

DEEL Race and Social Justice Initiative Presentation

Education, Equity, and Governance Committee

DEEL Director Dwane Chappelle

DEEL RSJI Change Team Co-Chairs
Sharon Knight and Jennifer Lyman

DEEL Outreach Coordinator Rachel Schulkin

March 2, 2016



Agenda

- 2015 DEEL RSJI accomplishments
- Highlights of key RSJI projects including challenges
- DEEL's 2015 Racial Equity Toolkits
- Deeper dive into Toolkits
 - Seattle Preschool Program Evaluation
 - DEEL Human Resources policies
- WMBE Contracting Results



2015 DEEL RSJI Accomplishments

Vision: Incorporate RSJI principles in all aspects of DEEL's work.



Community Outcome:
Achieve racial equity in **early education/kindergarten readiness**

- **Create a change team** for the new department and skill up staff.
 - ✓ Team created and staff orientation plan adopted. RSJI activities scheduled for all staff meetings.
- Focus development of new **Seattle Preschool Program (SPP) sites to address racial equity gaps.**
 - ✓ SPP solicitation prioritized sites physically located near elementary schools with records of low achievement.
- **Apply Racial Equity Toolkits to elements of SPP**
 - ✓ Two areas used the toolkits – enrollment and evaluation



Community Outcome:

Achieve racial equity in graduation rates; all students graduate on time

- Use Racial Equity Toolkit to **review K-12 program student demographics.**
 - ✓ Toolkit applied to review high school program demographics. Work is ongoing to determine implications and possible program changes.



Community Outcome:

The City's workforce reflects or exceeds the racial demographics of the communities we serve

- Use Racial Equity Toolkit **to review DEEL's HR policies and hiring practices.**
 - ✓ Toolkit applied to review overtime/comp time policy. Initial review of Out-of-Class Assignment policy underway.



Highlights of key RSJI projects including challenges



Incorporating RSJI Practices in All of DEEL's Work

- **DEEL is a new department, started in January 2015.**
 - ✓ **New change team** was created reflecting all DEEL work units.
 - ✓ **RSJI activities during all staff meetings** undertaken to familiarize staff with the RSJI Executive Order and the RSJI Community Outcomes.
 - ✓ **RSJI framework used to develop all aspects of the SPP** Implementation Plan.
Community partners involved in defining race based impacts of proposed strategies.
 - ✓ **Racial Equity Toolkits applied to contracting** requirements to determine how they might affect community providers



Incorporating RSJI Practices--Challenges

- DEEL is a new agency combining the Office for Education, Early Learning programs from the Human Services Department, and new staff. There is not a clear and common understanding of RSJI throughout the department.
- SPP is a new program, and data collection reflects a small sample of participants and a short timeframe.
- Race-based data is not readily available for all areas of interest to the department.



DEEL's 2015 Racial Equity Toolkits



DEEL 2015 RSJI Toolkits

- **SPP Evaluation Plan** – Use diverse representatives to review the proposed SPP Comprehensive Evaluation Plan for potential benefits and burdens on providers.
- **SPP Enrollment** – Review outreach, application, and enrollment practices and policies for racial impacts (ongoing)
- **Families and Education Levy High School Innovation Program** – Review demographic information about participating schools and students with respect to closing the graduation gap.



DEEL 2015 RSJI Toolkits (cont.)

- **DEEL Human Resources Policies** – As local policies and procedures are adopted to implement the City's HR policies, DEEL is analyzing them with the Racial Equity Toolkit. The overtime/compensatory time policy has been reviewed. Out of Class Assignments policy review is underway.



Deeper Dive into two DEEL 2015 Racial Equity Toolkits



SPP Evaluation Plan

- **Interdepartmental effort**

- DEEL convened a broad group of interested parties to review a preliminary draft of the Seattle Preschool Program Comprehensive Evaluation Strategy:
 - Mayor's Office
 - Office of Economic Development (OED)
 - Office of Civil Rights (OCR)
 - Office of Immigrant and Refugee Affairs (OIRA)
 - Council Staff
 - Seattle Public Schools
 - Southeast Early Childhood Education Consortium
 - Seattle Public Libraries
 - Public Health – Seattle & King County
- The purpose of the meeting was to gather **a range of perspectives** to provide initial guidance to DEEL and the Evaluation Team.



SPP Evaluation Plan (cont.)

- The group identified four sections of the evaluation strategy that could be a burden or benefit as it relates to racial equity:
 1. The **Family Child Care Pilot** evaluation
 2. Measures related to **SPP teachers**
 3. Aspects of the plan connected to **family engagement**
 4. **Child assessments** embedded in the strategy
- Based on the analysis of the group, DEEL recommended alterations to the evaluation strategy to create greater racial equity or minimize unintended consequences.



DEEL HR Policies

- All new HR policies and procedures will be analyzed using the Racial Equity Toolkits where appropriate.
- **Overtime/Compensation time** burdens and benefits:
 - Burden: The racial demographics of DEEL work units and staff subject to this policy results in an imbalance of staff who are subject to its provisions. This exacerbates any existing inequities affecting those who can or can't work overtime.
 - Benefit: Access to compensated overtime provides staff an opportunity for more income, more time off, or professional development.



DEEL HR Policies (cont.)

- **Lessons learned:**

- As a new department, the racial demographics of staff who are subject to various policies is not easily accessible.
- Since DEEL is new, there is no history of the application of these policies to determine if inequities have existed and how they could be mitigated.
- While SDHR has developed some best practices around Out-of-Class Assignment and hiring practices, we can find no instances of HR policies being reviewed using the Racial Equity Toolkit.



Women- and Minority- Owned Business Contracting



WMBE Results – Exceeded DEEL’s Targets in 2015

- Consultant Contracts: DEEL Target = 50%

Consultant	Total payments	WMBE Total	Total WMBE
Consultant Contracts	\$313,198	\$185,676	59.3%
Consultant Roster	\$923,991	\$657,685	71.2%
Total	\$1,237,189	\$843,362	68.2%

- Purchased Services: DEEL Target = 35%

Purchasing	Total payments	WMBE	Total WMBE
Blanket	\$212,694	\$127,479	59.9%
Direct	\$131,798	\$34,300	26.0%
Purchasing	\$1,096,890	\$567,063	51.7%
Total	\$1,441,382	\$728,842	50.6%

