



Seattle Human Resources
Racial Equity & Social Justice
2021 Update
Change Team & Workforce Equity

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2021 SHR RSJ Overview

- RSJ & Workforce Equity
- Change Team Overview
- Racial Equity Toolkits
- Accomplishments
- Challenges
- Spirit of Racial Equity & Social Justice





Change Team

- SHR Executive team check-ins
- SHR budget collaboration
- Collaboration with WFE & RSJ Network
- Increasing team equity education
- Participation in RSJ Key Leaders Learning
- Racial Equity Toolkit Education & Advising
- Change Team turnover



2021 Racial Equity Toolkits



- Increase use of Self-Directed Wellness Program
- Goal - engage more BIPOC individuals by adding videos relating to RSJ topics

REACH Benefits Program



- HR unit creating procedure manual for City-wide HR practitioners
- Goal - create greater uniformity and consistency across departments in the City

HR Business Partner On-Boarding manual



- Class/Comp creating request form for Civil Service Exemption
- Goal - create better guidance in addition to a form to prevent inequities in the process

Civil Service Exemption Guidance



- Vendor implementing a complete update/refresh on the Deferred Compensation website
- Goal - ensure changes would not have a disparate impact

Deferred Compensation Website





Racial Equity Analysis & Toolkit

- Redesigned RET Toolkit user-friendly forms and a guided experience
- Targeted workshops for HR on RET forms, Racial Equity Outcomes, Change Team engagement, and the new SHR Advisor Program
- Collaboration by Workforce Equity, Learning & Development, Change Team members

Change Team RET Advisor Program



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.

Workforce Equity Strategic Plan Refresh

Vision for next 5 years

- Data and employee driven
- Concentrate on 2-4 major strategies
- Redefine “Workforce Equity” with more of an anti-racist lens
- Submit for approval/adoption to new administration





Accomplishments

2021

Accomplishments

Workforce Equity Strategic Plan

- A formal plan for eliminating institutional and structural barriers. Began next 5-year refresh feedback sessions.

Racial Equity Toolkit Training

- SHR began facilitating 4-part series RET workshops with department staff.

Leadership Expectations & Accountability Plan

- Learning self-assessment, tools for executive leaders and directors shared out Citywide.

Antiracist Strategic Roadmap for Citywide HR

- Plan for updating and changing HR practices implanted via Citywide CHRPs.

Equity Centered Design

- WFE utilizing and racial equity, antiracist frame of Human-Centered Design for engagement and work.

Shape of Trust

- Partnership with ARTS & SOCR RSJI program wrapped up and shared out. Videos, facilitator guide and assessment report.

Relational Culture

- Relational culture change in values and practices

Change Team Advisor Program

- Implemented Advisor Program to create greater accessibility and quicker response time on projects

Accomplishments

Wellness Workshops

- Hosted BIPOC centered on trauma & resilience and meditation series responding employee needs.

Supported Employment Job Role

- Redesigned to meet the changing work environment and safeguard jobs

Improve Police Officer Examinations

- Increase access and provide equity lens on exams

Create Learning Courses Centering RSJ

- On multiple topics including race/gender harassment and discrimination

City Budget Accountability

- WEPAC partnering with RSJ and CBO

Evaluating Virtual Hiring Practices

- Evaluating current virtual hiring practices and impact on BIPOC applicants via RET



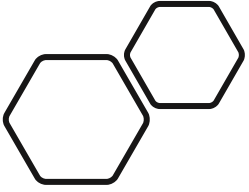
LEAP Assessment & Tools

- Personal tool to help City leaders increase their knowledge of workforce equity and develop skills to disrupt institutional racism.

Seven Competency Areas

- Personal Practice & Professional Development
- Workforce Equity Metrics
- Tools
- Communication
- Collaboration
- Resource Allocation
- Staff Management





LEAP Includes

- City Leaders Competencies Overview, [Part 1](#)
- Self-Assessment, [Part 2](#)
- Action Planning Workbook, [Part 3](#)
- [Links & Resources](#)





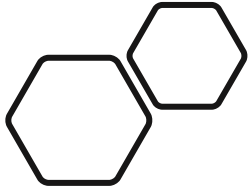
Strategic Antiracist HR Improvements

- Assessment Tool for HR Teams
- HR 101 Course
- Continuous Improvement Program
- Job Advertisements
- Annual HR Forum
- HR Staff Performance Metrics



Equity Centered Design

- Focus on oppressed groups that are most impacted by the project
- Explicit human centered design approach to the problem to inform solutions with end user at the center.
- Active process of naming and elimination racist systems, structures, policies, practices and attitudes
- Redistribute power and share creations, process, implementation and evaluation.
- Make explicit the racial and gender identity break down of HR data
- Allows HR to dive into a better understanding of what is happening within the organization



Transformation and culture shift
begins with us.

Relational Culture

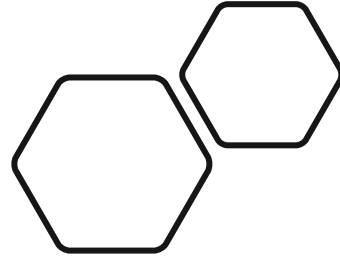




Challenges

2021

SHR Challenges



- Key leadership and staff turnover
- Increased demands with COVID-19 Response
- Sense of urgency
- Acknowledgement of issues but lack of commitment to change
- OCR RSJI, low staffing, and capacity impacts Citywide efforts
- Outdated systems and infrastructure
- Additional racialized impact of BIPOC groups doing equity-based work

Workplace Spirit of Racial Equity & Social Justice



Spirit of RSJ Highlights

- Responding to Employee Needs
 - Supervisor Spotlight videos
 - Meditations in a Burning House, 3-part workshop
 - Trauma and Resilience workshops
- Increase SHR Teams & CT having regular RSJ discussions
- Relational Culture Movement
- Commitment despite experiences of loss, trauma, and fear

QUESTIONS?





Additional Links & Information

2021 WMBE Data

WMBE Purchasing Goal	3%
WMBE Purchasing Actual	4%
WMBE Consultant Actual	24%

City of Seattle

- [Choice Points Document](#)
- City Leaders Competencies Overview, [Part 1](#)
- Self-Assessment, [Part 2](#)
- Action Planning Workbook, [Part 3](#)
- [LEAP Links & Resources](#)
- [Relational Culture handout](#), RSJI
- [Workforce Equity Strategic Plan](#)

Additional Links

- [Equity Centered Design](#)
- [Equity Community Centered Design](#)
- [Principles for Advancing Equitable Data Practice](#)
- [Real Rent Duwamish](#)
- [Summary of Racial Identity Development](#)
- [The Peoples Institute for Survival and Beyond](#)
- [White Supremacy Culture](#)



Links & Tools



“The beauty of anti-racism is that you don’t have to pretend to be free of racism to be anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward.”

Ijeoma Oluo
writer, speaker, internet yeller