

Seattle Department of Construction & Inspections/Office of Planning and Community Development

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UPDATE ON RSJI WORK PLAN & RACIAL EQUITY TOOLKIT

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Intro and Overview

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Summary of

- 2015 DPD RSJI Work Plan Accomplishments
- How we used the RSJ Racial Equity Toolkit
- Look Ahead to 2016 for SDCI and OPCD

Workplan Accomplishment Outreach

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- Convene, build and support development of diverse stakeholder groups :
 - Lake City, to guide recommendations and implementation priorities
 - Rainier Beach Action Coalition, to seek grants and implement key priorities of their Plan.
 - Delridge Advisory Core Team, to guide creation of Delridge Action Plan
 - 23rd Ave. Action Community Team, to oversee implementation of Action Plan and help shape City programs

Workplan Accomplishment Comprehensive Plan

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- Equity Lens used in Plan development
- Incorporated RSJI Equity Outcomes in Policies and Goals
- Prepared draft Equity Analysis illustrating Risk of Displacement and Access to Opportunity
- Outreach to all communities with Department of Neighborhoods and Public Outreach and Engagement Liaisons

Workplan Accomplishment Boards & Commissions

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- Required Design Review Board, Design Commission and Planning Commission members to attend RSJI Core training in order to understand responsibility for equitable development.
 - ✦ All Planning Commissioners and Design Review Board members participated
 - ✦ New Planning Commissioners attended a RSJ training in January 2016.
 - ✦ Provided RSJI training to two new Design Commissioners
 - ✦ Provided training to HALA Advisory Group

Workplan Accomplishment Communications

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- Ensured web page updates and revisions, and printed documents, complied with Plain Language principles and RSJI inclusion strategies are applied.
- Edited 200 webpages, 8 Tips, and 1 flyer.
- Many documents have already been translated and are available in print and online.

Workplan Accomplishments

Workforce Equity

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- Participated in Summer Youth Employment Program (SYEP) for high school-aged youth.
- Hired four (4) young women as SYEP interns to work at DPD in the Summer of 2015; our interns were from diverse backgrounds.
- They enjoyed seeing our work in action on building and construction sites as well as the permitting, development and planning process.

Workforce Equity

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- DPD had a strong commitment to having a workforce that reflects our community. We hired 49 new staff in 2015.
- In 2015:
 - 31% of our new hires are people of color;
 - 41% of our new hires are women
- For 15 internal promotions: 40% were people of color, and 53% were women

Workplan Accomplishments

WMBE Contracting and Purchasing

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- Women and Minority Business Enterprises
- WMBE Consultant Contracts:
 - Goal = 25% Actual = 41.56%
- WMBE Purchasing:
 - Goal = 18% Actual = 25.85%

WMBE

Contracting and Purchasing

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- Easy access on our web pages so managers can access information on WMBE vendors and consultants.
- Will review City Prompt Pay (contract provisions requiring timely payment of City contractor and subcontractors) statistics to ensure compliance as a 2016 work plan item.

Racial Equity Toolkit

The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.

Toolkit in Action

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Four Toolkits Requested for Analysis, with two featured:

- RRIO (Rental Registration and Inspection Ordinance) (Featured below)
- Comprehensive Plan Outreach/Engagement, and Race and Social Equity (Featured below)
- Priority Green
- Restaurant Success

Rental Registration and Inspection Ordinance (RRIO) Toolkit Analysis

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- Purpose of RRIO is to improve the quality of the rental housing stock in the city, and
- To reach communities that might not otherwise feel comfortable asking for help.
- Immigrants, and others who may be marginalized in some way, often do not avail themselves of complaint based housing code enforcement.

RRIO Toolkit Analysis

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- Analysis revealed two areas for improved effort by the RRIO program.
 - First, improving data collection
 - Second, enhancing outreach to renters; variety of languages (14) on web, print, and video.
- SDCI continues RRIO's inclusive outreach strategy
- Here is the link in Spanish:
<https://www.youtube.com/watch?v=JFCOj9g-ajo>
- Here's the one in English:
<https://www.youtube.com/watch?v=weIMkV14Sgg&feature=youtu.be>

Comprehensive Plan Toolkit Analysis

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Outreach & Engagement to reach a broader audience

- Variety of tactics – sharing info online, meetings in the community, DON’s Public Outreach and Engagement Liaison Program, trusted advocates, etc.
- Meetings in underserved communities
- Workshops with PolicyLink
- Incorporation of new race and social equity goals and policies

Comprehensive Plan Toolkit Analysis

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Actions to Achieve Race and Social Equity

- Prepare final Equity Analysis to accompany Mayor's Recommended Comprehensive Plan
- Include equity indicators in the Plan, to monitor progress in achieving a more equitable city
- Prepare an implementation report
- Support Race and Social Equity Community Leadership

RSJI at SDCI and OPCD

Looking Ahead to 2016

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- SDCI and OPCD Change Teams continue to work together.
- SDCI continue participation in SYEP.
- SDCI expand outreach to communities of color at community events and sponsorship of a home improvement event.
- SDCI hire Land Use interns and use the Racial Equity Toolkit in this process.

Looking Ahead to 2016

SDCI

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SDCI Highlights

- SDCI will look at expanding hiring outreach to communities of colors for positions that have traditionally low representation of persons of color.
- Increase Use of Racial Equity Toolkit
- Change Team developing Action Plan to reinvigorate RSJI participation and effectiveness.

Looking Ahead to 2016

OPCD

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OPCD Highlights

- Scope all OPCD projects with an RSJI lens
- Establish Goals and Policies in the Comprehensive Plan to set direction for achieving a more equitable Seattle
- Convene, build and support development of diverse stakeholder groups in underserved communities
- Develop indicators and track progress toward equitable development
- Implement HALA recommended actions
- Assemble data to track equity goals citywide in planning