

2018 Race and Social Justice Initiative Report

Office of Labor Standards



Seattle Office of Labor Standards



OLS staff and supporters during an outreach event on May 1, 2019.

2018 RSJI Challenges

- Becoming an independent Change Team
- Staff changes
- How to meet individual and office-wide needs
- Staff capacity



2018 RSJI Accomplishments

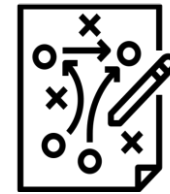
- OLS Change Team
 - Charter & workplan
 - Committee structure
- All staff retreat discussion → all staff attending People's Institute training in 2019
- All staff participation in Racial Equity Toolkits (RETs)



2018 Racial Equity Toolkits



OLS Website



Strategic
Enforcement



Community Outreach
and Engagement
Fund



Enforcement
Priorities

Community, Binder, and Priority Icons made by Freepik from www.flaticon.com; Looking Glass Icon made by Dimitry Miroliubov from www.flaticon.com





OLS Website

GOAL:

Expand access to educational materials on labor standards





Stakeholder Engagement



- Community-based organizations & workers
- Business owners
- Professional service providers





Issues & Recommendations

Text heavy → Increase visual elements

Too much legal jargon → Simplify language

LEP challenges → Increase language access

Hard to navigate → Reorganize resources

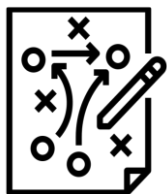
Need for additional tools → Communicate recent developments





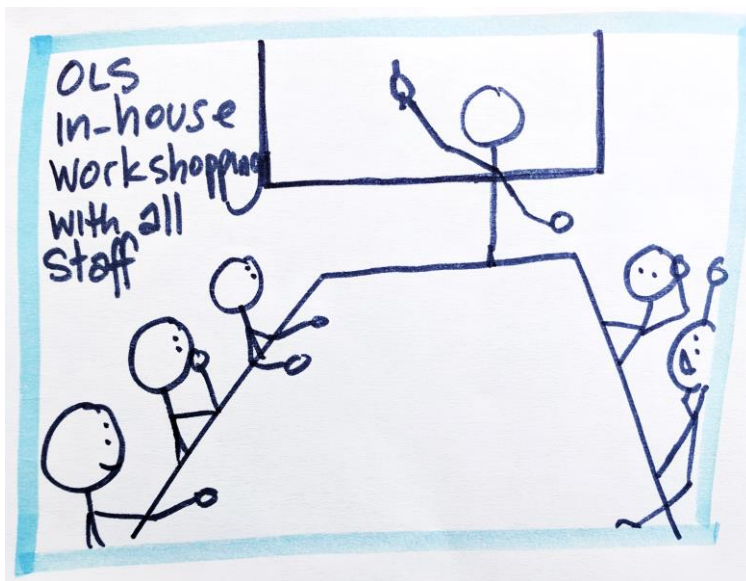
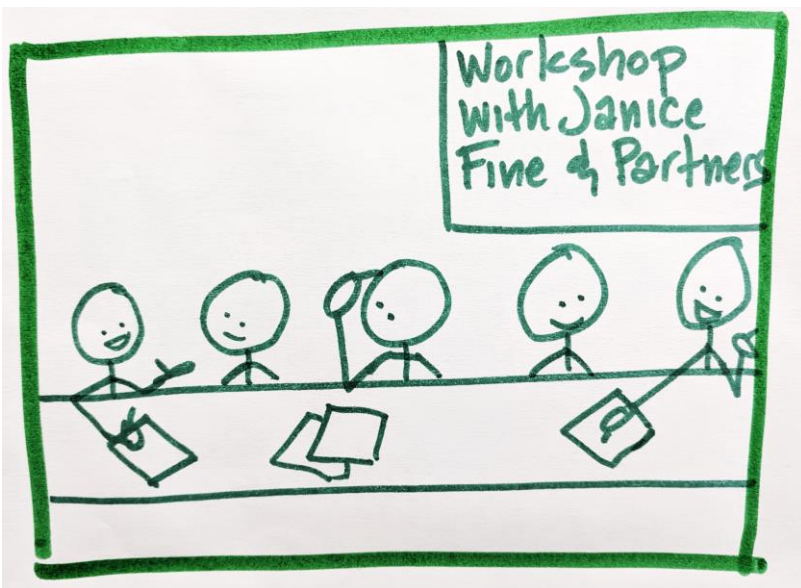
The Work Continues...

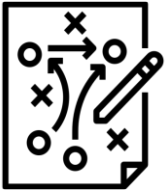




Strategic Enforcement

OLS considered Strategic Enforcement as an office in 2018, with input from national experts, and community and business partners.

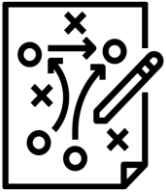




Goal for OLS Strategic Enforcement Work

To create a Strategic Enforcement structure in OLS that is:

- Racially equitable,
- Inclusive, and
- Garner feedback from all OLS personnel.

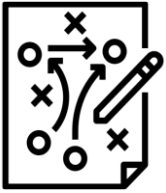


Stakeholder Engagement

Individual interviews with every person at OLS.

Sample questions:

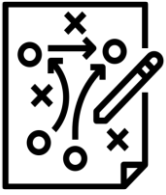
- *How can strategic enforcement efforts help advance racial equity within our office?*
- *How should we ensure that we consider racial equity when deciding the focus of strategic enforcement efforts?*



Feedback & Ideas

- Collaborate more, across teams
- Create leadership opportunities
- Systems of accountability to the community
- Learn from past experience

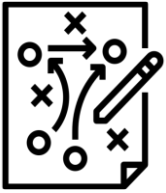




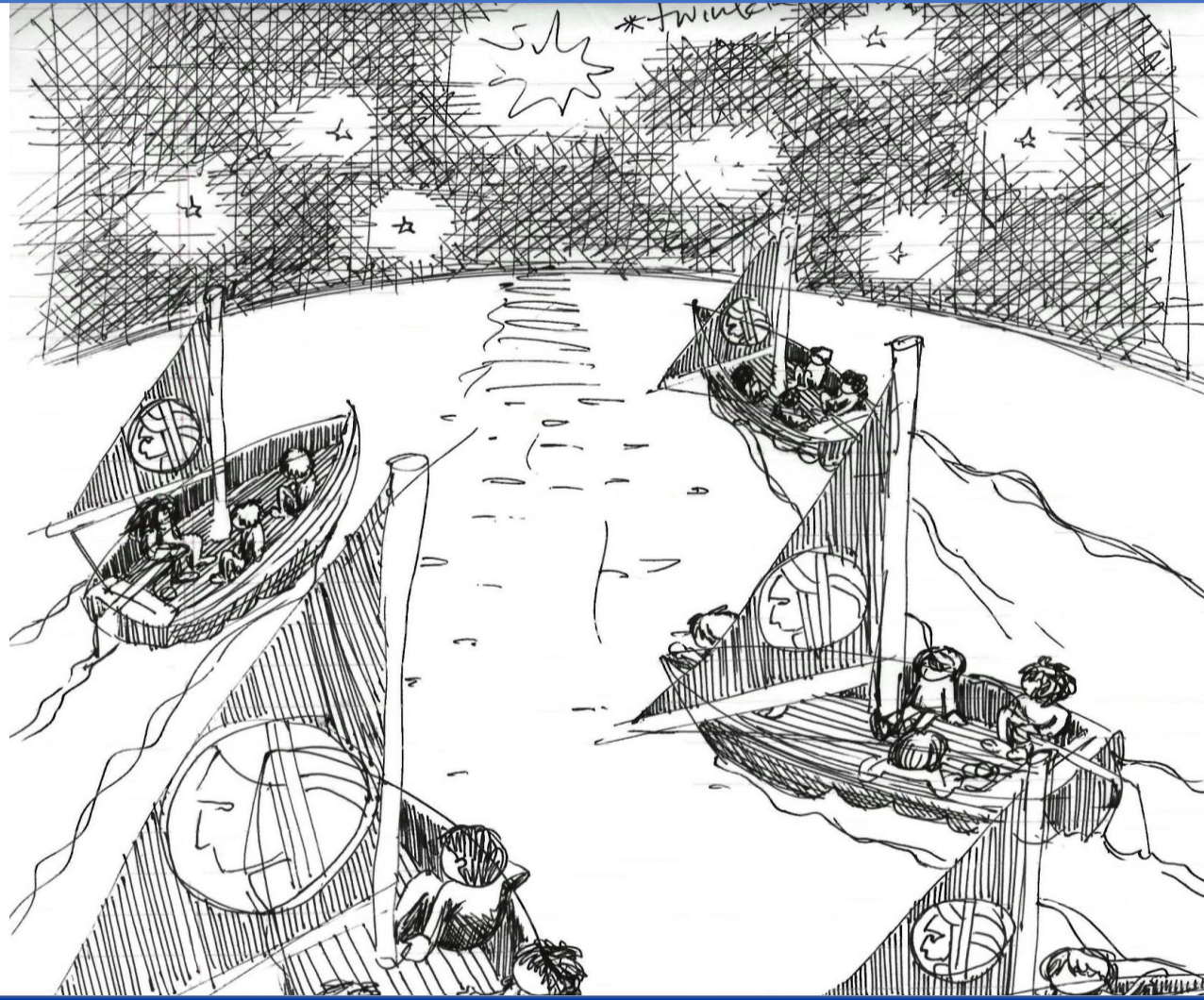
Recommendation: Policy & Procedure Guide

- Identifying & selecting
- Accountability to community
- Giving staff time & space to participate
- Who works on what
- Managing & decision making
- Evaluation





The Work Continues...



Thank you!

