

DEEL 2021-22 Race and Social Justice Initiative Presentation

Neighborhoods, Education, Civil Rights, and Culture Committee



Purpose

Present to Council a summary of DEEL's 2021 and 2022 RSJI work





DEEL RSJI and Change Team Overview

Mariko Lockhart, DEEL Deputy Director

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RSJI 2021-22 Accomplishments

Internal

- Created and implemented RSJI Orientation for new hires
- Launched staff equitable professional development initiative
- Adopted and implemented Color Brave Space norms and department wide training
- Launched guest speakers, Lunch 'n' Learn series, historical/heritage month emails
- Change Team-led Juneteenth All Staff event
- Utilize Anti-Racist Continuum survey to inform Change Team efforts



Image: Juneteenth celebration and All Staff event with Seattle Civic Poet Jourdan Imani Keith.

RSJI 2021-22 Accomplishments

External

- Focus on asset-based language within external communications
- Launched new Language Access Plan initiatives
- Worked closely with partners and families to develop community-specific messaging for Seattle Preschool Program and COVID-19 vaccine promotion.
- Coronavirus Local Fiscal Recovery funds to support Seattle Promise scholars and childcare sector



Image: Courtesy of Urban League of Metropolitan Seattle.

RSJI 2021-22 Challenges

Internal

- Change team mostly inactive in 2021
- Staff loss due to vaccine mandates impacted morale

External

- Childcare provider and educator retention and coverage
- SY 20-21 education was largely remote
 - Technology access and language barriers affected SPP remote learning & participation
 - Financial hardship and family responsibilities related to COVID-19 challenged Seattle Promise persistence



RSJI On-Going Efforts

Department Actions

- Investments to close race-based opportunity gaps in education
- Change Team revamp:
 1. Theory of Change
 2. SharePoint site
 3. Incorporate staff feedback from Color Brave Space training

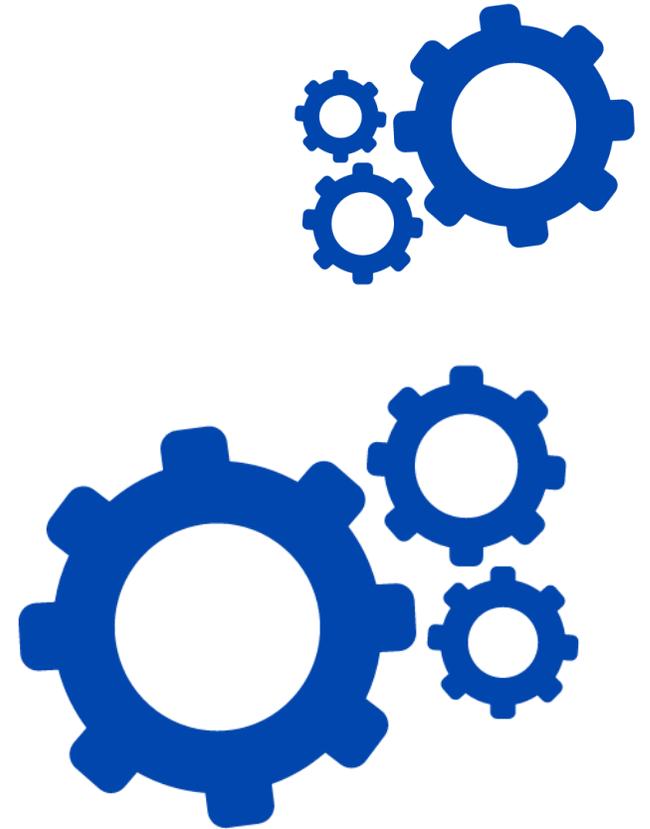
Current Racial Equity Toolkits

- Seattle Preschool Program
Comprehensive Supports



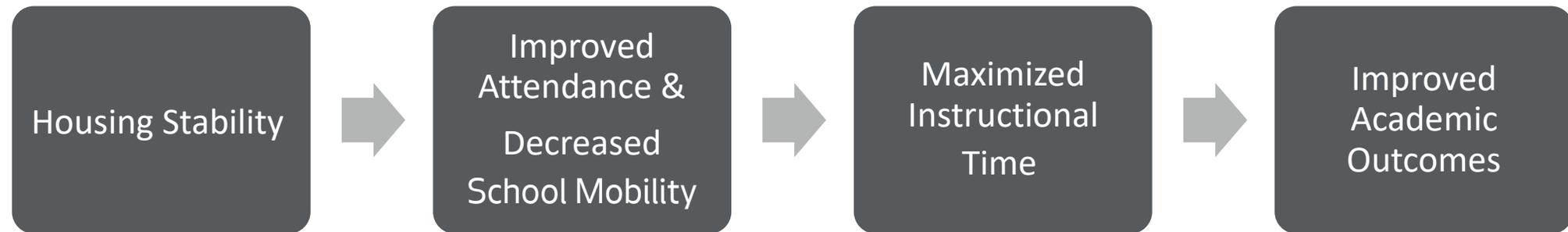
Racial Equity Toolkit Presentations

1. K-12 Homelessness and Housing
2. Family Child Care Mentorship
3. Seattle Preschool Program (SPP)
Selection and Enrollment Process



K-12 Homelessness & Housing Support Services (HHS)

- \$4.2M investment over 7-years
- Theory of Change:



- RET completed in 2021 before contract re-bid

K-12 HHS

Racial Equity Toolkit Outcome

Access & Utilization: Accelerate equitable access to HHS for Seattle Public Schools students at-risk of losing housing or experiencing housing instability including students identifying as:

- Black
- Indigenous
- Asian
- Latin(x)
- LGBTQIA+
- Undocumented
- Immigrant & Refugee

Stakeholders

RET team with 23 members including:

- Youth
- El Centro de la Raza
- Reclaiming our Greatness
- Refugee Women's Alliance
- Seattle Housing Authority
- Seattle Human Services Department
- Seattle Public Schools
- Somali Youth and Family Club
- United Indians of All Tribes
- Urban League of Metropolitan Seattle
- YWCA



K-12 HHS

Benefits

- SPS partnership
- Targeted universalism

Burdens

- Multi-step referral process
- COVID-19 impact
- Sub-optimal awareness & accessibility

Key Actions

- Smarter partnership & contract management
- Adapt emergency funding assistance guidance
- Incorporate RET recommendations into RFI and contract

Additional Racial Equity Issue

- Intersection of unaffordable housing and poor economic opportunity for BIPOC families



Family Child Care (FCC) Mentorship

Overview

- \$4M investment over 7-years
- Investment designed to increase the number of culturally diverse licensed family childcare providers participating in Seattle Preschool Program
- RET completed in 2021

RET Outcomes

1. Assess racial inequities of program participation
2. Minimize participation barriers for FCC owners/operators
3. Develop monitoring plan to assess any disproportionate impacts on underserved communities



FCC Mentorship

Stakeholders

- Licensed FCC providers
- Past Imagine U mentors & interns
- Voices of Tomorrow
- Early Achiever Participants
- Department of Children Youth & Families
- Child Care Resources
- Child Care Aware
- SEIU 925



TRAINING



IMAGINE U (MENTOR PROGRAM)



SUBSTITUTE POOL

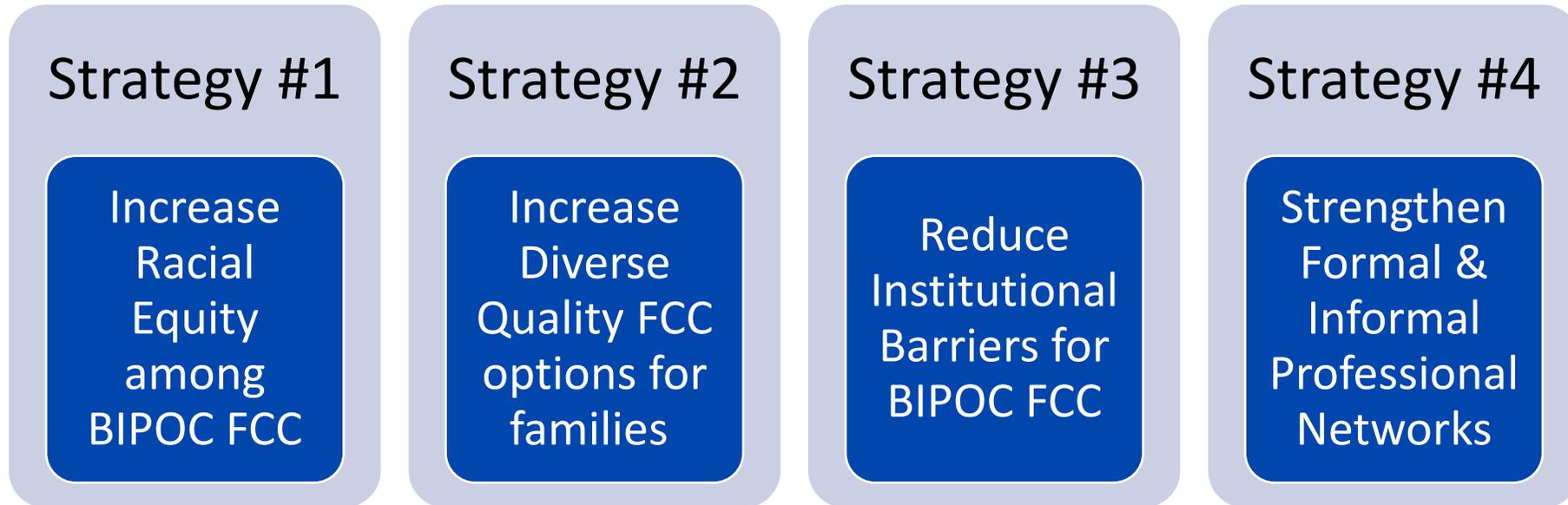


PREPARE FOR CARE

Images: Courtesy of The Imagine Institute

FCC Mentorship

Four key strategies were identified to achieve FCC Mentorship program quality outcomes:



SPP Selection and Enrollment Process

Stakeholder Engagement

- \$147M investment over 7-years
- DEEL staff, SPP stakeholders, and community members
- Methods:
 1. Facilitated focus groups
 2. Conducted one-on-one interviews
 3. Hosted town hall style meetings



Image: Parents of Seattle Preschool Program participant at SPS Rising Star Elementary

SPP Selection and Enrollment Process

Community Feedback

- Improve online and paper applications
- Increase culturally-specific outreach
- Make application and enrollment processes more personal or in-person
- Expand geographic eligibility

Key Actions

- DEEL focus on SPP access and enrollment equity, over prioritization (i.e., the qualifying factors)
- Specific focus on Latin(x) community awareness and enrollment for SY 22-23





Questions?

Image: DEEL Early Learning PPE distribution, June 2022

