



RACE & SOCIAL JUSTICE
INITIATIVE

ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.

Race and Social Justice Initiative 2012 Employee Survey



Goals of 2012 Survey

- Assess employee understanding and skill of institutional and structural racism.
- Gain understanding of how departments are building racial equity into programs, policies, initiatives and budget decisions.
- Track progress over time.

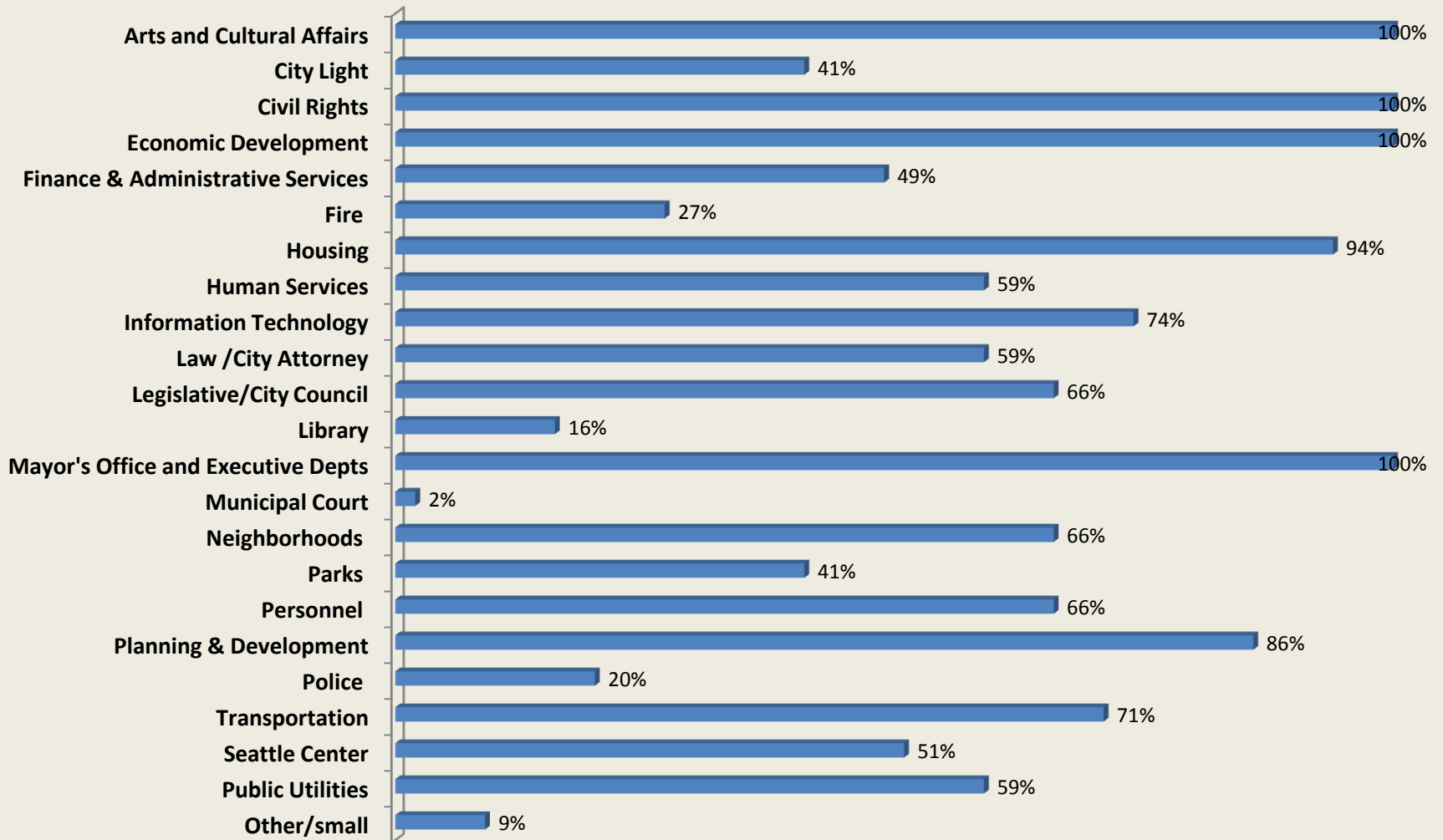


Who We Heard From

- 4,559 employees or 46.2% of all City employees
- Heard from employees with extensive RSJI involvement, as well as those with less exposure.
- Surveys completed electronically and in hard copy paper; all were anonymous.
- A slightly higher percent of employees of color responded.



Survey Participation by Department





Key Findings

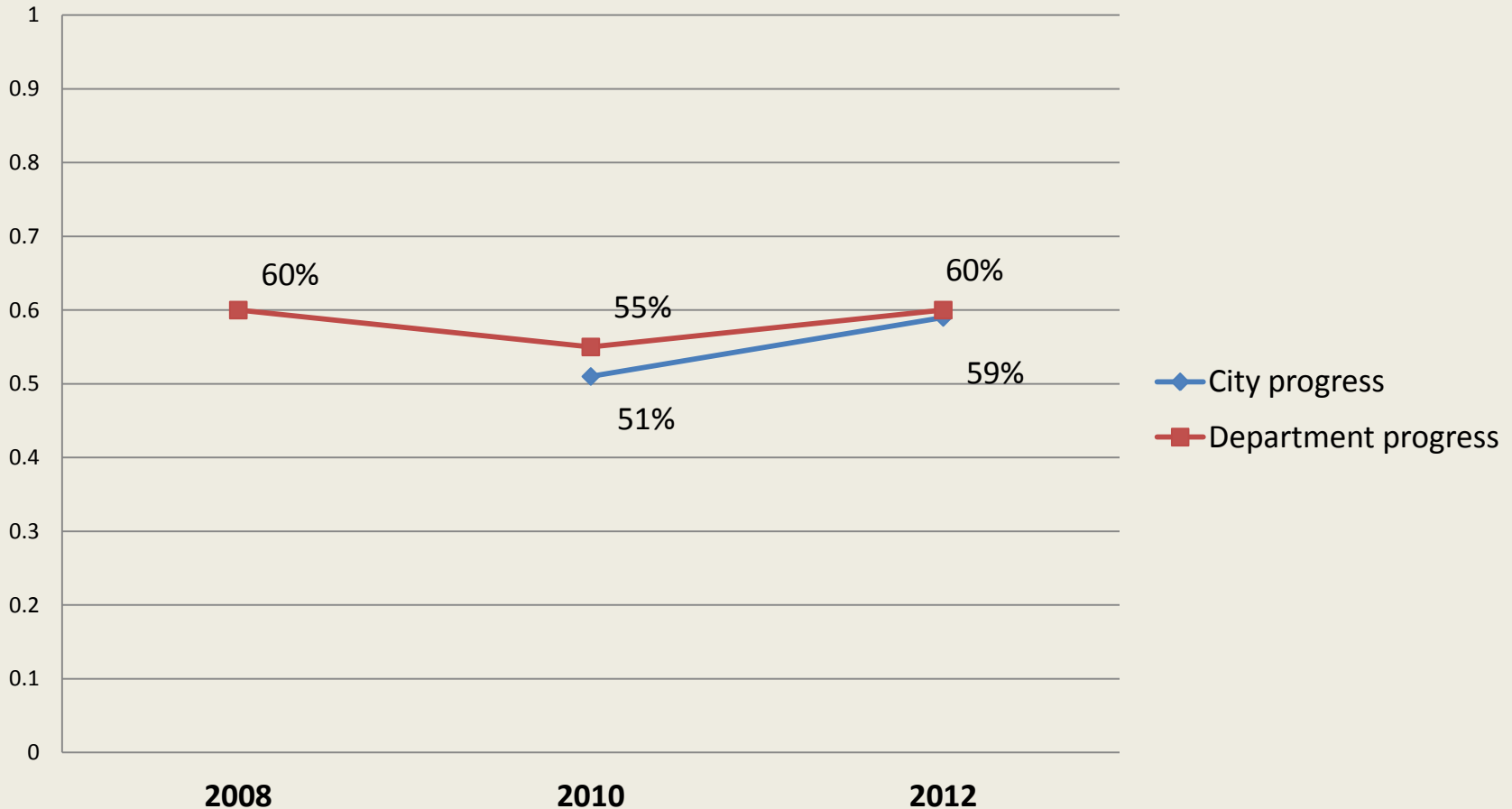
- 1. Progress has been made, but there is more to be done.**
 - City employees overwhelmingly support the Initiative. Employees' understanding of racial equity and engagement with the Initiative continues to increase.**

Eighty-six percent (86%) of employees said there is value to examine and discuss the impacts of race.
 - Data shows a need for the City to measure and communicate our progress.**

While over half believe the City is making progress with the Initiative, over a quarter (29%) said they don't know.



Department and City progress on Race and Social Justice 2008-2012





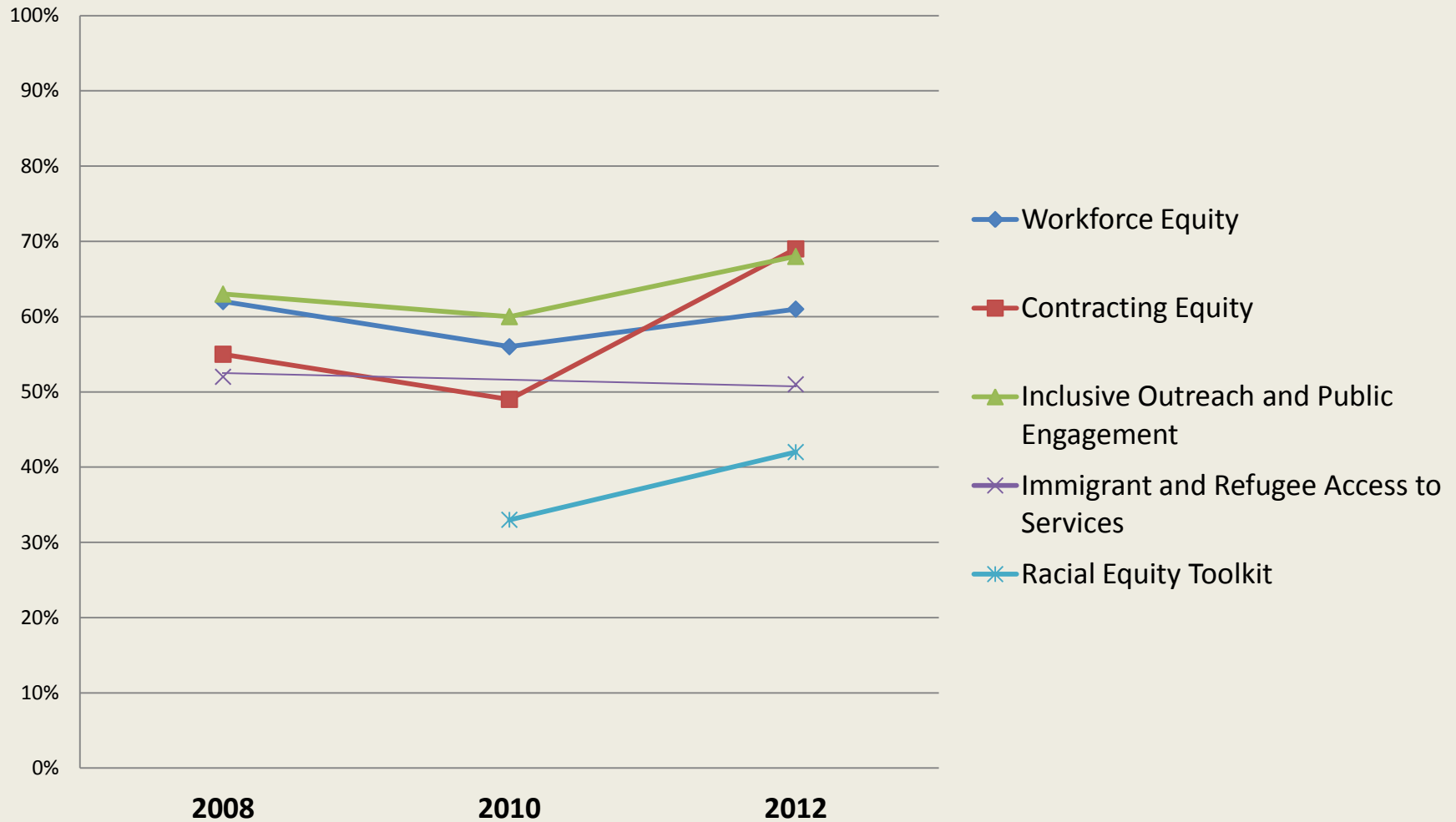
Key Findings

2. Impact in the Community

- The City's racial equity efforts showed increases in awareness since 2010.



Awareness of RSJI Efforts
2008-2012





Key Findings

2. Impact in the Community (cont.)

- **Employees are becoming increasingly aware of workforce equity efforts.**

61% of employees aware of their department's efforts in workforce equity.

- **Efforts to communicate commitment to contracting equity are paying off.**

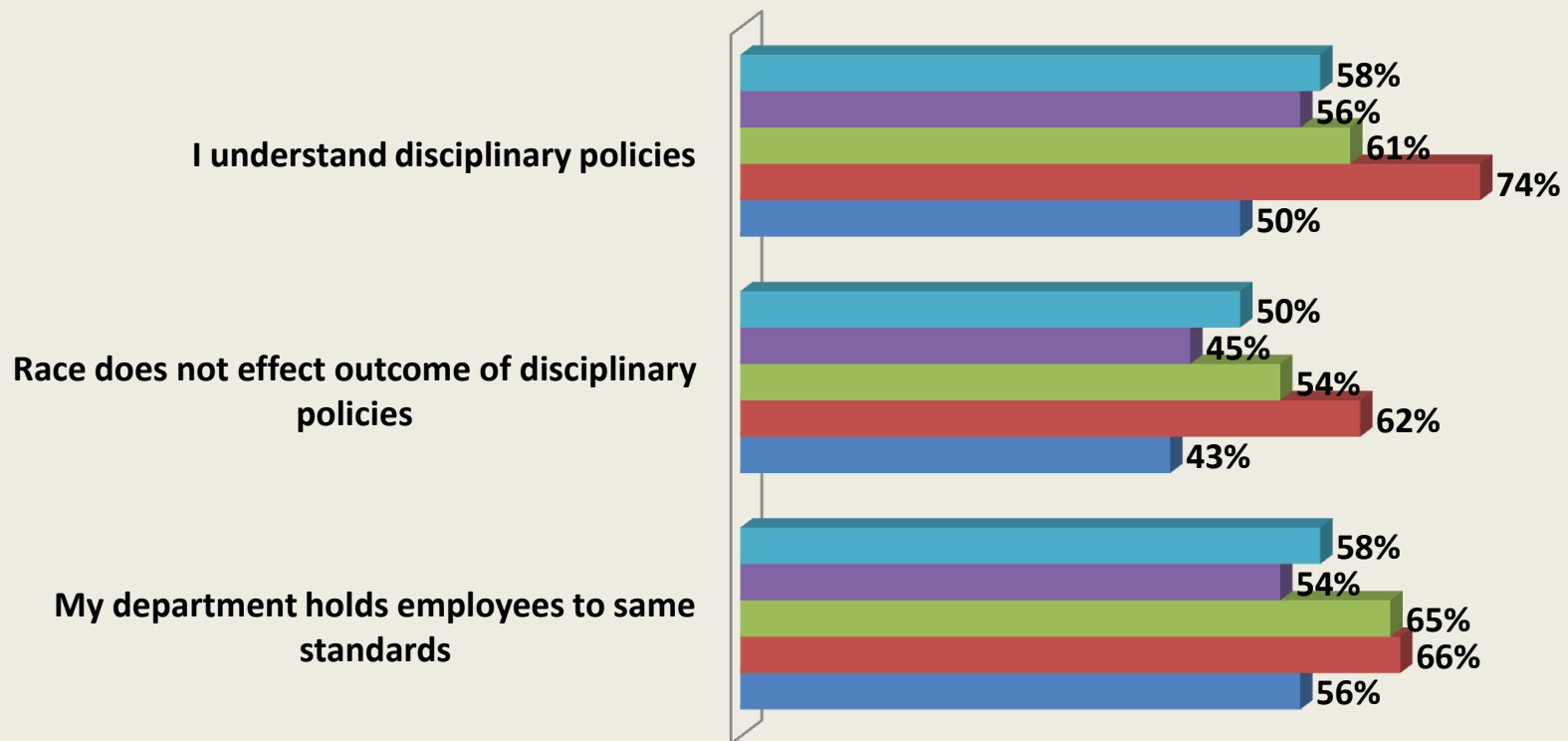
Awareness of contracting equity increased twenty percent from 49% in 2010 to 69% in 2012.



Workforce Equity: Awareness = 61%

Progress on Workforce Equity

Overall Employees of color White employees Supervisors Non-supervisor

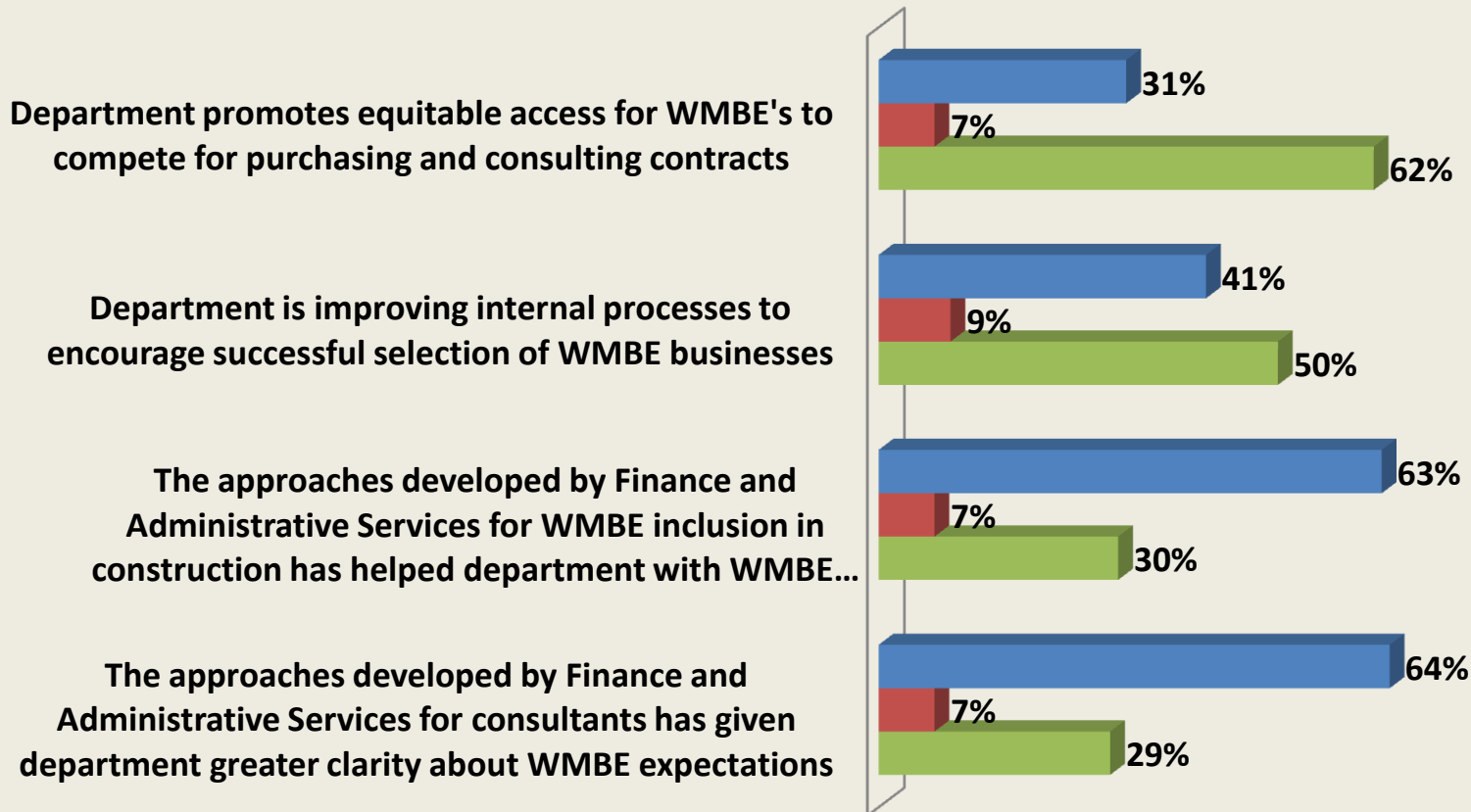




Contracting Equity: Awareness = 69%

Progress on Contracting Equity

■ Don't know ■ Disagree ■ Agree





Key Findings

2. Impact in the Community (continued)

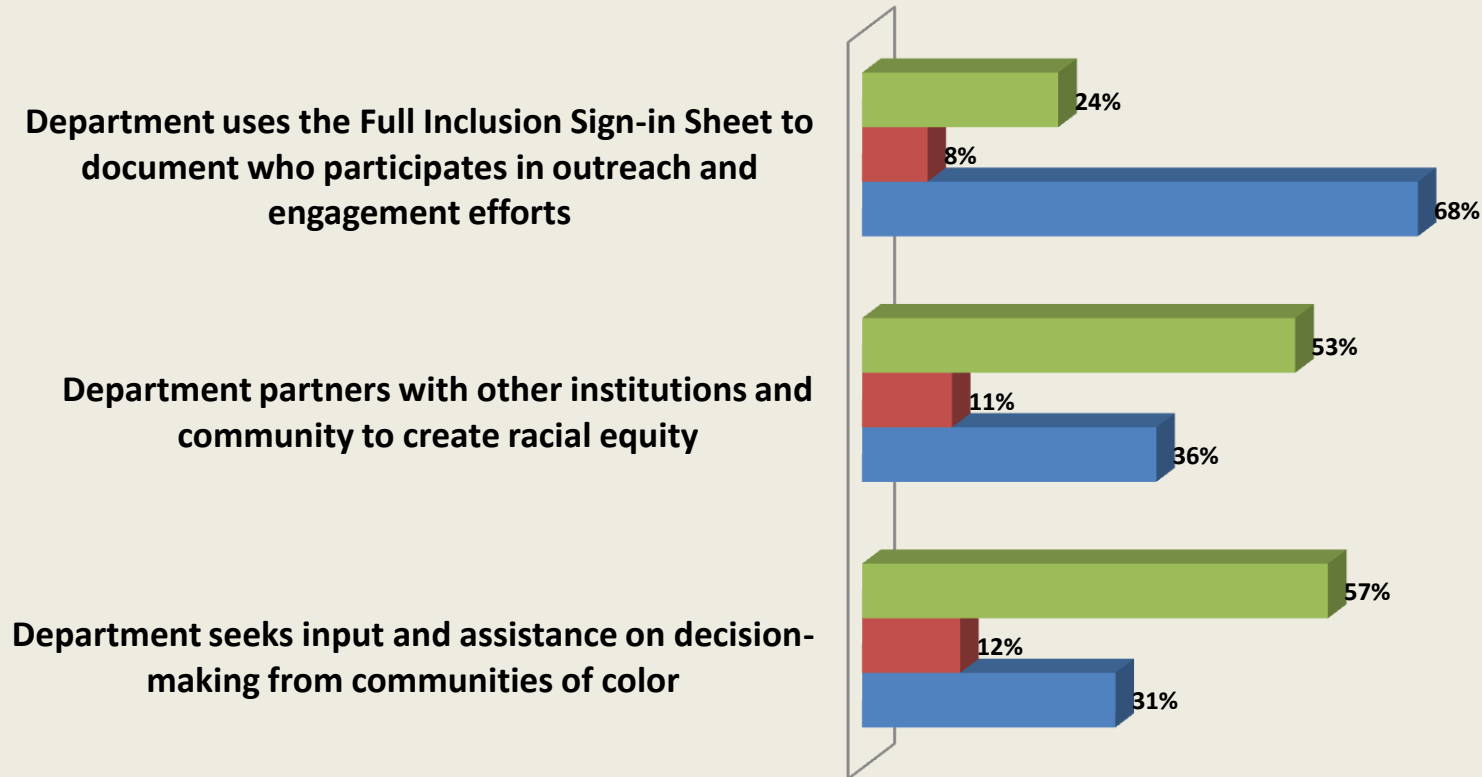
- **Inclusive Outreach and Public Engagement strategies continue to rise.**
Employee awareness of inclusive outreach and engagement efforts grew by 8% from 60% in 2010 to 68% in 2012.
- **Employees are aware of departmental efforts to ensure equitable access to services for immigrant and refugee residents.**
Over half (51%) of employees said they are aware of their department's efforts to strengthen the way the City provides services to immigrant and refugee residents
- **The Racial Equity Toolkit is becoming a part of the City's everyday work.**
City departments are increasingly applying a racial equity analysis to their policies, initiatives, programs and budget issues. Awareness of use of the Toolkit increased by eleven percent, rising from 32% in 2010, to 43% in 2012.



Outreach and Public Engagement: Awareness = 68%

Progress on Inclusive Outreach and Public Engagement

■ Agree ■ Disagree ■ Don't know



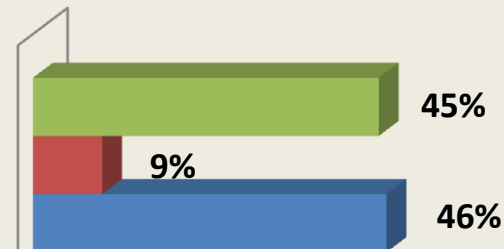


Immigrant and Refugee Access to Services: Awareness = 51%

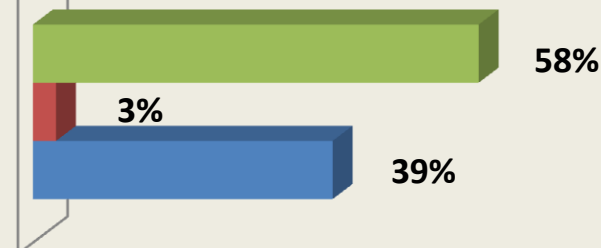
Progress Department Making on Equitable Access to Services for Immigrant and Refugee Residents

■ Agree ■ Disagree ■ Don't know

Department is making progress on improving access
to services for refugees and immigrants



Department is making progress at providing
interpretation and translation services for refugees
and immigrants



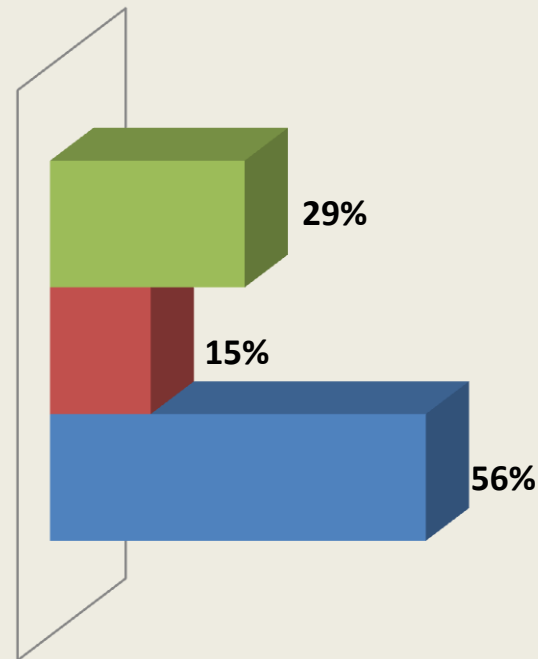


Racial Equity Toolkit: Awareness = 43%

Progress Made Using the Racial Equity Toolkit

■ Agree ■ Disagree ■ Don't know

Use of the Racial Equity Toolkit has helped improve department's policies, initiatives, programs and budget decisions





Key Findings

2. Impact in the Community (cont.)

- **We have come a long way as a City, now we must focus our efforts on ending racial inequity in the Community.**
Less than half of employees felt we were making progress in eliminating racial equity in the community and thirty six percent (36%) did not know if we were making progress.
- **Partnerships are critical.**
Over half of employees (56%) said their departments were partnering with the community on racial equity.



Key Findings

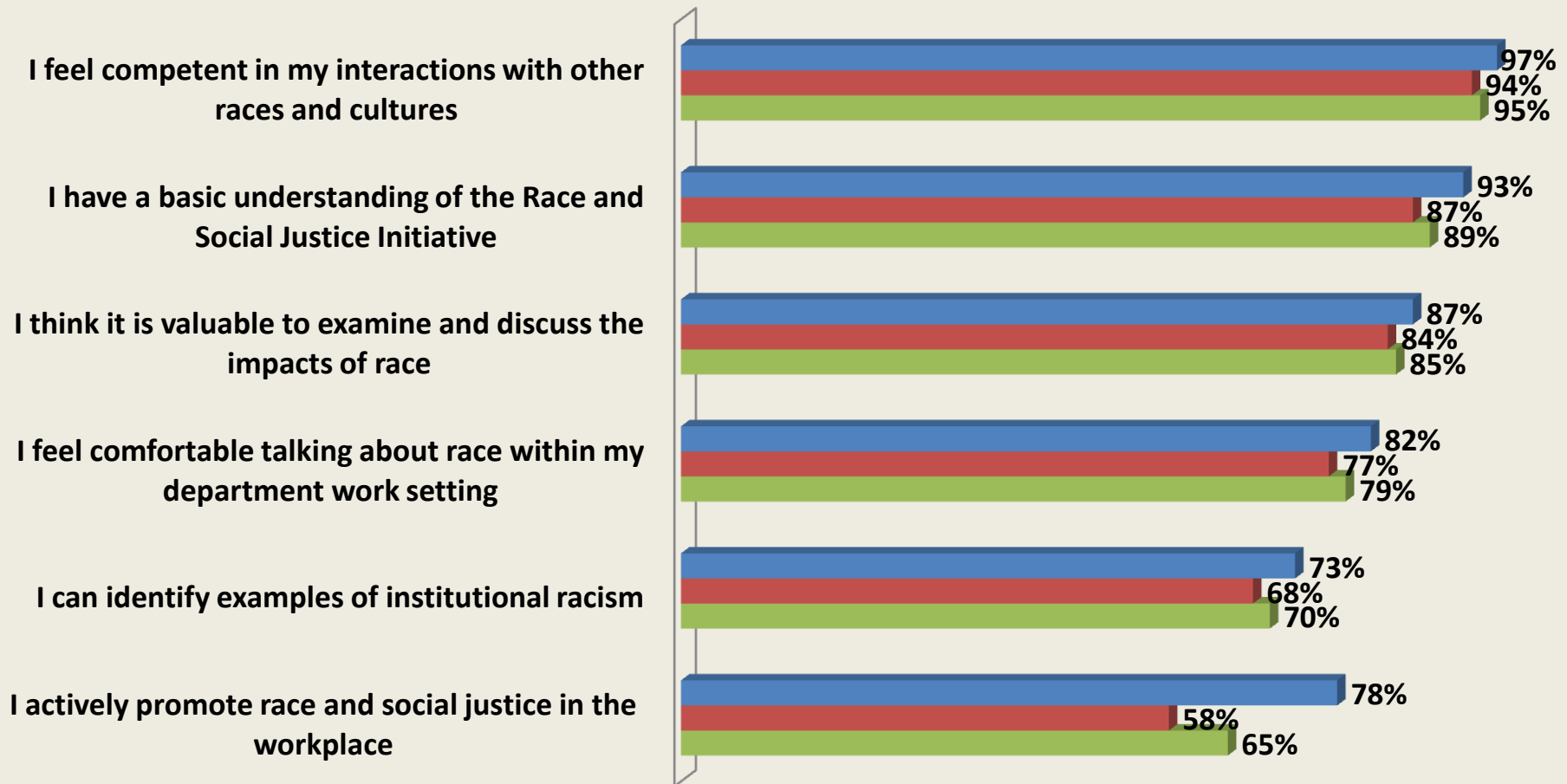
2. Training - Building Institutional Capacity for Racial Equity

- **Employees have a solid understanding of institutional racism -- are taking proactive steps to ensure equity in their lines of business. RSJI skill-building remains imperative.**
- **Need for continued training to support employees in their racial equity work.**
Nearly two-thirds of employees are actively promoting racial equity in the workplace.



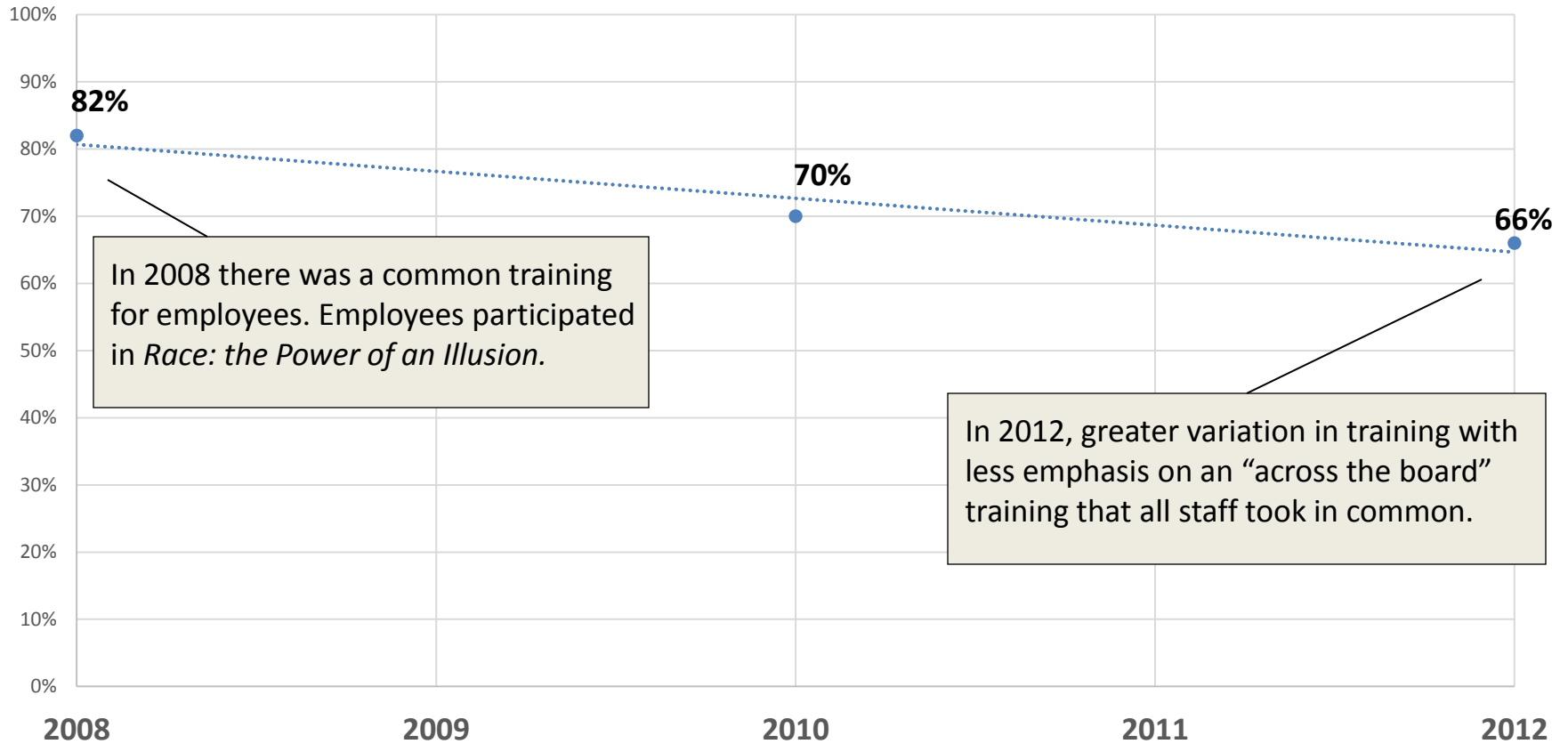
Understanding and Support for RSJI

■ Supervisors ■ Non-supervisors ■ All employees





Percent of Employees That Rated Training Useful





Key Findings

3. Departments are at varying levels of engagement with race and social justice work – it is critical for all departments to commit and take action for racial equity.

Departments continue to be at different levels of engagement with the Initiative which has an impact on their employees' awareness and understanding of the City's commitment to racial equity.

4. Communication with front-line employees and employees in the field remains a challenge.

In the majority of racial equity efforts that City departments are engaged in, supervisors were almost always more likely than non-supervisors to be aware of the work. To create maximum impact, we need a breadth of employees to be aware of and a part of the City's racial equity work.

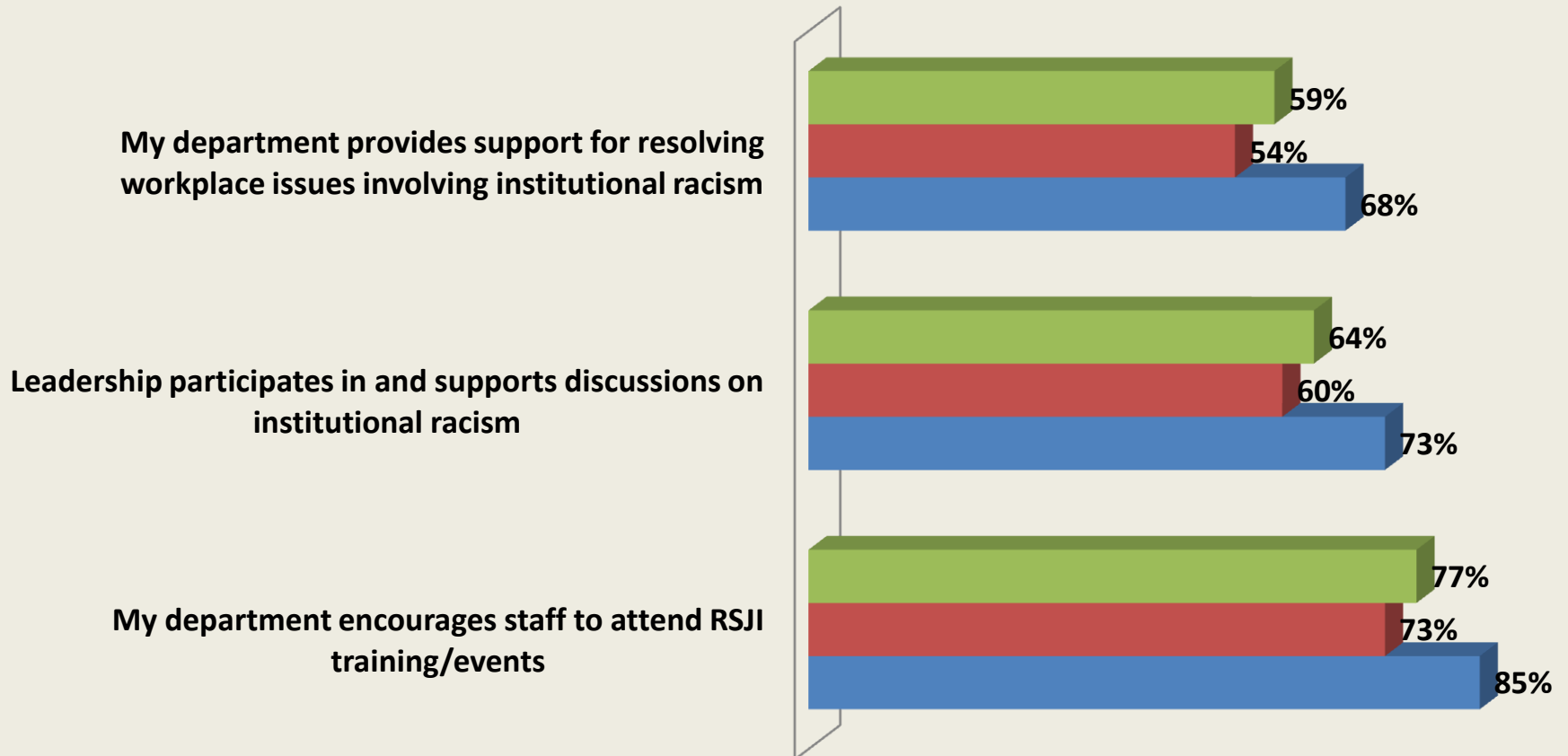
Change Team Awareness and Effective Support

Department	Aware of Change Team	Change Team Provides Effective Support
Small departments		
Arts and Culture	95.2%	90.5%
Civil Rights	91.3%	78.3%
Economic Development	86.4%	77.3%
Mayor's Office/Executive*	72.3%	66.3%
Legislative	88.9%	75.9%
Neighborhoods	97.6%	80%
Medium departments		
Housing	82.8%	58.6%
Human Services	41.7%	28.1%
Information Technology	77.4%	64.1%
Law	70.9%	55.8%
Personnel	94.3%	80.4%
Planning and Development	80.5%	65.4%
Seattle Center	68.4%	54.8%
Large departments		
City Light	55.4%	47.3%
Finance and Administrative Services	55.5%	39.9%
Fire	32.7%	25.5%
Library	23.4%	17.5%
Parks and Recreation	75.3%	54.8%
Police	35.5%	26.8%
Public Utilities	55.4%	41.6%
Transportation	66.3%	55.7%



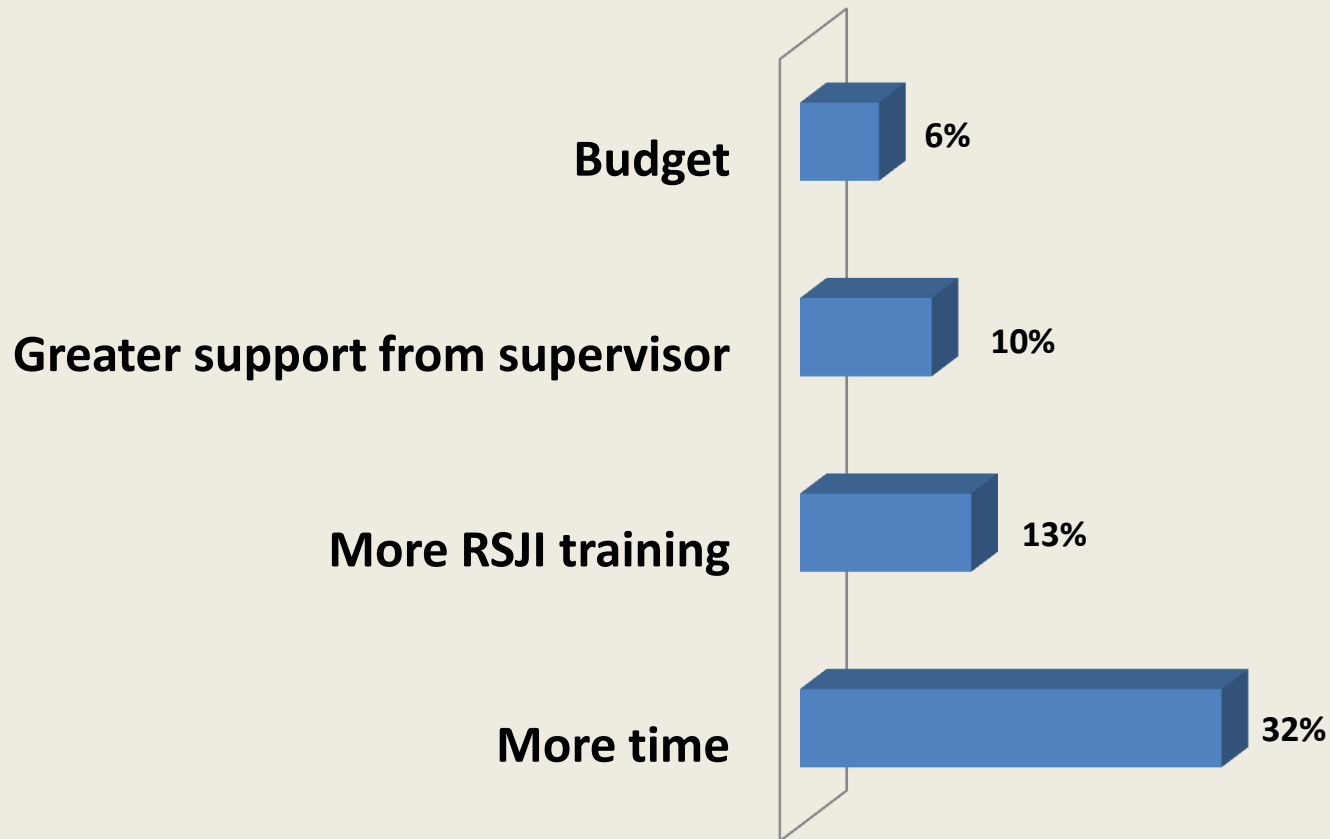
Ways Leadership Supports RSJI

■ All employees ■ Non-supervisors ■ Supervisors





Would Become More Actively Involved If...





Next Steps

- 1. The Race and Social Justice is permeating into departments not previously engaged and the culture of the City is slowly changing to reflect our commitment to racial equity. New training is needed.**
- 2. The Initiative is poised to begin measuring the impact of our strategies to end racial inequity in the community.**
- 3. We must communicate our success.**
- 4. We are bringing in community voices.**



Next Steps

- Mayor will send an email to all employees thanking them for their participation and encouraging involvement with RSJI.
- RSJI Sub-cabinet, Core Team and Change Team leads, along with the Mayor's Cabinet and City Council, will be briefed on survey findings and engaged to develop strategies to address areas for improvement.
- Department specific data will be shared with all departments.
- Survey will be implemented again in 2014 as we continue to track progress.
- An RSJI Community Survey will be developed for 2014.



What you can do

- **Communicate highlights with all employees** – Report will be available at www.seattle.gov/rsji.
- **Use department specific data to strengthen your work for racial equity.**
- **Incorporate key findings into your mid-year progress report to City Council.**
- **Analyze and use the responses to the open-ended questions.**
- **Conduct focus groups to better understand the results.**