

# Seattle Office for Civil Rights

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2020 Proposed Budget Overview

Friday, September 27, 2019, 9:30am

# 1. Legislative & Policy Framework

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| Change   | Citation/Source   | Effects/Outcomes  |
|--|---|---|
| <b>Fair Chance Housing Ordinance - Effective 2/18/2018</b>   | Ordinance 125393<br>Creates SMC 14.09   | 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.    |
| <b>Removal of First-in-Time provision. First in Time required landlords to accept the first qualified applicant for housing.</b> | Yim I and II, et. al. v. City of Seattle (Washington State Supreme Court 96817–9) | 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.   |
| <b>Statute of Limitations (SoL) Expansion &amp; Harassment Protections - Effective 6/11/2018</b>                                 | Ordinance 125576<br>Amends SMC 14.04, 14.06, 14.08, 14.10                         | 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 |

# 1. Legislative & Policy Framework (continued)

| Change   | Citation/Source                       | Effects/Outcomes  |
|--|---------------------------------------|---|
| <b>Domestic Workers Ordinance - Effective 7/1/2019</b>   | Ordinance 125668<br>Amends SMC 14.04  | Provides discrimination, harassment, & retaliation protections to domestic workers. Enforcement includes conducting investigations, negotiating settlements, & issuing enforcement actions              |
| <b>Closed Captioning Ordinance - Effective November 15, 2019</b>                                       | Ordinance 125805<br>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             |
| <b>Executive Order 2019-02: Actions to Increase Affordability and Address Residential Displacement</b> | 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   |
|---|---|--|--|
| <b>Improved Civil Rights Implementation</b> | 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"> <li>• 25 successful facilitated conversations, resolutions</li> <li>• 50% claimant satisfaction with civil rights implementation</li> </ul> |
| <b>Increased Outreach</b>                   | 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.  |
| <b>Civil Rights Testing</b>                 | Deploy housing & employment tests to uncover discriminatory practices.  | <ul style="list-style-type: none"> <li>• Identify potential discrimination &amp; civil rights violations.</li> <li>• Design tests to uncover discrimination &amp; civil rights violations</li> </ul>           | Conduct 100 fair housing & employment tests & encourage community reporting of discriminatory practices  |
| <b>Strengthen support for Commissions</b>   | Implement new model for Commission management.  | <ul style="list-style-type: none"> <li>• Hire one additional FTE Commission Liaison to support two commissions.</li> </ul>   | 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   |
|--|--|---|--|
| <b>Implement citywide Train the Trainer model for RSJI training &amp; technical assistance</b> | <ul style="list-style-type: none"> <li>• Increase citywide capacity to deliver RSJI trainings</li> <li>• Implement training recommendations of the Anti Harassment/Anti Discrimination EO 2018-04</li> </ul> | <ul style="list-style-type: none"> <li>• Hire Train the Trainer Coordinator</li> <li>• Mentor, support &amp; train 10 new volunteer trainers to deliver Race: the Power of Illusion, RET, &amp; Implicit Bias trainings</li> <li>• Develop citywide network of RSJI trainer/organizers</li> </ul> | <ul style="list-style-type: none"> <li>• Increased knowledge &amp; awareness of institutional and structural racism, implicit bias &amp; tools to address them</li> <li>• Provide 30 additional trainings</li> </ul> |
| <b>Alternatives to Criminal Legal System</b>   | Invest in community-based alternatives to criminal legal system & develop community-driven policy solutions to criminal legal system processes.  | <ul style="list-style-type: none"> <li>• Participatory grantmaking model to invest in community-based alternatives</li> <li>• Work with community to identify alternatives that would lead to future free of incarceration</li> </ul>   | <ul style="list-style-type: none"> <li>• Grants awarded early 2020</li> <li>• SOCR provides ongoing support and appropriate monitoring to grantees.</li> </ul>   |
| <b>Equitable Development</b>   | Develop Community Preference Guidelines for housing developers.  | Provide legal & analytical framework for designing Community Preference in a manner consistent with local, state, federal laws.   | Community Preference Guidelines developed with OH & OPCD. Disseminated with technical assistance.  |

# 3. Four-Year Budget Summary

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

# 4. Major Proposed 2020 Budget Changes

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| 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%        |