



Seattle Public Utilities

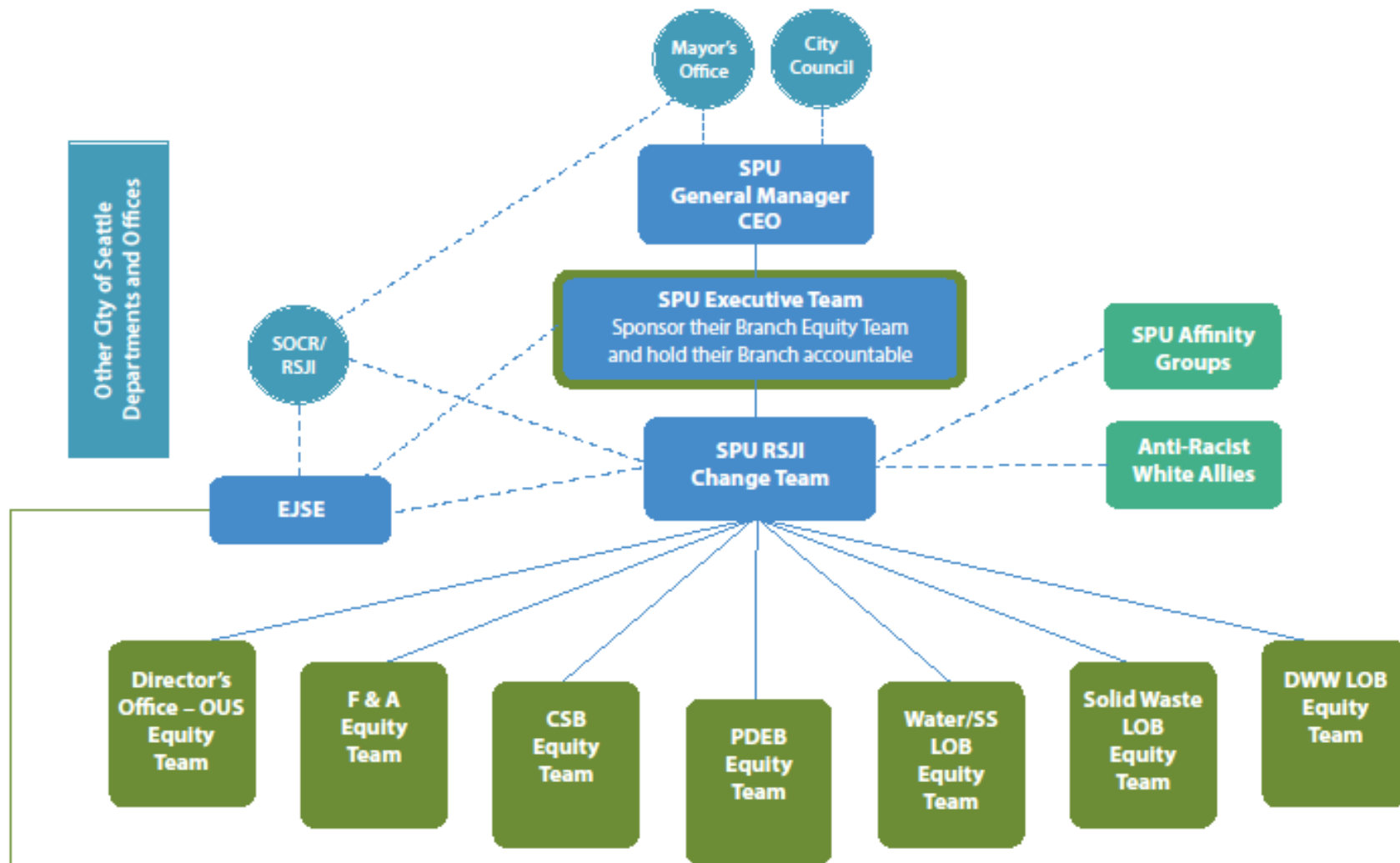
SPU 2017 Race and Social Justice Report

SPU Community Centered Utility



SPU 2017 Summer Youth Employment Program Interns





DEVELOP AND IMPLEMENT ANNUAL WORK PLAN GOALS, PERFORMANCE MEASURES, AND TRAINING NEEDS

Strengthen and irreversibly embed racial equity, inclusion, and diversity throughout Seattle Public Utilities.

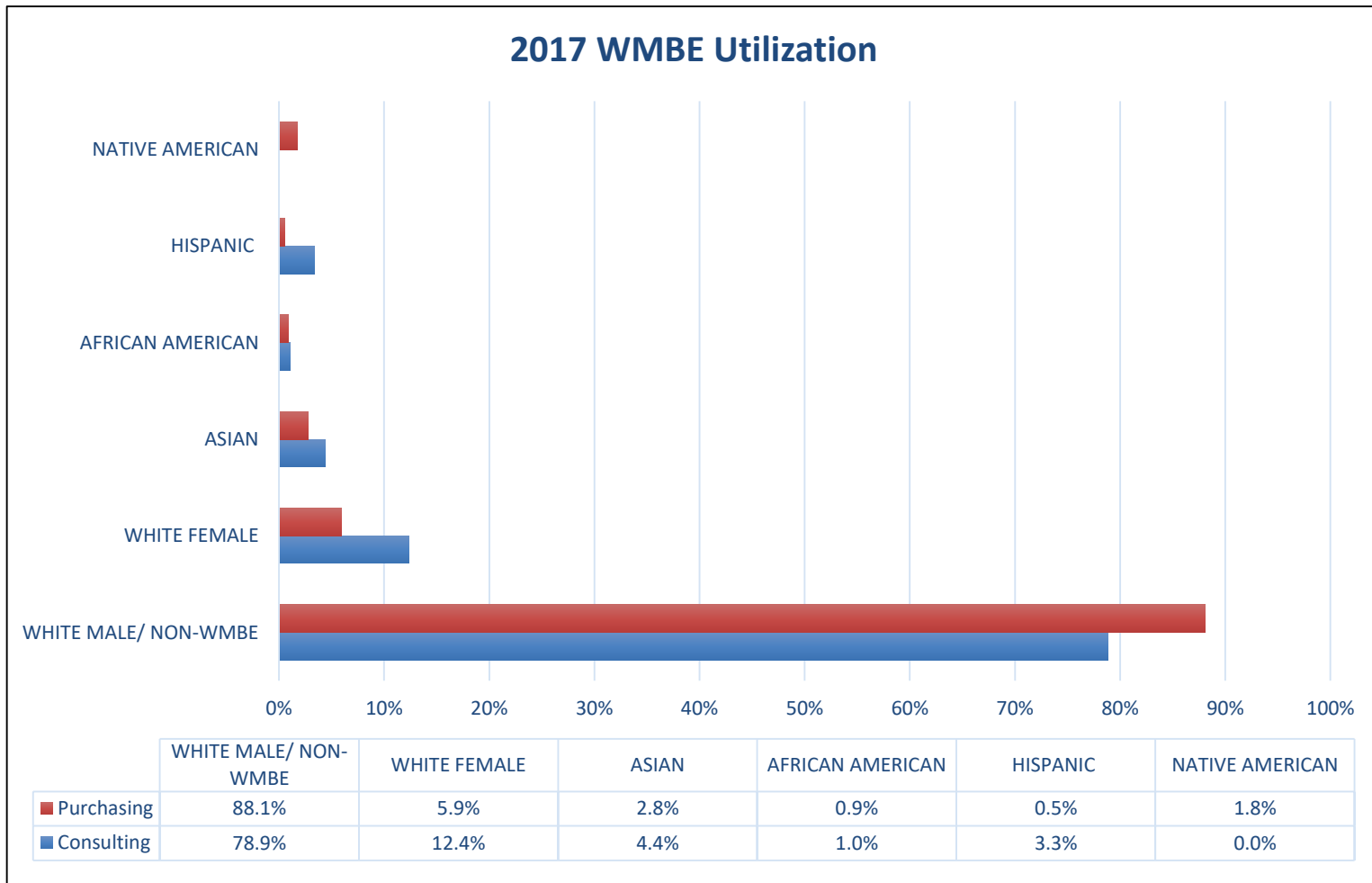
2017 WMBE UTILIZATION

2017 Seattle Public Utilities WMBE Inclusion				
Purchase Category	Total Spend	WMBE Spend	Goal	Actual WMBE Percentage
Consultant	\$27.8M	\$5.8M	12%	21%
Purchasing	\$48.3M	\$5.7M	12%	12%
Construction	\$25.7M	\$2.8M	NA	14%

2017 Prompt Payment

% On Time Payments
93%

2017 WMBE UTILIZATION



2018 INCLUSION STRATEGIES

- **Eliminating Contracting Barriers**
 - Internal Employee WMBE Training
 - Embedding WMBE in Contracting Process/Policy
 - Timely Notification of Upcoming Projects
- **Engagement Access & Outreach**
 - Attend Meetings & Outreach Events
 - One-on-One's
 - Regional Collaboration

Community Partnerships Program



Program Quick Facts

- Priority audience: People of Color, Immigrant, Refugee & Low-Income communities
- Partnership is for 3 years (2018 – 2021)
- Trained & knowledgeable in LOB
- Leverages community assets
- Partners serve as subject matter experts for community engagement
- Builds trust and ownership



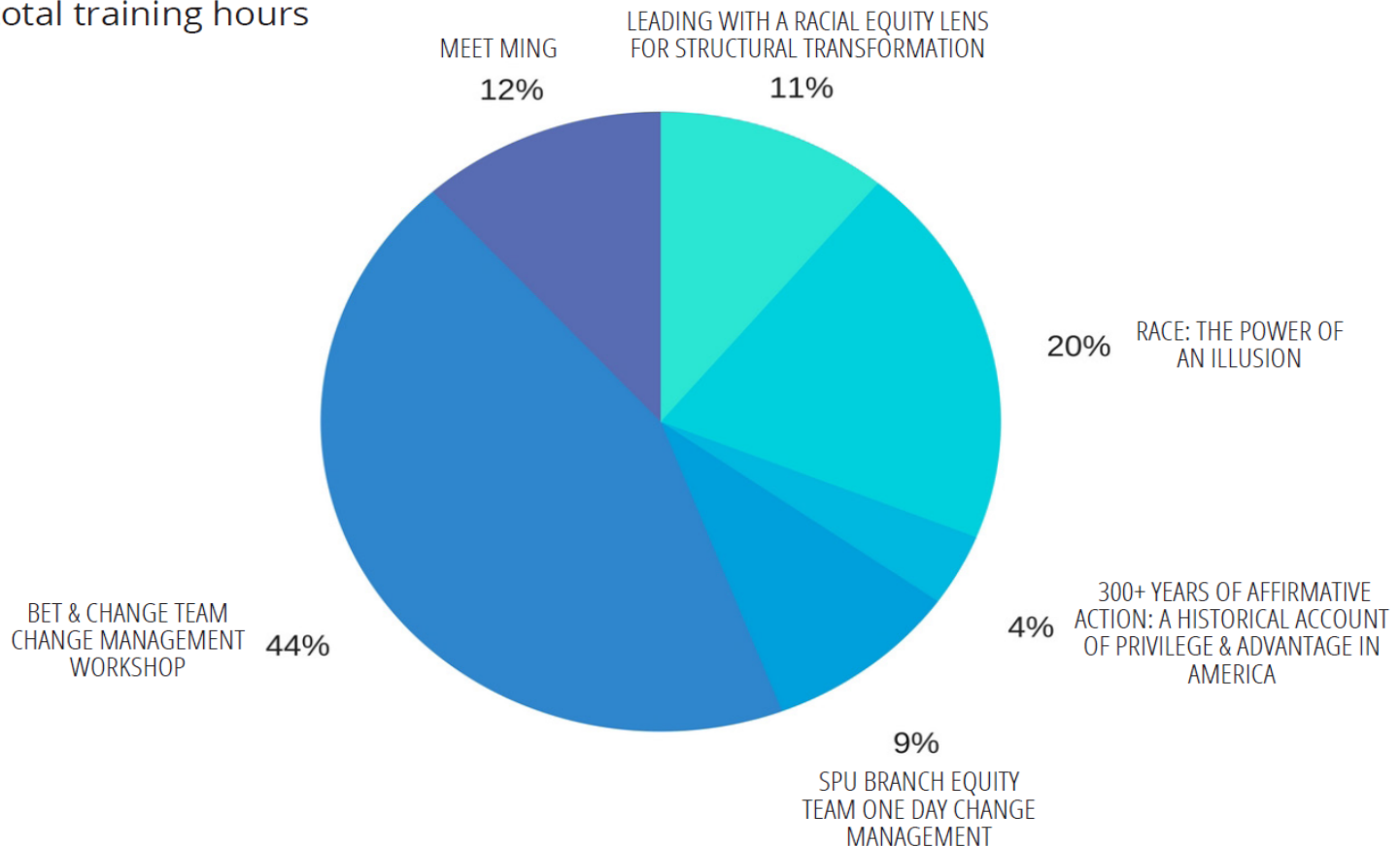
SPU BET TRAINING STATS

2016-2017

1425

total training hours

Percentage of Hours for Each Training



BET at SPU

In July 2017, Branch Equity Team members were asked to complete an open-ended survey of their experiences. Below is a collection of some of their responses.

Self-improvement

My perspective is vastly altered from where it was six months ago. My own bias is easier to understand and acknowledge.



It has been my pleasure to serve on the BET. I am relatively new to equity work, but feel lucky to have teammates and leaders that have been involved with this work for many years.

Impact on SPU

This is a good step forward for SPU and has succeeded in engaging more staff across the department in equity issues.



Our BET is a great TEAM, with diverse strengths and works together well. It serves as a reference point in my day-to-day for what a good team is.

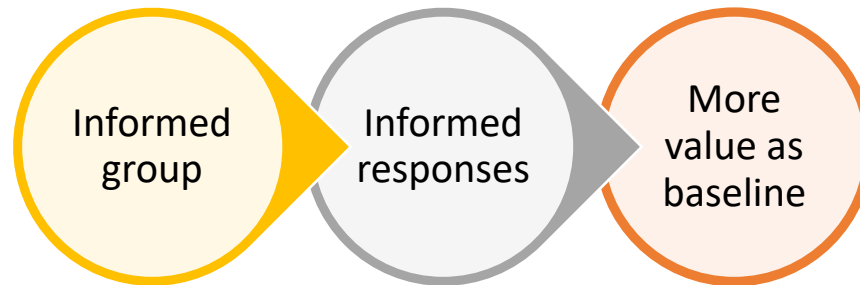
Recommendations

Keep working to improve the process, this is a great effort and needed to improve race and social equity within SPU.



Continue efforts to shape the culture of the organization to help staff understand that RSJ/service equity is everyone's responsibility and everyone can help make change happen.

“Expert” Opinions from BET Members

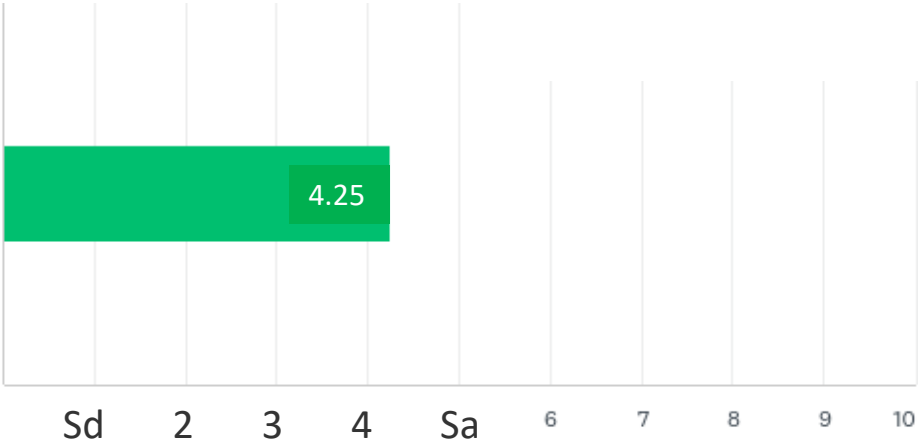


- Higher level of expertise on RSJ efforts than average SPU employee
- Better informed on best practices/policy
- 2017 survey results as baseline to test and measure culture change

I have increased my commitment to learn and engage how to undo racism and inequity.

Answered: 61 Skipped: 3

	Strongly disagree	2	3	4	Strongly agree	Don't know	Total	1 – 5 Scale Weighted Average
(no label)	1.64% 1	3.28% 2	9.84% 6	36.07% 22	45.90% 28	3.28% 2	61	4.25

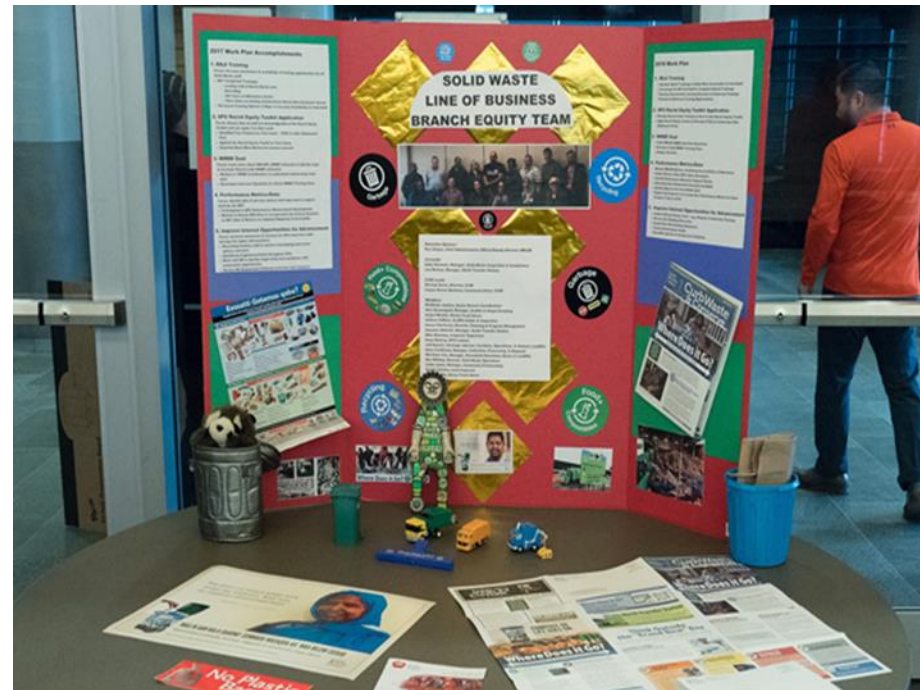


North Transfer Station Employees



SPU Branch Equity Team – 2017 End of Year Event





Branch Equity Team 'Science Fair' Displays