



Legislation Text

File #: Res 32077, Version: 1

CITY OF SEATTLE

RESOLUTION _____

A RESOLUTION endorsing the 2023-2024 Legislative Department Racial Equity Work Plan developed by the Legislative Department’s Race and Social Justice Initiative Change Team to improve racial equity in the Legislative Department and The City of Seattle.

WHEREAS, in 2004 The City of Seattle adopted the Race and Social Justice Initiative (RSJI) that builds on the work of the civil rights movement and the ongoing efforts of individuals and groups in Seattle to confront racism, with a long-term goal to change the underlying systems that create race-based disparities in the community and to achieve racial equity outcomes; and

WHEREAS, in 2009 the City Council adopted Resolution 31164 that affirmed RSJI and acknowledged the role of RSJI Change Teams in implementing efforts to promote race and social equity within each department so that the RSJI is “fully integrated into departmental work and into the City’s policies, programs and procedures”; and

WHEREAS, the Legislative Department RSJI Change Team is an integral part of the Legislative Department that supports the implementation of departmental changes to undo institutional racism; and

WHEREAS, in 2021 the Legislative Department RSJI Change Team initiated a process to create an inaugural two-year work plan for department-wide strategies to improve racial equity outcomes; and

WHEREAS, the work plan identifies specific actions the Legislative Department can take to become a more equitable organization, with an emphasis on the major themes of the experience of working in the Legislative Department, efforts to implement work with a racial equity lens, and the professional life cycle of department employees; and

WHEREAS, the work plan will serve as a roadmap for Change Team and department efforts for the next two

years, and will be updated every two years depending on progress; and

WHEREAS, the work plan is intended to help the department gradually shift its internal workplace culture so that it leads with racial equity to better serve its employees, The City of Seattle, and the residents of Seattle; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:

Section 1. The Seattle City Council endorses the 2023-2024 Legislative Department Racial Equity Work Plan developed by the RSJI Change Team and attached to this resolution as Exhibit 1.

Adopted by the City Council the _____ day of _____, 2022, and signed by me in open session in authentication of its adoption this _____ day of _____, 2022.

President _____ of the City Council

Filed by me this _____ day of _____, 2022.

Elizabeth M. Adkisson, Interim City Clerk

(Seal)

Attachments:
Exhibit 1 - 2023-2024 Legislative Department Racial Equity Work Plan