

DEEL Race and Social Justice Initiative Presentation

Education, Equity and Governance Committee

March 1, 2017



Agenda

- Summary of DEEL RSJI accomplishments
- Highlights of key RSJI projects including challenges
- Summary description of Racial Equity Toolkits used by DEEL
- Detailed report on Toolkits applied to abuse and molestation insurance and the Family Child Care Pilot
- WMBE Contracting Results



DEEL RSJI Accomplishments

Vision: Incorporate RSJI principles in all aspects of DEEL's work.



Constructing the infrastructure for integrating RSJI throughout the department

- Collected baseline data and began holding focus groups on employees' perceptions of where DEEL stands on the path to becoming an anti-racist department
- Integrated quarterly meetings with the Change Team and DEEL's executive leadership
- Executive leadership committed themselves to meeting at least one annual RSJI smart goal, with the first one addressing recruitment and hiring policies and practices
- Monthly RSJI "Lunch and Learns"
- Implicit bias training for all staff



Constructing the infrastructure for integrating RSJI throughout the department

- Quarterly check in meetings with the Office for Civil Rights
- Analyzing racial demographic data on the children, families and agencies DEEL's preschool program serves
- Created an RSJI SharePoint site
- Implemented an employee RSJI suggestion box
- Developed annual RSJI employee training requirements

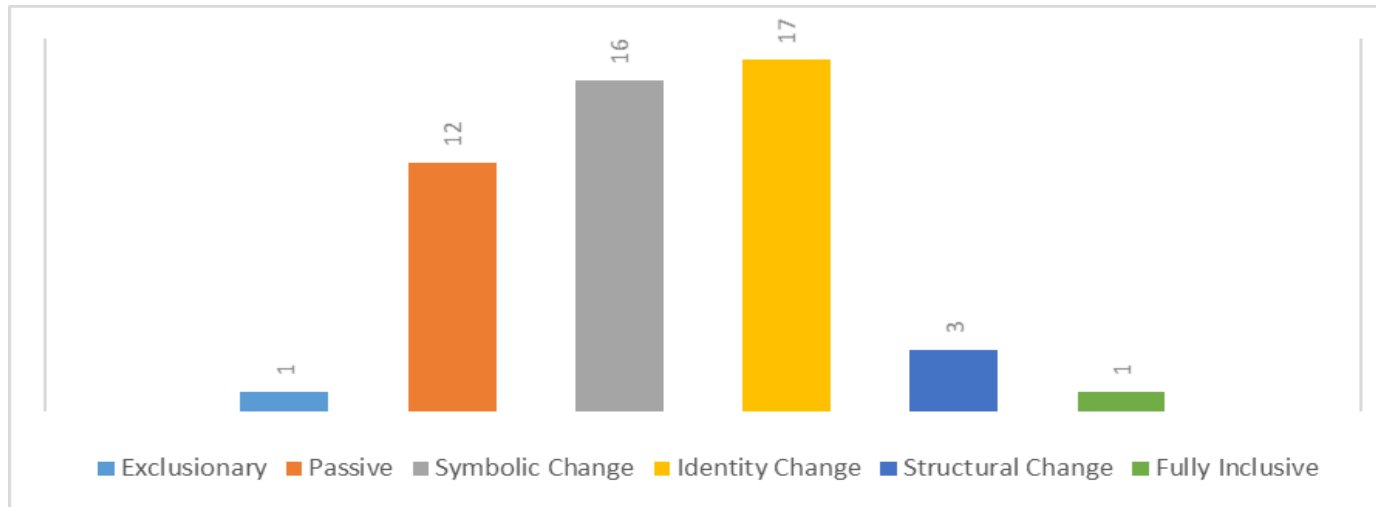


Highlights of key RSJI projects including challenges



Moving toward being an anti-racist organization

- Conducted a survey of staff asking where they saw DEEL as an anti-racist organization
 - Fifty of fifty-four staff responded
 - Most responses skewed toward the middle of the spectrum



1. Exclusive – A Segregated Institution
2. Passive – A “Club” Institution
3. Symbolic Change – A Multicultural Institution
4. Identity Change – An Anti-Racist Institution
5. Structural Change – A Transforming Institution
6. Fully Inclusive – A Transformed Institution



Moving toward being an anti-racist organization

- Themes from the survey include
 - Increased Racial Equity Toolkit usage
 - Review of Hiring policies/practices needed
 - Superficial changes, but not a cultural change
 - Power dynamics should be analyzed
 - OFE/HSD merger dynamics
- Change Team members are conducting focus groups
 - Gain deeper knowledge
 - Consider next steps for the department



DEEL's 2016 Racial Equity Toolkits



DEEL 2016 RSJI Toolkits

Two completed Racial Equity Toolkits

- Seattle Preschool Program (SPP) **Family Child Care** (FCC) Pilot
- Requiring that abuse **insurance coverage** be carried by Contractors

Other toolkits planned or attempted

- Early Learning parent portal
- Equitable support of children of color in the Child Care Assistance Program (CCAP)
- DEEL hiring practices
- Requiring that abuse insurance coverage be carried by Contractors
- Contracting with ARC
- Requiring EA participation in Vendor Service Agreements (CCAP)
- Ed Summit—Summer Learning Expansion
- Race & Ethnicity of HS students served by Families and Education Levy (FEL)
- DEEL Change Team
- Analysis of student data and results of Levy funded interventions



Deeper Dive into two DEEL 2016 Racial Equity Toolkits



Seattle Preschool Program (SPP) Family Child Care (FCC) Pilot

Context: The FCC pilot is seeking to fund 1-2 family child care cooperatives to participate in the Seattle Preschool Program (SPP). A centralized agency (the Hub) would work with a series of FCC providers (the Network) to deliver slots to the City for SPP. The concept was developed by an initial family child care task force in 2015-16 and is intended to level the playing field with center-based care.

RSJI Community Outcomes

- Equity in early education and kindergarten readiness
- Equity in race in small business, startup, growth and support



Seattle Preschool Program (SPP) Family Child Care (FCC) Pilot

Stakeholders and Engagement

- **Toolkit advisory group** – Internal group (8 individuals including a Change Team advisor) was initially convened for two meetings to develop and finalize a workplan for the toolkit process
- **Family child care owners of color** – We convened three Sunday meetings/focus groups with current family child owners of color to present and discuss the proposed policies for the pilot program
- **Debrief Group** – Data from the community meetings was synthesized for an internal meeting that included DEEL management



Seattle Preschool Program (SPP) Family Child Care (FCC) Pilot

Benefits, Burdens and Recommendations

| Issue Area | Recommended changes to pilot |
|--|---|
| Early Achiever is a major struggle for FCC providers, particularly those that do not have English as a first language | <ul style="list-style-type: none">• Hub is now required to support FCCs in the EA process• FCCs will be required to participate, but pilot policy will not require a current EA score or specific time limit for provider to achieve a score |
| Concerns about an AA degree requirement for FCC owners disproportionately affecting providers of color, especially those that have English as a second language | <ul style="list-style-type: none">• The pilot will now align with the state education requirement (currently high school or several equivalencies) |
| Hub Qualifications – Concern the Hub will not have experience with the FCC community, specifically those owned by people of color | <ul style="list-style-type: none">• The RFI now emphasizes questions, and scoring criteria, that ask the Hub to discuss their FCC experience, specifically working with owners of color |



Abuse Insurance Coverage

Context: In 2016 DEEL's Contracts Unit met with Early Learning Education Specialists and Risk Management to discuss the feasibility of requiring Contractors to carry abuse/molestation insurance coverage, if they work with children/students. It was decided in this meeting that a Racial Equity Toolkit should be used to help guide the work

Racial Equity Outcome

- African and African American, Latino and Latino Americans, Asian Pacific Islanders and Asian Americans, Native Americans and immigrants/refugees child care providers will meet the City of Seattle's abuse and molestation insurance requirements, without undo financial hardship.



Abuse Insurance Coverage

Stakeholders

- City's Risk Management Division
- DEEL Early Education Specialists assigned to Child Care Assistance Program (CCAP) providers
- 171 current CCAP child care providers, which includes centers and homes
- K-12 service providers
- Seattle Public Schools
- Seattle Housing Authority
- WA State Department of Early Learning (DEL)

Engagement

- Physical search of 171 child care provider files for evidence of abuse and molestation insurance
- Electronic survey sent to CCAP providers and calls to 33 that identify as minority owned businesses (MBE)
- Calls to 15 – 20 insurance agents listed on child care providers' ACORD forms



Abuse Insurance Coverage

Benefits and Burdens

- Abuse/molestation insurance is often included in commercial general liability insurance for child care providers
- By carrying this insurance, providers are protected from possible bankruptcy and the City has reduced risk for litigation
- Insurance language is confusing
- Providers can be charged with an abuse/molestation offense up to three years after the victim has reached the age of 18
- Providers may have to purchase abuse/molestation insurance separately from general liability coverage
- Abuse/molestation insurance can be pricey and burdensome for a small provider



Abuse Insurance Coverage

Recommendations

- Request FAS help in drafting insurance requirement handout that is simple and explains the importance of why it is necessary to carry it
 - Translate handouts into 4-5 most spoken languages of providers
- The Contracts Unit Manager and Early Learning Operations Manager will work with EL Education Specialists to document any issues related to securing abuse/molestation coverage and barriers will be addressed as needed



Women and Minority Owned Business Contracting



WMBE Results

DEEL ranked second in the City for WMBE spending in 2016

- Consultant Contracts – DEEL Target = 60%

| Consultant | Total Payments | WMBE Total | Total WMBE % |
|----------------------|--------------------|------------------|--------------|
| Consultant Contracts | \$396,587 | \$141,800 | 35.8% |
| Consultant Roster | \$1,096,679 | \$661,807 | 60.3% |
| Total | \$1,493,266 | \$803,607 | 53.8% |

- Purchased Services – DEEL Target = 40%

| Purchasing | Total Payments | WMBE Total | Total WMBE % |
|-------------------|--------------------|------------------|--------------|
| Blanket | \$182,851 | \$91,794 | 50.2% |
| Direct Voucher | \$156,228 | \$27,308 | 17.5% |
| Purchase Contract | \$1,019,636 | \$728,546 | 71.5% |
| Total | \$1,358,715 | \$847,648 | 62.4% |

