

SDOT Annual Update on RSJI, Workforce Equity & Contracting Equity

7/17/2018

Department of
Transportation



City of Seattle

Table of Contents

- RSJI
 - OEEI
 - RSJI Goals and progress
 - RETS
- Workforce Equity
 - OEEI/HR partnership
 - RSJI/WFE initiatives
- Contracting Equity, WMBE
 - 2017 Utilization & Initiatives
 - Commitments & Goals Moving Forward



Seattle
Department of
Transportation



UPDATE: Race and Social Justice Initiative

- The overarching theme in SDOT's RSJI initiatives is to institutionalize racial equity
- RSJI Staffing in SDOT
 - RSJI Advisor: Manal Al-ansi
 - Change Team
 - IDT
 - Executive Sponsor: Karen Melanson
- Undertaking RETs
 - RET as a planning tool
 - Prioritize stakeholder engagement
 - RET process
 - RET trainings
- Completed the RSJI Workplans : Met or Exceeded

Key Department RSJI Goals

RSJI Goal	Below / Meeting/ Exceeding
Establish new Change Team function	Exceeding
Create RSJI Policies and Procedures (updating Q4 2018)	Exceeding
Initiate an SDOT affinity group promoting POC Advancement	Exceeding
Launch tiered RSJI training program	Exceeding
Recognize commitment to equity at an RSJI Year End Event	Exceeding
Draft RSJI goals for divisional work-plans	Meeting
All staff trained for Implicit Bias / RPOI	Meeting

Racial Equity Toolkit List

- 23rd Ave Phase 2
- One Center City: Near-term Strategies
- Street Use Service Request system
- Inspection & Enforcement Processes



Change Team

Provide Support + Accountability



Work Plan Liaison

- Support a division in:
 - (1) establishing and achieving its action items;
 - (2) identifying meaningful progress indicators; and
 - (3) helping track progress



RET Liaison

- Support a division in:
 - (1) strengthening analyses on Racial Equity Toolkits; and
 - (2) helping track RET progress, completion, and outcomes



Training Subgroup

- Lead the planning, curriculum building, and facilitation of all RSJI trainings department-wide

UPDATE: Workforce Equity

	African American	Hispanic/ Latin American	Native American	Asian American	2 Or More	White
% Representation in Dept.	11.19%	6.14%	1.17%	17.6%	2.89%	53.07%
% APEX / SAM	8.16%	5.44%	0.68%	9.52%	1.36%	74.83%
% Supervisors	12.5%	8.09%	0%	15.44%	0.74%	61.76%
% Greater Seattle Area	6.8%	9.7%	1%	18.2%	5.1%	68%

Workforce Equity Initiatives in Department

- **POCA** (DOT): SDOT's affinity group promoting **POC** Advancement
- Apprenticeship and mentorship programs
- WEPAC

Staffing support and Executive oversight:

- RSJI Advisor, HR Staff, HR Director, and Department Director

Undertaking WFE

- Established apprenticeship and mentorship programs

Workforce Equity Metrics	
Men	Women
64.62% (Count)	35.38% (Count)
\$38.92(Average Salary-All)	\$39.75(Average Salary-All)
\$36.36(Average Salary POC)	\$36.56(Average Salary POC)

UPDATE: Contracting Equity / WMBE Program

	White Female	African American	Hispanic/ Latin American	Native American	Asian American
% Total Utilization in Dept.	11.28%	3.31%	0.14%	0.95%	4.57%
% City of Seattle Utilization	8.63%	1.64%	0.65%	0.99%	3.74%

Department WMBE Initiatives include:

- Proactive Availability Review
- Unbundling/Scope Review
- Anticipated Project sheets for Upcoming Solicitations
- B2GNow WMBE Subcontractor Goal Monitoring
- “Working with SDOT” Series Outreach Events
- SDOT WMBE Advocate Series

Positive effects in utilization results and community feedback

Contracting Equity Metrics – WMBE	
Consultant WMBE %	Purchasing WMBE %
2017: 20% Goal / 23% Actual	2017: 12% Goal / 15% Actual
2018: 23% Goal	2018: 15% Goal

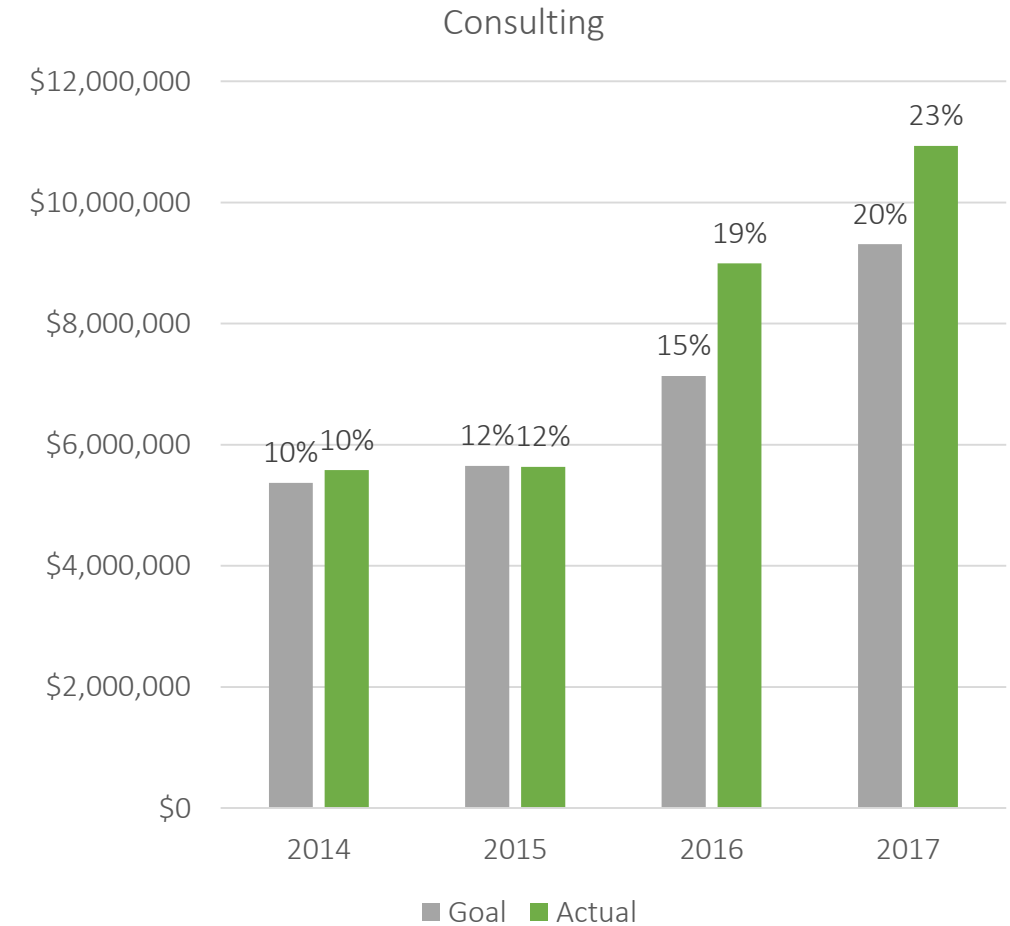
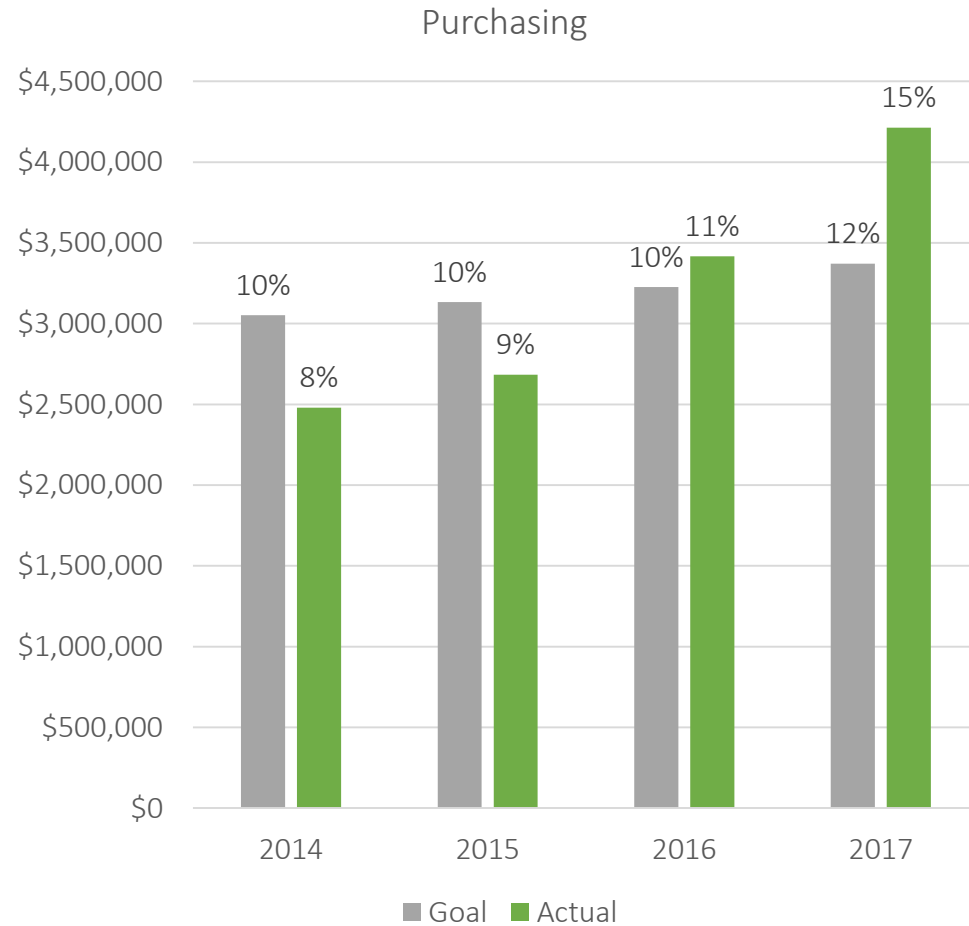
Contracting Equity Metrics – Prompt Payment
2017: 100% Goal / 97% Actual
2018: 100% Goal

Key Initiatives Moving Forward

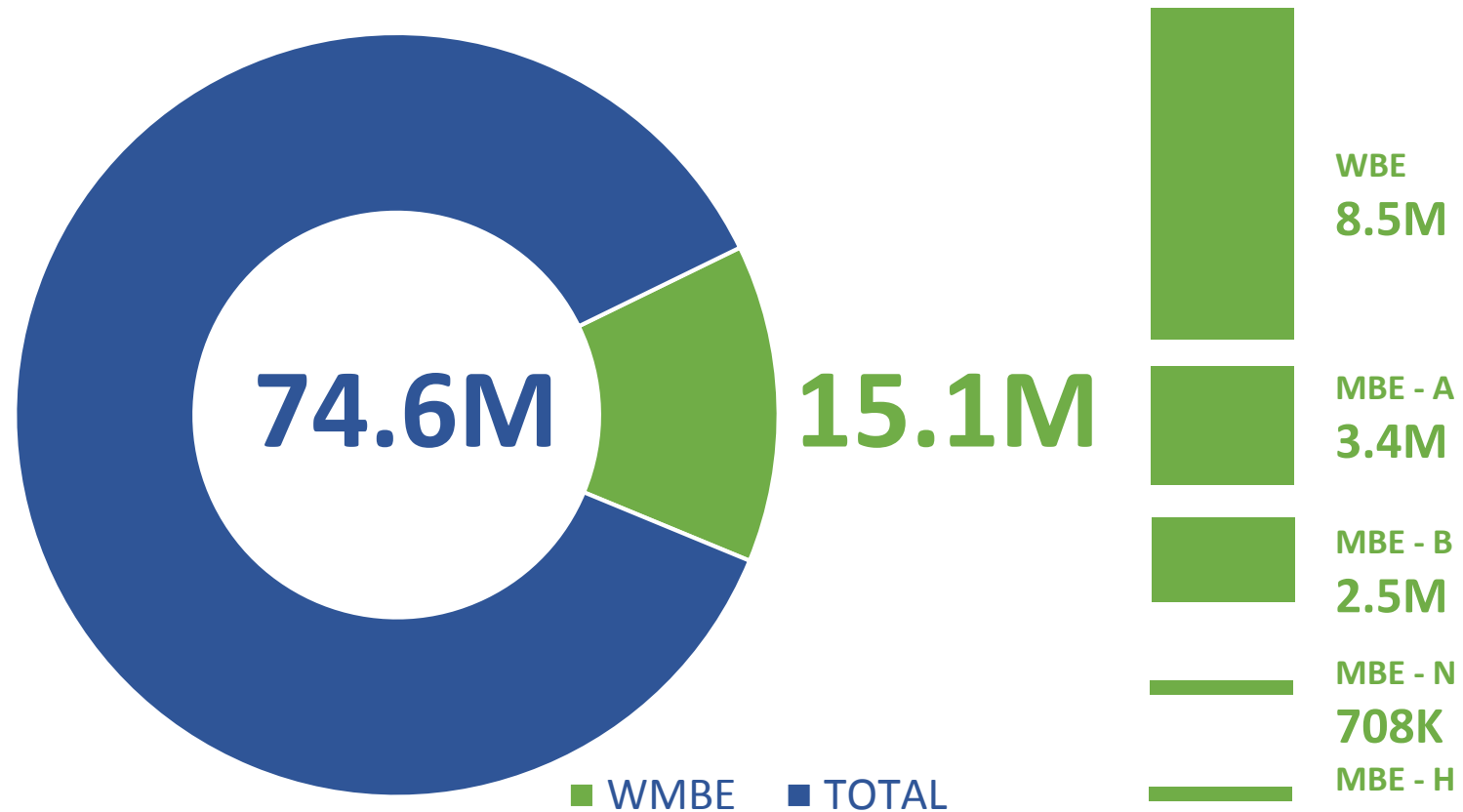
- RSJI
 - Imbed RSJI Goals in divisional workplans
 - Create a tracking process to measure progress on RSJI goals
- Workforce Equity
 - Launch an SDOT Apprenticeship and Mentorship Programs
- Contracting Equity, WMBE
 - Anticipated Project Sheets
 - WMBE Subcontractor Goal Monitoring
 - “Working with SDOT” Events



SDOT WMBE Goals vs. Actuals



SDOT 2017 WMBE SPEND



*Data is sourced from City of Seattle SUMMIT financial system. Numbers represent payments to prime contract holders only for Consultant Contracts & Purchasing and include payments made under federal contracts subject to the Disadvantaged Business Enterprise Program and payments made to non-profit firms. Dollars not shown include payments representing Emergency, Non-Compliant contract expenditures, and DX category payments.

SDOT Commitments



- 2018 WMBE Goals:
 - 23% Consulting
 - 15% Purchasing
- 100% Prompt Payment Goal
- October Working with SDOT Event
- Introduction to SDOT Spanish-Language Workshops

End

