

Seattle Office for Civil Rights

2020 Work Plan Presentation

Community Economic Development Committee



Overview

1. Vision, Mission, Values
2. SOCR's Strategic Plan
3. Goals
4. Building Community Power, Trust, and Wealth



SOCR Vision

A city of liberated people where communities historically impacted by racism, oppression and colonization hold power and thrive.



SOCR Mission

To end structural racism and discrimination through accountable community relationships and anti-racist organizing, policy development, and civil rights enforcement.



SOCR Values

Authenticity in working towards racial equity and practicing and applying principles of anti-racism.

Community-led solutions and accountable community relationships

Integrity

Collaboration

Thoughtful Planning



SOCR'S Strategic Plan

- **Goal 1:** Institutional Culture Shift
- **Goal 2:** Workforce Equity
- **Goal 3:** Housing Access
- **Goal 4:** Criminal Justice
- **Goal 5:** Advance Civil Rights



Goal 1: Institutional Culture Shift

To guide and support the City of Seattle to center race in policy making, power sharing, and developing accountable community relationships and racially just practices.

Transforming internal culture requires thoughtful focus on individual behavior, technical tools, and racially just outcomes.



Goal 1: Institutional Culture Shift

Self-Insight

Directors Forum

RSJI Summit

Shape of Trust

Technical Expertise

RSJI Citywide Training

Racial Equity Toolkit TA

Caucusing

Affinity Groups

Gender Justice Training

Community Impact

Develop accountable community relationships.



Goal 2: Workforce Equity

To ensure that SOCR is a workplace where individuals can thrive, that addresses structural issues through transparent and honest communication, and where we are in accountable relationships with each other and the communities most impacted by structural and institutional racism.



Goal 2: Workforce Equity

Self-Insight

Healing circles and other processes

Professional Development

Institutional Change

Merit Pay

Change Team

Improve internal communication

Meaningful performance evaluations

Commit to examining IRO



Goal 3: Housing Access

To ensure that all people, especially those most impacted by racism and discrimination in housing which manifests as displacement and homelessness, are sheltered safely and affordably in a way that meets their needs.



Goal 3: Housing Access

Policy Development

Community Preferences Guidelines

Equitable Development Initiative

Anti-Displacement Workgroup

RSJ Analysis and Advisement

Comprehensive Plan & Chinatown ID RETs

RSJ Liaison to OH and OPCD

Civil Rights Implementation

Enforcement of the Open Housing & Fair
Chance Ordinances

Community Impact

Reduce neighborhood displacement and
increase access to affordable housing.



Goal 4: Criminal Justice

Reduce the harms of the current criminal legal model by increasing institutional understanding, ensuring community support before proposing new policies, and investing in practices that offer a path towards replacing the current system.



Goal 4: Criminal Justice

Policy Development

Reentry Work Group Recommendations

Zero Youth Detention Initiative

Community-driven harm reduction efforts

Transformative solutions to criminal legal system

Civil Rights Implementation

Education & enforcement of Fair Chance Housing

Community Impact

Investments in community-based alternatives



Goal 5: Advance Civil Rights

Center race in the development of new laws, and advance racial equity through the implementation of current civil rights laws, using proactive enforcement and community partnerships. Work to reduce barriers to access and promote self-determination.



Goal 5: Advance Civil Rights

Policy Development

Community-driven development of legal protections

Civil Rights Implementation

Restorative practices

Proactive enforcement strategies

Commit to examining IRO in provision of services

Inclusive outreach and education

Community Impact

Improve outcomes for complainants and mitigate unintended consequences of civil rights enforcement.



How can SOCR build community power & wealth?

Connecting to Our Values

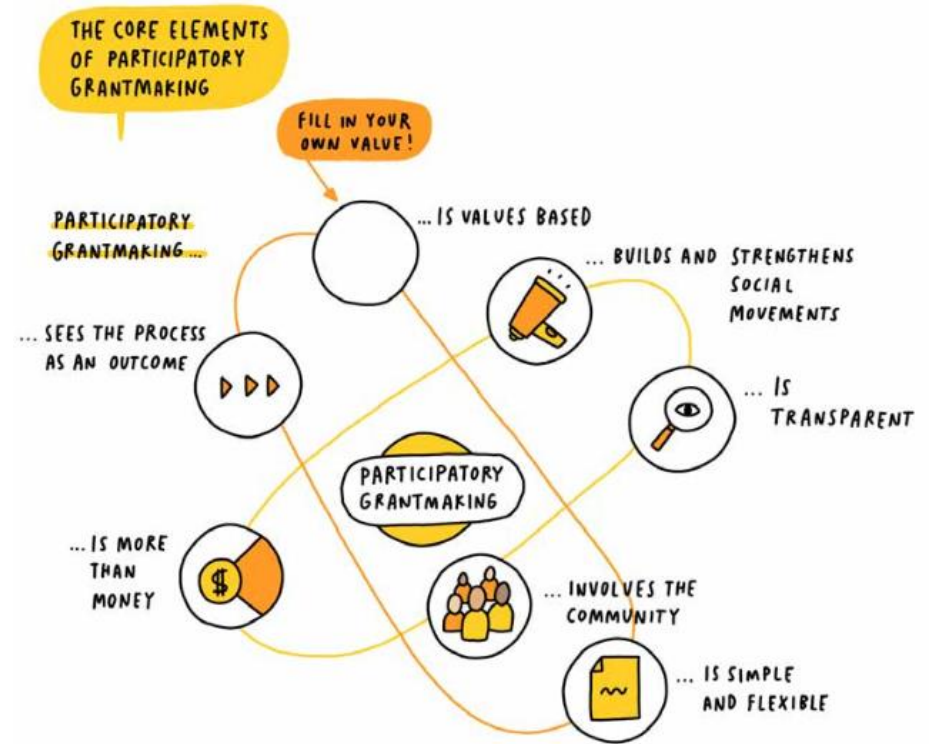
- Share planning and decision-making power with organized anti-racist communities of color.
- Ensure engagement with communities most impacted by institutional racism.
- Acknowledge and work to repair City government's role in causing harm to communities most impacted by its policies and practices.
- Consistently ensure high levels of community input, participation and leadership in policy development, execution, and implementation.
- Operate with consistency, accountability and in alignment with our stated values.



Building Power: Collaborative Grantmaking

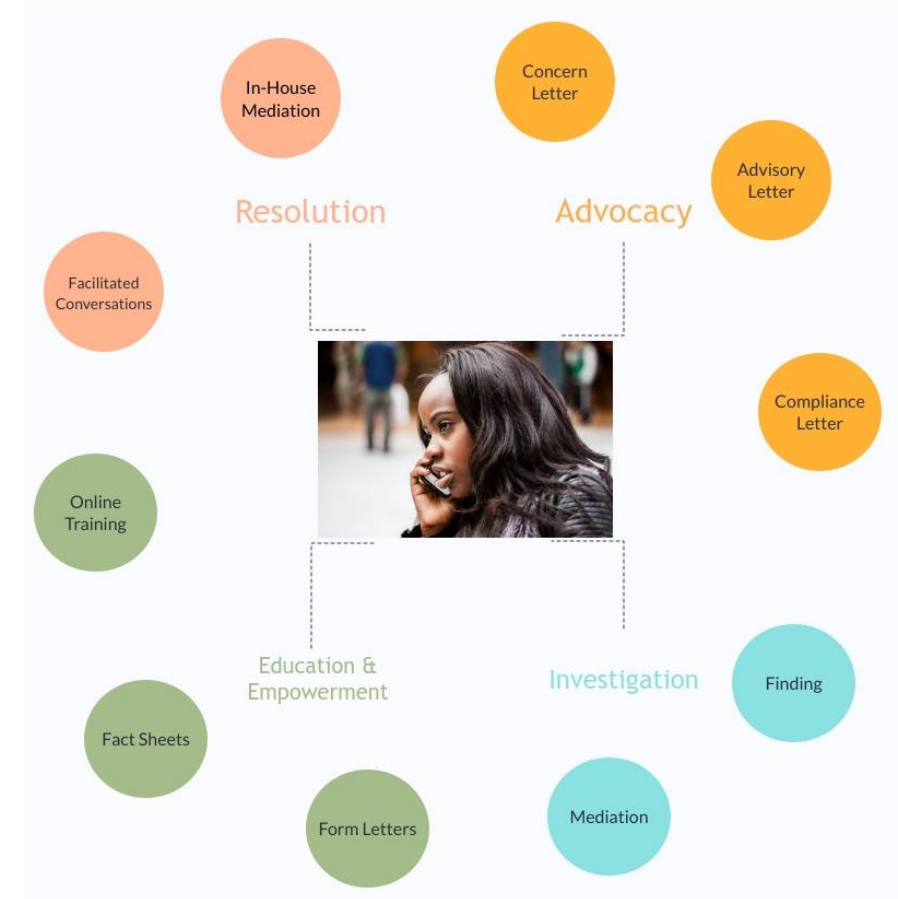
Collaborative grantmaking to distribute 1 million dollars to Community groups.

- Funding decisions made democratically by participants with agreed upon values.
- Process will value & prioritize youth and individuals most impacted by mitigating barriers to participation



Building Trust: Alternative Enforcement

Develop a Restorative Practice Model that centers healing and resolution by providing alternative options to address and remediate discrimination.



Building Wealth: Housing Access

- **Equitable Development Initiative**
- **Comprehensive Plan 2043 and RET**
- **Anti-Displacement Workgroup**
- **Community (Housing) Preference Policy and Guidelines**



Thank you.

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