

Office of King County Executive 2014 Equity and Social Justice Commitments	Primary Alignment with determinants of equity
<b>Policy Focused Commitments (Objective 1 Consider equity impacts in decision-making, policy-making and program planning)</b>	
<p>1. Make Equity and Opportunity a priority focus of Executive's Second Term Agenda</p> <ul style="list-style-type: none"> <li>a. Cornerstone of 2nd Term Policy Agenda</li> <li>b. Expand visibility and prominence of ESJ in KCSP and Executive Policy Priorities</li> <li>c. Share vision broadly using KC ESJ Infographic</li> <li>d. Highlight ESJ frame in all policy work</li> </ul> <p>Partners: Executive, ELT, Policy Team, Communications Team, Customer Service Team, Executive and Operations Cabinet, PSB</p>	<b>All</b>
<p>2. 2015-16 Executive Budget Development with ESJ focus –</p> <ul style="list-style-type: none"> <li>a. Examine ESJ impacts of budget proposals and opportunities to advance or mitigate</li> <li>b. Develop options and strategies to mitigate health and human service reductions due to state and federal cuts</li> </ul> <p>Partners: Exec Office, PSB, Agencies</p>	<b>All</b>
<p>3. Bring an ESJ lens to development and implementation of Executive's Climate Change initiatives and priorities</p> <ul style="list-style-type: none"> <li>a. In developing clean energy initiatives with the business community, look for opportunities to create training pathways and work force development opportunities for disadvantaged populations.</li> <li>b. Ensure that upcoming update to the Strategic Climate Action Plan considers ESJ when identifying climate adaptation needs and solutions.</li> <li>c. In framing issues for newly created internal Climate Leadership Team, be intentional about identifying and framing ESJ issues when making recommendations (e.g., if expanding access to transit and trails is a climate solution, also consider ESJ when shaping priorities for investment)</li> </ul> <p>Partners: Executive, ELT, Policy Team, Communications Team, Climate Leadership Team</p>	<b>Family wage jobs and job training Parks and natural resources</b>
<p>1. Provide proactive leadership for countywide efforts to enroll uninsured people in affordable health insurance.</p> <ul style="list-style-type: none"> <li>a. Convene a leadership circle of community leaders from various sectors to support enrollment.</li> <li>b. Promote engagement of all County agencies in getting enrollment information to their customers.</li> </ul>	<b>Health and human services</b>

<ul style="list-style-type: none"> <li>c. Advocate with the State for support for County enrollment (data, translation, technical assistance, etc.).</li> <li>d. Maintain visibility through Executive communications in print and social media, speeches, internal messaging and the like</li> </ul> <p>2. Partners: Executive Office, DPH/S-KC, external partners</p>	
<p>3. Advance well being and access to services for people in need in King County through implementation of individual and community strategies in the Health and Human Services Transformation Plan</p> <ul style="list-style-type: none"> <li>a. Utilize data and prioritize focus on communities and individuals most in need.</li> <li>b. Develop options for stable funding to support implementationTransformation</li> </ul> <p>Partners: DPH, DCHS, Exec Office, PSB, Council, outside partners</p>	<b>Health and human services</b>
<p>4. Frame and launch Executive’s Birth to Five Initiative: “closing the kindergarten readiness gap”</p> <ul style="list-style-type: none"> <li>a. Initiate regional discussion to assess current B-5 Readiness to Learn activities across sectors and generate map of current state of offerings and need (2014)</li> <li>b. Build regional vision of integrated B-5 RtL system and steps to implement (2015)</li> </ul> <p>Partners: Exec Office, DCHS, DPH, UW School of Education, external partners</p>	<b>Early childhood development</b>
<p>1. Sponsor development of policies and interventions that support people coming out of prison in successful reentry to the community.</p> <ul style="list-style-type: none"> <li>c. Work with State Department of Corrections to increase resources available for this work.</li> </ul> <p>Convene criminal justice and community partners in support.</p> <p>Partners: PSB hosted effort in collaboration with Exec Office, DCHS, DPH, DAJD, and outside partners.</p>	<b>Equitable law and justice system</b>
<p>5. Lead efforts to preserve and expand transit access.</p> <ul style="list-style-type: none"> <li>a. Establish a low income fare to increase access for our low income residents</li> <li>b. Continue to advocate for resources to maintain and expand transit as a regional system</li> <li>c. Ensure equity criteria are adhered to in cuts to or expansion of transit service</li> <li>d.</li> </ul> <p>Partners: DOT Metro, DCHS, community partners, Council</p>	<b>Safe and efficient transportation</b>

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<b><u>Internal Process and Capacity Improvement Commitments</u></b> (Obj. 2: Build community trust and capacity; Improved customer service; robust civic engagement, Obj: Promote fairness and opportunity in County government practices: a) Each dept./branch commits to internal communications/engagement, as well as structures and mechanisms, to raise awareness and visibility of ESJ with employees at all levels Obj. 4 : Each dept./branch commits to continuous improvement to institutionalize equity in all organizational practices)	Equity in county practices
<p>1. Customer Service Promise prioritizing on ESJ – continue effort to embed ESJ lens in customer service promise implementation</p> <ul style="list-style-type: none"> <li>a. Refining and expanding implementation of Customer Service promise. <ul style="list-style-type: none"> <li>i. Increase community media efforts through buys in community newspapers</li> <li>ii. Increase provision of customer service trainings with ESJ context</li> <li>iii. Connect with KC Strategic Plan Service Excellence work.</li> <li>iv. Combine Customer Service and Lean work to develop partnership opportunities that support employees in CS work.</li> </ul> </li> <li>b. Creating a set a policies, protocols, and tools to help staff deliver CS promise through improvement of translation and interpretation tools <ul style="list-style-type: none"> <li>i. Improve and increase countywide use of and access to translation and interpretation services to customers by</li> <li>ii. Communicate availability of phone interpretation contract to every Executive department,</li> <li>iii. Train at least one employee in every Executive department to access the language line, and</li> <li>iv. Set up each department with billing and access code for language line use.</li> </ul> </li> </ul> <p><i>Partners:</i> Community media outlets, All Executive Departments through Customer Service Officer team, Ombudsman’s office, Lean team, PIOs or Limited English Proficiency (LEP) champions in departments</p>	Equity in county practices
<p>2. KCEO ESJ Awareness and Office Culture: Convene small internal team to support increased attention and focus on ESJ and support Executive Office staff at all levels by:</p> <ul style="list-style-type: none"> <li>a. providing specific opportunities for individual and group education and development around ESJ concepts</li> <li>b. Involving additional staff in identifying and achieving our 2014 commitments</li> <li>c. articulating how each staff member of the Executive Office can advance equity and social justice in their own work</li> </ul> <p><i>Partners:</i> KCEO Staff, PSB ESJ team, Countywide ESJ manager</p>	Equity in county practices

3. Increase community engagement capacity with Executive Office	<b>Equity in county practices</b>
4. Build a stronger ESJ focus in KCSP update, management model, budget processes and measurement systems and accountability structures for executive departments	<b>Equity in county practices</b>
5. Implement leadership structure improvements at Executive Cabinet, Operations Cabinet and the ESJ Interdepartmental team to increase accountability, consistency and focus through: <ul style="list-style-type: none"> <li>a. implementation of clear leadership charters and standard work and</li> <li>b. increase structured collaboration opportunities.</li> </ul> Partners: Exec Office, Executive Cabinet, Operations Cabinet, ESJ IBT Team	<b>Equity in county practices Equity in county practices</b>
6. Enhance ESJ focus in executive office communications and in communications with LEP communities	<b>Equity in county practices Equity in county practices</b>
7. Prioritize ESJ opportunities for training and communication about ESJ for all county employees	<b>Equity in county practices</b>
8. Increase visibility of ESJ in the County Executive's events, speeches, and leadership focus and in regional leadership forums with other elected leaders.	<b>Equity in county practices</b>