

Department of Information Technology: RSJI Accomplishments/RSJI Summary for 2015

Goal	Description/Outcomes	Achieved
1. Apply RSJI toolkit to Digital Equity	Develop a digital equity action plan that fosters Seattle as a city where technology's opportunities equitably empower all residents and communities - especially those who are historically underserved or underrepresented.	Ongoing
2. Apply RSJI toolkit to the first phase of IT consolidation	<p>Achieve racial equity in advancement and development opportunities for all staff impacted by the IT consolidation, especially for people of color.</p> <p>The new department, Seattle IT, workforce reflects the racial demographics of communities we serve at all levels of the department. As was the case with DoIT, we have ingrained RSJI principles, including use of the racial equity toolkit, into Seattle IT.</p> <p>We strive to eliminate racial inequity in pay for all employees performing like scopes of work or responsibilities and will ensure community agencies of color receive equitable access (or greater) to technical assistance or services currently supported by DoIT.</p>	Ongoing
3. Apply RSJI toolkit to Privacy Program	This program builds public trust regarding the use and management of personal and sensitive information by creating, documenting, communicating, and assigning accountability for the management of the public's personal information. Outreach in 2015 included conversations with underrepresented populations including people of color.	Ongoing
4. Apply RSJI toolkit to Next Generation Data Center project	We identified impacts to staff affected by this project, those staff in the data center our 66% of color. We were able to cross-train these employees to minimize impacts as a result of the data center moving away, roughly 25% of their job.	Yes
5. Provide grants to community organizations to increase technology literacy and access, and electronic civic engagement	<p>Awarded \$470,000 in grant funding in 2015 to 22 nonprofit organizations who assist in the efforts of bridging the digital divide with Seattle's low-income population.</p> <p>This grant program earned the city a National Digital Inclusion Best Practices Award last year from the National League of Cities, Next Century Cities, and Google Fiber. The award specifically recognized the program as a leading best practice in fostering digital inclusion.</p>	Yes
6. Support digital inclusion and community capacity by providing cable broadband service to organizations that	<p>In 2015, 13 new sites had cable broadband connections installed.</p> <p>Worked with Comcast to continue the Cable Broadband</p>	Yes

provide technology access or training for underserved communities	program for up to 350 existing and new sites for the next 10 years.										
7. Provide internship opportunities for various youth of color within DoIT	<p>Partnered with Edmonds Community College and UW to host three youth of color interns with our security technology team to learn valued skills and receive course credits.</p> <p>Received two youth of color interns from the SYEP program. One intern continued with their internship after the summer program concluded.</p>	Yes									
8. Seattle Channel will continue to create and promote videos of RSJI events and lectures highlighting the diverse ways to discuss RSJI	In 2015, the Seattle Channel aired more than 180 videos of events or lectures on RSJI content, including Seattle Race Conferences, MLK Unity event and workshops, Community Stories, and various events and lectures.	Yes									
9. Cable service discounts for various communities	Our Cable Office assisted more than 3,000 customers in obtaining discounted cable service.	Yes									
10. Distribute translated Cable Customer Bill of Rights to Immigrant and Refugee (I & R) communities	Distributed 6,000 translated Cable Customer Bill of Rights pamphlets to immigrant and refugee communities.	Yes									
11. Conduct cable discount presentations to various communities, including Immigrant and Refugee communities and communities where underrepresented populations attend.	Provided 14 information Cable Customer Bill of Rights sessions over the course of the year, reaching 800 residents.	Yes									
12. Develop and implement WMBE plans, strategies and training to help achieve goals (implement Executive Order 2010-05 and a Consultant Inclusion Plan).	<p>DoIT contracted with 51 Woman and Minority-owned Business Employers (WMBEs) in 2015, greatly exceeding our purchasing and consulting spending goals.</p> <table> <tr> <td></td><td>Goal</td><td>Actual</td></tr> <tr> <td>Purchasing</td><td>2.45%</td><td>14.51%</td></tr> <tr> <td>Consulting</td><td>8.28%</td><td>15.84%</td></tr> </table>		Goal	Actual	Purchasing	2.45%	14.51%	Consulting	8.28%	15.84%	Yes
	Goal	Actual									
Purchasing	2.45%	14.51%									
Consulting	8.28%	15.84%									
13. Schedule at least two RSJI events targeting race within the department	We held three lunch and learns on various topics of race throughout the year. In June, the discussion focused on how the Selma 50 event impacted us here in Seattle. In July, the event focused on racial inequities, and in August the third event discussed what DoIT employees could do to further opportunities for people of color within our department.	Yes									

