

RACE & SOCIAL JUSTICE

2017 RSJI Report

Seattle City Council
Finance & Neighborhoods Committee

July 11, 2018



Our Work

We provide programmatic support and build inclusive partnerships to ensure Seattle residents receive equitable access to government.

Our role: ***“Strengthening Seattle by engaging all communities”***

- **Promote public participation** in decision-making processes so that government is more responsive to local needs and requests.
- **Create more opportunities to build partnerships** to address local needs and wants.
- **Facilitate communication, collaboration, interaction and empowerment** among all communities.
- **Foster a sense of community for all** people to express ideas and opinions about their neighborhoods, communities, and their government.

Our guiding principle: ***“Meeting people where they are”***

RSJI ACCOMPLISHMENTS: Service Equity

Community Liaison Program

- Independent contractors help departments provide equitable outreach and engagement, as well as interpretation and translation services.
- Serve as resource and liaison to community members.



Results:

- 39 communities and languages served.
- 57 projects with 17 city departments.
- Translated 158 documents.
- Proofread 205 pieces (plus 3 city videos).

RSJI ACCOMPLISHMENTS: Service Equity

Community Conversations, Staff Conversations, & Transportation Equity Fairs



- Produced 42 Events.
- Forged 34 partnerships with CBOs, schools, subsidized housing, faith institutions.
- Reached 3,724 people in 16 underserved communities.
- Of the people attending:
 - 50% never interacted with government.
 - 18% interacted once.

RSJI ACCOMPLISHMENTS: Service Equity



People's Academy for Community Engagement

- Two free Pop-up PACE workshops.
- Reached 32 individuals in 3 languages.

Neighborhood Snapshots

- Provide information on ethnic media, demographics, ethnic organizations and more.
- 35 Snapshots created for city departments' outreach and engagement work.

RSJI ACCOMPLISHMENTS: Service Equity

OGEYSIIS KULAN DADWEYNE

DUGSIGA DHEXE EE DHIBICDA CAGAARAN
GUDDIGA AMBAQAADKA IYO KA TALO BIXINTA HEERARKA HORUMARINEED

Goorma: Khamiis Abriil 13, 2017 6:00 Galabnimo

Xaggee: Hillman City Collaboratory, 5623 Rainier Ave. S. Seattle, WA 98118

Sabab: Horumarinta Dugsiyada Gaarka ah ee Washington, Iskaashato. (WCSD) waxey soo jeedineysaa in laga dhiso iskuul dhulka 40ka kun oo cagagood oo isku wareeg ah ee ku yaalla 6020 ee Waddada Rainier Koonfur. WCSD waxey u baahan tahay in dib u eegis lagu sameeyo soonaha si dhismo sare loo dhiso Kulankan wuxuu qeyb ka ahaan doonaa ka hor hadal jeedin kulanka dhageysiga dadweyne ee ka kooban darisyada iyo WCSD iyo wakiillada Magaalada. Waxa kaloo jiri doona warbixin kooban oo ku jeedda codsi dhismo kale oo dheer iyo fursad dadku talo ku dhiibtaan. Talooyinka dadka ka dib, guddigu wuxuu go'aan ka gaari doonaa iyo tixgelin doonaa codsiga Degmada

Talo bixinnada qoraalka ah: Talo ku bixin qoraal waxa loo soo gudbin karaa Talaado Abriil 11, 2017 Maureen Sheehan: maureen.sheehan@seattle.gov OR PO Box 94649, Seattle, WA 98124-4649



Translations

Overall increase across programs

- Departure Committee meeting notice postcards
- Your Voice, Your Choice ballots
- 911 video
- Community Involvement Commission recruitment
- Neighborhood Matching Fund guidelines
- Vital documents for P-Patch gardeners
- Social media to boost engagement

RSJI ACCOMPLISHMENTS: Economic Justice

Community Liaisons Program

- 16 new liaisons hired.
- Leadership development clinics held monthly.



Ethnic Media Startup Workshop

- Produced workshop to support growth of ethnic media.
- 52 participants from 12 underrepresented communities.

RSJI ACCOMPLISHMENTS: continued



EQUITY AREA: EQUITABLE DEVELOPMENT

- Targeted recruitment for Landmarks Preservation Board members.
 - Resulted in 2 new members from underserved communities.

EQUITY AREA: HEALTH

- P-Patch Market Gardens accepted \$2,809 Fresh Bucks, food bank vouchers, and food stamps for organic produce.
- 63,511 lbs. of organic produce donated by P-Patch gardeners to 25 Seattle food banks and meal programs.



RSJI ACCOMPLISHMENTS



Challenges/Lessons Learned

- Integrate translation and interpretation costs into project budgets.
- Build network of interpreters/translators so there is continuity in the words used.
- Involve DON at inception rather than implementation phase.
- Project-based vs. relationship-based.
- Translation vs. continuing to inform policy.
- Develop invoicing mechanisms for Differently Abled liaisons.

RSJ TOOLKIT: Neighborhood Matching Fund

Strategy

- Eliminate geographic requirement,
- Consolidate two funds to create *Community Partnership Fund*.
- Increase scope to include citywide projects.
- Change funding amounts; now \$5K - \$100K.
- Increase funding cycles from 1 to 3.



Outcome

- 383% increase in NMF projects over \$25,000.
- 45% were first-time applicants.
- Increase from \$640,000 in 2016 to \$3.1 million.

RSJ TOOLKITS 2018

P-Patch Community Gardening Program:

- Provide people of color and low-income populations with maximum access to P-Patch facilities and opportunities.
- Ensure equitable distribution of P-Patch resources across these communities.

ST3:

- Enhance mobility, access to opportunity, and meaningful involvement with communities of color and low-income populations.
- Create opportunities for equitable development that benefits people of color.
- Avoid disproportionate adverse impacts on low-income populations and communities of color.

Chinatown-International District Framework:

- Vision – Healthy, thriving neighborhood and cultural communities of color exist within the CID.
- Outcomes to come.

WMBE

		<u>Total \$</u> <u>Payments</u>	<u>African</u> <u>American</u>	<u>Asian</u>	<u>Native</u> <u>American</u>	<u>Hispanic</u>	<u>White</u> <u>Female</u>	<u>Total \$</u> <u>for WMBE's</u>	<u>Total %</u> <u>WMBE</u>
CONSULTANT	Consultant Contract	330,638.42	33,413.10 10.11%	15,067.00 4.56%	0.00	10,300.00 3.12%	20,950.00 6.34%	79,730.10	24.11%
	Consultant Roster	168,158.88	0.00	20,402.33 12.13%	0.00	0.00	20,750.00 12.34%	41,152.33	24.47%
	<u>Total Consultant:</u>	498,797.30	33,413.10 6.70%	35,469.33 7.11%	0.00	10,300.00 2.06%	41,700.00 8.36%	120,882.43	24.23%
PURCHASING	Blanket Contract	95,599.74	1,517.28 1.59%	28,829.98 30.16%	0.00	5,123.14 5.36%	21,788.76 22.79%	57,259.16	59.89%
	Direct Voucher	294,060.50	54,235.87 18.44%	85,459.38 29.06%	3,532.22 1.20%	32,394.49 11.02%	6,269.62 2.13%	181,891.58	61.86%
	Purchase Contract	13,528.70	0.00	0.00	0.00	0.00	0.00	0.00	.00%
	<u>Total Purchasing:</u>	403,188.94	55,753.15 13.83%	114,289.36 28.35%	3,532.22 0.88%	37,517.63 9.31%	28,058.38 6.96%	239,150.74	59.31%
<u>DEPT TOTAL</u>		901,986.24	89,166.25 9.89%	149,758.69 16.60%	3,532.22 0.39%	47,817.63 5.30%	69,758.38 7.73%	360,033.17	39.92%

WORKFORCE EQUITY

Overall Staff Race/Ethnicity

DON strives to hire staff that reflects our diverse community



Total Staff	63
White	49%
Black	13%
Hispanic	8%
Asian/Pacific Islander	29%
American Indian/Alaskan	2%
People of Color	51%