



# 2016 Race & Social Justice Change Team Update Department of Transportation

City Council  
Nicholas Makhani, Onya Robertson  
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# Our mission, vision, and core values

**Mission:** deliver a high-quality transportation system for Seattle

**Vision:** connected people, places, and products

Committed to **5 core values** to create a city that is:

- Safe
- Interconnected
- Affordable
- Vibrant
- Innovative

For **all**

# Presentation overview

Structure of SDOT Change Team

2016 Work Plan Highlights

Looking ahead

# 2016 Change Team



## Our team:

- 20 Employees, three-year terms
- 8-12 hours/month time commitment
- Representing all nine Divisions and different job titles
- Works closely with Office of Civil Rights

## SDOT RSJ MISSION STATEMENT:

Through our work, SDOT will end institutional racism and biases and will create an equitable transportation system and workforce.

# 2016 work plan highlights



Internal SDOT Processes

Workforce development  
and diversity

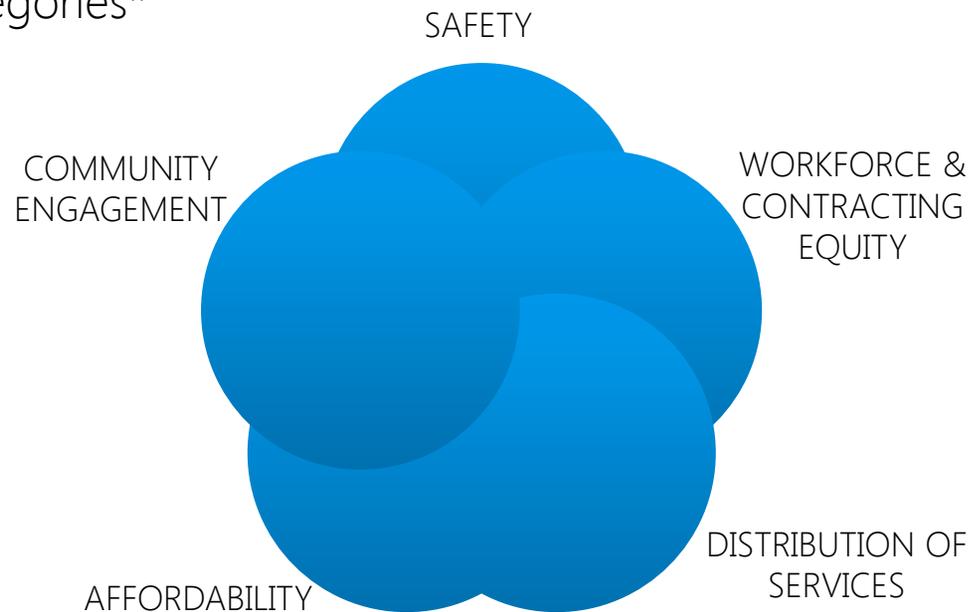
New initiatives in 2016

# RSJI goals & outcomes

Recognized need to articulate clear and measurable goals, specifically surrounding RSJ issues

Senior Leadership and Change Team collaborated; buy-in from SOCR; final goals communicated to all staff

Key Categories\*



# Racial Equity Toolkits

KEY RET'S include:

- 2015: Access Seattle, Pay by Phone Growth Project, Free Floating Car Share, PMP Technical Update
- 2016: Diversity Recruiting, Large Neighborhood Street Fund, Shared Use Mobility Plan, Citywide Speed Limit Reduction

Utilize equity goals to craft clear and consistent desired outcome of projects

Change Team provides training and input on RET's, while Division and Project Managers are ultimately responsible

# Employee development & advocacy

## Staff requirement to participate in 2-hours of RSJ training annually

- Working towards critical mass where more employees recognize RSJ principles as values
- Change Team develops curriculum and schedule\*, and facilitates classes
- SOCR, Attorney's Office, SPU, and SCL among guest speakers

## Collaborate with HR

- Diversity recruitment
- Staff development
- Email access for all
- Upward mobility
- Hiring RSJ Coordinator



\*Refer to Appendix 2 for a listing of 2016 classes

# Youth Engagement

Increasing opportunities for youth to experience SDOT (August 10<sup>th</sup> event)

Through interactions with youth, reach parents and caregivers

Support Seattle Youth Employment Program



# SUMMARY & LOOK AHEAD

Clear equity vision	Measure success in achieving goals and adjust accordingly Work with other entities to gather data
Racial Equity Toolkits to address inequalities	Weave RET's into day-to-day processes and SDOT culture
Increase staff education and advocacy	Create new curriculum and involve more advocates to cause
Staff and community development	Field training, youth engagement (August 10 <sup>th</sup> ) Increase diversity recruitment, hiring, and retention

# APPENDIX 1A: Equity Goals & Outcomes – Detailed Information

## SAFETY

GOAL: No racial disparities in transportation related deaths and injuries.

### STRATEGIES:

1. Measure racial disparities of those involved in collisions and/or other transportation related deaths and injuries
  - a. Investigate data collection strategy for knowing and analyzing racial and other demographics of people involved in collisions or injuries, working with SPD and Public Health to increase data integrity
  - b. Utilize resident geography as proxy acknowledging that people move around the city on streets outside their home neighborhood
2. Address any disparities found with the neighborhoods and community
  - a. Apply Vision Zero principles while being cognizant of biases inherent in enforcement
  - b. Equitably increase safe access to walking, biking, and transit services
3. Increase collaboration with other departments
  - a. SPD to strategize on enforcement of violations
  - b. City Light on lighting issues

### MEASURES:

1. Percent of people of color involved in incidents vs. total percent of people of color in Seattle

## WORKFORCE AND CONTRACTING EQUITY

GOAL: The demographics of SDOT staff across every division and work site reflect the demographics of Seattle and the Puget Sound region.

### STRATEGIES:

1. Racial demographics of SDOT staff by Division and job classification meet or exceed latest Census data for City of Seattle in terms of all racial categories  
<http://www.seattle.gov/dpd/cityplanning/populationdemographics/aboutseattle/raceethnicity/default.htm>
  - a. Expand measure to meet or exceed entire Puget Sound region (Census/American Community Survey could likely provide this information)
  - b. Increase efforts to recruit, hire, and retain minority and women accordingly
2. Support an inclusive work environment that invests in career development
  - a. Improve communication and training of hiring processes in the context of RSJI
  - b. Compare 2016 to 2014 RSJ survey results
3. Increase percent of women in under-represented positions across all divisions (specifically in trades, engineering, and management)
4. Increase WMBE utilization to meet SDOT goals
  - a. Increase minority and women hiring by at minimum 10% for non-WMBE contractors
  - b. Support and nurture WMBE firms as sub- and prime contractors
5. Increase collaboration with local high schools, community centers, and other groups, particularly those that have high youth of color to increase SDOT engagement

### MEASURES:

1. Percent of people of color in the workforce vs. total percent of people of color in Seattle
2. Percent of women in the workforce vs. total percent of women in Seattle
3. WMBE: Achievement of Consultant Aspirational Goal = 12% (11.97%); Purchasing Goal = 10% (8.56% in 2015)

# APPENDIX 1B: Equity Goals & Outcomes – Detailed Information

## AFFORDABILITY

GOAL: Reduce transportation as a percentage of living expenses, focusing on low income families.

### STRATEGY:

1. Improve quality and increase access to alternatives to private vehicle transportation
  - a. Shared mobility, including Bike Share, Car Share, Uber/Lyft (transportation network companies)
  - b. Transit access, such as increasing quality of public transit services in areas with lower access to opportunity
2. Ensure access to fee reduction opportunities and any Department fees and petitions address inherent inequities
  - a. ORCA LIFT, VLF Rebate
  - b. SDOT fees including RPZ, Street Use permits
  - c. Pavement to parks, Play streets, Parklets (currently applicants must pay for Design and Construction, and reimburse for lost parking revenue)

### MEASURES:

1. Dollars available of fee reduction opportunities and corresponding utilization tracked by race/ethnicity
2. Housing and transportation cost index in Seattle over time (<http://htaindex.cnt.org/map/>)

## DISTRIBUTION OF SERVICES

GOALS: Ensure equitable distribution of maintenance of existing assets and new investments. Reduce the reliance on complaint-based systems for repairs and service delivery.

### STRATEGY:

1. Ensure equity in project location by race, while balancing income, age, disability, language, and geographic considerations
  - a. Prioritize investments at minority and low income schools/areas (Safe Routes to School)
  - b. Prioritize last mile access investments in high need and underserved areas
  - c. Increase pothole repairs in under-represented communities
2. Every prioritization process must be transparent and show how race is incorporated into decision making
  - a. Communicate Department prioritization of investments
3. Reduce burden of department complexities, specifically to minority-owned small businesses and residents
  - a. Pilot innovative programs
  - b. Street use, parking, permit fees “easier to understand”
4. Empower people to communicate with the Department (complaint, request services, provide feedback)
  - a. Equitable utilization of programs and services across all communities

### MEASURES:

1. Current number of complaint-based systems vs. historical (quantity)
2. Investment by neighborhood vs. historical
3. Investments by need vs. historical (utilize equity score from Move Seattle)

# APPENDIX 1C: Equity Goals & Outcomes – Detailed Information

## COMMUNITY ENGAGEMENT

GOAL: All communities are engaged and informed about SDOT work, especially historically under-represented communities.

### STRATEGY:

1. Engage with communities prior to project decisions and incorporate community feedback into end decision
  - a. Reach communities in innovative ways, such as attending weekend gatherings, soccer/local events, and cultural events to expand those we engage with
2. Strive for continuous improvement and identify ways to utilize community input to effect change on projects and programs
3. Communicate SDOT commitment to RSJI and follow up with actionable progress
4. Synchronize communications across SDOT divisions and other departments
5. Increase collaboration with local high schools, community centers, and other groups, particularly those that have high youth of color to increase SDOT engagement

### MEASURES:

1. Demographic data of attendees at public events vs. community demographics
2. Number of different types of outreach events over time (e.g. multilingual events)
3. Contacts back to SDOT by language/other demographic profile

## Appendix 2A: 2016 Training Catalog

Training Title	Training Start Date	Training End Date	Training Hours
City Department Spotlight - Seattle City Light	04/27/2016 03:00 PM	04/27/2016 04:00 PM	1.0
WMBE Advocate Course #1: Equity vs Equality – Social Equity & Contracting	05/17/2016 09:30 AM	05/17/2016 11:00 AM	1.5
Speaking to Diverse Audiences	05/18/2016 08:00 AM	05/18/2016 09:30 AM	1.5
Overview of Redlining in Seattle	05/18/2016 03:30 PM	05/18/2016 04:30 PM	1.0
WMBE Advocate Course #2: Seattle's Vision for Social Equity & Tools for Contract	05/24/2016 09:30 AM	05/24/2016 11:00 AM	1.5
City Department Spotlight - Seattle Public Utilities	05/25/2016 03:30 PM	05/25/2016 04:30 PM	1.0
Translation & Interpretation Made Easy	05/25/2016 09:00 AM	05/25/2016 09:30 AM	0.5
WMBE Advocate Renewal – WMBE Program Workshop	05/31/2016 09:30 AM	05/31/2016 11:00 AM	1.5
Office of Civil Rights: Race the Power of an Illusion	06/07/2016 08:30 AM	06/07/2016 05:00 PM	8.5
Office of Civil Rights: Implicit Bias & Policy	06/07/2016 02:00 PM	06/07/2016 04:00 PM	2.0
Inclusive Outreach & Public Engagement	06/14/2016 02:00 PM	06/14/2016 03:00 PM	1.0
Cultural Competency Jeopardy: How To and Not To Interact with the Public	06/16/2016 09:30 AM	06/16/2016 10:30 AM	1.0
Racial Equity Toolkit Training	06/23/2016 02:00 PM	06/23/2016 03:00 PM	1.0
Office of Civil Rights: Equity Lens	07/13/2016 01:00 PM	07/13/2016 03:00 PM	2.0
Crash Course on Prejudice & Discrimination	07/22/2016 01:00 PM	07/22/2016 03:00 PM	2.0
Overview of Redlining in Seattle	08/02/2016 11:00 AM	08/02/2016 12:00 PM	1.0
Office of Civil Rights: Implicit Bias & Policy	08/09/2016 10:00 AM	08/09/2016 12:00 PM	2.0
Speaking to Diverse Audiences	08/09/2016 01:00 PM	08/09/2016 02:30 PM	1.5
Cultural Competency Jeopardy: How To and Not To Interact with the Public	08/15/2016 11:00 AM	08/15/2016 12:00 PM	1.0
Office of Civil Rights: Racial Equity Toolkit Training	08/16/2016 09:00 AM	08/16/2016 12:00 PM	3.0
WMBE Advocate Course #1: Equity vs Equality – Social Equity & Contracting	08/16/2016 09:30 AM	08/16/2016 11:00 AM	1.5

## Appendix 2B: 2016 Training Catalog

Training Title	Training Start Date	Training End Date	Training Hours
WMBE Advocate Course #2: Seattle's Vision for Social Equity & Tools for Contract	08/23/2016 09:30 AM	08/23/2016 11:00 AM	1.5
WMBE Advocate Renewal – WMBE Program Workshop	08/30/2016 09:30 AM	08/30/2016 11:00 AM	1.5
Inclusive Outreach & Public Engagement	09/06/2016 02:00 PM	09/06/2016 03:00 PM	1.0
Racial Equity Toolkit Training	09/22/2016 11:00 AM	09/22/2016 12:00 PM	1.0
Translation & Interpretation Made Easy	09/27/2016 11:00 AM	09/27/2016 11:30 AM	0.5
Cultural Competency Jeopardy: How To and Not To Interact with the Public	10/11/2016 10:00 AM	10/11/2016 11:00 AM	1.0
Office of Civil Rights: Implicit Bias & Policy	10/12/2016 10:00 AM	10/12/2016 12:00 PM	2.0
Office of Civil Rights: Equity Lens	10/12/2016 10:00 AM	10/12/2016 12:00 PM	2.0
Crash Course on Prejudice & Discrimination	10/13/2016 08:00 AM	10/13/2016 10:00 AM	2.0
Overview of Redlining in Seattle	11/01/2016 02:00 PM	11/01/2016 03:00 PM	1.0
Office of Civil Rights: Implicit Bias & Policy	11/08/2016 01:00 PM	11/08/2016 03:00 PM	2.0
Speaking to Diverse Audiences	11/10/2016 09:00 AM	11/10/2016 10:30 AM	1.5
Office of Civil Rights: Racial Equity Toolkit Training	11/14/2016 09:00 AM	11/14/2016 12:00 PM	3.0

# Questions?

[Nicholas.Makhani@seattle.gov](mailto:Nicholas.Makhani@seattle.gov) | (206) 615-1093

[Onya.Robertson@seattle.gov](mailto:Onya.Robertson@seattle.gov) | (206) 684-8733

<http://www.seattle.gov/transportation>

