

Race and Social Justice Initiative Update - CBO

Presented to Finance & Housing Committee
June 9, 2022



City of Seattle

Presentation Overview

- Anti-Racist Principles & RSJI Truths
- Race and Social Justice in Budget Changes
- Budget Process Changes
- CBO Internal Changes
- CBO Change Team and Work Plan
- RSJI Budget Development Evaluation Draft Rubric
- CBO & OCR Collaboration



Anti-Racist Principles & RSJI Truths

- Anti-Racist Principles and RSJI Truths are important RSJ resources discussed within CBO and with department Finance Managers.
- A couple to highlight:

Gatekeeping (Anti-Racist Principles: <https://pisab.org/our-principles/>)

- Persons who work in institutions often function as gatekeepers to ensure that the institution perpetuates itself. By operating with anti-racist values and networking with those who share those values and maintaining accountability in the community, the gatekeeper becomes an agent of institutional transformation.

Truth 4: We're all part of the picture. None of us asked for this and we all have roles to play. (RSJI Truths: https://www.seattle.gov/Documents/Departments/RSJI/RSJI%20Truths_10.13.20.pdf)

- It's not possible to live in the United States and not experience the impacts of colonialism, structural racism, and other intersecting forms of oppression (unearned advantage or disadvantage) on our lives. None of us are responsible for the past; but all of us are responsible for the present and to some extent, the future.



Race and Social Justice in Budget Changes

- Budget requests include an assessment of equity impacts:

How does this proposal increase or decrease racial equity or affect vulnerable or historically disadvantaged communities? Please note if you used or plan to use the Racial Equity Toolkit (RET) for this proposal.

How does this proposal incorporate Language Access Plan strategies (translation, interpretation and in-language community outreach), and what is the estimated expenditure?

If this proposal has negative effects on RSJI or Language Access, what mitigation have you considered?

- Impacts discussed in review with Mayor's Office



Budget Process Changes

- Budget Process
 - Encouraged departments to broaden budget deliberations to include department change teams or equity leads
 - Provided racial equity questions for department finance staff to consider in budget development
 - Hosted feedback/listening sessions with departments to debrief and learn from 2021 in preparation for 2022



CBO Internal Changes

- **Officewide**
 - Created a new stand-alone CBO Change Team to sharpen focus and attention
 - Adopted a change team charter and created work plan
 - Elected Co-chairs, Core Team members representing each department division
- **Hiring**
 - Updated job posting to remove barriers, focus on talent and alignment not just experience/education
 - Promoted more actively to underrepresented potential applicants



CBO Change Team

Values

- Establishing a culture of experimentation
- Building on existing groups and resources
- Recognizing CBO's role as stewards of equity in the City's budget



Change Team Work Plan

1. Internal Equity Forum

- a. Creating an internal system of wholistic analysis to use during the budget process

2. Identifying Equity Indicators

- a. Crafting tools to measure and track equity progress
- b. Working with existing program evaluation efforts in the City

3. Budget Development Evaluation Rubric

- a. Enhancing existing rubric
- b. Supporting departments with tools to help them practice internal budget process transparency



RSJI Budget Development Evaluation Draft Rubric

- CBO and RSJI debriefed 2022 budget input.
- RSJI developed a rubric inspired by the [Continuum on a Becoming an Antiracist Multicultural Organization](#)
- Rubric developed by OCR to guide conversations between:
 - RSJ advocates (e.g., Equity Leads, Change Teams)
 - Department leadership and finance team
- CBO asked departments to try using the rubric during budget process, provide feedback.
- Anticipate learning from implementing the rubric and continue to refine.



CBO & OCR Collaboration

- Partnered with Seattle Office for Civil Rights to provide training for finance staff and City Budget Office staff.
- Partnered with WEPAC (Workforce Equity Planning Action Committee) to develop budget decision Staffing Equity Tool and RSJ questions to support budget development.
- RSJI Change Team Co-leads, other RSJ advocates invited take on a larger consulting role in budget development.
- Responses from departments on RSJ questions were analyzed and used to inform future policy considerations.
- Continue to meet bi-weekly to deepen relationships and advance progress.



Questions?