



RACE & SOCIAL JUSTICE  
INITIATIVE

ADVANCE OPPORTUNITY.  
ACHIEVE EQUITY.

2015

# EQUITABLE DEVELOPMENT INITIATIVE



# 2035 COMPREHENSIVE PLAN

- Council unanimously passed Mayor's resolution naming "race and social equity" as a core foundational value
- Racial equity analysis of each chapter
- Comprehensive equity analysis by national think tank PolicyLink



# RACIAL EQUITY TOOLKIT

## **Step 1. Set Outcomes.**

Leadership communicates key community outcomes for racial equity to guide analysis.

## **Step 2. Involve Stakeholders + Analyze Data.**

Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity.

## **Step 3. Determine Benefit and/or Burden.**

Analyze issue for impacts and alignment with racial equity outcomes.

## **Step 4. Advance Opportunity or Minimize Harm.**

Develop strategies to create greater racial equity or minimize unintended consequences.

## **Step 5. Evaluate. Raise Racial Awareness. Be Accountable.**

Track impacts on communities of color overtime. Continue to communicate with and involve stakeholders. Document unresolved issues.

## **Step 6. Report Back.**

Share information learned from analysis and unresolved issue with Department Leadership and Change Team.



# OCR 2015 TOOLKITS

- King County Youth Jail
- Source of Income  
Discrimination Protections
- All-Gender Restroom  
Ordinance
- Effective Civil Rights  
Enforcement

# TOOLKIT HIGHLIGHTS

## King County Youth Jail

Racial equity outcomes:

- Eliminate the need to detain or incarcerate youth.
- Eliminate racial inequities in arrest rates, detention, sentencing and prison population.
- Center communities of color and other youth facing oppression in community-based alternatives

Engagement of youth and families most impacted

Led to “Zero Detention” recommendation

# TOOLKIT HIGHLIGHTS

## All-Gender Restroom Ordinance

Racial equity outcomes:

- Transgender and gender non-conforming POC safely access gender segregated facilities
- POC business owners are well-informed of ordinance requirements and given assistance as necessary/appropriate

Engaged those most impacted in all steps of process

Multiple benefits to trans people (of color)

Strategy for supporting small businesses



ALL-GENDER  
RESTROOM  
ORDINANCE



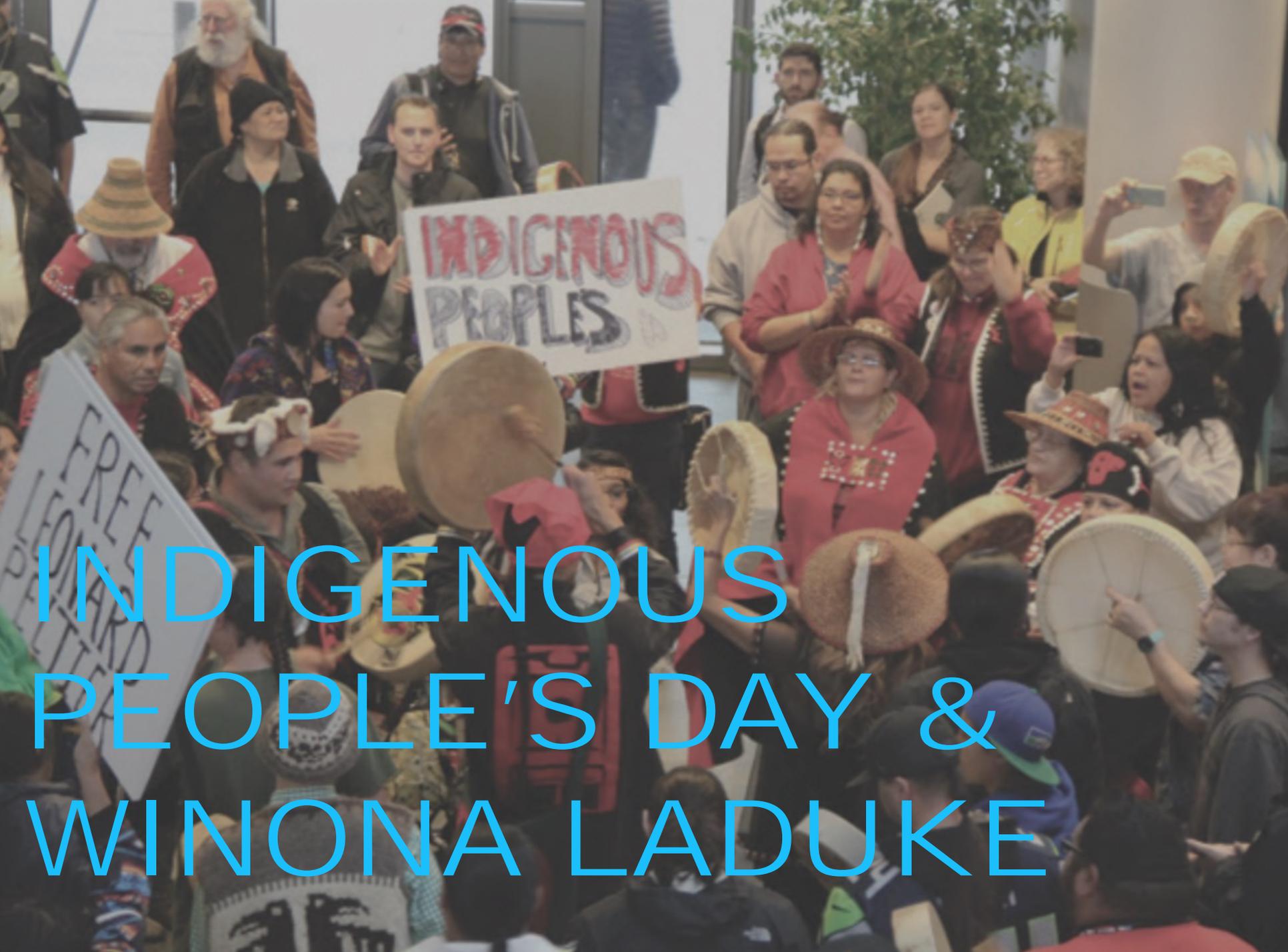
HOUSING AFFORDABILITY  
AND LIVABILITY AGENDA



NEW  
RSJI SPEAKERS  
SERIES



FANIA DAVIS



# INDIGENOUS PEOPLE'S DAY & WINONA LADUKE

A photograph of Kimberle Crenshaw speaking at a podium. She is a Black woman with long, thin braids, wearing glasses and large hoop earrings. She is dressed in a white collared shirt under a dark blazer. Her right hand is raised in a gesture as she speaks. The background is a solid blue curtain. The name 'KIMBERLE CRENSHAW' is overlaid in large, pink, sans-serif capital letters on the right side of the image.

KIMBERLE  
CRENSHAW



TOWN·HALL  
SEATTLE

HUMAN  
RIGHTS DAY

# NEW RSJI TRAININGS FOR EMPLOYEES

- Equity Lens
- Implicit Bias and Public Policy



RSJI PARTNERSHIP:  
OFFICE OF ARTS &  
CULTURE





# RACIAL EQUITY FUND



# WMBE GOALS

Nearly all OCR-run and supported events utilize official WMBEs and businesses owned by women and people of color that may not be registered WMBEs or are organizations that do not qualify as firms.

Purchasing: 69%

Consultant: 2%\*

\* % of those contracted who are registered as WMBE firms

RSJI HIGHLIGHTS  
FROM OTHER  
DEPARTMENTS

# EQUITY & ENVIRONMENT INITIATIVE

White  
Supremacy  
is Real

World March on Washington  
Grassroots Global Justice Alliance

# PRIORITY HIRE





2016:  
A LOOK AHEAD

# GETTING THE MOST FROM THE TOOLKIT

- New Summary Sheets used to report on *impact* and learnings from Toolkits
- Choose projects that have not started, have a future phase or can be changed
- OCR will provide Toolkit Seminars for departments
- Accountability in department's Mayoral Work Plan and Performance Plan

# CRIMINAL JUSTICE

- Criminal Justice Equity Team & Detention Zero
- Prisoner Reentry Workgroup and Certificates of Restoration

# EDUCATION

- Co-chair of Outreach and Engagement Committee for community conversations to inform Mayor's Summit and Education Advisory Group
- Invited to serve on Seattle Public Schools' (SPS) African American Male Scholars Advisory Committee
- Chair of Community-SPS Racial Disproportionality Committee
- Member, SPS Equity and Race Advisory Committee

# ADDITIONAL 2016 PROJECTS

- 2015 Employee and Community Survey Reports
- RSJI Directors Forums
- Workforce Equity Action Plan
- Housing Testing
- \*New\* Employment Testing

THANK YOU

SEATTLE OFFICE FOR  
 **CIVIL RIGHTS**

