

Equitable Communities Initiative Task Force: Implementation

July 12, 2021

July 2021



City of Seattle

Overview of Task Force Process

- 26-member community-led Task Force
- Over 30 weekly meetings from December 2020 to June 2021

Dec/Jan	Task Force convened, developed governance structure, and selected facilitation team
Feb	Identified four priority focus areas (pillars)
March	Researched disparities and existing City programs and resources
April	Engaged peer organizations, community members, and other leaders Developed recommendations, presented them to Mayor and CM Juarez
May/June	Worked with City departments to identify how recommendations will be implemented, released recommendations

Task Force Recommendations

- 4 priority areas for \$30m investment
 - Business
 - Education
 - Health
 - Housing
- 9 Recommendations to produce a collective impact



Image credit: The Profitable Nonprofit & Sankofa Consulting

Implementation of the Task Force's recommendations

TF Focus Area	Title	Amount	Dept
Business	Equitable Small and Micro Business Capital	\$5m	OED
	Small Business Technical Assistance	\$2.5m	OED
Education	Equity in Education	\$4m	DEEL
	Cultural Education	\$2m	Arts
	Re-entry Programs for Formerly Incarcerated	\$1.5m	HSD
Health	Healthy Food Fund	\$750k	DON
	Farm to Table	\$200k	HSD
	Environmental Justice Fund	\$550k	OSE
	Direct Culturally Responsive & Inclusive Healthcare	\$1.5m	HSD
	Access to Culturally Responsive & Inclusive Healthcare	\$1m	HSD
	Professional Careers in Healthcare	\$1.7m	OED
	Youth Healthcare Careers	\$500k	OED
Housing	Homeownership Development and Homebuyer Supports	\$4.625m	OH
	Ownership Retention	\$875k	OH
	Lease to Own Program	\$250k	OH
	Housing Strategies Apprenticeships	\$250k	OH
	Priority Hire and WMBE	\$1m	FAS
	Generational Wealth Education	\$1.8m	OH



BUSINESS - \$7.5M

Task Force

Invest in business financing/capital and technical assistance strategies to support small and micro businesses

Strategy	Equitable capital for micro and small businesses
Department	Office of Economic Development
Amount	\$5m
Types of Activities Funded	<ul style="list-style-type: none">• Grants and subsidized loans to micro and small businesses ranging from \$7,500 to \$100,000• Focused on those impacted by COVID-19 and prioritizing those with historical inequitable access to capital (BIPOC owners, women owners, located in disadvantaged areas)
Outcomes	<ul style="list-style-type: none">• Businesses show increased revenue• Jobs retained or created• Businesses report feeling more stable

BUSINESS - \$7.5M

Task Force

Invest in business financing/capital and technical assistance strategies to support small and micro businesses

Strategy	Technical assistance for micro and small businesses
Department	Office of Economic Development
Amount	\$2.5m
Types of Activities Funded	<ul style="list-style-type: none">• One-on-one financial health counseling on operational issues (e.g. financial statements/projections, credit counseling, marketing, business plan development)• Consultant support on construction (e.g. permitting, design) and legal education (e.g. human resources, commercial leases, evictions, and insurance)• Consultant support on digital tools such as website development and effective use of social media & E-commerce strategies
Outcomes	<ul style="list-style-type: none">• Businesses see positive growth

EDUCATION - \$7.5M

Invest in strategies designed to benefit BIPOC youth impacted by systemic inequities in education

Strategy	Equity in Education
Department	Department of Education and Early Learning
Amount	\$4m
Types of Activities Funded	<ul style="list-style-type: none">• Technical assistance and capacity building for BIPOC-led organizations implementing youth, family, and educator diversity programming• Culturally specific and responsive programming and curriculum development focused on academics, college and career readiness, identity development, and youth leadership• Family support and engagement, such as language access and interpretation services, to bridge diverse communities and schools• Teacher accreditation and retention supports
Outcomes	<ul style="list-style-type: none">• Increase on-time high school completion for BIPOC youth• Increase college readiness and higher educational attainment for BIPOC youth• Increase racial diversity of educators in educational environments



EDUCATION - \$7.5M

Invest in strategies designed to benefit BIPOC youth impacted by systemic inequities in education

Strategy	Cultural education for youth and families
Department	Office of Arts and Culture
Amount	\$2m
Types of Activities Funded	<ul style="list-style-type: none"> • Culturally-relevant youth and family programming and classroom residencies with BIPOC-centered cultural institutions, museums, and other informal learning spaces during school day • Cultural education programs outside of school (e.g. exploring cultural identities via visual art, film, spoken word, dance, etc) by BIPOC-led creative youth development organizations who've built trust and relationships among youth and families • Awards for BIPOC youth who want to engage in arts & culture on their own terms (e.g. buying instruments + individual lessons)
Outcomes	<ul style="list-style-type: none"> • Increased leadership, empowerment, and positive self-esteem for BIPOC youth • Increased cultural relevancy of content and curriculum during the school day • Increased youth access to in- and after-school arts & cultural education programs



EDUCATION - \$7.5M

Invest in culturally supportive reentry programs for formerly incarcerated BIPOC to reduce recidivism

Strategy	Cultural supportive reentry programs
Department	Human Services Department
Amount	\$1.5m
Types of Activities Funded	<ul style="list-style-type: none">• Meaningful employment pathways, including support services, culturally responsive education, and technical and academic programs• Intentional partnerships between education-focused and culturally relevant community-based groups
Outcomes	<ul style="list-style-type: none">• Reduce recidivism• Attain informal and formal education• Gain meaningful employment• Experience meaningful reentry into the community



HEALTH - \$6.2M

Invest in strategies focused on food access & environmental justice

Strategy	Healthy Food Fund
Department	Department of Neighborhoods
Amount	\$750k
Types of Activities Funded	<ul style="list-style-type: none">• BIPOC-centered, community-led projects and programs focused on education, awareness, and sustainable access to healthy food options and food security• Could include youth engagement, community/small business partnerships, hands-on community garden sustainability, emergency food assistance, and educational events
Outcomes	<ul style="list-style-type: none">• Increased participation in healthy food centered youth and family activities• Increased access to healthy, culturally appropriate food options• Increased awareness of healthier food options and food education



HEALTH - \$6.2M

Invest in strategies focused on food access & environmental justice

Strategy	Farm to Table
Department	Human Services Department
Amount	\$200k
Types of Activities Funded	<ul style="list-style-type: none">• Nutritional education & access to healthy foods for BIPOC youth• Hands-on nutritional education, cooking, and field trips to BIPOC-owned farms
Outcomes	<ul style="list-style-type: none">• Increased # of children accessing healthy foods• Increased revenue for Black & Brown farmers• Reduced food waste & increased connection to farmers, lands & new foods



HEALTH - \$6.2M

Invest in strategies focused on food access & environmental justice

Strategy	Environmental Justice Fund
Department	Office of Sustainability and Environment
Amount	\$550k
Types of Activities Funded	<ul style="list-style-type: none">• Community-led projects to advance environmental sustainability, such as community education, air quality, green jobs, and youth capacity building.• Promote capacity building, peer learning & leadership development of grantees through learning circles & intentional relationship development.
Outcomes	<ul style="list-style-type: none">• Support 6-8 additional BIPOC organizations• Increased leadership capacity of BIPOC organizations working to advance environmental justice through policy change• Increased # of BIPOC, low-income residents engaged and taking action on an environmental justice issue directly impacted their lives



HEALTH - \$6.2M

Invest in strategies to deliver culturally responsive inclusive healthcare

Strategy	Direct Culturally Responsive, Inclusive Healthcare
Department	Human Services Department
Amount	\$1.5m
Types of Activities Funded	<ul style="list-style-type: none">• Community Health Centers, in partnership with community-based organizations, provide innovative/alternative ways to achieve health/healing, including non-western medical modes, such as traditional medicines and food and healing circles and other practices• Care will focus on the whole person and include physical, behavioral and spiritual health
Outcomes	<ul style="list-style-type: none">• BIPOC individuals are connected with their desired health care provider and are satisfied with their care• Individuals will see improvement in selected health care measurement



HEALTH - \$6.2M

Invest in strategies to deliver culturally responsive inclusive healthcare

Strategy	Access to Culturally Responsive, Inclusive Healthcare
Department	Human Services Department
Amount	\$1m
Types of Activities Funded	<ul style="list-style-type: none">• Assessment of populations not accessing health care with specific focus on BIPOC communities• Community health boards, community-based organizations and Public Health-Seattle & King County provide individuals/families access and entry to appropriate, desired and impactful health care• Technical assistance to health care providers focused on the needs of specific communities
Outcomes	<ul style="list-style-type: none">• Increase in the number of people connected to healthcare coverage & desired care provider• Increase in patient satisfaction with provider and type of care provided



HEALTH - \$6.2M

Invest in strategies to expand career pathways & representation in the healthcare field

Strategy	Professional Careers in Healthcare
Department	Office of Economic Development
Amount	\$1.7m
Types of Activities Funded	<ul style="list-style-type: none">• Stakeholder process lead by BIPOC consultant to identify barriers in access to professional jobs (e.g. Doctors, Social Workers) and potential solutions• Awards for programs addressing barriers and opening career pathways
Outcomes	<ul style="list-style-type: none">• BIPOC workers start and retain professional careers in the healthcare field• Healthcare employers hire and retain BIPOC professionals



HEALTH - \$6.2M

Invest in strategies to expand career pathways & representation in the healthcare field

Strategy	Youth Healthcare Careers
Department	Office of Economic Development
Amount	\$500k
Types of Activities Funded	<ul style="list-style-type: none">• Career exploration activities, mentorships, internships, partnerships and apprenticeship pathways for BIPOC students (e.g. a short, employer-driven apprenticeship pathway program with a stipend)• Activities could include job shadows, field trips, and mentoring for healthcare careers
Outcomes	<ul style="list-style-type: none">• Black/African American youth are connected to careers in healthcare• Employer partners participate in programs to help BIPOC youth select career pathways in healthcare



HOUSING - \$8.8M

Invest in the development of new, permanently affordable homes and supports for BIPOC homebuyers

Strategy	Homeownership project development and homebuyer supports
Department	Office of Housing
Amount	\$4.625m
Types of Activities Funded	<ul style="list-style-type: none">• Development of new, permanently affordable homes• Targeted outreach to BIPOC households for ownership opportunities• Homebuyer readiness activities and homeowner support services
Outcomes	<ul style="list-style-type: none">• New, place-based, affordable homeownership developments• Land ownership retained by historically-rooted, BIPOC-led organizations through lease structure• BIPOC, low-income households who have experienced displacement or are at risk of displacement are able to purchase affordable homes in Seattle



HOUSING - \$8.8M

Invest in anti-displacement strategy by supporting existing homeowners

Strategy	Ownership Retention
Department	Office of Housing
Amount	\$875k
Types of Activities Funded	<ul style="list-style-type: none">• Stabilization resources to help existing homeowners stay in their home, such as connections to home repair, energy efficiency & clean heat, and property tax discount• Property development assistance, such as technical assistance on property development & rental operations, pre-development sources, construction loans, and design/permitting services
Outcomes	<ul style="list-style-type: none">• Homeowners have tools and supports to remain in their property• Homeowners successfully connect to stabilization resources• Homeowners receive education, technical assistance and financial support to develop their property & own rental property



HOUSING - \$8.8M

Invest in strategies that support homeownership, including a lease-to-purchase homebuyer program

Strategy	Lease to Own Program
Department	Office of Housing
Amount	\$250k
Types of Activities Funded	<ul style="list-style-type: none">• Consultant to study feasibility of scalable lease-to-own program, including legal research, policy barriers, solutions to consumer risk, the financial resources needed to implement such a program.
Outcomes	<ul style="list-style-type: none">• Consultant report to guide future program/policy development/investments to support equitable access to homeownership



HOUSING - \$8.8M

Invest in strategies that support generational wealth building for BIPOC communities

Strategy	Housing for apprentice occupations
Department	Office of Housing
Amount	\$250k
Types of Activities Funded	<ul style="list-style-type: none">• Consultant work to develop potential housing strategies/supports for apprenticed and pre-apprenticed occupations• Could include strategies for employer-supported housing strategies, that build upon or complement existing City rental housing and homeowner stabilization programs, and that align housing support with other place-based community needs
Outcomes	<ul style="list-style-type: none">• Consultant report to guide future program/policy development and investments, including research and evaluation of strategies focused on housing low- and moderate income apprentices and joint effort between City and labor partners to promote housing strategies to key healthcare stakeholders and employers in other sectors



HOUSING - \$8.8M

Invest in strategies that support generational wealth building for BIPOC communities

Strategy	WMBE and Priority Hire
Department	Finance and Administrative Services
Amount	\$1m
Types of Activities Funded	<ul style="list-style-type: none"> • Technical assistance to WMBE firms to prepare for doing business with the City, such as how to identify and respond to City contracting opportunities and understand City contracting requirements (e.g. insurance and social equity), business development (e.g. financial literacy) and other services. • Wrap-around services to support construction apprenticeship training, such as childcare and other supports needed • Opportunities for retention of BIPOC apprentices and journey workers, including mentorship
Outcomes	<ul style="list-style-type: none"> • # WMBE firms assisted • # BIPOC construction workers supported • Retention rate of BIPOC construction workers supported



HOUSING - \$8.8M

Invest in strategies that support generational wealth building for BIPOC communities

Strategy	Generational Wealth Education Program & Resource Portal
Department	Department of Neighborhoods
Amount	\$1.8m
Types of Activities Funded	<ul style="list-style-type: none">• Generational wealth education for BIPOC residents, artists and business owners about financial topics, including homeownership, property taxes, and asset management• Scoping, potential consultant work, and development of an online tool, such as a one-stop shop portal for public to find education, information, and support on financial issues, building on lessons learned from the Affordability Portal
Outcomes	<ul style="list-style-type: none">• People receive information or support at in-person engagements or curriculum events• People receive connections to information and services through the online platform

