Finance and Administrative Services: 2018 Race and Social Justice Accomplishments

Finance and Neighborhoods Committee Presentation



Department of Finance and Administrative Services

4/24/2019

Introductions and Briefing Objective

- Team introductions
- Briefing objective:
 - Provide City Council with update on 2018 race and social justice efforts and accomplishments in the Department of Finance and Administrative Services (FAS).

Five Pillars of FAS



Excellent customer service





Respectful, equitable and collaborative workplace





4/24/2019

Continuous improvements and financial accountability

Department of Finance and Administrative Services 3



Five Pillars of FAS



Respectful, equitable and collaborative workplace



Economic opportunity through City contracting





An Elevated Focus on Race & Social Justice

• 2018 efforts:

- Ongoing programs (WMBEs, Priority Hire, etc.)
- Expanded and reinvigorated change team
 - Representation across divisions
 - Developing group norms and a team charter
- Racial Equity Toolkits: Community of Practice
 - 4 ongoing RET projects started in 2018; 4 additional launched in 2019
 - Specialized workshops with Office for Civil Rights
 - Staff teams including subject matter experts and change team members



2018 Data on Women- and Minority-Owned Businesses (WMBEs)

FAS Goal	FAS Actual	City Goal	City Actual
Purchasing Spend			
16%	19%	15%	14%
Consulting Spend			
19%	6%	21%	22%
2018 Construction WMBE Spend on Completed Projects			
N/A	31%	N/A	16.2%

Prompt Pay

FAS paid its consultants on time – within 30 days of invoice receipt – **90%** of the time.

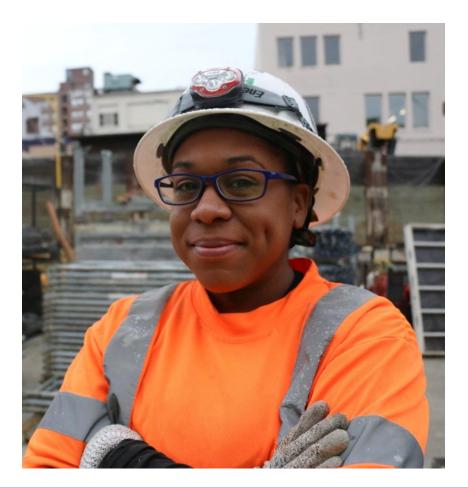
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Priority Hire

• Economically distressed ZIP codes

- Share of hours on community workforce agreement (CWA) projects more than doubled from before priority hire
- Translates to an **additional \$10 million in direct wages**, for a total of \$21 million





Priority Hire

• Women

- Worked **186% more hours** on average than non-CWA projects
- Share of women apprentice hours was 313% more on CWA projects
- People of color
 - Share of hours increased to 28% from 25% before Priority Hire
 - African Americans more than doubled their share of hours on CWA projects



RSJI Change Team Activities

- Expanded team representing all divisions
- Community service
- New team charter to provide foundation
- Racial equity toolkits
- Partnerships with FAS Human Resources and Seattle Fire Department
- May 2019 facilitated retreat
 - Team- and skill-building
 - Work plan development



Racial Equity Toolkit: WMBEs on Community Workforce Agreement Projects

- **Desired outcome**: Increase participation by African American, Latino, Asian American, and Native American contractors (i.e., MBEs) on City construction projects covered by a community workforce agreement (CWA)
- Research and outreach:
 - Focus groups with MBE contractors, women-owned business enterprises (WBEs) and prime contractors
 - Feedback sessions with Priority Hire Advisory Committee members, labor unions, the National Association of Minority Contractors, community organizations, City staff and others



Racial Equity Toolkit: WMBEs on Community Workforce Agreement Projects

• Next steps:

- Complete engagement with stakeholders
- Identify opportunities to better support MBEs on projects covered by the CWA
- Report back on the engagement and opportunities through the Priority Hire Advisory Committee





Racial Equity Toolkit: Shared Mobility for City Employees

- **Desired outcome**: Promote economic advancement of people of color through a shared mobility service contract for use by City employees for City business travel
- Research and outreach:
 - Shared mobility providers (taxi and transportation network companies)
 - City fleet managers, e-Go Motor Pool users, FAS regulatory compliance and contracting professionals



Racial Equity Toolkit: Shared Mobility for City Employees

• Next steps:

- Create a centrally managed (FAS) pilot contract with a taxi company to provide City workers with ad hoc and scheduled rides for City business
- Use pilot experience to guide long-term mobility contracts including taxi companies

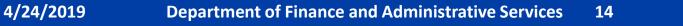


Racial Equity Toolkit: Licensing Marijuana Businesses

 Desired outcome: Support ownership of marijuana businesses by people of color, because they have been disproportionately burdened by the criminalization of marijuana and disproportionately affected by economic barriers to business ownership

Research and outreach:

- Stakeholders include former medical marijuana dispensary owners, community and business associations, civil rights organizations and community leaders
- Learning from other jurisdictions with similar efforts seeking to address historic inequities with new programs under legalization





Racial Equity Toolkit: Licensing Marijuana Businesses

- Next steps:
 - The team is working on this project with the Washington State Liquor and Cannabis Board as a key partner
 - Continued learning and engagement with stakeholders





2019 Racial Equity Toolkits

- In addition to these three ongoing projects, FAS staff teams are working on the following RET projects:
 - Joint Enforcement Team Outreach and Education
 - Preferred Language Line for Customer Service Bureau
 - Business License Application Accessibility
 - Animal Shelter Service Fee Waivers
 - Mobile Customer Service Center Destinations



Wrap-Up

- Thank you for your attention to our critical work
- Questions?

