

Seattle Office for Civil Rights

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2020 Proposed Budget Overview
Friday, September 27, 2019, 9:30am

1. Legislative & Policy Framework

Change	Citation/Source	Effects/Outcomes
<p>Fair Chance Housing Ordinance - Effective 2/18/2018</p>	<p>Ordinance 125393 Creates SMC 14.09</p>	<p>Prohibits landlords from discriminating against renters with arrest records, conviction records, or criminal history; SOCR Enforcement includes conducting investigations, negotiating settlements, and issuing enforcement actions.</p>
<p>Removal of First-in-Time provision. First in Time required landlords to accept the first qualified applicant for housing.</p>	<p>Yim I and II, et. al. v. City of Seattle (Washington State Supreme Court 96817–9)</p>	<p>On June 11, 2019, the Washington State Supreme Court held oral arguments to decide whether first-in-time provision and Fair Chance Housing are constitutional; awaiting decision.</p>
<p>Statute of Limitations (SoL) Expansion & Harassment Protections - Effective 6/11/2018</p>	<p>Ordinance 125576 Amends SMC 14.04, 14.06, 14.08, 14.10</p>	<p>Extends SoL to 18 mos for employment and contracting & 1 year for public accommodations; expands harassment protections; SOCR Enforcement includes: conducting investigations, negotiating settlements, and issuing enforcement actions</p>

1. Legislative & Policy Framework (continued)

Change	Citation/Source	Effects/Outcomes
Domestic Workers Ordinance - Effective 7/1/2019	Ordinance 125668 Amends SMC 14.04	Provides discrimination, harassment, & retaliation protections to domestic workers. Enforcement includes conducting investigations, negotiating settlements, & issuing enforcement actions
Closed Captioning Ordinance - Effective November 15, 2019	Ordinance 125805 Creates SMC 14.05	Requires businesses to provide closed captioning on televisions in public spaces. Enforcement includes issuing compliance letters, conducting investigations, & issuing enforcement actions
Executive Order 2019-02: Actions to Increase Affordability and Address Residential Displacement	Executive Order 2019-02	Directs OCR to help establish guidelines that provide a legal & analytical framework for how Community Preference can be designed in a manner consistent with local, state & federal Fair Housing laws.

2. Strategic Priorities for 2020

Priority	Goal(s)	Action(s)	Outcome(s) in 2020
Improved Civil Rights Implementation	Develop a Restorative Practice Model that prioritizes healing & resolution by providing options to address discrimination	Implement alternative enforcement strategies to address discrimination & civil rights complaints using facilitated conversations, mediations, compliance letters, technical assistance, & self-help resources.	<ul style="list-style-type: none"> • 25 successful facilitated conversations, resolutions • 50% claimant satisfaction with civil rights implementation
Increased Outreach	Increase outreach to communities most impacted & develop community relationships & partnerships.	'Know Your Rights' campaign, coordinate outreach with other departments & community organizations, & conduct series of trainings & outreach events.	Broad public understanding of our local civil rights laws, how to access SOCR's services, & what to expect when filing a claim.
Civil Rights Testing	Deploy housing & employment tests to uncover discriminatory practices.	<ul style="list-style-type: none"> • Identify potential discrimination & civil rights violations. • Design tests to uncover discrimination & civil rights violations 	Conduct 100 fair housing & employment tests & encourage community reporting of discriminatory practices
Strengthen support for Commissions	Implement new model for Commission management.	<ul style="list-style-type: none"> • Hire one additional FTE Commission Liaison to support two commissions. 	Commissions have the tools, guidance, & support needed to be successful advisors to the City.

2. Strategic Priorities for 2020

Priority	Goal(s)	Action(s)	Outcome(s) in 2020
Implement citywide Train the Trainer model for RSJI training & technical assistance	<ul style="list-style-type: none"> • Increase citywide capacity to deliver RSJI trainings • Implement training recommendations of the Anti Harassment/Anti Discrimination EO 2018-04 	<ul style="list-style-type: none"> • Hire Train the Trainer Coordinator • Mentor, support & train 10 new volunteer trainers to deliver Race: the Power of Illusion, RET, & Implicit Bias trainings • Develop citywide network of RSJI trainer/organizers 	<ul style="list-style-type: none"> • Increased knowledge & awareness of institutional and structural racism, implicit bias & tools to address them • Provide 30 additional trainings
Alternatives to Criminal Legal System	<p>Invest in community-based alternatives to criminal legal system & develop community-driven policy solutions to criminal legal system processes.</p>	<ul style="list-style-type: none"> • Participatory grantmaking model to invest in community-based alternatives • Work with community to identify alternatives that would lead to future free of incarceration 	<ul style="list-style-type: none"> • Grants awarded early 2020 • SOCR provides ongoing support and appropriate monitoring to grantees.
Equitable Development	<p>Develop Community Preference Guidelines for housing developers.</p>	<p>Provide legal & analytical framework for designing Community Preference in a manner consistent with local, state, federal laws.</p>	<p>Community Preference Guidelines developed with OH & OPCD. Disseminated with technical assistance.</p>

3. Four-Year Budget Summary

	2017 Actual (\$000s)	2018 Actual (\$000s)	2019 Adopted (\$000s)	2020 Proposed (\$000s)
Appropriation (GF)	\$ 4,522	\$ 4,943	\$ 4,865	\$ 6,640
Change Year to Year (in \$, %)		\$ 421 9%	\$ (79) -2%	\$ 1,775 36%
Appropriation (Other)	\$ -	\$ -	\$ -	\$ -
Change Year to Year (\$, %)		\$ - 0%	\$ - 0%	\$ - 0%
Employment (FTEs)	27.25	28.0	31.0	33.0
Change Year to Year (Count, %)		0.75 3%	3.0 11%	2.0 6%

4. Major Proposed 2020 Budget Changes

Change	2019 Adopted (\$000s)	2020 Proposed (\$000s)	Change (\$000s)	Change (%)
Add Race and Social Justice Training Capacity	\$1,060,058	\$1,258,268	\$198,210	19%
Add Commission Support	\$801,036	\$1,099,445	\$298,409	37%