

 Seattle Department of

**Neighborhoods**

**2014 Year-End Report**

# **RSJI Work Plan Highlights**

**February 10, 2015**

# Minimize residential & business displacement

Partnered with the OED and Rainier Valley Community Development Fund to recruit and provide business training to historically underrepresented business owners using our Public Outreach & Engagement Liaisons (POELs).

- 80+ historically underrepresented businesses attended the training.



# Achieve racial equity in geographic and financial access to healthy food

Increase healthy foods available and accessible in lower income neighborhoods and/or for community members in need.



- 41 of 89 P-Patches have dedicated “Giving Garden” plots where produce is grown and donated to local food banks and feeding programs.

# Achieve racial equity in service delivery & resource allocation

Provide equitable access to racial, ethnic, refugee, & immigrant groups funded by the Neighborhood Matching Fund.

- 50+ racial, ethnic, refugee and/or immigrant projects funded by NMF program.
- Over \$900,000 was awarded with more than \$1.5 million provided as community match.



# Achieve racial equity in city departments' service delivery & resource allocation

Through the POEL Program, involve community members in 3 community development/neighborhood planning update processes.

- Lake City, Central Area, and Delridge.
- 500+ community members provided invaluable input.

POELs assist departments with outreach and/or engagement.

- Supported 13 projects for DPD, SDOT, OED, HSD, OH.



# Achieve racial equity in life expectancy with access to healthy activities and food

Through Duwamish River Opportunity Fund, support community's priority for a healthier lifestyle and access to healthy food in South Park and Georgetown.

- \$250,000 awarded to support nine projects.



# City's workforce reflects or exceeds the racial demographics of its communities

Apply Workforce Equity and Human Resources RSJ best practices in hiring process.

- Of the four people hired in 2014:
  - Three are people of color.
  - Two are women.

# City's workforce reflects or exceeds the racial demographics of its communities

Conducted analysis of position categories and representation.

- Officials/Managers – 75% female; 75% people of color.
- Professionals – 74% female; 46% people of color.
- Paraprofessional - 100% female; 100% person of color.
- Office Clerical – 83% female; 50% people of color.



# Increase racial equity in city contracting and purchasing

Develop and implement WMBE plans, strategies and training to help achieve goals.

- WMBE purchasing goal: 50%; Achieved 61%.
- WMBE consulting goal: 41%; Achieved 53%.
- **Highest utilization of all city departments!**