

# Race and Social Justice 2020-2021 : Update to the Seattle City Council

How we practice Equity at SDOT

# Our Vision, Mission, Values, & Goals

Seattle is a thriving equitable community powered by dependable transportation. We're on a mission to deliver a transportation system that provides safe and affordable access to places and opportunities.

## Core Values & Goals:

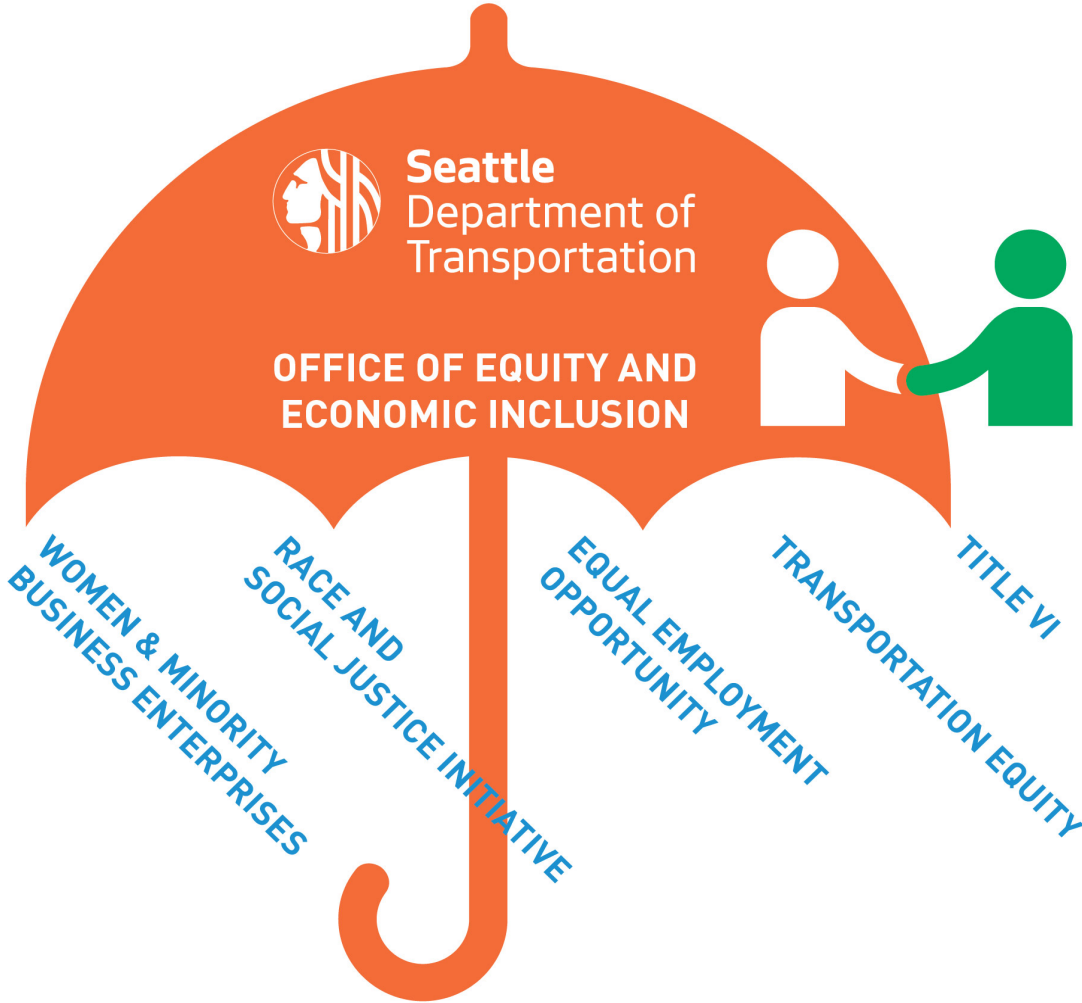
Equity, Safety, Mobility, Sustainability, Livability, and Excellence.

# Presentation Outline

- **Equity at SDOT 2020 - 2021**
  - TEF Video
  - Office of Equity & Economic Inclusion
  - Transportation Equity
  - Equal Employment Opportunity / Title VI
  - Women & Minority Business Enterprises / Contracting Equity
  - Race & Social Justice Initiative (RSJI)
  - RSJI Change Team
- **Resources**
- **Question & Responses**



# Office of Equity & Economic Inclusion (OEEI)



## PARTNERSHIP

Race and Social Justice Initiative Change Team  
Employee Resource Groups  
Transportation Equity Workgroup

**2020-2021 Highlights** include key hires to build our team

- Hired new RSJ Strategic Advisor
- Created EEO Program : Hired first EEO/Title VI Program Manager
- Hired new Transportation Equity Program Manager

# Seattle's Race and Social Justice Initiative

## Goals

End institutional racism in City government

Promote inclusion and full participation of all residents

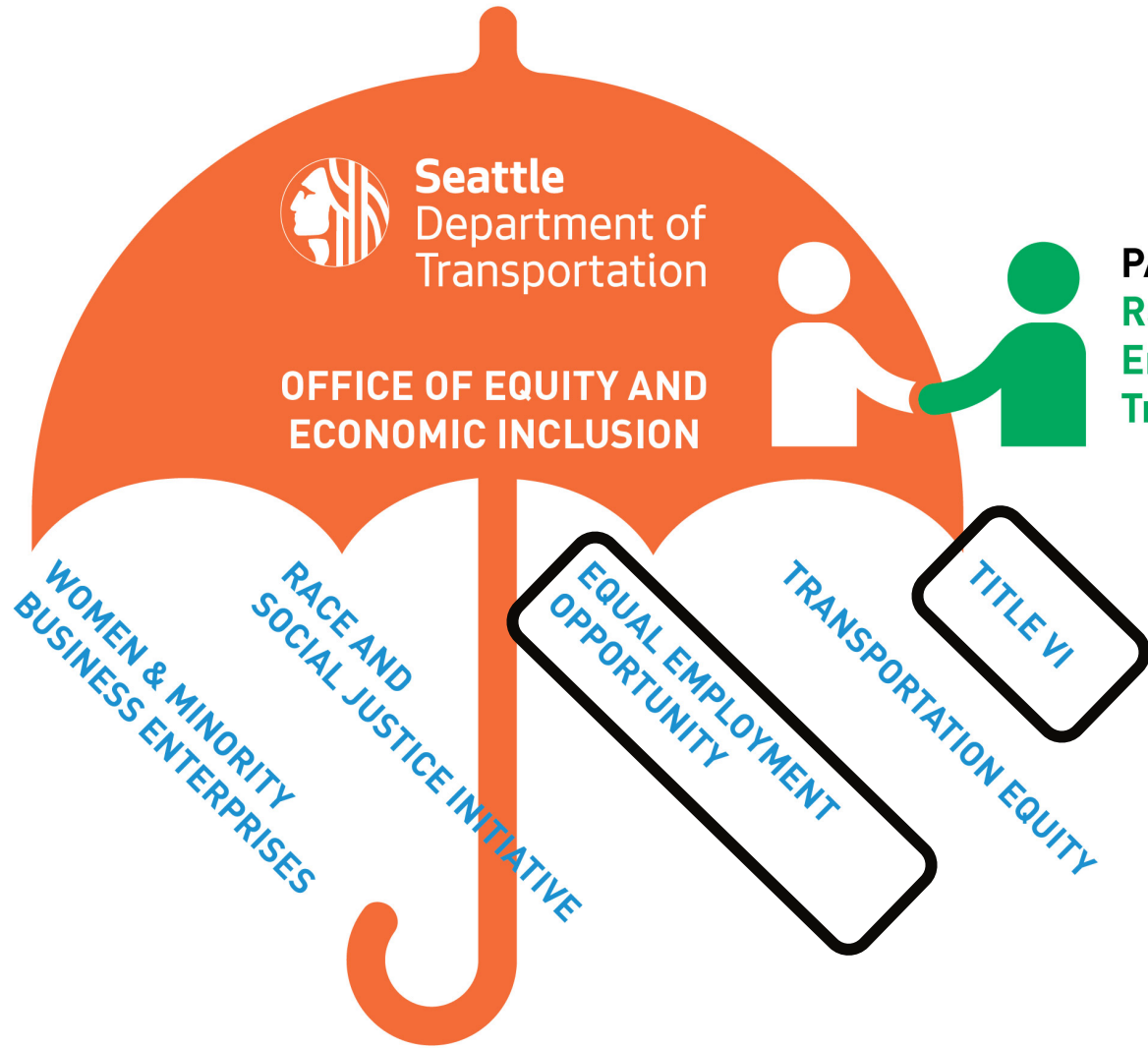
Partner with the community and other institutions to create racial equity

## Vision

Through our work, SDOT will end institutional racism, biases, and inequity in our transportation system, workforce, and intersections with institutionally racist systems

# Equity Professional Development at SDOT

- **Require minimum 2.0 hours of annual RSJI training, E3 Goals**
- **Transportation Equity Leadership Cohort:**
  - 55-person pilot building relationship and leadership skills
  - Guiding Council (assessment component)
- **Brave Spaces / Safe Spaces learning modules:**
  - Open to all SDOT employees to build foundational knowledge of equity
  - Framing and history of racism, Implicit bias & Power dynamics
- **Employee Resource Groups:**
  - Black Employee Support Team (BEST)
  - LatinX Caucus
  - RISE API (**R**ally for **I**nclusion, **S**olidarity, and **E**quity, **A**sian **P**acific Islanders)
  - WiiM (Women in Motion)
  - Anti-Racist White Allies (ARWA)
  - LGTBQ+
- **EEO Trainings / Title VI Trainings**
- **WMBE Advocate Series / Contracting Equity**



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# Equal Employment Opportunity (EEO)

- Expand portfolio for the City and SDOT promoting strong commitment to our employees and the diverse community served
- Ensure equal employment opportunity is an ongoing process, and not a static "point in time" evaluation
- Submitted our first EEO Plan to the Federal Transit Authority March 2021



Senior Program for Transportation Equity



# Title VI of the Civil Rights Act

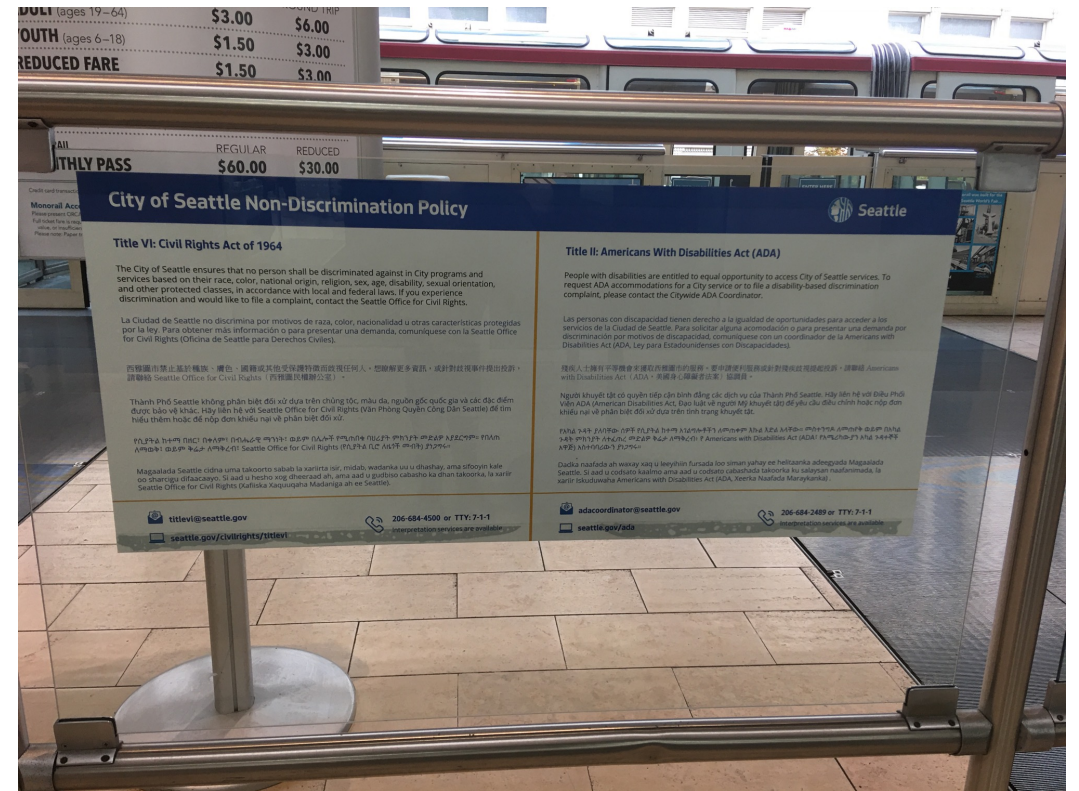
- The City of Seattle operates its programs, services, employment, contracting, or activities without regard to race, color, national origin, disability, sex, age
- 2020 Title VI Plan set a new organizational structure designating a role for compliance. Citywide efforts are led through the Seattle Office of Civil Rights



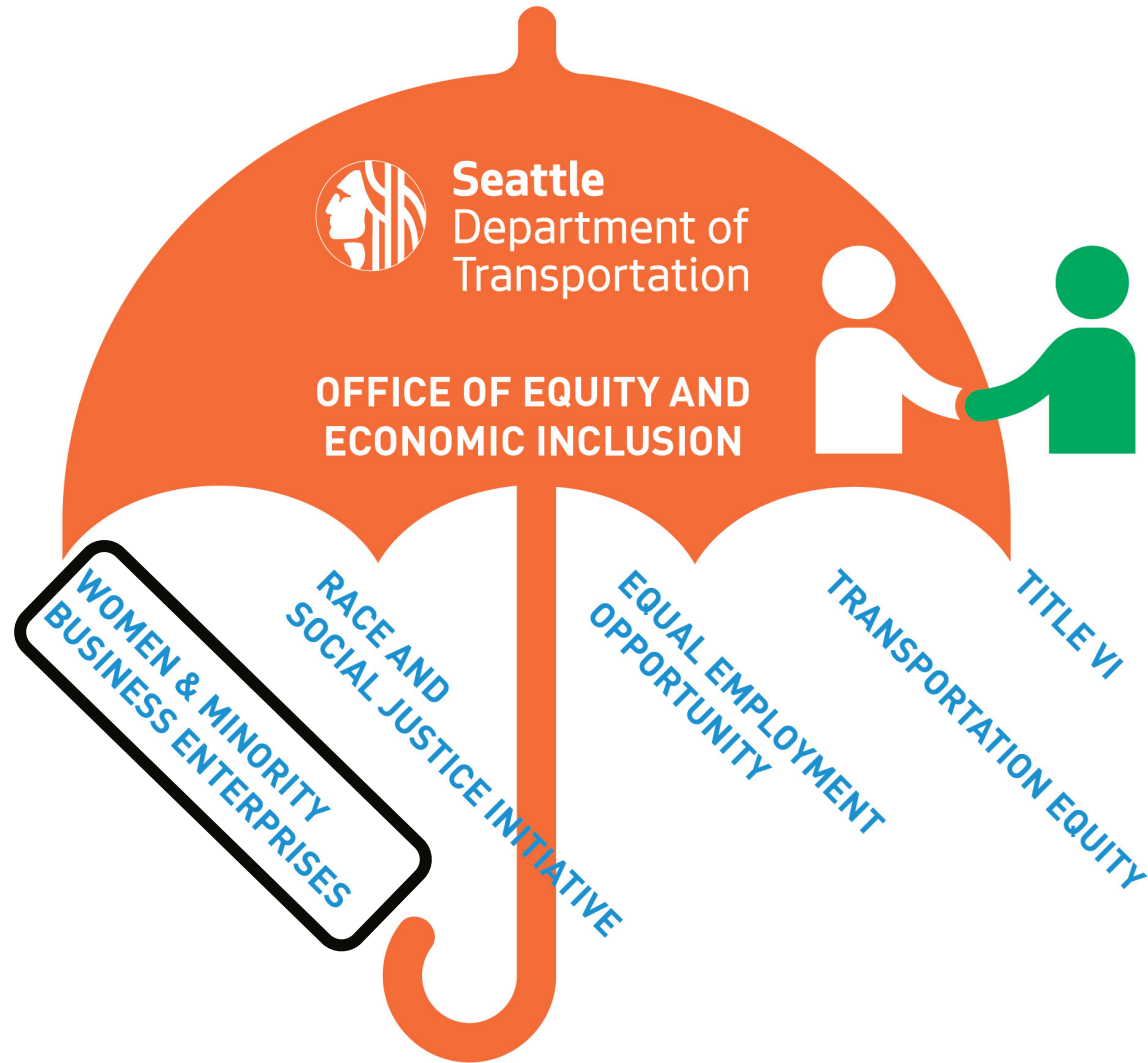
First Hill Streetcar in the CID

# Title VI of the Civil Rights Act

- We simplified our Title VI posters on the Seattle Monorail and Streetcar



Poetry on Buses



**PARTNERSHIP**

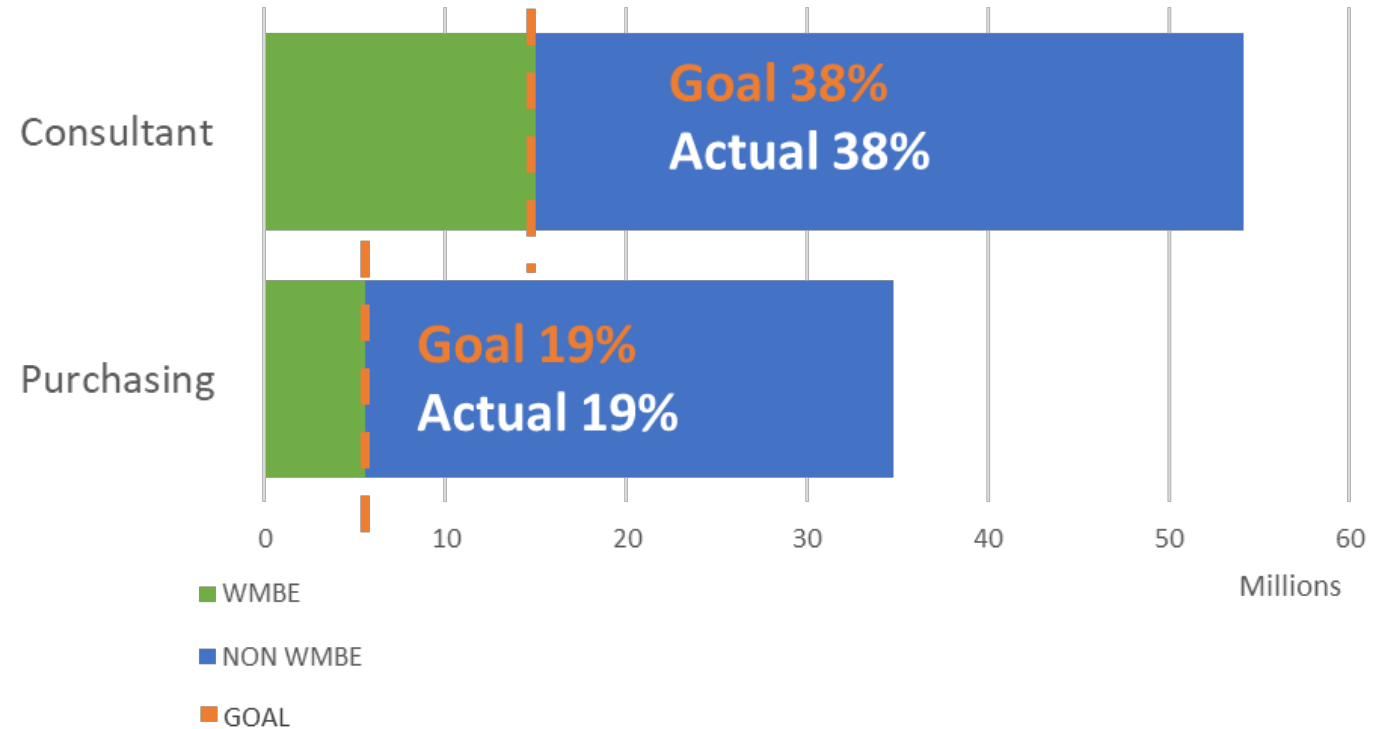
- Race and Social Justice Initiative Change Team
- Employee Resource Groups
- Transportation Equity Workgroup

# WMBE Commitments

- **Reach Levy to Move Seattle 23% WMBE goal**
  - Currently at a 21% (over \$101M to WMBE firms)
- **Meet 2022 SDOT WMBE Goals (Levy and non-levy combined):**
  - 38% consulting, 19% purchasing
- **Share upcoming project information with WMBE community**
- **Train and support staff**

# 2021 WMBE outcomes

- **\$88.9M** total spend in Consulting and Purchasing
- **\$20.5M** to WMBE primes in Consulting and Purchasing
- **\$15M** to WMBE primes in Consulting
  - Since 2012, SDOT has increased its WMBE consultant utilization from 3% to 38%
- **\$5.5M** to WMBE primes in Purchasing
  - Since 2012, SDOT increased its purchasing spend to WMBE primes by over \$4.1 million



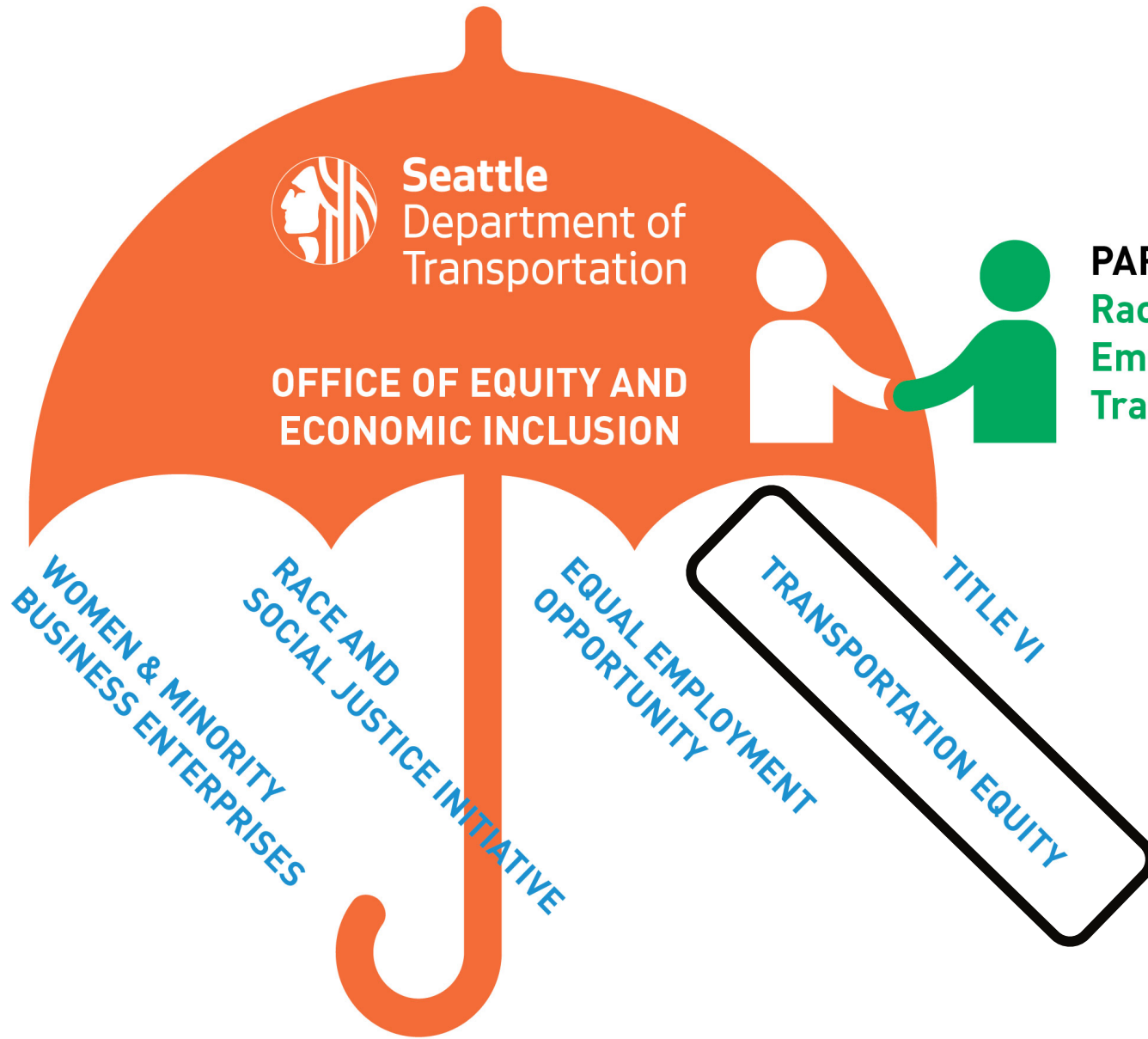
# 2022 Contracting Equity

- **Contracting Equity beyond WMBE commitments**
- **Economic Development TEF Values**
  - Allows SDOT to approach Contracting equity beyond WMBE commitments and create a holistic approach to ensuring equity within our contracting system.



# Transportation Equity Program | Program Overview





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# Transportation Equity Program

## What:

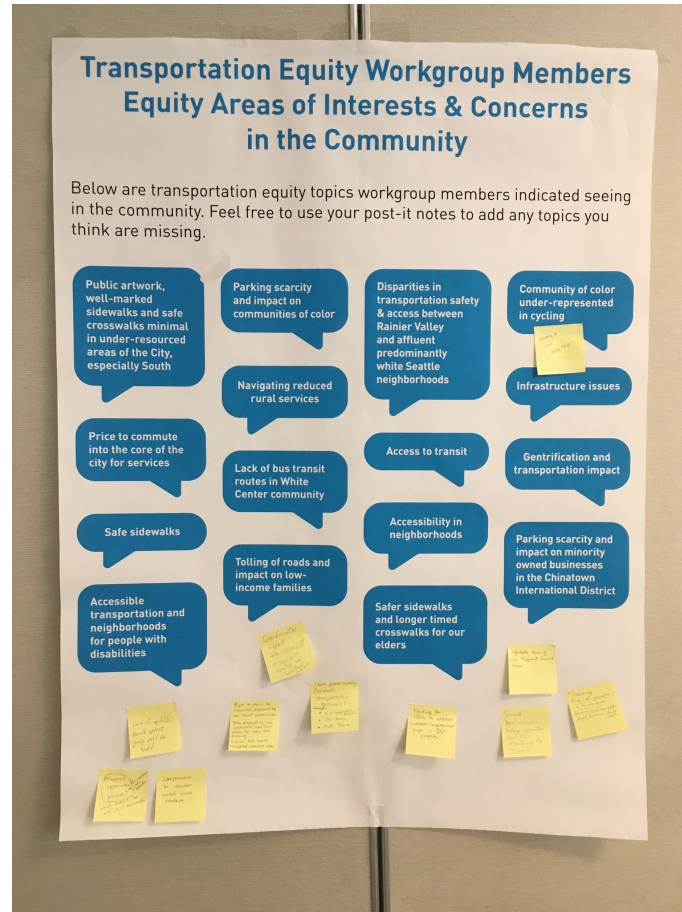
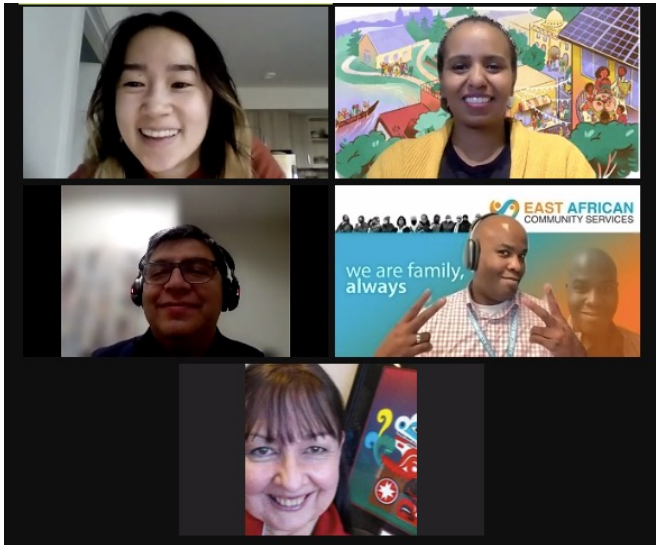
- Provide policy and strategic advice to create equitable, safe, environmentally sustainable, accessible, and affordable transportation system.
- A transportation system that supports Black, Indigenous and People of Color (BIPOC) communities and communities historically and currently underinvested by government.

## Result:

- Transportation Equity Workgroup (TEW)
- SDOT Transportation Equity Framework (TEF)



# Community- and staff-led process

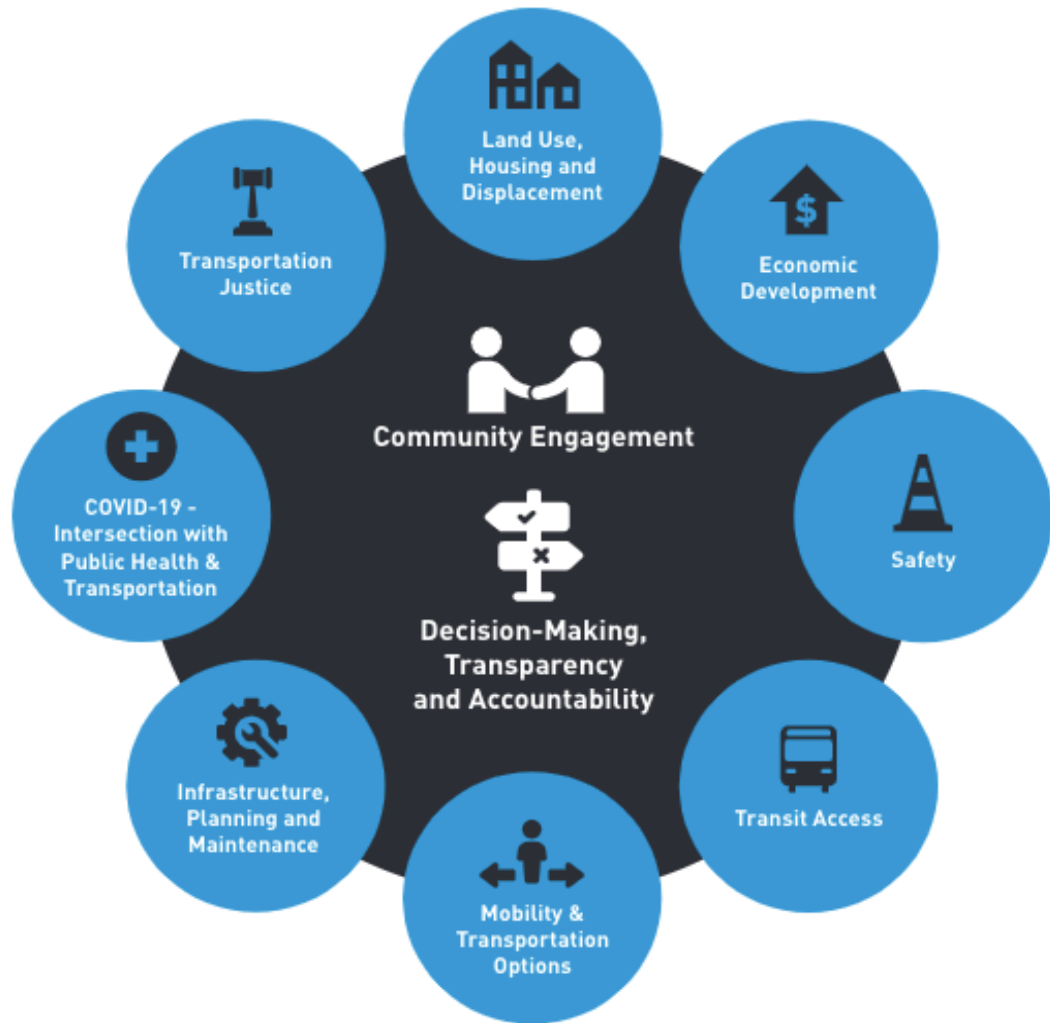


*“It’s been an exciting journey serving on the Transportation Equity Workgroup (TEW), and a pleasure to co-create SDOT’s first-ever Transportation Equity Framework (TEF). This document is an important step in addressing the transportation inequities and the injustice our Black, Indigenous and People of Color (BIPOC) and vulnerable communities experience, and we are honored to have the platform to contribute community-guided equity strategies for the framework.”*

*- TEW Members*

# Transportation Equity Framework

## Part 1: Values & Strategies

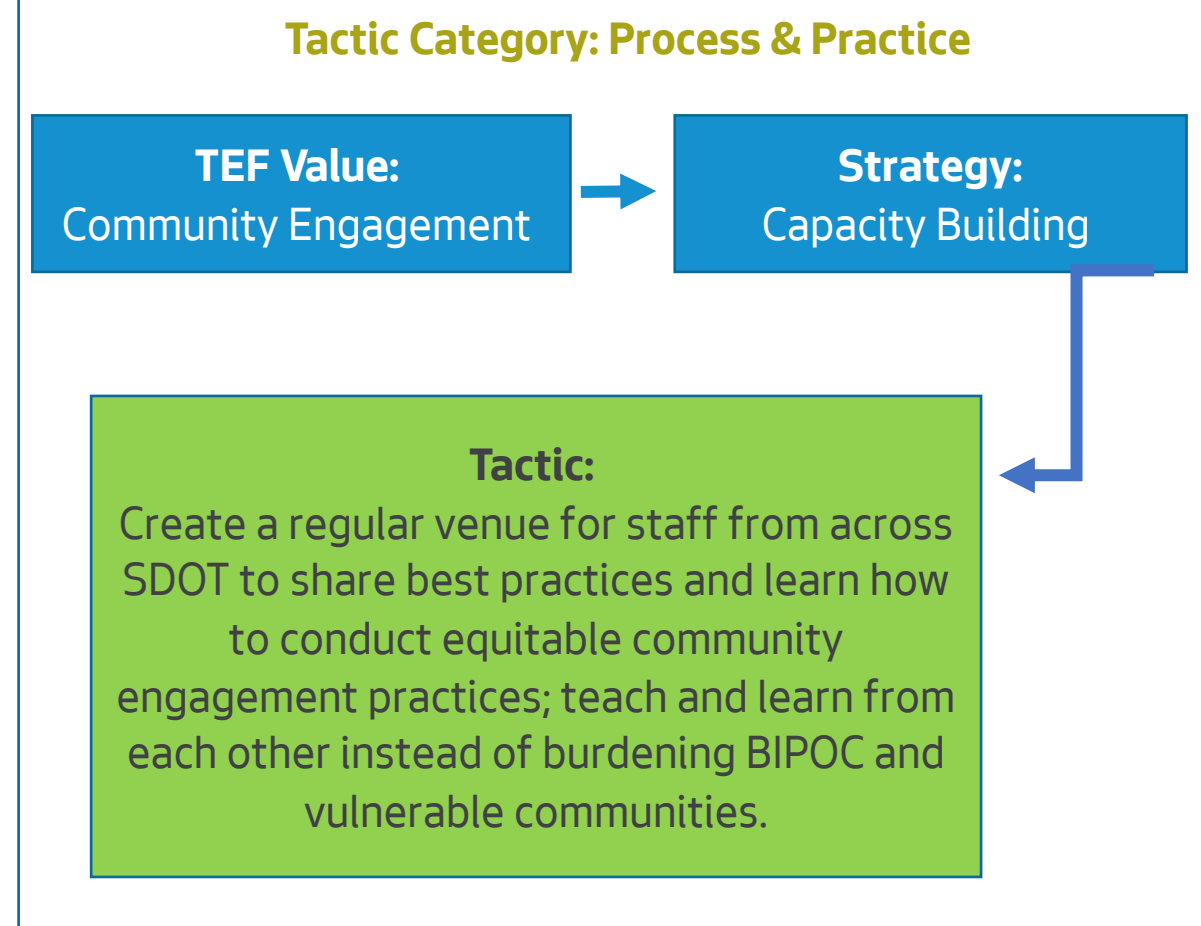
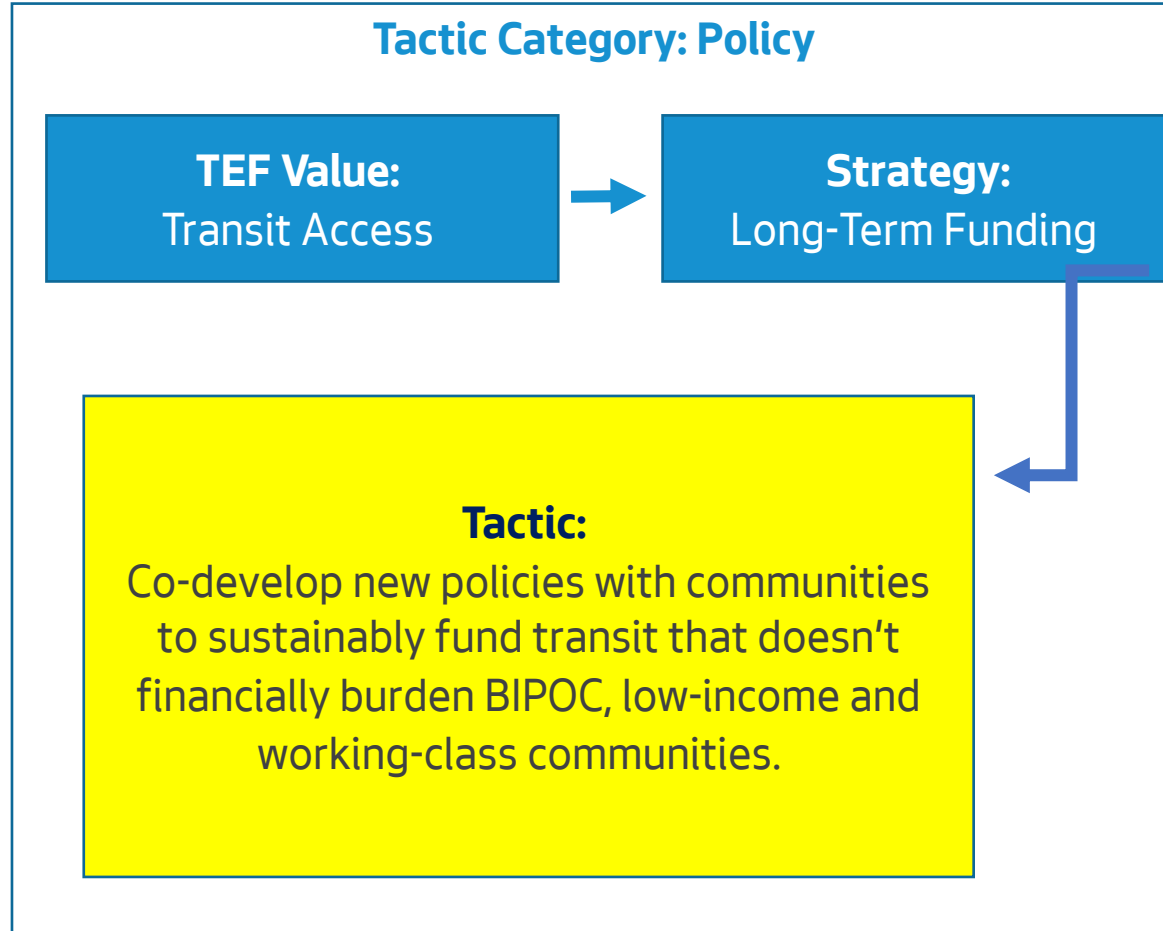


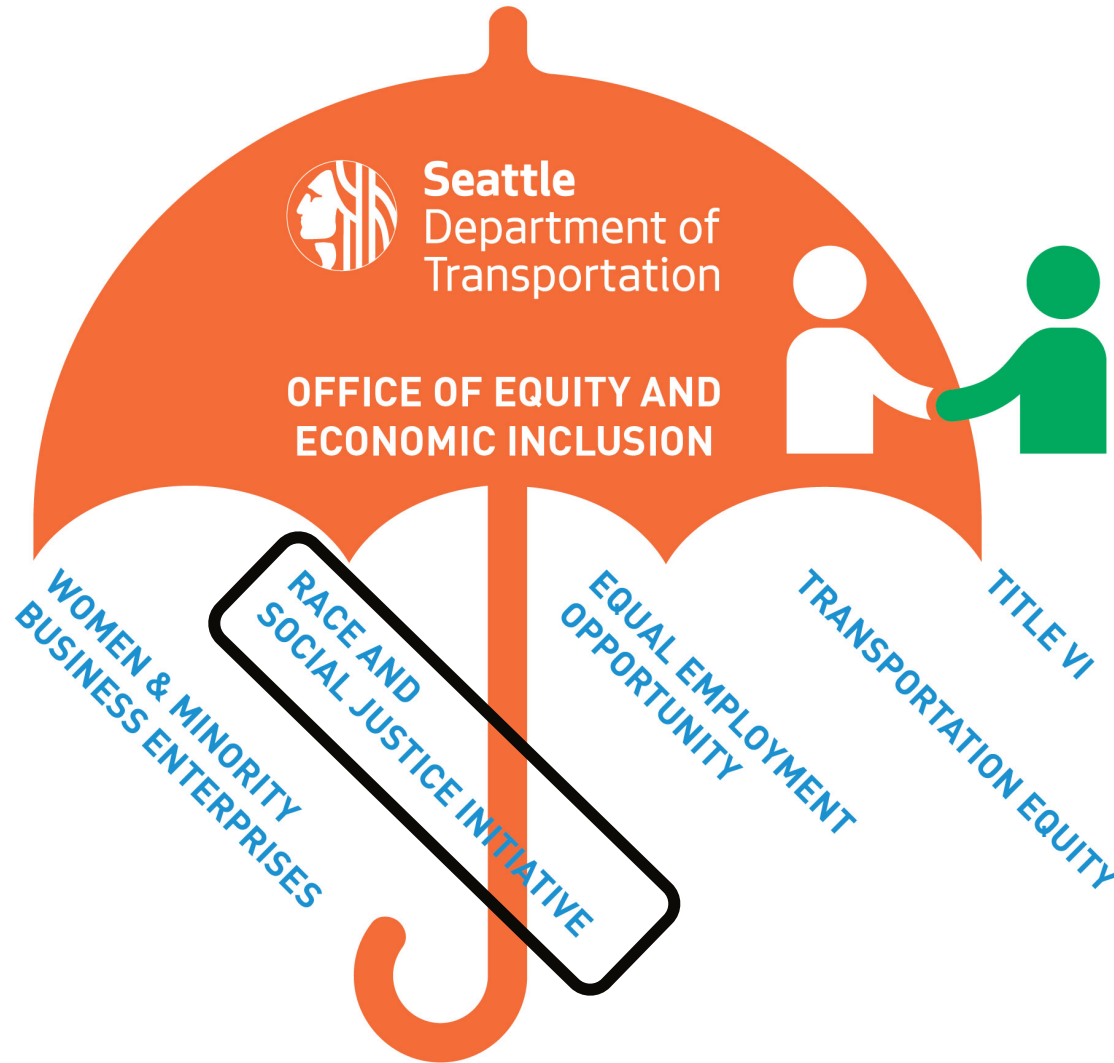
- Since 2019, SDOT has committed resources and collaborated with 11 community members and now have a framework with over 200 tactics focused on equity.
- TEF guides the actions of SDOT employees for years to come, and centers the City's Race & Social Justice Initiative (RSJI)

# Transportation Equity Framework

## Part 2: Implementation Plan

*A plan to evolve government policies and operations*





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# How did SDOT create space for people to share their reflections, anger, fear, and joy?

- **TELC (Transformational Equity Leadership Cohort) -**

*"[It was] different to illuminate how important it is to get to know each other as a part of racial equity work."*

Strategic Questioning  
Conocimiento

- **Circle Processes - "Circle processes improves our work."**

TEF Labs

# RSJI Change Team 2020-21

Team of employees working together to help achieve RSJI goals

**Learning & Practice Subgroup**

**Communications Subgroup**

**Transportation Equity Implementation Subgroup**

**Tri-chairs and Alumni Advisor**

**Work Plan/Racial Equity Toolkit Subgroup**

# 2021 Racial Equity Toolkit (RET) Examples

- **West Seattle Bridge Program (5 projects)**
  - Reconnect West Seattle
  - Mobility Action Plan
  - Bridge Rehabilitation
  - High-Rise Bridge Replacement Planning
  - Low Bridge Access
- **12th Ave S Vision Zero Corridor**
- **East Marginal Way Corridor Improvements**

Community stakeholders for Rainier Ave traffic safety work. Photo by SDOT



# Public Engagement

We make engagement more inclusive by:

- Transcreating materials and sharing in multiple languages on radio, print media, web
- Partnering with the Department of Neighborhoods, including the Community Liaison program
- Exploring compensation for some types of engagement work with community-based organizations
- Continuing to meet people where they — shopping centers, community centers, places of worship, online community meetings



資料簡報

## BEACON HILL (燈塔山) 單車路線

2020年7月

TRADITIONAL CHINESE

### 項目介紹

SDOT將分段修建一條從Dr. Jose Rizal Bridge (扶西萊刺大橋) 至Beacon Ave S與39th Ave S交匯處的單車路線。第1段從Dr. Jose Rizal Bridge開始至S Spokane St。第2段從S Spokane St開始至S Myrtle St。第3段從S Myrtle開始至S 39th St。市府正在考慮一系列單車改進設施, 包括有保護設施的單車道以及社區綠道。施工預期將於2023年開始。

### 項目收益

此單車道將:

- 為騎單車的人士提供改進設施, 促進他們在東南西雅圖的出行安全。
- 為來自南金縣的人士提供更便利的單車路線連接, 並在東南西雅圖修建重要的單車基礎設施
- 將人們連接至輕軌、公共交通設施、步道, 以及一些Beacon Hill最熱門的社區目的地

### 預定進度

從2020年春季開始: 早期設計  
2020年8月: 徵求社區對於第1段路線的回饋意見  
2020年9月: 徵求社區對於第2段與第3段路線的回饋意見  
2020年目前: 向附近居民、商家、社區成員與機構進行額外徵詢  
2020年秋季: 公佈首選路線方案  
2020年晚些時間: 完成30%的設計工作  
2023年: 開始施工



建立新的單車連接, 創造更安全的街道

### 相關項目

- 我們正在與地區其他項目緊密協調, 其中包括:
- 12th Ave S Vision Zero (零傷亡願景) 項目
  - S Columbia Way / S Alaska Street鋪面項目
  - Stay Healthy Streets (保持健康街道) - Beacon Hill北部與南部

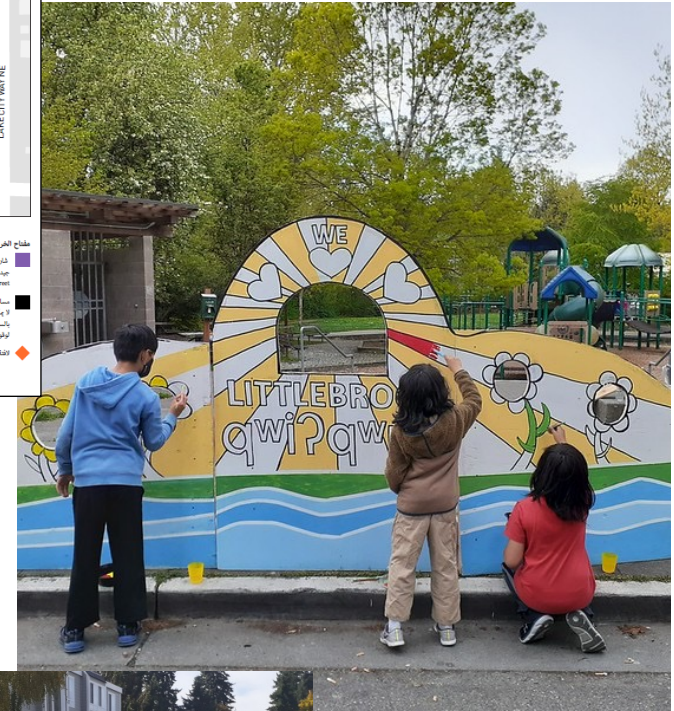
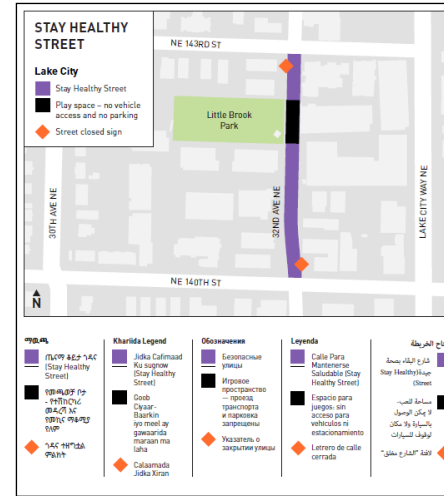
### BEACON HILL單車路線備選方案

本項目將從Dr. Jose Rizal Bridge延伸至Beacon Ave S與39th Ave S的交匯處, 共包含三個路段的設計與施工。

項目資金來自於選民於2015年投票通過, 為期9年的Levy to Move Seattle稅收計畫。請至[www.seattle.gov/LevytoMoveSeattle](http://www.seattle.gov/LevytoMoveSeattle)了解更多有關該稅收計畫的資訊。

# Highlight: Little Brook Stay Healthy Street Pilot

- Generated through Community Liaison request
- Paid community-based organization to scope and co-lead outreach
- Collected 141 surveys this spring: 99 in English, 40 in Spanish, and 2 in Amharic. 81% were in favor of making the Stay Healthy Street space permanent.
- Building on community lead park visioning project already underway



# Resource Links

- [OEI Website](#)
- [Transportation Equity webpage](#)
  - [Transportation Equity Framework Dashboard](#)
- **Moving the Needle Reports**
- [EEO Report 2021-2025](#)
- [2014-2017 Title VI Report to the Federal Transit Administration](#)
- [2020 Annual Title VI Update & Accomplishment Report](#)
- [RSJI website : RACE AND SOCIAL JUSTICE INITIATIVE 2019 - 2021 STRATEGY](#)
- [WMBE webpage](#)



SDOT Youth Transit Ambassador Pilot Program

From the entire SDOT equity team  
**Thank you!**

# Questions?

## Stay in touch:



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<https://www.seattle.gov/transportation/about-us/office-of-equity-and-economic-inclusion>

