

Race And Social Justice Status Plan

Customer Review Panel

September 14, 2020



Seattle's Race and Social Justice Initiative

The Race and Social Justice Initiative (RSJI) is the City of Seattle's commitment to realize the vision of racial equity. RSJI is a citywide effort to end institutional racism in City government, and to achieve racial equity across our community. Together we can leverage our collective resources to create communities of opportunity for everyone, regardless of race or means.

SPU is...

- Committed to RSJI and leading with racial equity
- Creating a more equitable, diverse and just work culture with anti-racist personnel policies and racial equity training
- Ensuring equitable and affordable services to every customer
- Powered by committed staff and teams across the utility
- Ensuring SPU has ambitious but achievable goals
- Looking at data and metrics to inform our goals and achieve measurable outcomes



Achieving the goal of race equity, of truly removing the fortified racial barriers our country has built over time, requires dedicated people using sophisticated tools to incorporate race equity and inclusion at every stage of their work for social change.

- Patrick McCarthy, President and CEO, Annie E Casey Foundation

Leading with Racial Equity means having:

- An inclusive, diverse and equitable organizational culture
- A collective understanding of racism, equity and root causes of racial inequity
- An organization-wide application of an equity lens and approach to systemic change
- An inclusive decision-making table
- A racial equity tool kit to guide decision-making
- Engaged leadership and staff in RSJ work
- Service-based equity
- Community collaboration
- Trusted community partners

SPU RSJI Teams, Groups and Stakeholders

These teams and groups help lead and inform SPU's RSJI work internally and externally, and collaborate with other City departments.

- Environmental Justice and Service Equity (EJSE) Team
- Change Team
- Branch Equity Teams (BETs)
- Affinity Groups
- Silence Breakers
- SPU Human Resources
- SPU E-team/Leadership

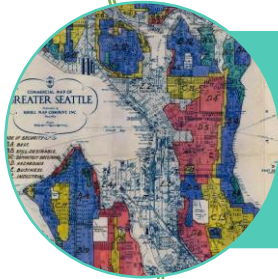
Focus Areas and Goals



Workplace Community and Culture

Increase ownership, engagement, and accountability for RSJ & EJ policies, procedures, and outcomes at all levels of the utility.

Create a more equitable and inclusive workplace culture with clear pathways for professional development and advancement for all.



Service, Program, and Project Delivery

Ensure that service, program, and project delivery is informed and guided by historical context, community input, and current RSJ service equity policies and best practices.

Grow WMBE utilization and capacity through increased contracting using equity best practices.



Environmental Justice and Public Health

Develop a robust, comprehensive environmental justice policy to guide the work of the utility.

Expand SPU's network of external partners to support alignment of SPU investments with environmental justice principles and community needs.



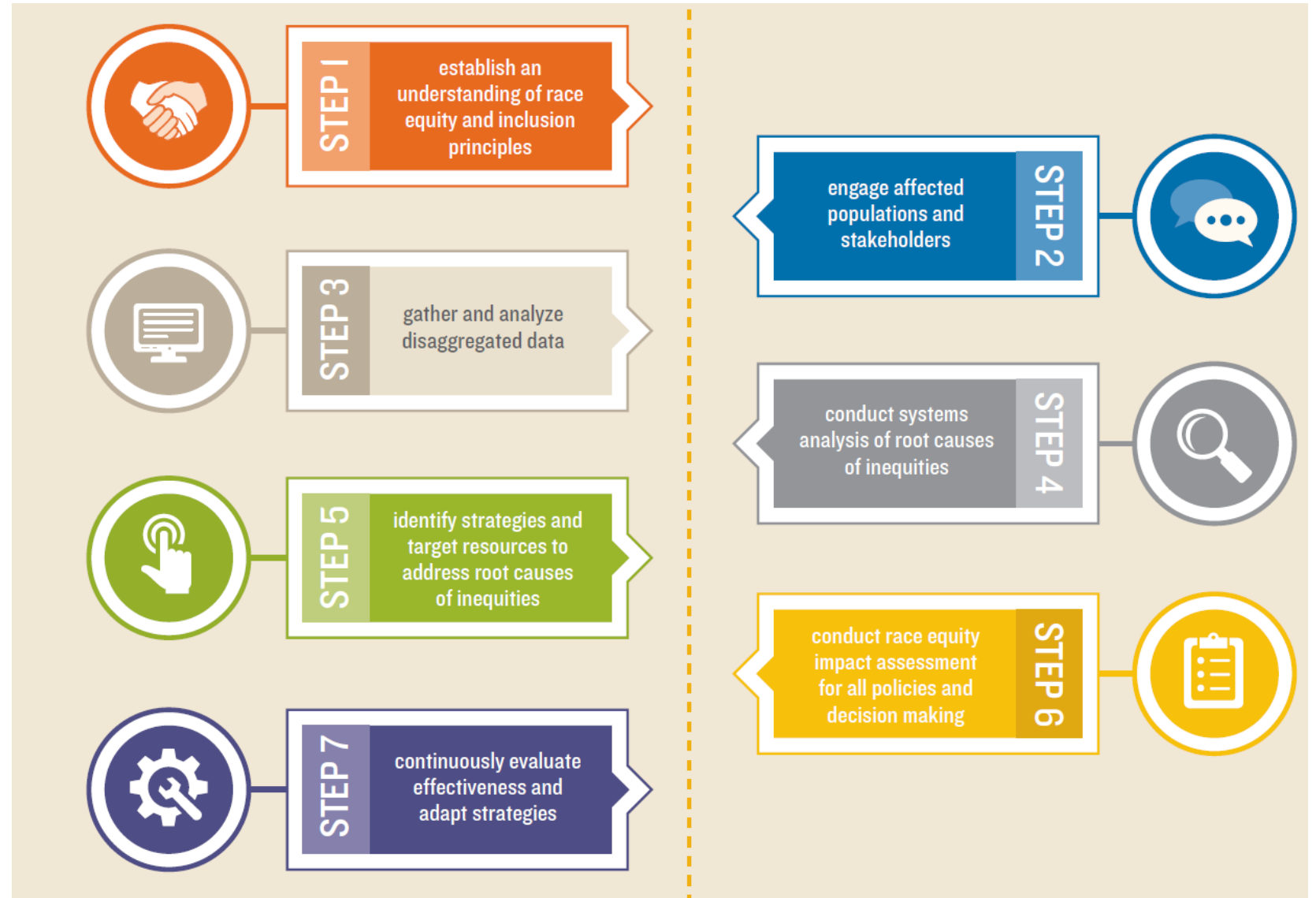
External Community

Expand and strengthen trust, engagement, and partnership with BIPOC and low-income communities.

Create opportunities for BIPOC and low-income communities to provide input, build structural power, and share decision-making.

Seven Steps to Advance and Embed Race Equity and Inclusion

From the Annie E. Casey Foundation's Race Equity and Inclusion Action Guide



Why institutionalize RSJ Work

Current government structures and institutions were not designed to ensure equity. To achieve racial equity, an organization needs a formalized support structure to advance equity across the organization.

SPU wants to create a utility-wide structure -- Equity Bridge -- to institutionalize racial equity.

"To do this, it is not enough for racial justice advocates to call out institutional racism. Racial justice advocacy today must be focused on preventing racism by institutionalizing racial equity."

- From the Annie E. Casey Foundation's Race Equity and Inclusion Action Guide

The Equity Bridge Program - Q4 2020

The Equity Bridge is an organizational structure that brings together RSJ and executive leadership to achieve institutional and structural change through collective planning, oversight, resource management, and operational and communication support. Modeled on SPU's Incident Command System, the Equity Bridge will:

- Bring together and connect engaged SPU teams and SPU leadership, to inform, address and respond to ongoing and emerging RSJ issues.
- Develop and implement an RSJ action plan that includes clear strategies, goals, responsibilities, timelines, and measurable outcomes.
- Implement a cohesive and comprehensive communications plan to support and advance the utility's RSJ work.

Institutionalizing RSJ Work

SPU seeks to *institutionalize* RSJ work. To do this, we will:

- Develop SPU's Equity Bridge Program
- Support the development and application of SPU equity related and equity-impacting policies
- Develop clear and accessible structures to support utility-wide work
- Ensure clarity of roles and workplans, and race and equity training, for equity and community-facing staff
- Ensure employee trainings and learnings
- Increase WMBE contracting with a focus on BIPOC communities
- Engage low-income and BIPOC communities proactively to support and influence SPU service and project delivery



Change is necessary to address racial injustice

To bring about change, you must not be afraid to take the first step. We will fail when we fail to try,

Rosa Parks

Questions?

