



# THE JOURNEY: 2004 - PRESENT

- 2004 – RSJI & Change Team Implemented
- 2005 – RSJI Integration into Reorganization
- 2007 – RSJI Education
- 2008 – RSJI Program Manager
- 2013 – Memorial Day Programs
- 2014 – Social Justice Equity Fair
- 2015 – Intern Learning Activity



# RACIAL EQUITY TOOLKIT ANALYSIS

## City Light Tuition Reimbursement Program

**Objective:** Eliminate barriers to access and increase the number of employees of color using the program.

### Key Program Changes:

- Approval process
- Multi-level educational opportunities
- Resource Fairs and Information Sessions
- Affinity Groups engagement
- Targeted communication and marketing plan



### Next Step Action Items:

- Explore options to move to a scholarship model vs reimbursement model

# ENVIRONMENTAL EQUITY PILOT PROGRAM

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## Objectives:

- Focus on impacts and outcome of City Light programs and policies
- Provide opportunities for those communities most affected by environmental justice
- Contribute to Seattle's environmental progress in serving all communities



# 2015 ENVIRONMENTAL EQUITY HIGHLIGHTS

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- Launched pilot program as part of the City's Equity & Environment Initiative
- Participated in Duwamish Interdepartmental Team
- YMCA Global Teens toured the Duwamish cleanup



# EQUITY IN STRATEGIC PLAN INITIATIVES

**Objective:** Reduce, eliminate and prevent racial inequities in Strategic Plan Initiatives

## ADVANCED METERING PROGRAM

- **Upstream:** Utility policies include the RSJI tools to affect systemic change.
- **Midstream:** Utility employees consciously make use of RSJI tools to mitigate institutional inequity in support of opportunity and access.
- **Downstream:** Act to change policies that include behaviors or conditions reinforcing disparities.



# RSJI CHANGE TEAM – INTERN LEARNING ACTIVITY

**Objective:** Increase participants' understanding of how institutions' decision-making activities create racial and economic disparities for communities of color.

## Highlights:

- RSJI Change Team members portray imaginary City (Mayor, City Planners, Police, Media, Bank)
- Interns participate as Community Members
- Examine disparities between communities
- Translate experiences to current experiences of communities of color







## **OUR VISION**

To set the standard—to deliver the best customer service experience of any utility in the nation.

## **OUR MISSION**

Seattle City Light is dedicated to exceeding our customers' expectations in producing and delivering environmentally responsible, safe, low-cost and reliable power.

## **OUR VALUES**

Excellence, Accountability, Trust and Stewardship.