



SEATTLE CITY COUNCIL

Finance, Native Communities, and Tribal Governments Committee Agenda

Wednesday, September 18, 2024

9:30 AM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Dan Strauss, Chair
Maritza Rivera , Vice-Chair
Robert Kettle, Member
Tammy J. Morales, Member
Sara Nelson, Member

Chair Info: 206-684-8806; Dan.Strauss@seattle.gov

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SEATTLE CITY COUNCIL
Finance, Native Communities, and Tribal
Governments Committee
Agenda
September 18, 2024 - 9:30 AM

Meeting Location:

Council Chamber, City Hall , 600 4th Avenue , Seattle, WA 98104

Committee Website:

<https://seattle.gov/council/committees/finance-native-communities-and-tribal-governments>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

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Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

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Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

D. Items of Business

1. [CB 120815](#) **AN ORDINANCE relating to City public works and the priority hire program; modifying the methodology for determining which zip codes are Economically Distressed Areas; authorizing the creation of a regional Priority Hire Implementation and Advisory Committee; and amending Sections 20.37.010 and 20.37.040 of the Seattle Municipal Code.**

Supporting Documents: [Summary and Fiscal Note Presentation](#)

Briefing, Discussion, and Possible Vote

Presenters: Kiersten Grove, Acting Director, Prestly Palmer, and Jeanne Fulcher, Department of Finance and Administrative Services.

2. **Tribal Nations Summit - One-Year Update**

Supporting Documents: [Presentation](#)

Briefing and Discussion

Presenters: Chairman Leonard Forsman, Suquamish Tribe; Councilmember Donny Stevenson, Muckleshoot Tribe; Tim Reynon, Tribal Relations Director, Office of Intergovernmental Relations; Francesca Murnan, Indigenous Advisory Council Liaison, Department of Neighborhoods

E. Adjournment



Legislation Text

File #: CB 120815, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to City public works and the priority hire program; modifying the methodology for determining which zip codes are Economically Distressed Areas; authorizing the creation of a regional Priority Hire Implementation and Advisory Committee; and amending Sections 20.37.010 and 20.37.040 of the Seattle Municipal Code.

WHEREAS, in January 2015, following the positive results of a pilot program on the Elliott Bay Seawall project, and after making legislative findings, the Seattle City Council, with concurrence from the Mayor, enacted Chapter 20.37 of the Seattle Municipal Code, titled Priority Hire; and

WHEREAS, Priority Hire requires the Director of Finance and Administrative Services to establish the percentage of labor hours on City public works projects of \$5 million or more to be performed by workers living in Economically Distressed Areas of Seattle and King County, and to establish aspirational goals for hiring of women and people of color; and

WHEREAS, analysis has shown that Priority Hire has improved access to training programs and well-paying construction jobs for local workers in economically distressed neighborhoods and has increased the diversity of the workforce on City construction projects that are covered by Chapter 20.37; and

WHEREAS, the Priority Hire Implementation and Advisory Committee was established to provide an advisory role regarding the Priority Hire program's effectiveness and implementation, which may include making recommendations that reflect the region's evolving urban development and economic equity needs; and

WHEREAS, Priority Hire aims to reach people who live in Economically Distressed Areas that have high poverty, high unemployment and low educational attainment, and the Priority Hire Implementation and

Advisory Committee recognizes that these areas need to be updated to account for the region’s changing demographics and gentrification; and

WHEREAS, the Priority Hire Implementation and Advisory Committee may benefit from a regional approach that increases alignment with similar programs, addresses regional needs, supports a regional workforce, and streamlines the process for collecting input on topics of interest; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Section 20.37.010 of the Seattle Municipal Code, last amended by Ordinance 125368, is amended as follows:

20.37.010 Definitions

When used in this Chapter 20.37, the following words and phrases shall have the meanings given below unless the context in which they are included clearly indicates otherwise:

* * *

“Economically Distressed Area” means a geographic area defined by zip code and found by the Director to have a high concentration, compared to other zip codes, of individuals: 1) living ~~((at or))~~ below 200% of the Federal Poverty Level, 2) unemployed, and or 3) without a college degree~~((, compared to other zip codes))~~. King County zip codes, with a high ~~((density per acre))~~ concentration of at least two out of the three criteria, will be identified as Economically Distressed Areas. There shall be two classes of such zip codes: tier one zip codes located partially or entirely within the City of Seattle and tier two zip codes located within King County and outside of the City of Seattle.

* * *

Section 2. Section 20.37.040 of the Seattle Municipal Code, last amended by Ordinance 125368, is amended as follows:

20.37.040 Priority Hire

* * *

J. The Director shall establish a Priority Hire Implementation and Advisory Committee that includes representatives of the following groups: 1) Labor Unions, 2) community organizations, 3) Contractors, including at least one WMBE firm, and 4) Apprentice and Pre-apprentice Training Programs. The Committee shall provide an advisory role to the City regarding the implementation and effectiveness of the Priority Hire policy. Each of the four named groups above shall make nominations from among themselves for Committee representatives to the Mayor. The Mayor shall appoint no less than two and no more than four persons from each group to the Committee. The Department will convene the Committee on a regular basis, at least once every quarter, and will provide the Committee with information about program performance. The Director shall assign at least one staff member from the Department to support the work of the Committee. The Committee shall submit an annual report in writing to the Mayor and City Council, and may submit recommendations, findings, or other reports to the Director, Mayor, or City Council, for consideration as appropriate. The Committee shall establish rules for its procedures.

K. As an alternative to the Priority Hire Implementation and Advisory Committee, the Director may establish a regional priority hire committee in partnership with other regional public agencies, provided that the regional committee continues to have representatives from each of the groups named in subsection 20.37.040.J. If the Director establishes a regional committee, the Mayor shall appoint the City’s share of representatives to the regional committee. Once a regional committee’s positions are filled, the Director may, at the Director’s discretion, dissolve the Priority Hire Implementation and Advisory Committee.

Section 3. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the _____ day of _____, 2024, and signed by me in open session in authentication of its passage this _____ day of _____, 2024.

President _____ of the City Council

Approved / returned unsigned / vetoed this ____ day of _____, 2024.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2024.

Scheereen Dedman, City Clerk

(Seal)

Attachments:

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
FAS	Jeanne Fulcher	Lorine Cheung

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City public works and the priority hire program; modifying the methodology for determining which zip codes are Economically Distressed Areas; authorizing the creation of a regional Priority Hire Implementation and Advisory Committee; and amending Sections 20.37.010 and 20.37.040 of the Seattle Municipal Code.

Summary and Background of the Legislation:

The City of Seattle’s Priority Hire program is a community-initiated effort that began over a decade ago. At that time, south Seattle residents saw public infrastructure projects being built in their communities — yet had limited access to jobs on those projects. They formed a coalition to bring a message to City leadership: Seattle’s struggling communities needed good jobs, and the City could help by investing in its own people when it invested in construction projects. From there, Priority Hire was born through City leadership’s development of the Priority Hire Ordinance. Priority Hire shares a goal among the City, community, labor unions, contractors and training programs to increase construction career opportunities for those living in economically distressed communities, people of color and women. In short, Priority Hire ensures local residents receive a fair share of wealth-generating construction jobs and increases economic equity in our region.

The Department of Finance and Administrative Services (FAS) is providing proposed updates to the Priority Hire Ordinance (Seattle Municipal Code [20.37](#)). The ZIP code update is responsive to a Priority Hire Implementation and Advisory Committee (PHAC) recommendation.

Proposed updates involve the following:

- Economically Distressed Area methodology
- Potential for regional PHAC

Seattle City Council passed the Priority Hire Ordinance in January 2015 and amended it in 2017.

The Priority Hire program has evolved over the years, by identifying and applying best practices in implementation; strengthening regional partnerships as other agencies began their own Priority Hire programs; and responding to community needs to maximize community benefit. The Priority Hire program has reached a point in which continued improvements require legislative updates.

FAS received stakeholder input and support for the proposed updates.

Legislative Update	Reason
Expand the Economically Distressed Areas methodology to include areas with lower density that have large numbers or rates of people living in economic distress	<ul style="list-style-type: none"> • Respond to the region’s changing demographics. • Reach the most people who live in communities with high poverty, high unemployment and low educational attainment. • Ensure inclusion of priority areas identified by the City’s Racial and Social Equity Index. • Support Seattle-area residents in accessing living-wage construction jobs and bringing that money back to their communities.
Allow a regional committee option for PHAC	<ul style="list-style-type: none"> • Create better alignment with King County, the Port of Seattle and Seattle Public Schools, who began Priority Hire programs after the City. • Address regional issues outside the City’s span of control. • Streamline how we solicit feedback from stakeholders on topics of interest.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation have financial impacts to the City? Yes No

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

N/A

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

N/A

Please describe any financial costs or other impacts of *not* implementing the legislation. FAS does not anticipate any financial costs to the City of Seattle if the Priority Hire ordinance updates are not made. However, there is a huge financial benefit to construction workers and their families living in the newly added Economically Distressed Areas, which include the University district and parts of South King County. Construction contractors working on City

construction projects will be incentivized to hire more workers living in low-income neighborhoods and create generational wealth building career opportunities.

Additionally, the new allowance for developing a region-wide Priority Hire Advisory Committee creates opportunities to solve regional issues and standardize services across the three agencies: the City, King County and the Port of Seattle. If this legislation is not implemented, the City will continue to convene our own committee with potential for duplication with other agencies and limited authority to implement regional advisory committee recommendations from the existing committee.

4. OTHER IMPLICATIONS

a. Please describe how this legislation may affect any departments besides the originating department.

The Priority Hire ordinance applies to capital departments with public works projects \$5 million and above. Expanding the definition of Economically Distressed Areas will make it easier for construction contractors to hire workers who will help the general contractor meet the contractual hiring requirements for Priority Hire.

The Office of Sustainability and Environment (OSE) and the Office of Economic Development (OED) partner with FAS on Priority Hire workforce development for construction and the clean energy workforce more generally. Expanding Economically Distressed Areas will increase opportunities for Seattle-area workers and employers to benefit from community-based workforce training funded across FAS, OSE and OED.

The allowance for a regional PHAC will not affect any departments.

b. Does this legislation affect a piece of property? If yes, please attach a map and explain any impacts on the property. Please attach any Environmental Impact Statements, Determinations of Non-Significance, or other reports generated for this property.

N/A

c. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.

- i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**

Priority Hire is a key social and racial equity program for the City of Seattle. The proposed Economically Distressed Area legislative change increases investment in and opportunities for underserved communities by increasing job access for people who meet the criteria of high poverty, high unemployment and lack of college degree by age 25. Construction contractors will be required to employ more workers living in historically disadvantaged communities and/or give them longer work assignments. Plus, City-funded community-based organizations and construction training programs will focus outreach efforts in expanded Economically Distressed Areas.

The expansion of Economically Distressed Areas includes priority areas identified in the City's Racial and Social Justice Index. It also supports Seattle-area residents in accessing living-wage construction jobs and bringing that money back to their communities.

The allowance of a regional advisory committee, instead of each agency convening their own, improves our ability to address regional issues of inequity collectively instead of in silos. No one jurisdiction can address racism on their own.

- ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**

Economically Distressed Areas are race neutral. They focus on areas of high poverty, high unemployment and low educational attainment.

Data on construction workers living in current Economically Distressed Areas show that they are more diverse than workers coming from other ZIP codes. In 2023, Black, Indigenous and People of Color (BIPOC) workers performed 61% of the hours from Economically Distressed Areas, compared to 30% of hours from other areas.

- iii. What is the Language Access Plan for any communications to the public?**

FAS will notify capital departments and prime contractors who are working on current projects affected by the change. We do not anticipate any language access needs for this communication. Construction contractors and unions will communicate the updates to their employees and members, respectively and City staff who are bilingual in Spanish will be available to answer questions from contractors and construction workers in Spanish. City staff will use LanguageLine if encountering construction contractors and/or workers who speak other languages.

d. Climate Change Implications

- i. Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**

The goal is to continue to increase expectations via public works contractual requirements for construction contractors to hire workers living in or near Seattle so they have shorter commute times and less emissions from commuting to City construction sites. Many construction workers live outside King County and Priority Hire’s list of Economically Distressed Areas sets expectations that contractors hire workers living in high poverty areas of Seattle and King County.

- ii. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle’s resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

The expansion of Economically Distressed Areas into additional historically disadvantaged neighborhoods greatly expands the number of people living in these communities to clean energy construction training which will help Seattle have a larger pool of trained workers who can build more energy efficient infrastructure.

- e. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program’s desired goal(s)? What mechanisms will be used to measure progress towards meeting those goals?**

In 2015, City Council set an aspirational goal in the Priority Hire ordinance (SMC 20.37.040.C.) for 40% of all labor hours on Priority Hire covered projects to be performed by construction workers living in Economically Distressed Areas by 2025. This legislation will help achieve the program goal to address the changing demographics of our region and get closer to meeting the 40% goal.

The City uses a labor compliance software called LCPtracker to collect payroll data on a weekly basis and FAS reports to capital departments and prime contractors on a bi-weekly and monthly basis about their individual project performance. FAS also submits a Priority Hire annual report to Mayor and Council outlining performance and will report on outcomes for this legislative change, should it be approved by Council.

5. CHECKLIST

- Is a public hearing required?**
- Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required?**
- If this legislation changes spending and/or revenues for a fund, have you reviewed the relevant fund policies and determined that this legislation complies?**

- Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?**

6. ATTACHMENTS

Summary Attachments: None.

Priority Hire Legislative Updates SMC 20.37

Department of Finance and
Administrative Services



Presentation Overview

- Introductions
- What is Priority Hire?
- Proposed Legislative Changes



Photo: Na'Quelle has worked on two City Priority Hire projects and earlier this year moved from an apprentice role to a journey worker.

What is Priority Hire?

Recruiting
diverse workers

Training workers

Helping workers
get hired

Giving workers
ongoing support



Photo: Construction of Overlook Walk on the Seattle waterfront. Many of the projects on the waterfront are covered by Priority Hire, creating wealth-generating career opportunities that span years. The first project was the Elliott Bay Seawall project in 2013.

Priority Hire: Hiring Requirements

Sets workforce requirements and goals on construction projects of \$5 million and more.

Contractual Requirements

- Workers living in economically distressed ZIP codes
- Registered apprentices and graduates of pre-apprenticeship

Aspirational Goals

- Women
- People of color



Compare Results

Based on City of Seattle Project Hours	Pre-Priority Hire Performance on City Projects (2013)	2023 Priority Hire Project Performance
Workers from Economically Distressed ZIP Codes	12%	28%
Apprentices	13%	17%
Women	5%	7%
People of Color	25%	38%

Sources: City of Seattle, 2024. Past Performance on City Projects is based on hours from a sample of projects from 2009-2013. Sources are the Worker Profile in City of Seattle Construction Projects report and City of Seattle – Construction Workforce Diversity Report. Percentages listed in the 2023 Priority Hire Project Performance column reflect hours from 2023 on public works and public/private partnership projects.

Success: Priority Hire Impact

Since late 2013, workers living in economically distressed communities earned

\$100.9 million

This is projected to be \$46.9 million more in wages than they would have earned without Priority Hire.

Source: City of Seattle, 2024. Based on 61 active or completed projects from November 2013 through December 2023.

What legislative updates are we proposing?

SMC
20.37

Update Economically Distressed Area methodology

Allow potential for regional Priority Hire Implementation and Advisory Committee (PHAC)

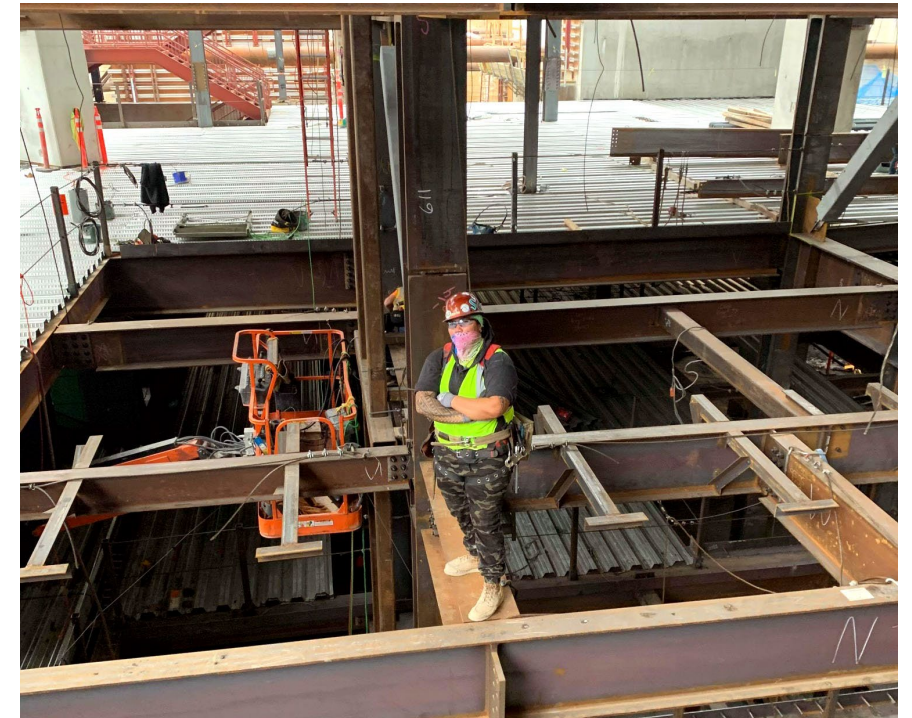


Photo: Emelia on Climate Pledge Arena in 2020. Emelia worked on several Priority Hire projects over her apprenticeship, and recently completed her training. She's now a journey-level ironworker.

What does PHAC recommend?

Recommendation 1: Update Economically Distressed Area methodology

- PHAC supports this recommendation

Recommendation 2: Allow potential for a regional PHAC

- PHAC supports collaboration and coordination across regional Priority Hire programs

Economically Distressed Area Methodology

Why

Better reflect the changing demographics

Reach the most people who meet ZIP code criteria

Include areas in the City's Racial and Social Equity Index

How

Change "high density" to "high concentration" to add areas with high density, numbers or rates of poverty, unemployment, low educational attainment

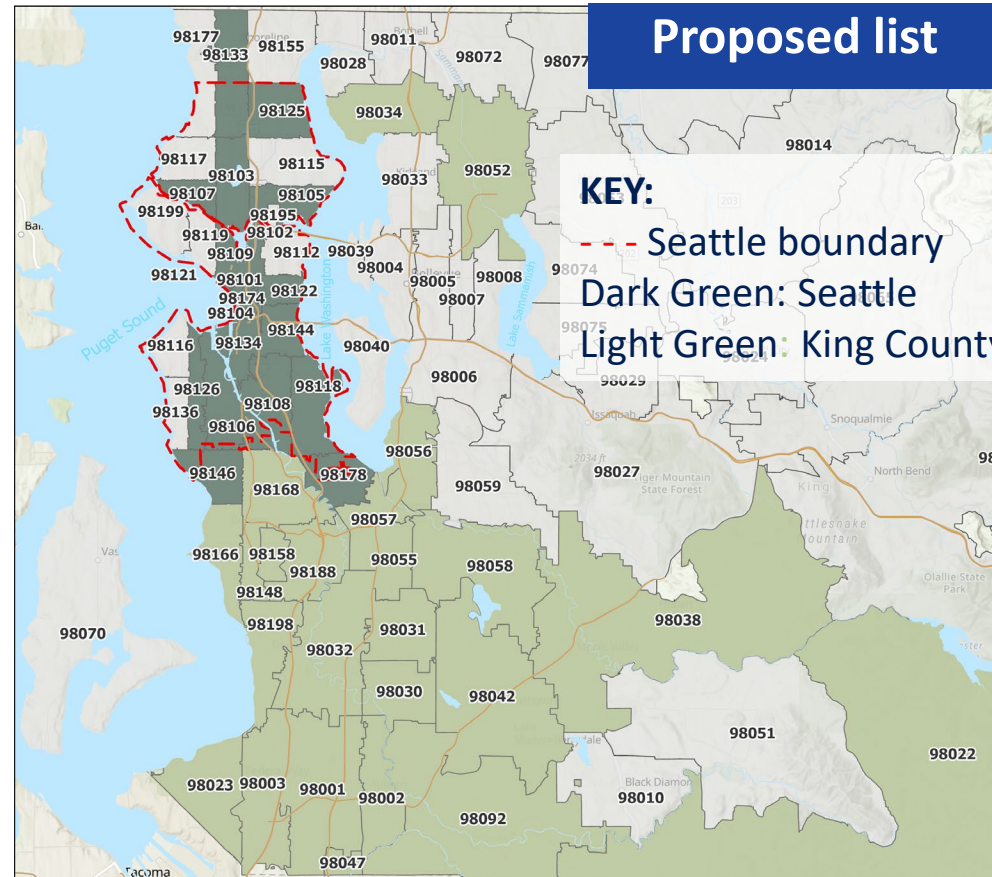
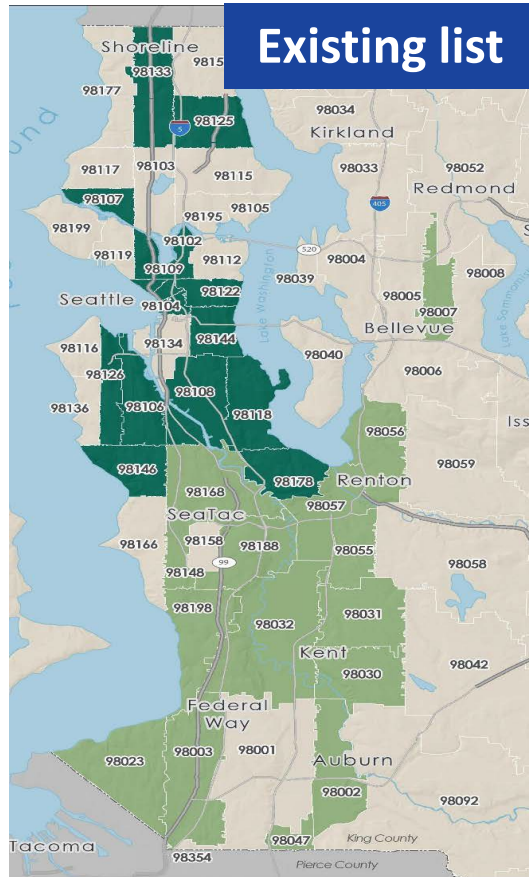
Impact

Increase number of people reached

Increase number of ZIP codes by 12

Increase contractor options for hiring workers

How would the list of Economically Distressed Areas change?



- Seattle ZIP codes added:
- 98103 Aurora
 - 98105 University District
 - 98134 Industrial District

No Seattle ZIP codes are removed.

10 King County ZIP codes are added, and one is removed.

Expands Priority Hire opportunities to nearly 14,000 more workers.

Source: Community Attributes Inc., 2024.

Why do we need regional collaboration?

Priority Hire Implementation and Advisory Committee: Advise on the effectiveness and implementation of Priority Hire

Address
regional
challenges

Insufficient supply of Priority Hire workers

Worker retention challenges

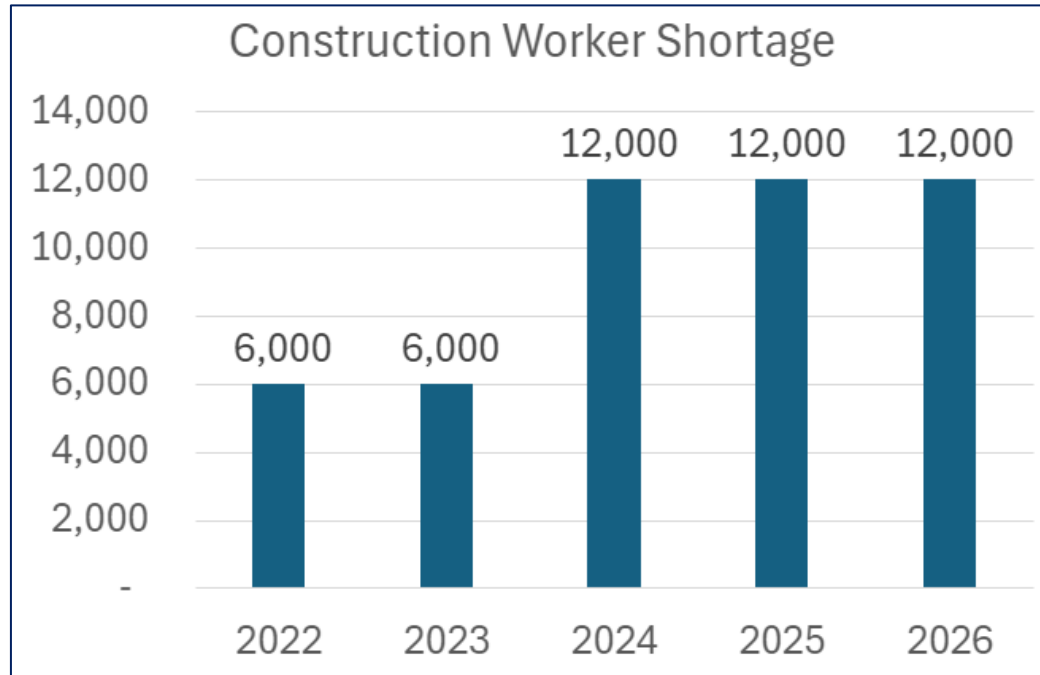
Align
programs

Variable practices/processes make worker navigation and contractor compliance difficult

Systems not working together

Worker Shortages Average 5.6% Annually

Projected Construction Employment Worker Shortage, King, Pierce and Snohomish Counties, 2022-2026



- **Regional demand** for construction workers is projected at about 159,000 workers per year on average between 2022 and 2026, with **shortages ranging from 6,000 to 12,000 workers**.
- Region-wide construction **supply is projected to fall short of demand** from 2022 through 2026 by an average of 5.6%.

Sources: Washington State Employment Security Department, 2022; NCES IPEDS, 2022; Community Attributes Inc., 2022. Note: Supply and demand estimates include workers across residential, industrial, and commercial construction. The projected construction employment demand for the region does not include spending that will be generated by the federal infrastructure bill signed into law in late 2021 and Washington's transportation budget adopted earlier this year.

Thank you

- Kiersten Grove, Acting FAS Director
- Presley Palmer, Purchasing and Contracting Division Director
- Jeanne Fulcher, Labor Equity Program Manager

Photo: Anita is a Priority Hire worker and journey carpenter. She worked on the City's first Priority Hire affordable housing project, 2nd and Mercer Supportive Housing.





Legislation Text

File #: Inf 2567, **Version:** 1

Tribal Nations Summit - One-Year Update



City of Seattle

Tribal Nations Summit

**One-Year Update
AUGUST 2024**



CITY OF SEATTLE, OFFICE OF INTERGOVERNMENTAL RELATIONS

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“Honoring Our Connection” story pole presented to the City of Kobe, Japan, by the City of Seattle, Port of Seattle and Seattle-Kobe Sister City Association in partnership with members of the Lummi Nation and Puyallup Tribe of Indians. Photo credit: Brian Chu Photography.



Overview

On May 2, 2023, the Office of Intergovernmental Relations (OIR) coordinated the inaugural City of Seattle | Tribal Nations Summit. It was the first time in the city of Seattle's history that it convened an official government-to-government meeting of city-elected leaders and senior officials with multiple federally recognized Tribes in the state of Washington.

The summit had two key goals: 1) Identify actions and desired outcomes that uphold the sovereignty and treaty rights of federally recognized Tribes, and 2) Build partnerships, strengthen collaborations and enhance diplomacy. **At the summit, participants identified 23 initial actions to help meet these goals.**

The summit represented a significant initial step in the City's journey to better honor and respect Tribal sovereignty in local governance and engage Tribal Nations as sovereign governments and regional partners. **The purpose of this report is to share an update on how these commitments have progressed over the past year.** This is one step in the City's larger effort to strengthen relations, build trust, and remain an accountable, committed partner to Tribal Nations and Native communities.

Seattle Parks and Recreation, Tribal Nations Gathering participants at Daybreak Star Indian Cultural Center. Photo credit: City of Seattle.



Recap of 2023 Tribal Nations Summit



From left to right: Jeremy Takala*, councilmember, Confederated Tribes and Bands of the Yakama Nation; Josh Bagley, vice chair, Suquamish Tribe; Jay Mills*, councilmember, Suquamish Tribe; Greg Hitchcock, general council vice chair, Cowlitz Indian Tribe; Donny Stevenson, councilmember Muckleshoot Indian Tribe; Tiffany Washington, deputy mayor, City of Seattle; Monisha Harrell, former senior deputy mayor, City of Seattle; Scott Schuyler, policy lead, Upper Skagit Tribe; Suzanne Sailto, former councilmember, Snoqualmie Indian Tribe; Debora Juarez, former president, Seattle City Council; Bruce Harrell, mayor, City of Seattle; Jaimie Cruz, councilmember, Squaxin Island Tribe; Tim Reynon, Tribal relations director, City of Seattle; Greg Wong, deputy mayor, City of Seattle; Denita Holmes, treasurer, Suquamish Tribe; Leonard Forsman, chair, Suquamish Tribe; Chayannah Squally, former councilmember, Nisqually Indian Tribe; Steve Edwards, chair, Swinomish Tribal Community.

*Member of Indigenous Advisory Council, City of Seattle. Photo credit: City of Seattle.

The City was humbled to host elected leaders and staff from **11 federally recognized Tribal Nations** at the 2023 summit. All 29 federally recognized Tribes in Washington state received an invitation, especially given that Tribal interests in local government extend well beyond the geographic boundaries of local jurisdictions and reservation boundaries.

Additionally, the City hosted leaders from **six urban Indian organizations (UIOs)** that are recognized as American Indian and Alaska Native service providers, advisory bodies, public health authorities, or public development authorities through local, state, or federal statute. The relationship and engagement of these recognized providers is distinct from government-to-government engagement, but represents the on-going trust obligations to Tribal citizens, regardless of where they live.

The summit was attended by staff from **17 City departments, executive and legislative representatives, and two county and regional partners.** This included Mayor Bruce Harrell, former Seattle City Council President Debora Juarez, current Seattle City Council President Sara Nelson, Councilmember Dan Strauss, and others.

During the summit, Tribal leaders shared their priorities with Mayor Harrell and deputy mayors through a **listening session** followed by an opportunity for City leadership to **listen and learn directly from Tribal leaders on how to work together more effectively** as governments and regional partners. Tribal and urban Native leaders then engaged in **direct talks and candid conversation focused on three areas of shared concern: housing and homelessness, natural and cultural resources, and public safety.**

As a result of these conversations, **23 initial commitments were identified in partnership with City departments, the mayor’s office, and other City stakeholders.** The [2023 Summit Summary Report](#) shares more detail on these commitments, which are also included in Appendix A.

Seattle Public Schools partnership with Muckleshoot Indian Tribe to serve locally sourced salmon school lunches with support from Office of Sustainability & Environment’s Healthy Food in Schools initiative. Photo credit: Office of Sustainability & Environment.



Key Takeaways



City of Seattle Tribal Nations Summit. Photo credit: City of Seattle.

The efforts summarized in this report mark progress in the City’s commitment to strengthen government-to-government relationships with Tribal Nations and to define its role in fulfilling trust and treaty obligations to Tribal citizens, regardless of where they reside. These actions help lay the groundwork for growing trusted partnerships and fostering greater collaboration, yet we acknowledge that significant work remains ahead.

In the past year, the following eight key takeaways were identified by City partners:

- The City has made significant strides in its commitment to Tribal engagement, such as increasing Tribal representation in major city planning efforts and increasing requests for Tribal consultation. As the City plans for a citywide policy to formalize Tribal relations, we understand that developing a systemized and standardized protocol for Tribal engagement through a government-to-government framework is a crucial step and a priority action.

- Tribal consultation has become more consistent and frequent, with numerous departments engaging with Tribes on various policies, projects, and initiatives. At the same time, Tribal consultation is still often integrated into a public community engagement process that fails to honor and recognize Tribal sovereignty. Tribal representatives have expressed the need for direct City-Tribal relationships, and continue to stress the importance of early and often consultation on anything affecting Tribal Nations and Tribal interests.
- There is demonstrated commitment to reflecting Indigenous values, cultures, and priorities in City projects and policies.
- The City is taking a more collaborative approach to cultural resource stewardship by expanding outreach across numerous environmental projects, programs, and initiatives and demonstrating a commitment to environmental justice.
- The City fosters numerous partnerships to support culturally responsive housing and emergency shelter services, as well as gender-based violence response and other services that support community resilience for Tribal citizens and all urban Native residents.
- The City made strides in increasing education and understanding of Tribal histories, governments, and priorities by visiting Tribal communities, hosting City-sponsored gatherings, developing.
- The formation of a City-Tribal workgroup and the development of tools to better track Tribal engagement across City projects and programs mark foundational and critical steps to more effective Tribal relations and consultation.
- Building staff skills and capacity for more effective Tribal relations across City departments is a crucial step to moving this work forward and needs to be adequately planned for, budgeted, and resourced.

Seattle City Councilmember meeting with Lummi Nation delegation on interjurisdictional responses to fentanyl. Photo credit: Office of Intergovernmental Relations.



Progress Updates



City of Seattle visit to Sauk-Suiattle Indian Tribe. Photo credit: Office of Intergovernmental Relations.

The commitments from the summit spanned the areas of 1) [Effective Tribal relations and Indigenous engagement](#), 2) [Cultural visibility and vitality](#), 3) [Collaborative cultural resources stewardship](#), and 4) [Culturally attuned systems of care](#).

The following updates share more information on actions taken within these categories. For simplicity, each action is listed only one time, though natural overlap occurs across categories.

These updates represent a fraction of City engagement and funding that supports American Indian and Alaska Native residents in Seattle. The City of Seattle fosters relationships and provides funding to numerous urban Indian organizations and Indigenous groups in the Seattle area that are not fully captured in this progress update. The items featured in this report are reflective of engagements with federally recognized Tribes and statutorily recognized American Indian and Alaska Native service providers and advisory bodies that serve Tribal citizens, regardless of where they reside.

While detailed, the City recognizes that this is not an exhaustive list of every action it has taken over the past year and is actively improving its internal tracking systems and processes to better coordinate Tribal outreach and engagement across the City.

The City acknowledges that these actions only mark the beginning of our efforts to strengthen government-to-government relationships with Tribal Nations and to define our role in fulfilling trust and treaty obligations to Tribal Nations and Tribal citizens. We look forward to working with Tribal and urban Native partners in the months and years ahead to achieve and expand upon these items.

Effective Tribal Relations and Indigenous Engagement

At the City of Seattle | Tribal Nations Summit, Tribal and urban Native leaders clearly expressed the need for clear communication from City leaders and staff. Tribal leaders stressed the importance of early and often consultation and collaboration on anything affecting Tribal Nations and Tribal interests. In the past year, the City has made strides in learning about Tribal and urban Native priorities, engaging with Tribal Nations through a government-to-government framework, and identifying and planning internal process improvements.

- The Office of Intergovernmental Relations (OIR) began conversations on codeveloping a citywide policy to formalize Tribal relations and will convene a City-Tribal workgroup in summer 2024.
- Seattle Parks and Recreation (SPR) hosted a Tribal Nations Gathering in January 2024 to dig deeper into parks and open space issues. See more in the collaborative cultural resources stewardship section.
- OIR implemented a citywide tool to track Tribal engagement across City departments, projects, policies, and programs.
- Seattle Human Resources (SHR) collaborated with OIR and will engage the Indigenous Advisory Council (IAC), other departmental staff, and Tribal subject matter experts as advisors to begin the development of an eight-module Tribal Nations training curriculum. The first two modules will be launched this year.
- Seattle City Light (SCL) representatives are completing a certificate in Tribal relations at Portland State University and are attending regional Tribal events led by the National Congress of American Indians and Affiliated Tribes of Northwest Indians to build a more robust Tribal relations framework for the utility.
- The Office of Emergency Management (OEM) has reached out to 16 Tribal Nations across the Puget Sound region in 2024 to discuss their potential involvement with the Regional Catastrophic Planning Grant resilience hub project. Several Tribes have responded with interest in the project.

- The Office of Economic Development has engaged two Tribal Nations and a Tribal enterprise to increase understanding and awareness of Tribal priorities and access barriers in the mass timber industry.
- The City coordinated nine visits to five Tribal communities or areas of significance to Tribal partners. Meetings included Tribal leadership and staff from the mayor’s office, city council, and various City departments.
- City departments invited Tribal leaders into more City policy and decision-making spaces. For example:
 - The Department of Neighborhoods (DON) provides staffing and program resources for the Indigenous Advisory Council (IAC), which is comprised of nine representatives from Tribal and urban Native communities. The IAC convenes a Tribal caucus to support the unique needs of Tribal leadership serving on the public commission. The IAC appointed or reappointed three elected Tribal leaders, four UIO leaders, and elder and youth delegates.
 - The IAC has provided feedback to Seattle City Council and several City departments on legislative and budget issues, programs, and policies, including council budget actions, grant programs, departmental policies, and City plans.
 - Seattle City Council’s Finance, Native Communities, and Tribal Governments Committee hosted an OIR and IAC briefing in March 2024 at which former Snoqualmie Tribal Councilmember and IAC member Suzanne Sailto copresented and in April 2024 at which Suquamish Tribal Councilmember and IAC member Jay Mills copresented.
 - OIR invited Tribal leaders to the table during the Asia-Pacific Economic Cooperation (APEC) Third Senior Officials’ Meeting (SOM3) meetings that took place in summer 2023. OIR worked with the U.S. State Department and APEC organizers to include Tribal leaders at meetings, and invited Tribes to share their culture and words of welcome to their ancestral homelands.

Muckleshoot Indian Tribe and Suquamish Tribe representatives at honorary naming of Alaskan Way and Elliott Way to Dzidzilalich. Photo credit: Department of Neighborhoods.



- The City has increased frequency and consistency of Tribal consultation with at least 10 Tribal Nations. The most common consultation topics include cultural resource management, Tribal treaty rights, environmental stewardship, hydroelectric projects, mass timber, urban planning, public art and cultural placemaking, and economic development.
- The City has invited a number of Tribal Nations to collaborate and consult on state and federal policy priorities to better understand areas of mutual interest. The City has met with Tribal leaders and Tribal youth delegates to better understand and support Tribal Nations' efforts to address the opioid and fentanyl crisis and increase interjurisdictional communication and joint advocacy.
- The City increased Tribal and Native community outreach, engagement, inclusion, support and funding. Topics included local food systems, forestry, climate change, aging and disability services, emergency management, business and economic development, and transportation.

City of Seattle visit to the Skagit Hydroelectric Project with the Upper Skagit Indian Tribe. Photo credit: Office of Intergovernmental Relations.



Cultural Visibility and Vitality

Tribal leaders have expressed the desire to revitalize local Coast Salish values, cultures, histories, stories, languages and art that generate a sense of belonging and connection among Native peoples to the natural and built environment in the City of Seattle. The following section highlights a few areas of cultural visibility and vitality through Indigenous placemaking, urban planning and educational awareness.

- In the past year, the City has increased Tribal engagement in public art, infrastructure and capital projects, including:
 - The Seattle Office of Arts & Culture (ARTS) has partnered with Seattle Public Utilities (SPU), Seattle Department of Transportation (SDOT), SCL, and SPR to increase support for Native artists across numerous public art projects.
 - Ongoing support and investment in the Tribal Interpretive Center on the waterfront.
 - SDOT and SPR are exploring the development of interlocal agreements to commission Tribal art in public spaces, particularly places of cultural significance.
 - SPR and ARTS are coordinating with Tribal Nations to incorporate Tribal history, Tribal art, Lushootseed language, and traditional place names into parks and public space names, signage, and information materials. One example is the artwork at Licton Springs Park.
 - SDOT outreach to Tribal Nations to better understand their interests and areas of concern regarding SDOT capital projects.
- The IAC, Seattle City Council president, and the Seattle Design Commission cosponsored a public talk on Indigenous planning and design in public transit and advised on the City's design guidelines to Sound Transit.
- The Office of Planning & Community Development (OPCD) contracted a Native women-owned consulting firm to support the inclusion of Indigenous principles, treaty rights, and culture in the planning of urban centers.
- The Information Technology department and the Seattle Channel added nine new videos that feature stories from Tribal and urban Native communities.

Urban Native listening session to inform housing elements of the One Seattle Plan (comprehensive plan). Photo credit: Department of Neighborhoods.



Collaborative Cultural Resource Stewardship

Tribal leaders have continuously noted that all natural resources are cultural resources and that City policy, services, and utility infrastructure have far-reaching impacts for Tribal Nations and Tribal citizens who live, work, play, and exercise Tribal sovereignty and treaty rights in and around our City and across our region. The following examples highlight the City's efforts toward more robust, collaborative intergovernmental relationships and partnerships on natural and cultural resource issues, including:

- SPR hosted a Tribal Nations Gathering to dig deeper into parks and open space issues. Its [summary report](#) includes a range of Tribal priorities and concrete next steps and action items such as increased outreach and engagement of Tribal partners and the formation of an internal workgroup to systemize Tribal relations within the department.
- Several City departments (OIR, DON, OPCD, SPR, SPU, SCL, and Seattle Department of Construction & Inspections (SDCI)) are actively engaging with Tribal Nations on cultural resource protection efforts and urban forestry work.
- OIR, SCL, SPU and the mayor's office are consulting with Tribal Nations on the Federal Energy Regulatory Commission (FERC) relicensing process for the Skagit and South Fork Tolt hydroelectric projects' Federal Energy Regulatory Commission (FERC) relicensing processes.
- OSE and SPU submitted a grant request to the Washington State Department of Ecology for funds to support floodplain restoration and sea level rise adaptation in the lower Duwamish River. OSE and SPU notified six Tribes with ancestral ties to the Duwamish River area and conducted targeted outreach to the Muckleshoot Indian Tribe and Suquamish Tribe.
- SDOT has been awarded a U.S. Department of Agriculture urban forestry grant to work with Muckleshoot Indian Tribe on land and habitat restoration in the Longfellow Creek basin.
- SPU hosts standing meetings with Muckleshoot Indian Tribal Fisheries to discuss the sockeye salmon hatchery and salmon recovery.
- SPU supports ongoing implementation of the Muckleshoot – Settlement Agreement, which includes hunting and gathering in the Cedar River Watershed, wildlife studies, firewood gathering, and operation of the sockeye salmon hatchery.
- SPU participates with the Muckleshoot Indian Tribe on the Habitat Conservation Plan (HCP) oversight committee and will be hosting a watershed tour in summer 2024.
- SPU hosted three engagements with two Tribal Nations at SPU properties of significant interest. These meetings included Tribal leadership, elders, and caretakers.

- SPU participates in the Tolt Fish Advisory Committee and Tolt Fish Habitat Restoration Group to manage fish and aquatic resources on the Tolt hydroelectric projects.
- SPU is implementing its forest management plan in the Cedar River Watershed in collaboration with Muckleshoot Indian Tribe and is consulting with the Tribe on decommissioning roads in the watershed.
- The City of Seattle is actively and collaboratively partnering in the area of environmental justice:
 - As part of the FERC relicensing process, SCL will include a cultural resources section in the relicensing process.
 - Finance and Administrative Services (FAS) and Seattle Police Department (SPD) are working with the Muckleshoot Indian Tribe and Suquamish Tribe as the City performs environmental corrective work at two city-owned properties.
 - SPU and SCL partner with King County and Boeing to construct the cleanup of the Lower Duwamish Waterway (LDW) Superfund site. With cleanup partners, they proactively coordinate with the Muckleshoot Indian Tribe and Suquamish Tribe to develop agreements that reduce and mitigate the construction impacts on Tribal fishing practices.
 - SPR and the Green Seattle Partnership partners with several urban Indian organizations and educators from Tribal communities to lead land and habitat restoration in parks and open spaces.
- The City is collaborating and supporting ongoing education among City staff and engaging in regional collaboration, including:
 - SCL sponsored and attended last year's Affiliated Tribes of Northwest Indians Tribal Clean Energy Summit.
 - The City of Seattle sponsored and SDOT, SPR, SCL, DON, OPCD and OIR participated in the 2024 Cultural Resource Protection Summit.
 - Snoqualmie Tribal members and SPU staff attended wildland fire training.

City of Seattle visit to Swinomish Indian Tribal Community. Photo credit: Office of Intergovernmental Relations.





City of Seattle at grand opening of Chief Seattle Club's Sacred Medicine House. Photo credits: Chief Seattle Club and Office of Housing.

Culturally Attuned Systems of Care

Many Tribal leaders acknowledge the critical role of UIOs in addressing the social and economic needs of their citizens and a diverse range of American Indian and Alaska Native peoples who reside in Seattle. These culturally attuned service providers are essential partners in serving Tribal citizens regardless of where they reside. The following examples highlight a few of the City's investments in culturally attuned systems of care, including:

- The Office of Housing (OH) and the Human Services Department (HSD) have numerous active partnerships, contracts and grants to support culturally responsive housing and emergency shelter partnerships with Native community partners. Some, but not all, examples include:
 - Over the last two years, HSD worked with the King County Regional Homelessness Authority and two UIOs to support 93 units of culturally attuned shelter.
 - The Office of Housing supported a Chief Seattle Club affordable housing project that added 120 units of culturally attuned permanent supportive housing to the local housing stock.
 - In 2024, HSD will also resume administration of homelessness prevention programs administered by four UIOs to provide critical financial assistance.
- HSD has numerous active partnerships, contracts and grants with four UIOs to support Native providers in offering culturally attuned gender-based violence response services.

- City departments are engaging with Tribal public health experts to improve the collection, analysis, and reporting of race and ethnicity data:
 - SPD is working to procure a technology solution to better achieve this goal within SPD data systems.
 - SPD continues to build trust by engaging in partnerships with Tribal Nations and urban Indian organizations.
 - SPD has a Missing and Murdered Indigenous Persons (MMIP) data analyst who works with the statewide task force and subcommittees, as well as the Seattle Indian Health Board, to strengthen the department’s work on MMIP.
 - HSD increased staff awareness on culturally appropriate data collection by meeting with leaders from Seattle Indian Health Board and Native-owned consulting firms.
- The Office of Sustainability & Environment (OSE) and DON have provided funding and support to five UIOs to support culturally attuned food access and food security programs.
- OSE helped facilitate the purchase of over 3,000 pounds of wild-caught coho salmon from the Muckleshoot Seafood Products Tribal enterprise by connecting Muckleshoot Seafood staff to Seattle Public Schools (SPS) and hunger relief program food purchasers. SPS plans to feature the salmon in dishes throughout the 2024-25 school year.

The City of Seattle reaffirms our commitments to and relationships with federally recognized Tribes and Native communities and looks forward to continuing this important work in the months and years ahead.

Seattle Parks and Recreation, Tribal Nations Gathering Tribal Leaders listening session at Daybreak Star Indian Cultural Center. Photo credit: Department of Neighborhoods.



Appendix A: 2023 Commitments



Leaders gathered at the table to discuss top issues impacting Tribal and urban Native communities at the City of Seattle Tribal Nations Summit. Photo credit: Tim Durkan.

The following commitments mark the beginning of the City of Seattle’s efforts to strengthen government-to-government relationships with Tribal Nations and to define our role in fulfilling trust and treaty obligations to Tribal and urban Native communities following the inaugural City of Seattle | Tribal Nations Summit in May 2023. For more information, view the detailed [2023 Summit Summary Report](#).

Effective Tribal Relations and Indigenous Engagement

1. Codevelop a City policy that outlines the City’s commitment to working with Tribal Nations and UIOs to better fulfill trust and treaty obligations.
2. Convene additional gatherings, including future Tribal Nations summits and workgroups to dig deeper into the issues of interest to Tribal Nations.
3. Provide training and opportunities for City staff to learn directly and with reciprocity from Tribal and urban Native leaders about trust and treaty rights; Tribal sovereignty; Tribal governance; Native history, culture and protocols; and appropriate ways to engage with Tribes and UIOs.
4. Develop a citywide tool for tracking Tribal engagement to drive greater interdepartmental collaboration and lay the foundation for a more structural, systemic approach to Tribal engagement that better serves Tribal and urban Native partners.

5. Work with City staff to ensure Tribal Nations are consulted with early and often to ensure that Tribal sovereignty and treaty rights are recognized and respected throughout the many City policies, plans, projects, programs or actions that impact or may impact Tribal interests.
6. Enhance government-to-government relationships by establishing new expectations and commitments for City-Tribal engagement that increase meaningful and consistent engagement, constructive dialogue and collaboration between governments.
7. Increase the City's outreach and engagement with Tribal Nations, including visits to Tribal communities and inviting Tribal leaders to more City policy and decision-making spaces.
8. Support the Indigenous Advisory Council to fulfill their role as a culturally grounded advisory body of Tribal and urban Native leaders. Support other boards and commissions with dedicated seats for Tribal and urban Native leaders to further integrate Indigenous representation in local decision-making processes.
9. Learn and identify opportunities to support aligned local and federal policy priorities of Tribal and urban Native partners who encourage new resources and partnerships that better leverage City resources.

Cultural Visibility and Vitality

10. Encourage Seattle Public Schools to ensure that the City's students are taught the histories, cultures, and governments of our region's federally recognized Tribes.
11. Use Seattle Channel as a storytelling platform for Tribal Nations to educate the general public.
12. Support more opportunities for infrastructure and capital projects that showcase Tribal and urban Native cultures through art, story, language and facility space in the natural and built environments.
13. Engage Tribal and urban Native partners in better reflecting Indigenous values and priorities into the City of Seattle's Comprehensive Plan, which is managed by the Office of Planning and Community Development.

Collaborative Cultural Resource Stewardship

14. Explore collaborative intergovernmental relationships and partnerships on natural and cultural resource issues.
15. Be collaborative partners in the area of environmental justice, particularly the Duwamish River cleanup.

16. Conduct Tribal consultation on waterway street ends and other land use projects to address Tribal trust and treaty rights as well as cultural placemaking opportunities.
17. Draft a departmental policy statement to seek Tribal and urban Native input on emergency management practices and policies.
18. Convene a working group of emergency management partners that provides services to Tribal and urban Natives to seek input on incident response practices and community engagement initiatives.
19. Co-develop an emergency management engagement protocol with content specific to Indigenous communities, including Tribal and urban Native communities.

Culturally Attuned Systems of Care

20. Support culturally responsive housing and emergency shelter partnerships with Native community partners, including the many Native-led housing developments, cultural facilities, health care and climate resilience projects that are currently in the development process.
21. Create a systems navigator position within local law enforcement that can be a point of contact and support for people who experience violence and families who are impacted.
22. Engage Tribal public health experts to improve the collection, analysis and reporting of race and ethnicity data.
23. Invest in trust building through partnerships with Tribal Nations and UIOs.

City of Seattle, Port of Seattle and Seattle-Kobe Sister City Association participate in the 2024 Kobe Festival Parade as part of story pole dedication festivities. Photo credit: Brian Chu Photography.

