



## Seattle City Light

### **CITY OF SEATTLE - RACE AND SOCIAL JUSTICE INITIATIVE**

The Race and Social Justice Initiative (RSJI) envisions a city where racial disparities have been eliminated and racial equity is achieved. This ongoing citywide effort works within City government and with community leaders in an unprecedented bold effort to end institutional racism in City government and to promote multiculturalism and full participation by all residents. To change the underlying system that creates race-based disparities in our community, we need to pursue racial equity in City operations, City engagement and services, and in our community.

### **Why Focus on Institutional Racism?**

Institutional racism is when organizational programs or policies work to the benefit of white people and to the detriment of people of color, usually unintentionally. Until the Civil Rights Movement, housing and employment policies in Seattle, like elsewhere in the U.S., were explicitly racist. We have made progress in addressing individual discrimination, but the effects of institutional racism still shape public policies and create race-based inequity across our community.

To challenge racism, we have to look beyond individual acts of prejudice to the systemic biases that are built into our institutions. We are not to blame for what happened in the past, but we are responsible for eliminating racism today.

RSJI works to eliminate institutional racism and create a community where equity in opportunity exists for everyone.

## RACE AND SOCIAL JUSTICE AT CITY LIGHT

Working toward equity involves a culture change. By embedding an equity and inclusion lens into everything that we do, we recognize that it is a fundamental and foundational part of our everyday work as a public utility. In recent years, equity work at Seattle City Light has thematically focused on:

- **understanding** the unique needs of communities of color through research, data collection and equity analysis;
- expanding **opportunity** through pipeline and workforce development; and
- broadening **access** through partnerships, contracts, outreach and engagement.

To achieve this, our equity work is organized into three focus areas that take their lead from City-wide efforts. The Race and Social Justice Initiative (RSJI); the Women and Minority Business Enterprise (WMBE) Program; and the Environmental Equity Program.

### Race & Social Justice Initiative

Seattle City Light takes its lead from the Citywide Race and Social Justice Initiative (RSJI) to end institutionalized racism and race-based disparities in City government. City Light's commitment to advance RSJI is demonstrated in several ways, including:

- Outlining and tracking goals in a departmental RSJI workplan
- Training for all employees to understand and contextualize institutional racism in our unique workstreams
- Reviewing policy and practices through an RSJI lens using City-wide tools such as the Racial Equity Toolkit and Stakeholder Analysis
- Hosting annual events to engage and educate employees about RSJI



City Light's investment in this work has been strong and consistent over the years in no small part because of the **RSJI Change Team**. The Change Team is a committee of staff from across the utility organized to support meaningful change in the utility. Together, the Change Team supports the development and implementation of City Light's annual RSJI Work Plan, provides technical assistance on Racial Equity Toolkits with a racial equity lens, and promotes the development of an anti-racism culture in the department.

## City Light RSJI Change Team



The Change Team is a committee of staff from across the utility organized to support meaningful change. Together, the Change Team supports the development and implementation of City Light's annual RSJI Work Plan and promotes the development of an anti-racism culture in the department.

Over the span of a two-year commitment, Change Team members:

- contribute to a unique, meaningful legacy,
- partner across divisions and departments to strengthen racial equity in City Light work,
- support co-workers and teams analyzing projects, programs and policies for racial equity,
- build competency around race and social justice initiatives,
- learn from and with co-workers and the communities we serve, and
- access professional development necessary to lead change.

If you want to see racial equity in the work that we do as well as in our workplace, **you should join the change team.**

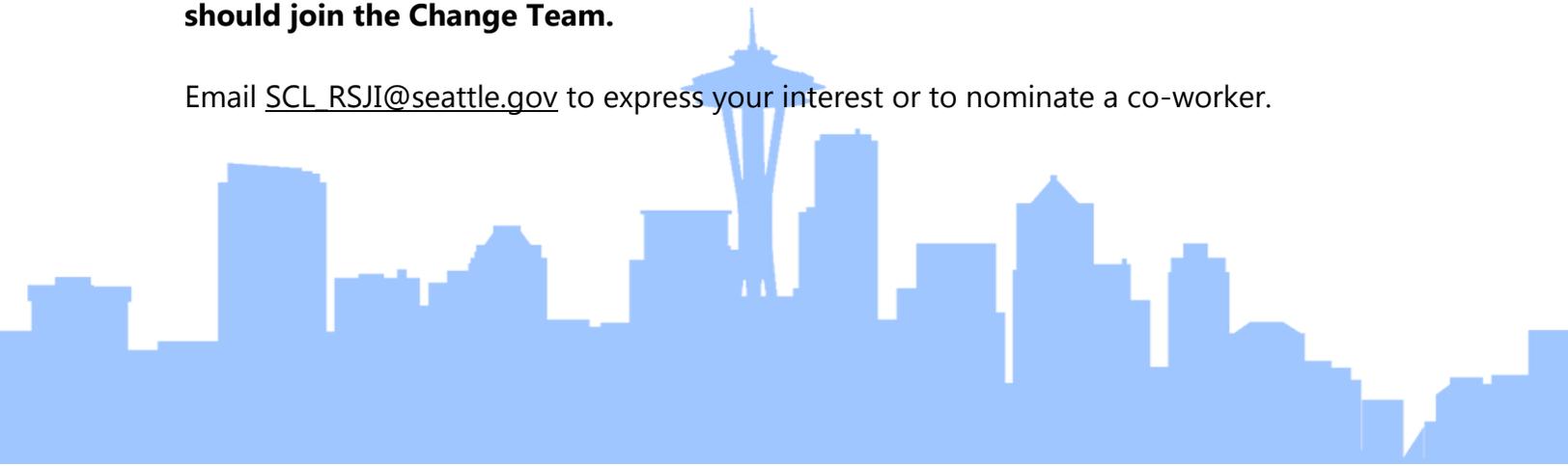
If you can bring enthusiasm and commitment to processes that are often challenging and complex, **you should join the Change Team.**

If you see yourself as a change agent and understand that none of us can do this work alone, **you should join the Change Team.**

By design, the best teams have a diversity of perspectives represented from all divisions, affinity groups and committees. If you don't know who's representing your division, **you should join the Change Team.**

Since the beginning of the Initiative, over 200 City Light employees have served. **You should join the Change Team.**

Email [SCL\\_RSJI@seattle.gov](mailto:SCL_RSJI@seattle.gov) to express your interest or to nominate a co-worker.





## **Women & Minority Business Enterprise Program**

The purpose of the Women and Minority Business Enterprise (WMBE) Program is to lift barriers confronting WMBE firms that aspire to do business with the City. The Mayor's 2010 Executive Order related to outreach to women and minority businesses directs that department directors are accountable to remove barriers by active outreach and engagement with women and minority-owned businesses to provide successful inclusion and participation in City contracts.

City Light began the WMBE program in 2005 following an Executive Order by Mayor Greg Nickels directing City departments to increase opportunities for women and minority-owned firms to compete for City contracts. Mayor Mike McGinn then expanded City departmental expectations with Executive Order 2010-05. In 2014, shortly after taking office, Mayor Ed Murray followed his predecessors with a new Executive Order for Equity in Contracting.

The City Light WMBE Program:

- Encourages businesses to register in the City's Online Business Directory;
- Encourages women and minority-owned businesses to bid on blanket contracts, consultant request for proposals (RFPs), and public works solicitations;
- Shares information regarding City Light's procurement policies and procedures;
- Creates increased awareness and promotes the inclusion of women and minority-owned firms in City Light's day-to-day procurement opportunities;
- Ensures that City Light units make a good faith effort to utilize women and minority-owned firms; Ensures prime contractors on City Light projects provide subcontracting opportunities to women and minority-owned businesses through use of the City's Inclusion Plan.



## **Environmental Equity Program**

Seattle City Light's Environmental Equity Program advances social equity, environmental justice and action on behalf of those most affected by environmental issues. Launched in the first quarter of 2016 by City Light's Environment, Land and Licensing business unit, the program embraces the City's larger Equity and Environment Initiative which is being managed by the Seattle Office of Sustainability and Environment.

A key principle underpinning the Environmental Equity Program is the recognition that people of color, immigrants and refugees, people with low incomes and individuals with limited English proficiency tend to be overburdened by health impacts from pollution and environmental issues. Though the City of Seattle has long been a pioneer in the environmental movement, these vulnerable populations benefit less from the City's environmental progress. Historically, these groups have not been invited to the table when environmental programs or decisions are designed. The Environmental Equity Program addresses this disparity by centering communities most affected by environmental inequities to participate in City Light's environmental decision-making and program design.

Equity & Environment Initiative is leading the effort to shift the City's approach so those most affected by the combined impacts of hazardous pollutants, climate change, racial and socioeconomic conditions will lead on designing solutions and directly benefit from City investments. Together with community partners, the City is creating environmental progress that is inclusive of the broad diversity of residents and cultures in Seattle. For more information about the larger City of Seattle Equity and Environment Initiative, visit this link: <http://www.seattle.gov/environment/equity-and-environment/equity-and-environment-initiative>.

## 2018 RSJI TRAINING

To support our progress toward social justice, training and tools are available to all employees. “Race: The Power of an Illusion” is a mandatory, foundational training required for all City employees to complete within their first year of employment. It is also a prerequisite for all other RSJI trainings. To register for this and all other workshops listed below, log into Cornerstone to search the title and choose the date that works best for your schedule.



### Race: The Power of an Illusion (SCL)

Race is one topic where we all think we're experts. Yet if you ask 10 people to define race and it's likely you'll get 10 different answers. Few issues are characterized by more contradictory assumptions and myths, each voiced with absolute certainty. Producers of the documentary series “Race: The Power of an Illusion” felt it was important to first define race before making sense of the very real consequences of racism. **This eight-hour training is required for all city employees to complete within their first year of employment. It is also a pre-requisite for all other RSJI trainings.**

- 9/11
- 10/2
- 10/30
- 11/28
- 12/11



### Understanding Power (SOCR)

This three-hour training will explore different aspects of power. Who has power? How is power used? How are people impacted by different power structures? What kind of power shifts need to happen to reach equity? What strategies are there for navigating power? This training will aid participants in identifying where they have power, how that power can be used to create equity in their programs and departments.

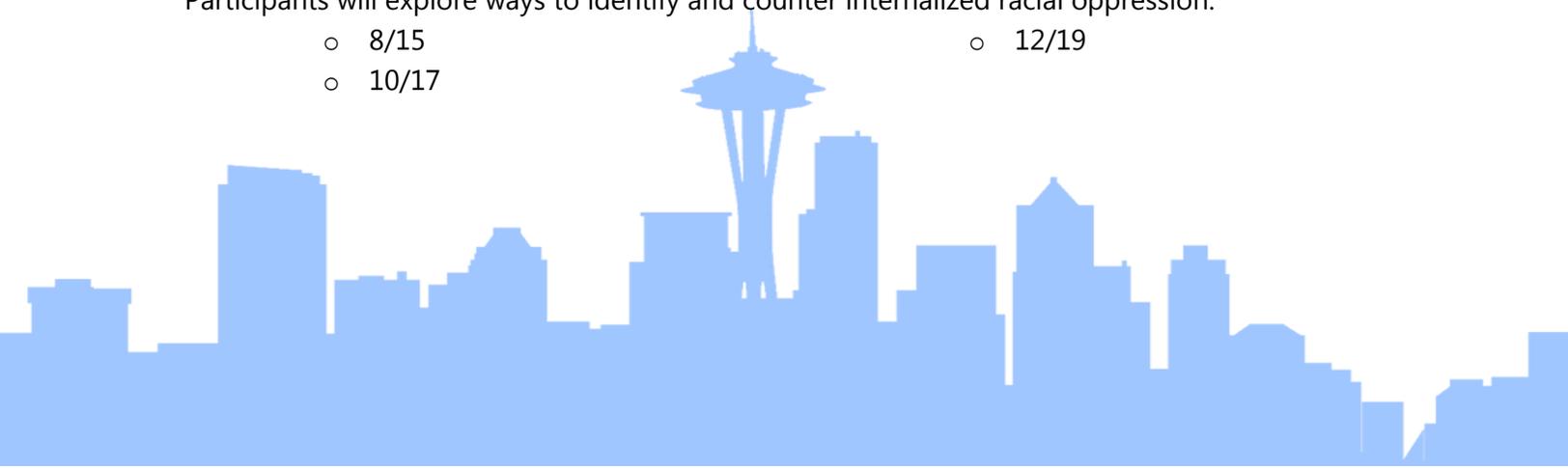
- 8/22
- 9/26
- 10/24
- 11/28
- 12/26



### Internalized Racial Inferiority (SOCR)

This three-hour training is an exploration of the process through which American conditioning, socialization and history leads People of Color to internalize racialized beliefs, ideas and behaviors about themselves, undergirding the power of White Supremacy. Participants will explore ways to identify and counter internalized racial oppression.

- 8/15
- 10/17
- 12/19





### **Internalized Racial Superiority (SOCR)**

Internalized Racial Superiority is a three-and-a-half-hour training that will explore U.S. history and how a preference for white was created. This course includes interactive activities, offer moments for reflection and includes anti-racist action steps.

- 10/3
- 11/21



### **Implicit Bias – Part 1 (SOCR)**

This three-hour training is based on the Implicit Bias Association Test (developed by Mahzarin Banaji-Harvard University and Tony Greenwald-University of Washington) to explore unconscious and hidden biases. In this training, we will explore how bias is created, the brain science behind bias, explore strategies to reduce individual bias and explore how this to apply these strategies to city work.

- 9/18
- 10/16
- 11/20
- 12/18



### **Implicit Bias – Part 2 (SOCR)**

This training is a deeper exploration of Implicit Bias. In this training, we will discuss how our implicit bias plays out in our daily lives, our workplace and in our city programs. We will identify micro-aggressions that we commit, micro-aggressions we witness and strategies to reduce our bias and how we connect with our colleagues, community members and stakeholders. This training will aid city employees in challenging bias as it plays out in our programs, workplace and our lives.

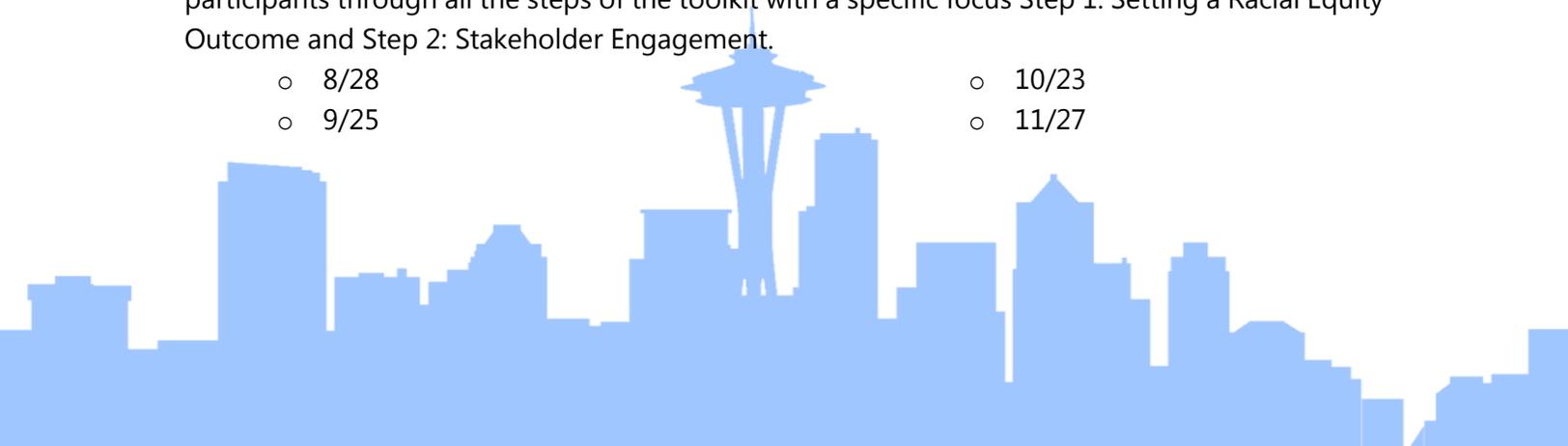
- 9/5
- 10/3
- 11/7
- 12/5



### **Racial Equity Toolkit (SOCR)**

To incorporate a racial equity framework at key decision points, we need to identify equity outcomes before strategies and programs are designed and planning to monitor outcomes for equity impacts. This three-hour training is an introduction to the Race & Social Justice Initiative's Racial Equity Toolkit (RET). The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity. This training will walk participants through all the steps of the toolkit with a specific focus Step 1: Setting a Racial Equity Outcome and Step 2: Stakeholder Engagement.

- 8/28
- 9/25
- 10/23
- 11/27



## SEATTLE CITY LIGHT EQUITY PROGRAM STAFF



The RSJI, WMBE and Environmental Equity staff welcome the opportunity to work with you. If you have ideas for how City Light can do better or would like to get more involved in implementing equity programs, please reach out to the equity staff or to a member of the RSJI Change Team.

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### Race & Social Justice Initiative

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### Environmental Equity Program

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**We all play a role in making City Light an inclusive and equitable organization.**

**Together, we power Seattle.**

