

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.

1. BILL SUMMARY

Legislation Title: A RESOLUTION endorsing the 2023-2024 Legislative Department Racial Equity Work Plan developed by the Legislative Department’s Race and Social Justice Initiative Change Team to improve racial equity in the Legislative Department and The City of Seattle.

Summary and Background of the Legislation: This resolution would adopt an inaugural work plan to center racial equity in Legislative Department (Department) policies and practices and reflects a multi-year effort of the Department’s Race and Social Justice Initiative Change Team (Change Team) to create a more equitable and inclusive workplace.

Under this plan, Change Team members will collaborate with Department leadership to work toward:

- Creating a workplace culture that is welcoming and inclusive, especially for its BIPOC¹ employees;
- Ensuring that all employees meet a high standard for training and consistently apply a racial equity lens to their work; and
- Strengthening recruitment and retention of BIPOC staff through equitable opportunities for career growth.

The Council’s adoption of this resolution would demonstrate a public commitment to centering racial equity in the department and serve as a model for other City departments working to create equitable and inclusive organizations.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? Yes No

¹ “BIPOC” refers to individuals who are Black, Indigenous, or from another community of color. “People of color” refers to individuals who are one or more races including: American Indian or Alaska Native, Black or African American, non-White Latino/a/x or Hispanic, Middle Eastern or North African, Asian, and Native Hawaiian or Pacific Islander.

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

The work plan intentionally prioritizes outcomes that can be achieved in a two-year period with minimal need for additional resources. Action items are intended to leverage existing resources (e.g., existing professional development funds) and align with ongoing efforts to limit requests for more resources as the City faces budget sustainability issues.

Are there financial costs or other impacts of *not* implementing the legislation?

No.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

The work plan includes opportunities for consultation and collaboration with other City departments, including but not limited to the Seattle Department of Human Resources and Seattle Office for Civil Rights.

b. Is a public hearing required for this legislation?

No.

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

d. Does this legislation affect a piece of property?

No.

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

The City of Seattle recognizes that every City employee plays a role in ending institutional and structural racism. This work plan seeks to leverage the collective efforts of department employees (including Change Team members, leadership, and staff) and other City departments to gradually shift the department's culture toward more equitable and inclusive practices. These organizational changes would help the department better serve its employees, the City, and the residents of Seattle.

f. Climate Change Implications

1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?

N/A

- 2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle’s resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

N/A

- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program’s desired goal(s)?**

N/A

Summary Attachments:

None.