

SDHR Race & Social Justice Initiative 2016 Activities & Accomplishments

Seattle City Council
Affordable Housing, Neighborhoods and
Finance Committee

February 15, 2017



2016 Accomplishments

- Change Team Reset
- Toolkit Application
- RSJI Assessment Pilot Participant
- Workforce Equity Strategic Plan
- WMBE Goals



Change Team Reset

- Revised charter/developed process for bringing in new members
- Held Executive Team/Change Team Retreat
- All managers, change team members and WFE partners attended 2-day Undoing Institutional Racism Training
- Developed RSJI training requirements for all SDHR employees and delivered Implicit Bias training to department (78% completed)
- Continued partnership with Change Team and Managers to create 2017 RSJI work plan



Toolkit Applications

Within Department & Citywide Initiatives

- E3 Employee Performance Management Program (2 toolkits)
 - Philosophy
 - Citywide Core & People Manager Competencies
 - Optional Department-specific Competencies
- Introduction to Liberating Structures Training
- Workplace Investigations Training
- Emerging Leaders Training
- Workforce Equity Strategic Plan (steps 1 & 2)



RSJI Assessment Pilot Participant

- Engaged SDHR employees at every step
 - Surveys
 - Focus Group Discussions
- Results/**Changes**
 - Need improved communication to employees about initiative accomplishments/**RSJI component of every SDHR all-staff meeting**
 - Critical to involve Change Team and managers when developing RSJI plans/**Change Team and managers session to develop & finalize plan**
 - Important to approach all SDHR work with an equity lens/**developed equity lens questions to apply to new & revised programs, policies, etc. when RET not possible**



Workforce Equity Strategic Plan

- Led by Racial Equity Toolkit - conducted extensive stakeholder engagement
 - Benchmarking review of 11 employers
 - 18 listening sessions with 253 employees
 - Employee survey with 4,454 survey responses
 - 27 leadership interviews – including Executive Office, Council Department Heads and Labor
 - Literature Review
- Developed citywide definition for Workforce Equity
- Fully staffed department's Workforce Equity Team



Workforce Equity Strategic Plan (continued)

- Framed platform & workforce investment strategies
- Key 2017 Initiatives – Platform Strategies
 - HR Consolidation
 - Exit Survey
 - Workforce Equity Planning & Advisory Committee (WEPAC) planning
 - Police/Fire testing assessment
 - Data measurement determinations
 - E3 Performance Management Pilot



Workforce Equity Strategic Plan (continued)

- Key 2017 Initiatives – Workforce Investment Strategies
 - Employment Pathways
 - IDT planning
 - Green Jobs Initiative
 - Support of MYEI/SYEP (SDHR hosted 5 SYEP youth in 2016)
 - Paid Parental Leave/Paid Family Care Leave
 - City Leadership Academy
 - Emerging Leaders Training Program
 - Lynda.com web-based training catalog



WMBE 2016 Goals

- In 2016, made decision that all consultants contracting with SDHR must undergo RSJI training.

	2016 WMBE Goal %	2016 WMBE Actual %	2016 WMBE Actual \$
Consulting & Services	20%	65%	\$945,617*
Purchasing	20%	17%	\$278,923
Grand Total	20%	40%	\$1,224,540

*2016 WMBE Actual \$ was modified from FAS generated report to include one known WMBE consultant currently designated as non-WMBE



Thank You!!

Any questions?

Presenters:

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