



RACIAL EQUITY AND PARTNERING WITH EJ COMMUNITIES

**Michael Davis, Director
Environmental Justice & Service Equity Division
Seattle Public Utilities**

WHY DO WE CENTER RACE?

WHEN WE LOOK ACROSS EVERY TYPE OF ACHIEVEMENT IN THIS COUNTRY, WHETHER THAT BE LIFE EXPECTANCY, INCOME, JOB STATUS, WEALTH, HEALTH, EDUCATION LEVEL, INVOLVEMENT WITH THE CRIMINAL JUSTICE SYSTEM, ETC.

RACE IS THE SINGLE, STRONGEST PREDICTOR OF OUTCOMES

THIS TELLS US THAT RACE PLAYS A HUGE ROLE IN ACHIEVEMENT OF EVERY TYPE.

THAT IS NOT TO SAY THAT RACE IS THE ONLY FACTOR, BUT IT IS THE MOST PREVALENT AND, MORE OFTEN THAN NOT, THE STRONGEST PREDICTOR



“RACIAL EQUITY IS ABOUT APPLYING JUSTICE AND A LITTLE BIT OF COMMON SENSE TO A SYSTEM THAT’S BEEN OUT OF BALANCE. WHEN A SYSTEM IS OUT OF BALANCE, PEOPLE OF COLOR FEEL THE IMPACTS MOST ACUTELY, BUT, TO BE CLEAR, AN IMBALANCED SYSTEM MAKES ALL OF US PAY.”

CSI PRESIDENT GLENN HARRIS

WHY DO WE CENTER RACE?

- CITY OF SEATTLE RACE AND SOCIAL JUSTICE INITIATIVE
- KING COUNTY EQUITY AND SOCIAL JUSTICE INITIATIVE
- LHWMP RACIAL EQUITY COMMITMENT
- CUSTOMERS AND ELECTED OFFICIALS

RATE PAYER EQUITY

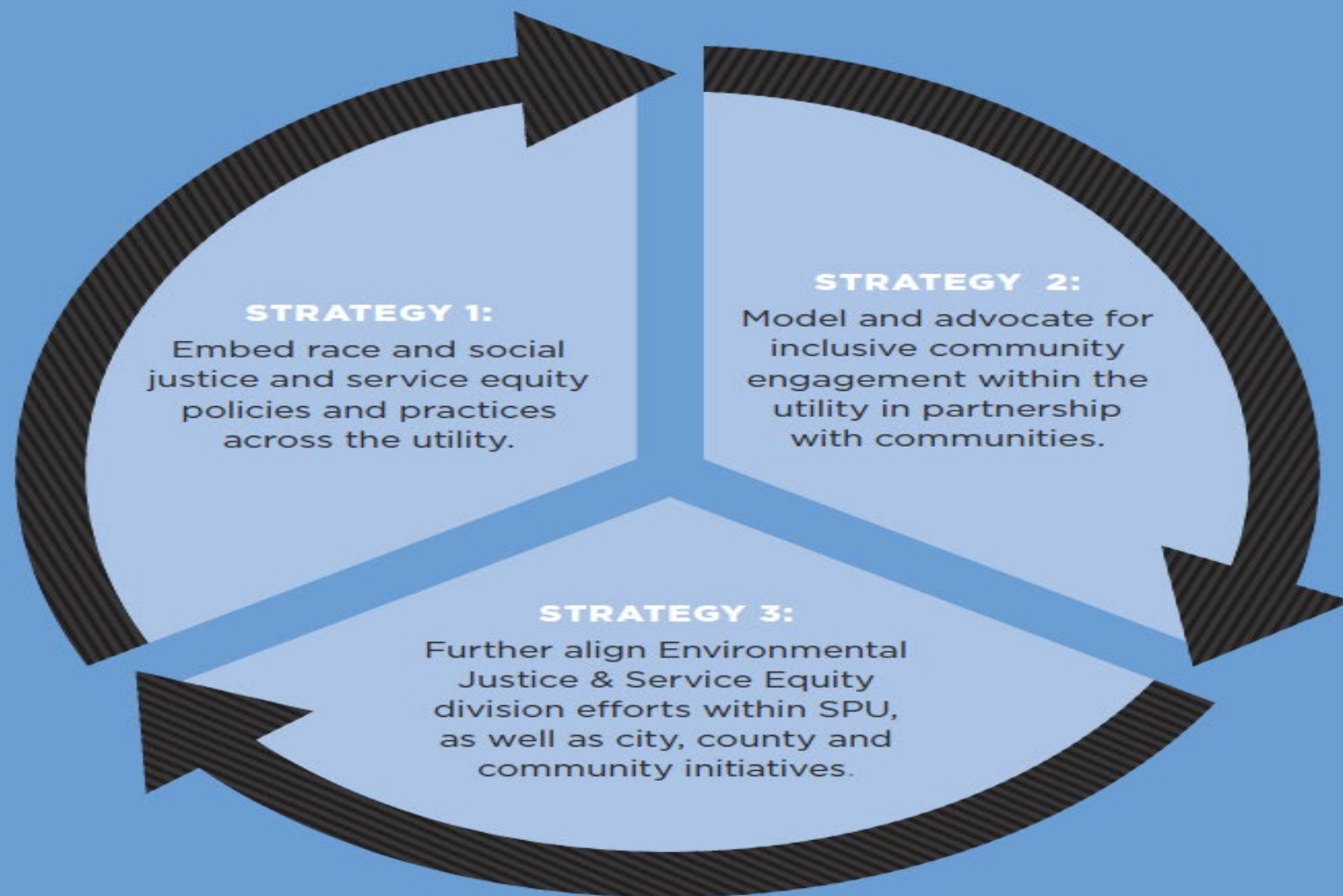




SPU - Anthony Harris



STRATEGIES



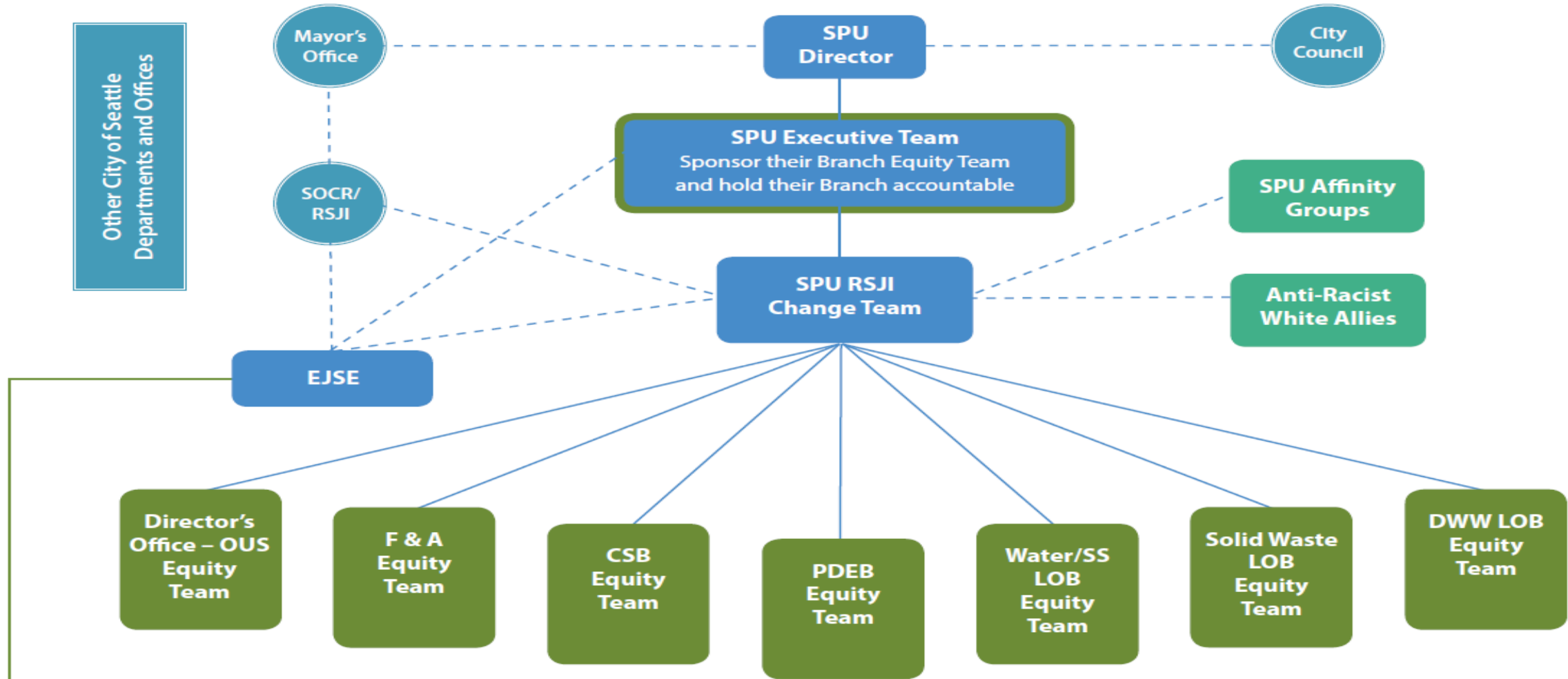
EMBEDDING RACIAL EQUITY



THE AHA MOMENT

I'M JUDGED BASED ON WHETHER OR NOT I MEET MY SOLID WASTE GOAL. EQUITY IS NOT PART OF MY GOAL.

TOM GANNON
SW PLANNER



BRANCH EQUITY TEAMS:
DEVELOP AND IMPLEMENT ANNUAL WORK PLAN GOALS, PERFORMANCE MEASURES, AND TRAINING NEEDS


Strengthen and irreversibly embed racial equity, inclusion, and diversity throughout Seattle Public Utilities.

RACIAL EQUITY LENS

- A racial equity lens is a tool and practice to transform and improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs.
- Applying a racial equity lens to internal organizational development work helps to identify, talk about and manage inherent power dynamics that organizations grapple with every day, especially those that are white dominated, in culture and/or demographics.
- At its core, it is a set of principles, reflective questions, and processes that focuses at the individual, institutional, and systemic levels by:
 - Deconstructing what is not working around racial equity;
 - Reconstructing and supporting what is working;
 - Shifting the way we make decisions and think about this work; and
 - Healing and transforming our structures, our environments, and ourselves.



RACIAL EQUITY LENS

- PLEASE PROVIDE A PROBLEM STATEMENT FOR THIS PROJECT, INCLUDING DESIRED STATE, BUDGET AND TIMELINE.
 - WHO ARE THE STAKEHOLDERS AND WHAT ROLE WILL THEY PLAY?
 - WHAT IS THE RACIAL EQUITY VISION FOR THIS POLICY, PLAN, PROGRAM, PROJECT OR SERVICE?
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STAKEHOLDER ANALYSIS

LHWMP Stakeholder Analysis (cover).pdf - Adobe Reader

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LHWMP Stakeholder Analysis

LHWMP Policy, Plan, Program, or Project Title:
Team Leader:
Today's Date:
List Names of Team Members and their role:

It is important to manage expectations of stakeholders. By completing this analysis, you will gain clarity on what you want participants to contribute, what they will gain from taking part, and the extent to which their input can influence decision-making.

Using the following terms, check off the appropriate boxes for each identified stakeholder group.

- **Inform:** Educate stakeholders about the rationale for the project or decision; how it fits with LHWMP goals and policies; issues being considered, areas of choice or where input is needed.
- **Consult:** Gather information from stakeholders and ask for advice to better inform LHWMP.
- **Collaborate:** Volunteer or paid partnership to work with LHWMP in developing and implementing the project or program. Includes role as a participant in project or program.
- **Shared Decision-Making:** Decision-making power, or stakeholder has a formal

8.50 x 11.00 in

COMMUNITY CONNECTIONS PROGRAM

Mission: *Create sustainable partnerships that aim to improve quality of life for people of color, immigrant, refugee and low-income communities through transformative approaches and experiences.*





Program Quick Facts

- Priority audience: people of color, immigrant, refugee & low-income communities
- Partnership is for 3 years (2018 – 2021)
- Trained & knowledgeable in LOB
- Leverages community assets
- Partners serve as subject matter experts for community engagement
- Builds trust and ownership

RESOURCES

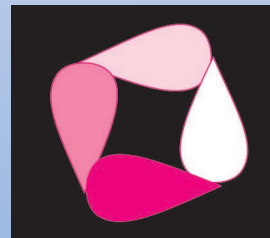
- PEOPLE'S INSTITUTE FOR SURVIVAL AND BEYOND
- RACE AND SOCIAL JUSTICE INITIATIVE
- CENTER FOR SOCIAL INCLUSION/ RACE FORWARD/ GARE
- POLICY LINK
- TARGETED UNIVERSALISM - HAAS INSTITUTE – UC BERKLEY
- EQUAL JUSTICE INSTITUTE
- EQUITY AND ENVIRONMENT INITIATIVE
- KING COUNTY EQUITY AND SOCIAL JUSTICE INITIATIVE
- WESTERN STATES CENTER

THANK YOU!

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**Seattle
Public
Utilities**



**Local Hazardous Waste
Management Program
in King County, Washington**