

Race and Social Justice 2022-2023 : Update to the Seattle City Council

How we practice Equity at SDOT

Our Vision, Mission, Values, & Goals

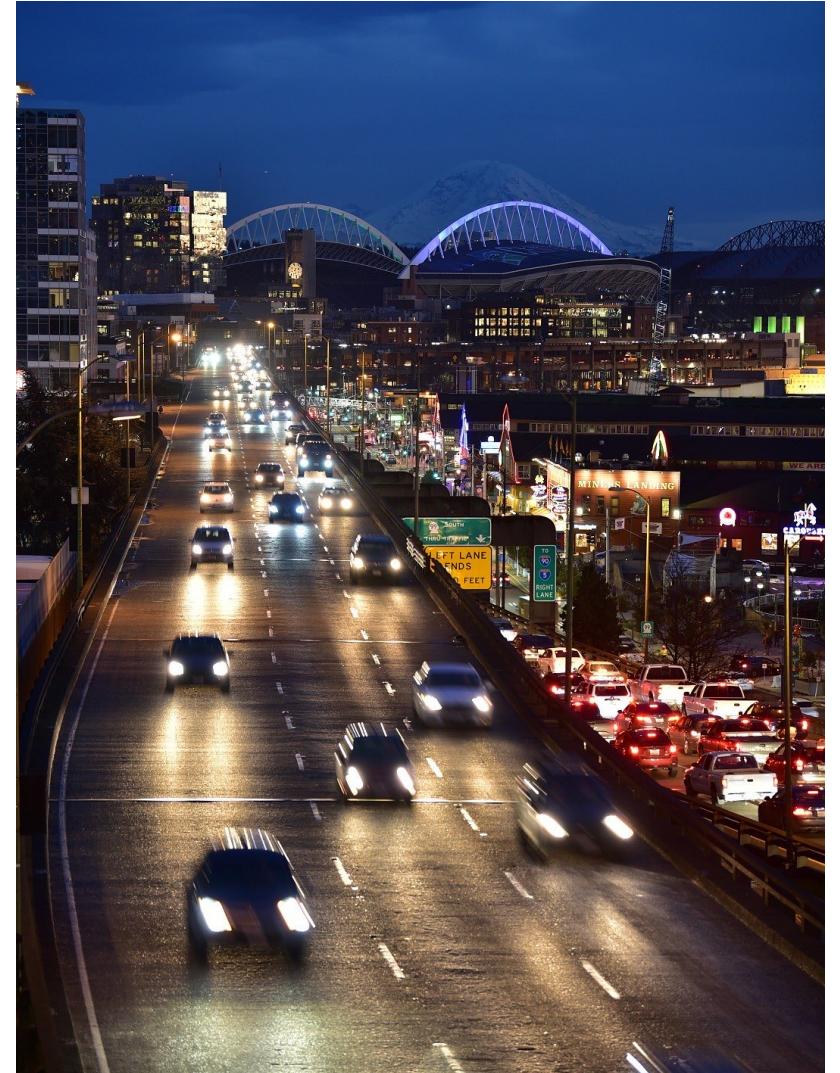
Seattle is a thriving equitable community powered by dependable transportation. We're on a mission to deliver a transportation system that provides safe and affordable access to places and opportunities.

Core Values & Goals:

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

Presentation Outline

- **Director Greg Spotts**
- **Equity at SDOT 2022-2023**
- **Resources**
- **Question & Responses**



EQUALITY:

Everyone gets the same – regardless if it's needed or right for them.



EQUITY:

Everyone gets what they need – understanding the barriers, circumstances, and conditions.



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Equality



Equity



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Office of Equity & Economic Inclusion (OEEI)



PARTNERSHIP

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

2022-2023 Highlights include key hires to build our team

- Co-Created two matrixed Equity positions within SDOT
 - Levy Equity Strategic Advisor (SDOT Finance)
 - ST3 Equity Strategic Advisor (SDOT Sound Transit)
- Hired new
 - Transportation Equity Coordinator
 - EEO Program Coordinator
 - Title VI Coordinator

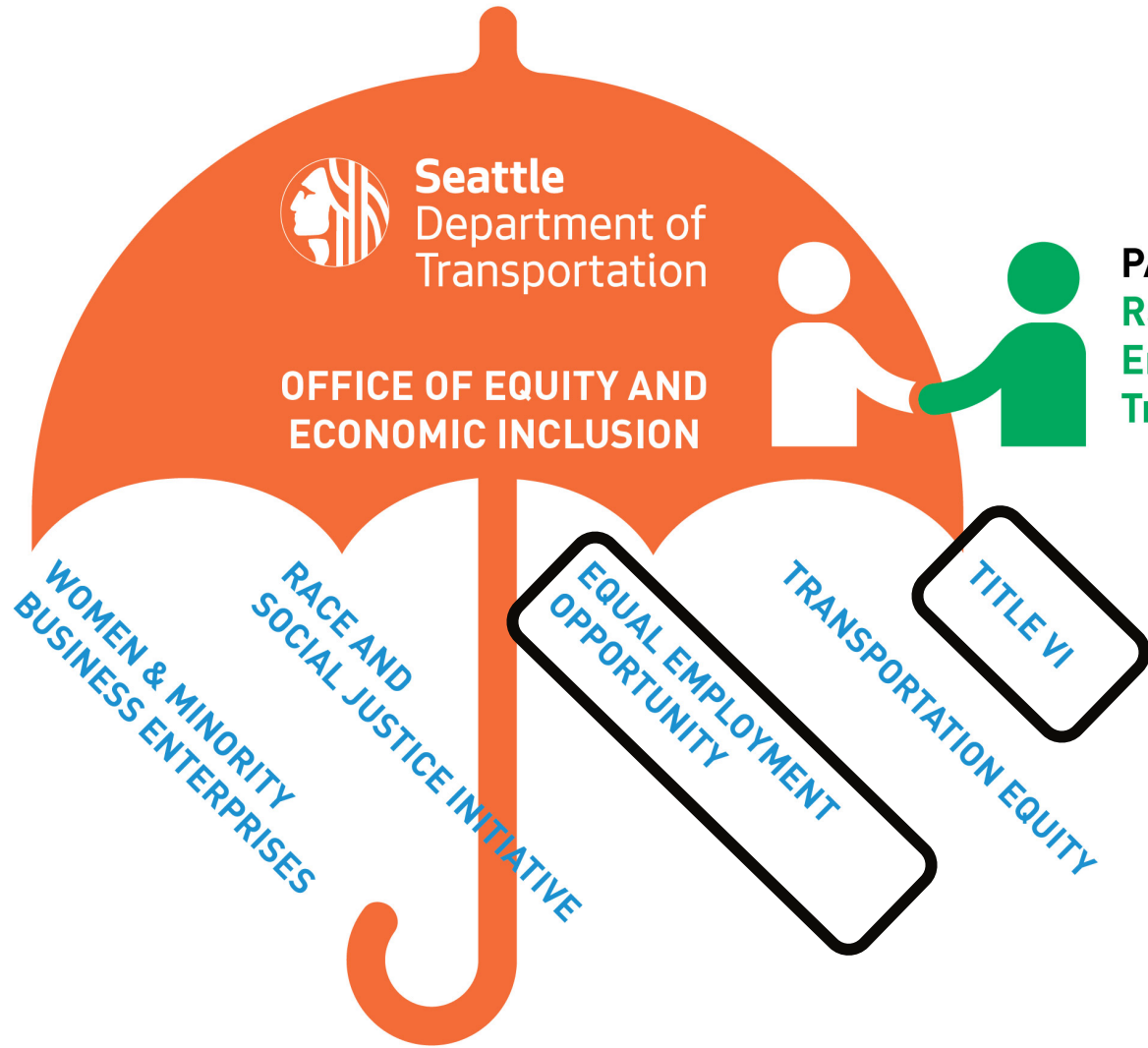
Equity Professional Development at SDOT

- **Require minimum 2.0 hours of annual RSJI Learning & Practice, E3 Goals**
 - **Intersectional Identities Workshops**
 - **Independent Study Module**
 - **Brave Spaces / Safe Spaces learning modules**

- **EEO Trainings / Title VI Trainings**
 - Bystander Intervention Training
 - Microaggressions in the Workplace Training

- **WMBE Advocate Series / Contracting Equity**

- **Employee Resource Groups:**
 - Black Employee Support Team (BEST)
 - LatinX Caucus
 - RISE API (**R**ally for Inclusion, **S**olidarity, and **E**quity, **A**sian **P**acific Islanders)
 - WiiM (Women in Motion)
 - Anti-Racist White Allies (ARWA)
 - LGBTQ+

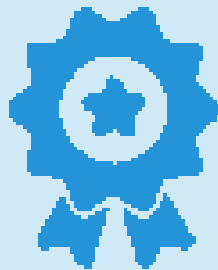


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INSIDE COMMUNITY

- EEO - Workplace equity across the board
- Cannot discriminate against characteristics e.g. race, gender, religion when hiring or promoting



CALL TO ACTION

Inform

Train

Implement: policy, Transportation Equity Framework, compliance

OUTSIDE COMMUNITY

- Title VI - Community equity
- Cannot discriminate against characteristics like race, color & national origin

This is everyone's work and it starts with leadership!

Equal Employment Opportunity (EEO)

- Submitted our first EEO Plan to the Federal Transit Authority in March 2021
- Conducted our first self-assessment 2022
- Hired an EEO Coordinator Jan 2023



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.
- 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 Language Updates

Title VI: Civil Rights Act of 1964

The City of Seattle operates its programs, activities, and services without regard to race, color, and national origin, in accordance with Title VI of the Civil Rights Act. If you experience discrimination and would like to file a complaint, contact the Seattle Office for Civil Rights. More information on the City of Seattle's Title VI Policy and the procedures to file a complaint may be obtained by:



www.seattle.gov/civilrights/titlevi



titlevi@seattle.gov



For language interpretive services:
206-684-4500 / TTY: 7-1-1

810 Third Avenue
Suite 750
Seattle, WA 98104



Scan the QR code to learn more about your rights.

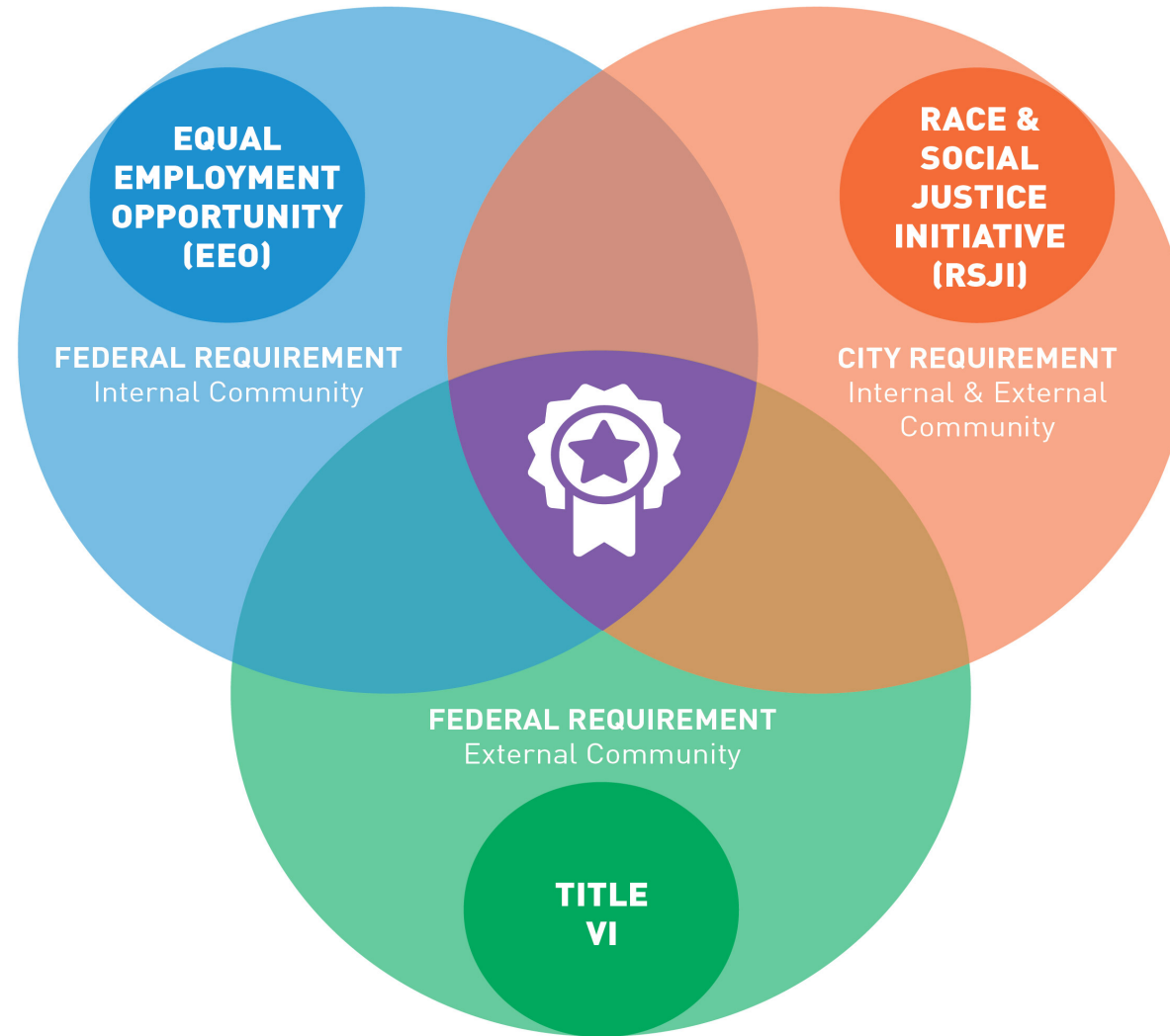
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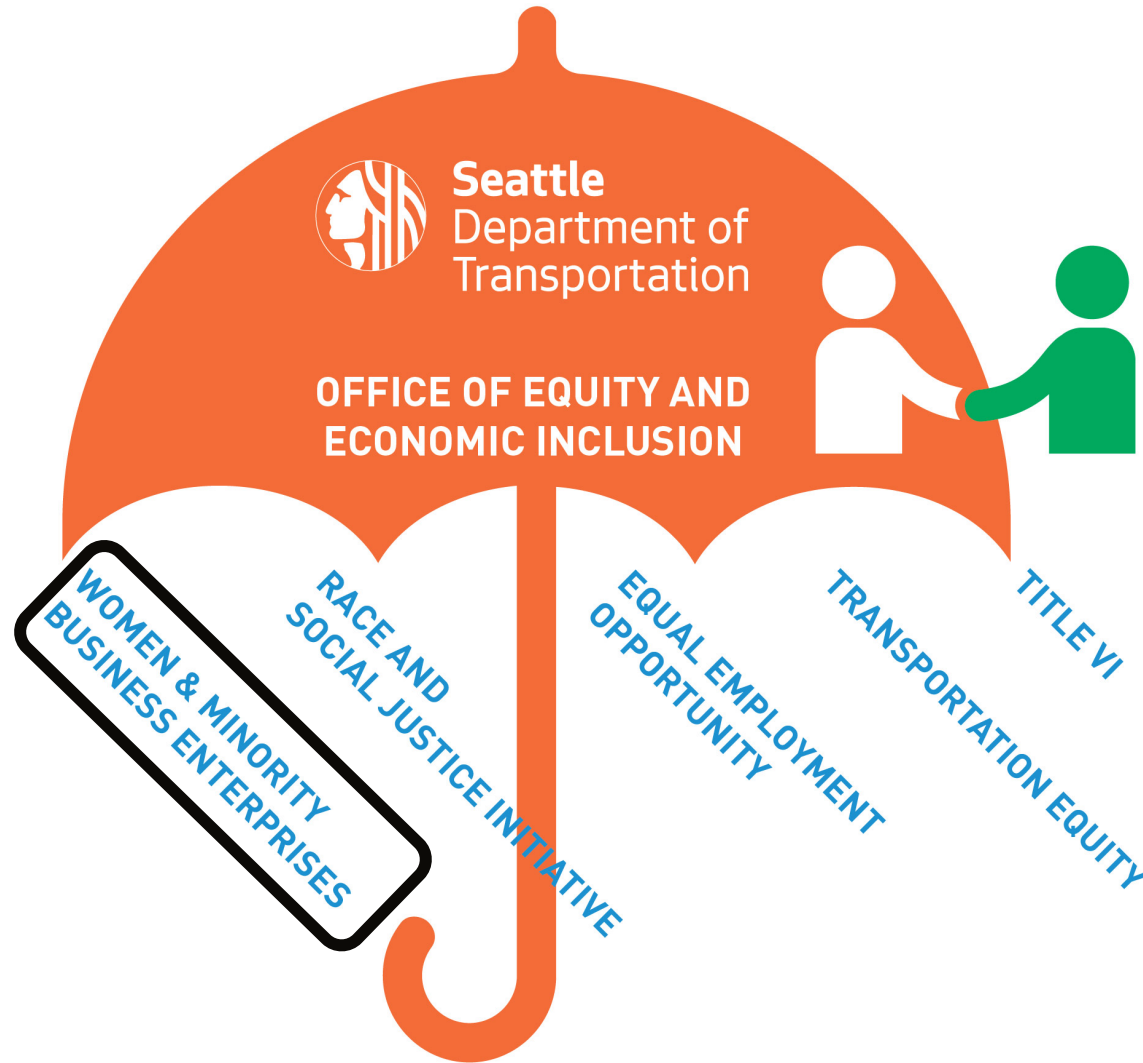
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EQUITY IS EVERYONE'S WORK





PARTNERSHIP

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

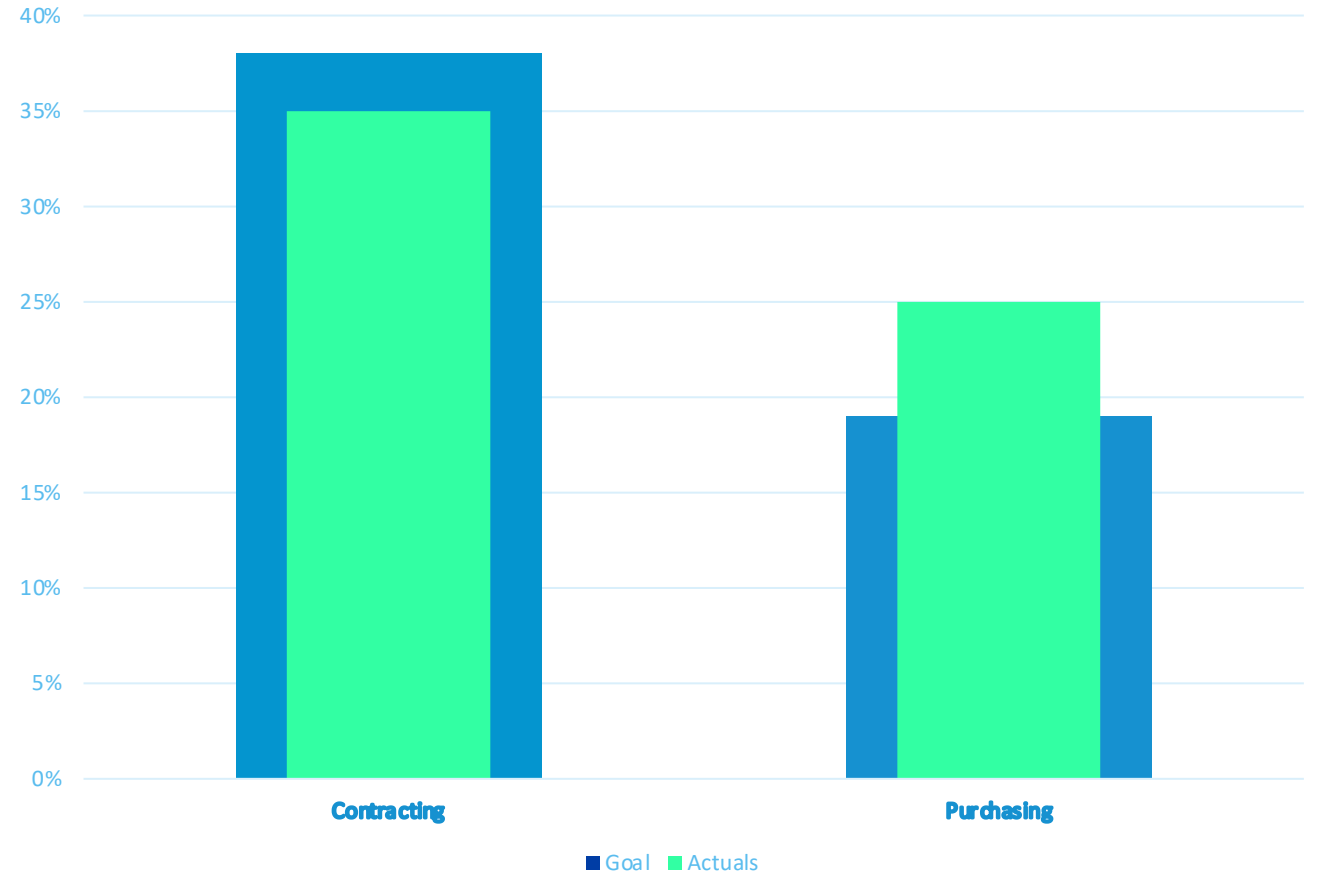
WMBE Commitments

- **Reach Levy to Move Seattle 23% WMBE goal**
 - 27% WMBE utilization through 2022
 - \$183M to WMBE firms
- **Meet 2023 SDOT WMBE Goals:**
 - 38% consulting, 20% purchasing
- **Outreach to WMBE community**
- **Train and support staff; piloting new initiatives:**
 - Increase project team meetings to increase WMBE facetime with SDOT staff
 - Increase equity considerations in contract solicitations



2022 WMBE outcomes

- **\$71.5M** total spend in Consulting and Purchasing
- **\$21.6M** to WMBEs in Consulting and Purchasing
- **\$13.3M** to WMBE firms in Consulting
 - 5-year consulting WMBE utilization average of 40%
- **\$8.3M** to WMBE firms in Purchasing
 - Went over our WMBE purchasing goals for the first time in 2022



2023 Contracting Equity

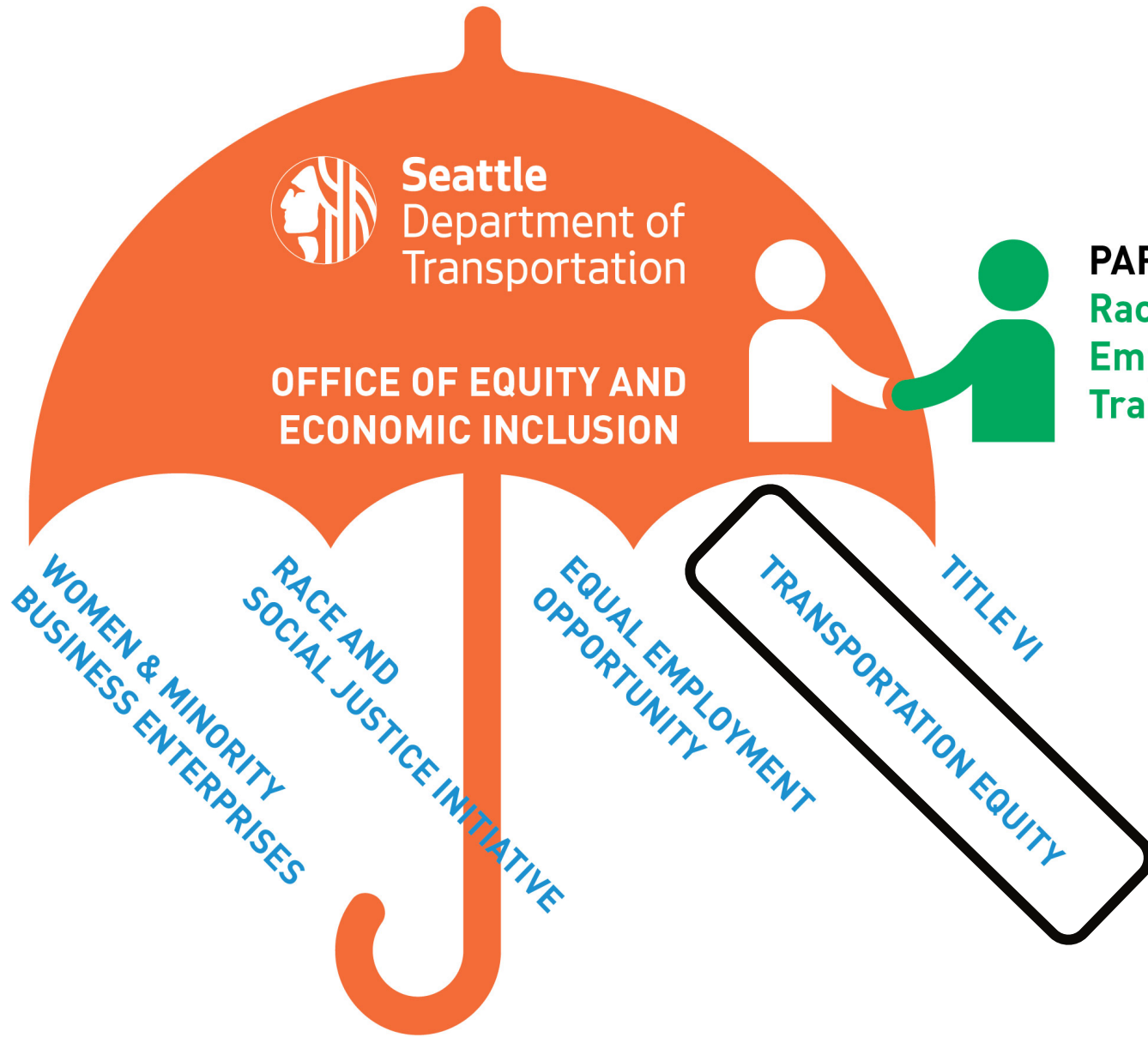
- **Improving our Systems**

- Full review of Move Seattle Levy spend and all consultant contracts
- Working toward connecting SDOT data systems and automating Citywide WMBE data

- **TEF Values and Tactics**

- TEF Tactics help us track progress toward reducing barriers and increasing transparency in contracting for community members and organizations, including WMBE firms.
- Explore how we set goals and monitor spending to BIPOC community members and CBOs.





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Transportation Equity Program

What:

Oversee, advise and support department-wide implementation of the Transportation Equity Framework (TEF)

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)
- Integration and implementation of the TEF



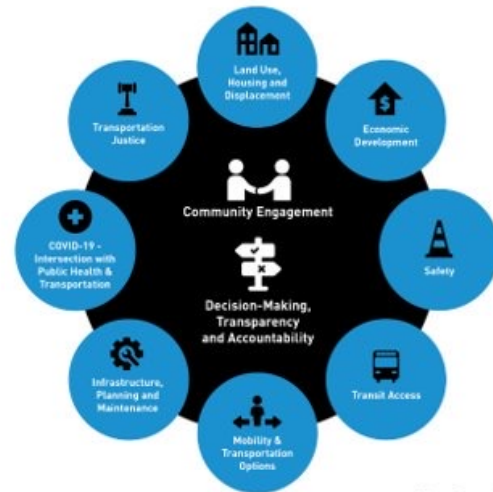
Transportation Equity Framework (TEF)



Transportation Equity Framework

The Transportation Equity Framework (TEF), Implementation Plan includes over 200 tactics that advance the TEF values and strategies. The plan spans from 2022 to 2028, and tactics are labeled with categories. SDOT acknowledges that the TEF and its implementation plan is a living dynamic document that will be adjusted, monitored, and updated regularly.

Click on the tabs above to learn more about the TEF values and its corresponding tactics! We encourage folks to use the filter feature to view specific strategies and categories you're most interested in.



Seattle
Department of
Transportation

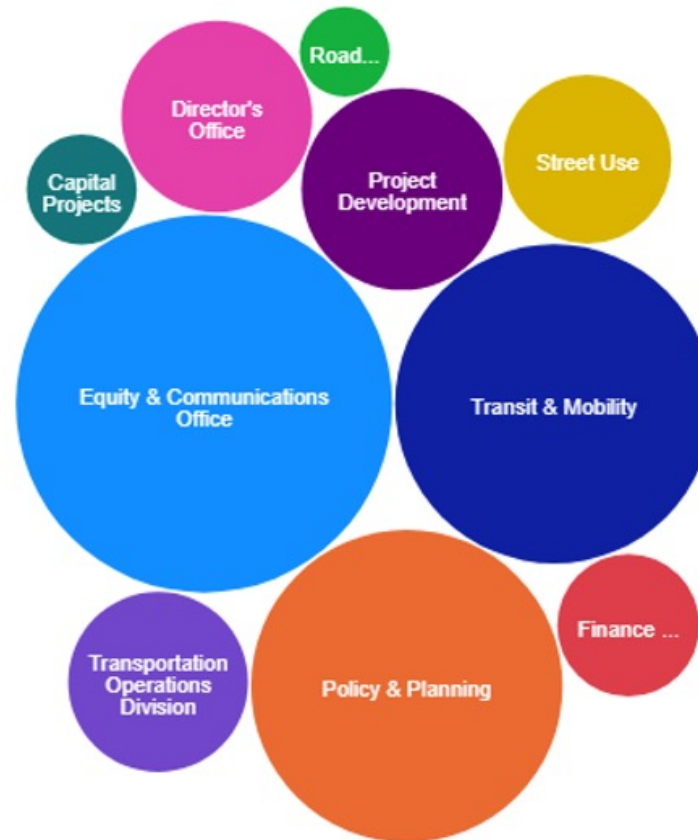
- The TEF is a roadmap for SDOT decision-makers, employees, stakeholders, partners, and the greater community to collaboratively create an equitable transportation system.
- 10 TEF values & over 220 tactics
- Implementation timeline: 2022 to 2028

Implementation of TEF

A plan to evolve government policies, practices and processes

- Multi-divisional effort
- Highlights of TEF integration
 - Seattle Transportation Plan (STP)
 - Integration into STP priority goals
 - STP public engagement strategy
- "Having the TEF as a tool and guiding document for our work has been immeasurably valuable to establish clear priorities and keep staff accountable."

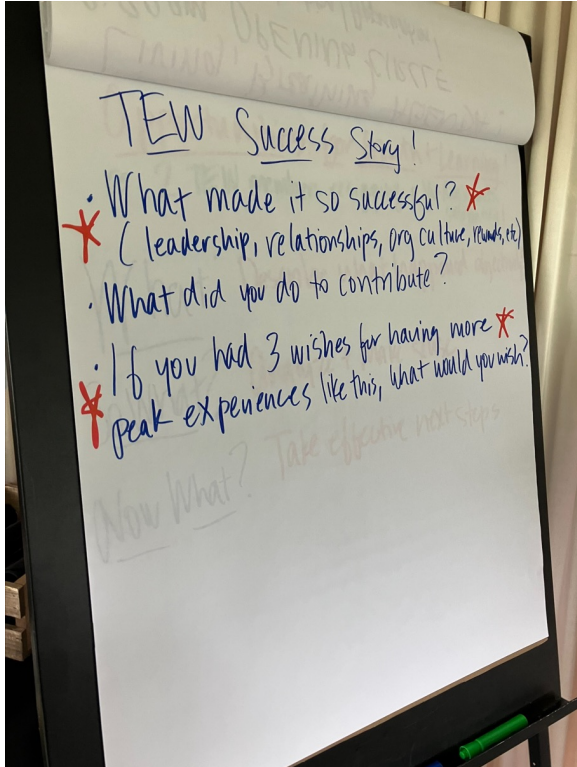
SDOT staff



Number of TEF tactics in progress

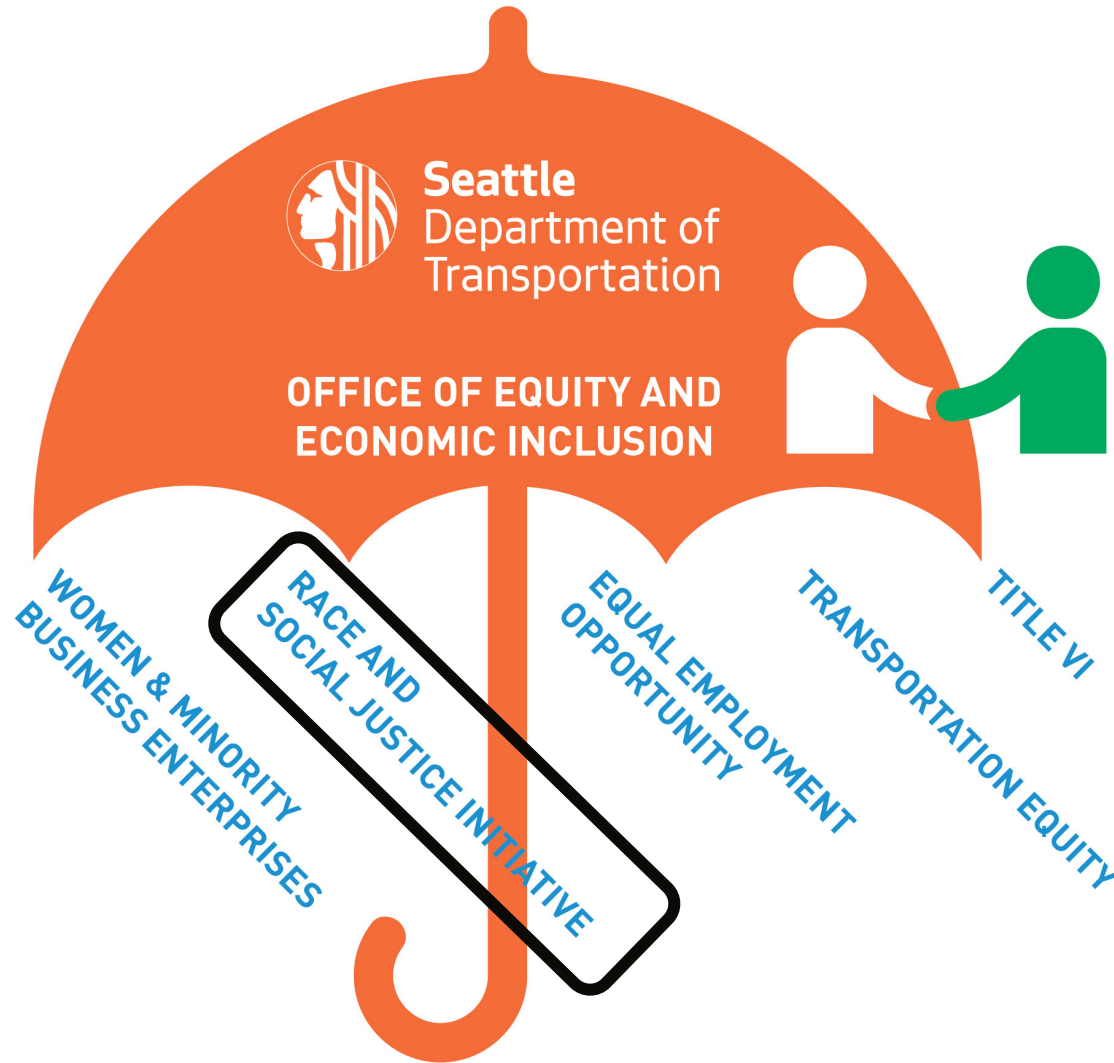
- Capital Projects: 3
- Director's Office: 9
- Equity & Communications Office: 35
- Finance & Administration: 5
- Policy & Planning: 24
- Project Development: 10
- Roadway Structures: 2
- Street Use: 7
- Transportation Operations: 8
- Transit & Mobility: 25

TEW: Continued Collaboration



"The work continues in the implementation phase of the TEF. Part of this co-creation process has entailed the development of more than 200 tactics with SDOT staff. We are motivated and inspired to monitor the implementation of these vital tactics over the course of the next 6 years while also continuing to work with SDOT on many other important issues such as the Seattle Transportation Plan."

TEW Co-Chairs
Yordanos Teferi
Rizwan Rizwi



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RSJI Change Team 2022

Team of employees working together to help achieve RSJI goals

Learning & Practice

Transportation Equity Framework Implementation

Workplan / Racial Equity Toolkit (RET)

Communications

Tri - Chair + Alumni advisor

2022 Racial Equity Toolkit (RET) Examples

- Automated Enforcement (Vision Zero)
- Road Pricing for Equitable Mobility
- Safe Start Program (Street Use / Public Space Management)
- Lake Washington Blvd



RSJI Change Team Accomplishments

- **Race and Social Justice Initiative becomes a City Ordinance**
 - Acknowledgment, recognition, and appreciation to all the hands and hearts that moved this initiative forward.
- **TEF Tactics | Crew Learning & Practice | Employee Experience Council**



Resource Links

- [OEEI Website](#)
- [Transportation Equity webpage](#)
 - [Transportation Equity Framework Dashboard](#)
- [Moving the Needle Reports](#)
- [EEO Report 2016-2020](#)
- [2017-2020 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
SDOT Office of Equity & Economic Inclusion
Thank you!

Questions?

Stay in touch:



Michele.Domingo@seattle.gov



206.735.1935



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

