

Amendment 1 to CB 120525 – RSJI Ordinance

Sponsor: Councilmember Morales

Technical amendments

Effect: This amendment would correct editorial errors.

Amend recitals in CB 120125 as follows:

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WHEREAS, since the RET ~~((report was issued))~~ analysis began, the Council and Executive have taken steps toward implementing the recommendations, including adding staff and resources for increased community and employee-centered outreach, commission support, and RSJI efforts; and

WHEREAS, the Council passed Statement of Legislative Intent (SLI) OCR-002-A-003 in the 2021 Adopted Budget, requesting that representatives from SOCR, the Mayor’s Office, and members of the RSJI network participate in a Council-convened work group to review and determine how to implement the remaining recommendations in the RET report; and

WHEREAS, ~~((a Council-convened))~~ the workgroup to respond to the SLI began meeting in early 2021 (“Workgroup”) and examined the RET Report recommendations in the context of the civil rights reckoning and related events of 2020, which underscore the need for meaningful change and progress in racial equity; and

WHEREAS, the Workgroup sent the SLI response to the City Council on July 1, 2021, and recommended passage of an RSJI ordinance; and

WHEREAS, the Workgroup recommended that a long overdue step necessary to advance race and social justice is to embed RSJI into the City’s government as policy, by codifying the “initiative” by ordinance; and

WHEREAS, the recommendation to codify RSJI’s purpose and leadership by SOCR, and other practical considerations led to the ordinance as ((is)) one step the City can take to end institutionalized racism in City government and achieve racial equity throughout Seattle; and

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Amend Section 1 of CB 120125 as follows:

3.14.943 Governance of the Race and Social Justice Initiative

The Seattle Office for Civil Rights is authorized to lead the Race and Social Justice Initiative by:

A. Developing analytical tools to support the identification of equity impacts of policies, practices, and decision making, as well as ways to amplify positive impacts and mitigate negative impacts;

B. Developing guidelines, which can be implemented Citywide, for outreach, communication, and community engagement to improve the scope and effectiveness of external City efforts to ensure that all communities receive information and have the opportunity to shape City policies and services;

C. Identifying focus areas and making recommendations to relevant City departments for development of policies and actions that improve fairness and opportunity in City government organizational practices, including all employment practices such as hiring, training, retention, and promotion, and business practices such as contracting, procurement, and grant writing;

D. Providing a forum for exchange of information and identification of opportunities for collaboration Citywide on racial equity and social justice foundational practices and framework;

E. Supporting departments in identifying equity-related service gaps, setting measurable racial equity and social justice goals, creating departmental action plans to achieve them~~((§))~~, and developing systems of accountability; ~~and~~

F. Guiding equitable funding analysis and practices in departmental annual budgets in partnership with the City Budget Office; and

G. Supporting City departments in developing an integrated external focus, working with community to assess community strengths, identify service gaps, and co-create plans that help the department reach its racial and social justice goals.

3.14.944 Internal staff racial equity and social justice groups

A. Each City department, working individually or with other departments, should prioritize the creation of or continue support for existing internal staff racial equity and social justice groups. An internal staff racial equity and social justice group is a group of employees who work collaboratively with the Race and Social Justice Initiative's Citywide network to sustain the implementation of internal departmental changes to undo institutional racism and to incorporate racial equity and social justice principles into everyday work.

B. The Seattle Office for Civil Rights is authorized to develop guidance for all departmental internal staff racial equity and social justice groups to provide foundational practices, direction, and frameworks to allocate each department's budget for such groups.

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