals.
- Manager expectation set to assess and address racial equity gaps
- HR Director shared expectations (all HSD staff, leadership, added to hiring manager checklist)

Work to increase diversity in applicant pools.

- Expand HSD's outreach strategy for candidate sourcing and targeted recruitment .
- HR shares all HSD job opportunities with internal and external partners (now distributed to over 200 agencies and organizations, shares targeted recruitments now shared with more publications.

Supporting Gender-Based Violence Survivors

The Mayor's Office on Domestic Violence and Sexual Assault (MODVSA) was awarded \$600k of Coronavirus Local Fiscal Recover funding to support survivors of Gender-Based Violence (GBV) in BIPOC and marginalized communities.

- MODVSA conducted a planning process using elements of the RET to make funding decisions.
- Analysis found high need for increased support at all levels, and that the most impacted communities are those most marginalized (BIPOC, LGBTQIA+, immigrants/refugees).

Geographic Extents + Impact: Seattle Citywide

Key RSJ and Equity Areas: Criminal Justice, Health, Gender, Race & Ethnicity.

Outcomes

- Ensure that the additional COVID related funding is awarded to the most vulnerable communities.
- Increase access and services for BIPOC and marginalized populations.
- Increase capacity building infrastructure so BIPOC and marginalized agencies could better serve clients.

Supporting Gender-Based Violence Survivors

Challenges and opportunities

- Rapid rollout and fast timeline to identify agencies and deploy funds.
- One time funding, while allowing for agencies to increase capacity, also is a burden as agencies.
- Criteria for funding supported priority organizations: small/grassroots, BIPOC led, direct victim service providers, and previously underfunded victim service agencies with positive record.

Strategies

- Frequent meetings with community members, service providers, stakeholders, and survivors.
- Hold listening sessions to understand community and survivor needs and gaps due to COVID and social distancing.
- Create/hold space for ongoing dialogue to receive feedback ways to partner and support.
- Prioritize survivors, BIPOC, immigrants and refugees, people with disabilities, LGBTQIA+, small/grassroots organizations.

API Resiliency Request for Proposal (RFP)

Per Asian American and Pacific Islander (API) Community Ordinance 126308, allocate \$300,000 to Community Based Organizations to address the issue of racism and intolerance toward the Asian and Pacific Islander Communities.

- Cross divisional workgroup was convened with staff representing all the divisions in HSD.
- Workgroup used a racial equity strategy chart throughout the RFP.

Geographic Extents + Impact: Seattle Citywide

Key RSJ and Equity Areas: Service Equity, Wellness, Capacity Building, Safety, Criminal Justice, Health, Gender, Race & Ethnicity, Anti-racist Multicultural Organization Continuum.

Outcomes

- The most adversely impacted groups within the AAPI diaspora would receive support needed.
- BIPOC-led organizations doing the work receive funding and gain increased capacity.
- Reduce incidents of violence and trauma in the community and seek to address systemic racism.
- Achieve racial equity in City departments' service delivery and resource allocation.
- Fund new BIPOC serving organizations that have not received funding from the HSD in the past

API Resiliency Request for Proposal (RFP)

Challenges

- Expedited investment process
- Need for language access budget to cover translation of materials and stipends for raters
- Inherent distrust of government among BIPOC communities
 - We need to build authentic relationships and be honest with our stakeholders.

Strategies

- Conduct outreach activities to organizations, councils, coalitions and individuals to inform the RFP including RFP design, content and outcomes.
- Include community members in the RFP rating and funding recommendation process.
- A cross divisional workgroup was convened with staff representing all the divisions in HSD.
- Workgroup used a racial equity strategy chart throughout the RFP
- Remove as many barriers as we can to streamline RFP process

Seattle Youth Employment Program (SYEP) Expansion

SYEP is expanding employment skill building and internship programs for youth and young adults that face barriers to employment.

Background: In 2019, SYEP launched Learn and Earn, a foundational job readiness program that also provides life skill development workshops.

- Program is focuses on low-income + BIPOC youth, ages 16 to 24.
- Provides a highly supported pre-employment internships and other job readiness programs.

Geographic Extents and Impact: Seattle Citywide.

Key RSJ and Equity Areas: Education, Youth, Employment, Race & Ethnicity, Service Equity, Wellness, Capacity Building.

Seattle Youth Employment Program (SYEP) Expansion

In 2021, SYEP began planning to expand and build upon the existing model.

- SYEP future state grows to a one-pronged program to a two-pronged program.
- Adds higher levels of technical and/or certificated training.
 - Helps build up young people's marketable skillsets when applying for jobs.
- Develops and connects young people to competitive internship experiences.
 - Provides internships that offer increased levels of responsibility and independence.

New SYEP future state framework provides:

- Provides more access to employment trainings, internships, and career counseling.
 - Helps participants get well-paying careers that are meaningful to them.
- Provides longer and deeper engagement with appropriately tiered experiences.
 - Participation can last up to two full years while getting paid throughout their involvement.
- Future state expansion is still focused on low-income youth (focus on BIPOC).

Seattle Youth Employment Program (SYEP) Expansion

SYEP is partnering with DEEL and the Seattle Colleges' Seattle Promise (SP) program to increase the awareness and participation by income eligible Seattle Promise Scholars.

Challenge

- Increased enrollment of SP Scholars + requirement to stay budget neutral, unintentionally narrows population served and would mean fewer overall slots for young people who are:
 - BIPOC
 - Not currently attending school
 - Currently in high school
 - Opting for other post-secondary opportunities (trade schools, apprenticeships, etc.)

Centering Equity

- Recommended expanding the definition of the focus population from “current Seattle Promise Scholar” to “Seattle Promise Eligible”.

HSD Safe & Thriving Communities (STC) Division

Standing up the Safe and Thriving Communities Division to address disparities, advance equity, and improve outcomes in BIPOC communities because people thrive when their lives are free from violence.

Division created in 2021.

- Consolidated existing safety investments + additional investments.
- Response to ongoing unaddressed community needs elevated in 2021.
- National and local events, including Black Lives Matter protests.

Activates the communities call for the City to take action within an RSJI framework.

- Centers racial equity, social justice, RSJI Truths, and uses collaboration and co-creation.
- Acknowledged impacts of racism and worked to address racial disparities
- Addresses needs of Black, Indigenous, and People of Color (BIPOC) communities.
- Invests in violence prevention and community safety strategies, programs, and services.
- Reduced Seattle Police Department budget.

STC Division Stand-up

Creation of the Safe and Thriving Communities Division was the result of a robust BIPOC-centered community engagement and public participation process.

HSD hosted five forums into inform the design, structure, and focus of the STC Division.

- HSD established two work groups: Community Accountability and Division Director Hiring.
- The process demonstrated process, cross-generational, and racial equity.
- Community member workgroup participants were paid for their time and consultation.
- The forums forged joint vision between the City and the community.
- The process used a community-centered structure for shared decision-making and responsibility.
- HSD sought public input and participation in the hire of STC's first Division Director.

STC's design is anchored in improving community conditions (determinants of equity) via:

- Upstream preventative root causes investments
- Building community partnerships and capacity
- Utilizing the expertise of community-based organizations
- Deploying in community-led interventions and strategies

Recapping 2021 Accomplishments and Impacts

Community Safety Unit

- Made investments via 78 contracts in 33 BIPOC-led community organizations.
- Collaborated with community on the Community Safety Capacity Building RFP.

Mayors Office on Domestic Violence and Sexual Assault (MODVSA)

- Served and supported over 10,000 survivors and victims.
- Made 56 contract investments in community providers.

Crime Survivor Services

- Crime Victim Advocates and Victim Support Team acquired from SPD.
- Directly serving and supporting 1,200 people annually with a growing team of advocates.

Key Investments

- \$10.4 million Community Safety Capacity Building RFP
- \$500k in Regional Peacekeepers Collective
- \$300k in to combat AAPI hate crimes
- \$600k to mitigate increasing gender-based violence
- \$1.4m Supportive Re-entry RFP in October

Community Safety and Capacity (CSCB) Building RFP

Mid-2021, HSD awards \$10.4 million to invest in CSCB

36 community engagement sessions to inform the RFP process.

- Identified a broad view of community safety and well-being and clarified expectations for equity-based requirements and investment in community-led solutions.
- Focus on Black, Indigenous, and People of Color (BIPOC) communities.
- Sessions addended by community members with lived or work experience related to:
 - Systemic racism and/or violence and harm due to criminal/legal system involvement
 - Leading or doing front-line work in community-based organization focused on community safety work.

Outcome

- HSD received over 70 applications, totaling \$40 million in requested funds.
- Of the 33 community organizations awarded, 17 are new providers.
- Award of one-time funds ranging between \$123,068 to \$585,410 per organization.
- Contract period of July 15, 2021, to December 31, 2022.

RSJ Challenges and Lessons Learned in 2021

- Begin planning early and allocate for inclusive and accessible process.
- Use toolkits to create alignment with racial equity goals and desired outcomes.
- Assess community context, history, and needs, including the impacts of underinvestment.
- Communicate with and involve partners, service recipients, and the broader community (especially those directly impacted by HSD and the City's decisions).
- Adopt a continuous improvement mindset.
- Track progress and impact on communities of color overtime.
- Report back to share status updates.
- Provide information learned from analysis, engagement, and from performance metrics.

Preview of RSJ Objectives in 2022

- Relaunch RBA to ensure HSD investments have balanced performance measures, including impactful outcomes.
- Redesign/establish an updated community engagement framework.
- Provide workforce community-building and leadership development.
- Ensure innovation, accountability, and stewardship measures advance equity.

Questions?

