

Racial Equity Toolkit Projects

The vision of the Seattle Race and Social Justice Initiative is to eliminate racial inequity in the community. To do this requires ending individual racism, institutional racism and structural racism. The Racial Equity Toolkit lays out a process to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity. For more information on racial equity toolkits in the department of Finance & Administrative Services, please contact the equity and policy director at Elisa.Young@seattle.gov.

PROJECT	DIVISION/ LEAD	DESCRIPTION
Marijuana Licensed Businesses	Consumer Protection Cherie Macleod	<ul style="list-style-type: none"> The vast majority of marijuana licenses are held by white men. This Racial Equity Toolkit aims to develop potential strategies by which forfeited or additional marijuana business licenses could be issued to people of color through a social equity program Seeks to address business owners and individuals who have been negatively impacted by the criminalization of marijuana.
Minority Business Enterprises (MBE) on Community Workforce Agreement Projects	Purchasing and Contracting Anita Adams <i>Completed 2020</i>	<ul style="list-style-type: none"> Assessed Priority Hire and Community Workforce Agreement projects to identify potential barriers that might be reduced or eliminated so that MBEs are on a more level playing field to participate in these projects.
Shared Mobility by City Employees	Fleet Management Darcy Cinq-Mars <i>Completed 2020</i>	<ul style="list-style-type: none"> Over the past several years, City departments have vocalized a need for additional transportation options in the form of car shares, Transportation Network Companies, and/or taxis. This RET assessed the potential racial equity impacts for City employees and drivers through a contract pilot with Orange cabs
Joint Enforcement Team (JET) Outreach and Engagement	Consumer Protection Laura Beck	<ul style="list-style-type: none"> Assessing impact of JET inspection on businesses of color to promote longevity of these businesses and improve the City's partnership with them.
Customer Service Bureau (CSB) Preferred Language Line	Customer Service Katelyn Harmston	<ul style="list-style-type: none"> Limited English proficient (LEP) callers will be able to reach CSB via toll-free numbers answered in their native languages.
Mobile Customer Service Center Destinations	Customer Service Rolanda Carriere	<ul style="list-style-type: none"> Increase access to City services for communities known to be underserved by City of Seattle services.
Business License Application Accessibility	License & Tax Administration Jackie Mitchell	<ul style="list-style-type: none"> Eliminate access barriers for people of color regarding applying for a Seattle business license. Increase compliance by providing education and outreach in communities of color.
Seattle Animal Shelter (SAS) Service Fee Waivers	Seattle Animal Shelter Jocelyn Bouchard	<ul style="list-style-type: none"> Shift fee waivers for SAS services to a need-based model. Increase engagement with BIPOC community to make community aware of services
Increase minority business accessibility of City Surplus program	Logistics & Emergency Management Philip Saunders	<ul style="list-style-type: none"> Target outreach to minority owned businesses Create opportunities for minority owned businesses to receive information about surplus items in advance Align inventory with minority business needs

