



	<p>recommendations regarding continued outreach to these communities and future outreach to other underserved groups.</p> <p>3) Homelessness: Analyze client access and outcomes rates for homeless services across racial/ethnic groups. Also, investigate reasons for the underrepresentation of Asians/Pacific Islanders among homeless services populations.</p>	<p>Affordable, quality, healthy housing</p>	<ul style="list-style-type: none"> <li>➤ DDD's early intervention outreach project to the Hispanic/Latino, Somali and Vietnamese communities has reached over 1,500 families since 2008. Thirty-eight of these have been referred to services with the Department of Social and Health Services/Division of Developmental Disabilities (DSHS/DDD).</li> <li>➤ Asians/Pacific Islanders and Whites continued to be underrepresented among homeless services clients whereas American Indians/Alaskan Natives, Blacks, and Hispanic/Latinos were overrepresented.</li> <li>➤ There appears to be no statistically verifiable difference in the rates by which different Census racial groups and the Hispanic/Latino ethnicity move from homeless housing (emergency shelters or transitional shelters) to more stable housing (transitional shelters or permanent housing).</li> <li>➤ Asians/Pacific Islanders are underrepresented among CSD-funded homeless service clients due to two primary reasons: 1) Asians/Pacific Islanders are more likely to rely on family/friends during housing and/or economic crises; and 2) Barriers to the homeless services system are intensified by language and cultural issues.</li> </ul> <p>DCHS' 2011 commitments build upon the above findings as well as additional areas of research</p>
<p>DDES</p>	<p>1) Training: DDES will provide ESJ Awareness training to all staff. DES is developing the training and DDES will partner with them to pilot the training class in the 4th quarter of 2010 Measurement - % of DDES staff trained by end of 2010 (goal 95 - 100%)</p> <p>2) Translation: DDES will have key documents translated into 6 primary languages. The documents will be related to emergency situations and most likely will need to be available for all of unincorporated King County. Measurement: -identification of documents to be translated by 9/1/10 -identification of funding for translation of documents by 11/1/10 -begin translation of documents, assuming funding available, by 12/1/10</p>	<p>Equity in county practices</p>	<p>1) Training deferred until third quarter 2011 as pilot training class still in development</p> <p>2) Identification of the documents to be translated is complete; not able to secure funding as of yet, thus the translation has not started</p>

<p>DES</p>	<p>1) HRD - Health Reform Initiative The Health Reform Program will provide information to employees about differences in the prevalence of chronic diseases among different racial and ethnic groups, and what can be done to manage these conditions and improve long-term health. This information campaign will be designed to meet the needs of the county’s diverse workforce and will be timed to take advantage of other scheduled events celebrating equity and social justice (e.g., Lunch and Learn lectures, web write-ups, e-Newsletter articles timed with Diabetes Awareness Month, etc.).</p> <p>2) HRD - Training DES will finalize the design of a class focused on equity &amp; social justice in public sector decision making utilizing the Equity Impact Review Tool (Tier II). This class will be offered to supervisors, managers, and directors who have completed the ESJ Awareness Class (Tier I) beginning the fourth quarter of 2010.</p> <p>DES will also begin laying the foundation for a ESJ Awareness class (Tier I) to be offered to all Executive Branch staff, beginning in 2011. DES will partner with DDES to pilot the ESJ Awareness Training class (all employees) in the 4th quarter of 2010.</p> <p>3) FBOD – Procurement FBOD will work with the county departments and agencies to apply equity and social justice principles and practices to the procurement process reform project. This includes working with the King County Civil Rights Commission to reach out to a broad spectrum of small, disadvantaged and minority-and women-owned businesses to solicit input on ways to improve and streamline the process.</p>	<p>Equity in county practices</p> <p>Equity in county practices</p> <p>Equity in county practices</p>	<p>1) HRD - Health Reform Initiative (Now the Employee Health and Well-Being Program) The Health Reform Program provided information to employees about differences in the prevalence of chronic diseases among different racial and ethnic groups, especially around Diabetes, and what can be done to manage these conditions and improve long-term health. The Health Reform Program featured recipes and “eat smart” education for various ethnic cuisines. The Health Reform Program also continued its outreach efforts with employees who don’t have regular access to computers to help them achieve silver or gold status.</p> <p>2) HRD - Training DES is still in the process of finalizing the design of a class focused on equity &amp; social justice in public sector decision making utilizing the Equity Impact Review Tool (Tier II). An ESJ training design team from DES and DPH are working to evaluate and develop a training module that could be used in each dept. DES is still in the process of designing an ESJ Awareness class (Tier I) to be offered to all Executive Branch staff, beginning mid-late 2011. The DES ESJ Training Design Team has interviewed the 2010 ESJ Awareness trainers to determine the best way to provide the training. DES will partner with DDES to pilot the ESJ Awareness Training class (all employees) in the 3rd quarter of 2011.</p> <p>3) FBOD – Procurement reform: streamlining process and increasing small business opportunities. FBOD has eliminated 15 pages of contract boilerplate, redesigned procure-to-pay process, established new voluntary Women and Minority Business Enterprise goals, set goal of 50% of small county purchases from small firms, instituted new contracting methods to increase small firm participation, and inserted contract language to encourage prompt pay for subcontractors. Conducted six outreach meetings in 2010 with Council members, Executive staff, FBOD, agency staff, and small business interest groups including Community Coalition for Contracts and Jobs, to discuss expanding county contracting opportunities for small firms. Attended two community meetings, convened by King County Civil Rights Commission, with Tabor 100, CCCJ, NW Minority Supplier Development Council, and Urban Enterprise Institute to discuss access to county contracting by small firms. Convened meeting between County Executive and county agency buyers in early November to stress importance of purchasing goods and services from vendors certified in county Small Contractors and Suppliers (SCS) program.</p>
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DES (con't)	4) Director's Office Establish yearly reviews of ESJI principles and critical county policies for all DES employees (2009 commitment carried forward to 2010).		4) In April 2010 DES provided the first annual review of the Equity and Social Justice Initiative and the three important workplace policies – Anti-Harassment/Non-Discrimination, Workplace Violence and Domestic Violence. Those principles called for King County to provide its workforce with a workplace free of harassment, discrimination, and violence, where all people, employees and customers, have an equal opportunity to attain their full potential. Executive Services leadership was trained on how to conduct the ESJI and policy review with all staff, and the review was completed in every division by the end of April 2010.
DNRP	<p>1) Discuss equity issues with each of DNRP's primary stakeholder groups, including advisory committees on wastewater, solid waste, flood management, forestry and more. Allocate 20-25% of strategic plan 'listening and learning sessions' time to this topic.</p> <p>2) Host 'Toward equity in elite youth soccer programs' summit — to include stakeholders from soccer organizations and those communities whose youth face barriers to participation</p> <p>3) Expand GreenTools support to the affordable housing sector:</p> <ul style="list-style-type: none"> <li>➤ Develop greening affordable housing webpage on GreenTools</li> <li>➤ Support certified green affordable housing developments w/ grants</li> <li>➤ Provide green building training to non-profit affordable housing developers and architects</li> <li>➤ Provide technical assistance and charette facilitation to DCHS's Housing and Community Development-funded projects</li> </ul> <p>4) Complete and/or update equity assessment/analysis for several lines of business and community conditions, including:</p> <ul style="list-style-type: none"> <li>➤ Drainage complaints and resources deployed in response to drainage complaints</li> <li>➤ Distribution of Farmer's Markets</li> <li>➤ Distribution of Flood District capital investments</li> </ul> <p>5) Conduct GIS analysis to explore noise/air pollution levels from transportation arterials as they relate low income/multi-family dwellings</p> <p>6) Consider equity implications as part of Parks capital budget proposal development</p>	<p>Equity in county practices</p> <p>Parks and Natural Resources</p> <p>Housing</p> <p>Healthy built &amp; natural environ. Food Systems Community &amp; Public Safety</p> <p>Healthy built &amp; natural environ. Housing</p> <p>Parks and Natural Resources</p>	<p>Completed Urban-rural equity issues were raised by several groups – concerns that Critical Areas Ordinance puts unfair burden on rural residents.</p> <p>Completed, some follow-up work ongoing King County has limited influence on elite youth soccer – focus now more on sports field access.</p> <p>Completed.</p> <ul style="list-style-type: none"> <li>➤ Grants to affordable housing developers are ramping down.</li> <li>➤ Due to resources and staffing changes, DCHS involvement has been somewhat limited</li> <li>➤ Increase focus in South King County</li> </ul> <p>Nearly completed, waiting on 2010 Census findings. Against 2000 Census findings, distribution of these products and services seems relative fair.</p> <p>Initial work completed, follow-up work being done by UW MESA program. Some correlation between race, income, and exposure to traffic pollution found.</p> <p>To be redone using 2010 Census + more detailed historic and projected future CIP allocations.</p>

	7) Review and improve HR policies and hiring practices that may limit diversity/inclusion in DNRP employee recruitment, retention, and advancement, to include coordinating w/ OHRM on revisions/updates that remove unneeded barriers in DNRP-specific job classifications	Equity in County practices	More detailed equity impact review underway to inform planning and upcoming capital investment decisions. Considered by DNRP, referred to Tina Canul of HRD. Not just a DNRP issue.
DPH	1) Support county-wide translation policy and system	Equity in County practices	1) Public Health took lead in supporting the Executive's Office and the Customer Service group in developing a translation policy and system. A Translation Executive Order was issued in October of 2010. Public Health developed the translation manual and other resources as part of the Translation Executive Order. See <a href="http://www.kingcounty.gov/operations/policies/executive/itaeo/inf142aeo.aspx">www.kingcounty.gov/operations/policies/executive/itaeo/inf142aeo.aspx</a> . Public Health has continued to do presentations and educate employees about translations and to support county programs and staff, including PIOs.
	2) Trainings in the following areas: <ul style="list-style-type: none"> <li>➤ ESJ awareness trainings</li> <li>➤ Diversity and Social Justice Group training curriculum</li> </ul>	Equity in County practices	2) Through the first part of 2010, trainings for managers and supervisors continued at Public Health, and a total of 210 Public Health supervisors and managers were trained in 2009 and 2010. In addition, in 2010 there were ESJ trainings for specific sites and work groups, including for several Public Health centers and for Communities Putting Prevention to Work staff.
	3) Assess health inequities related to gay, lesbian, bisexual, transgender, transsexual, queer and intersex (LGBTQI) identity and promote awareness of findings	Equity in County practices	3) A LGBT Work Group was assembled, comprised of representatives from a wide range of Public Health and DCHS project areas, including tobacco cessation, mental health services, substance abuse treatment, jail health, HIV/AIDS, homelessness programs, and maternal and child health. The group will focus its initial efforts on exploring health care and social service access issues and outcome disparities, and addressing barriers that may make sexual minorities and gender-diverse individuals feel unwelcomed or under-served in the health care and social service systems. Assessment, Policy Development and Evaluation Unit (APDE) conducted a literature and data review to identify existing sources of information regarding health outcome disparities for sexual and gender minorities. This review revealed that several studies have shown elevated risk and/or disease levels for sexual and gender minorities, but much still needs to be done in terms of research health outcomes in these populations.
	4) Identify and adopt best practices in recruitment, hiring and retention to create and maintain a talented and diverse workforce.	Equity in County practices	4) The department approached this commitment as a process improvement project, relying heavily on quality improvement and process improvement techniques and tools. By 12/31/10, the scope of the project was defined, a literature review of research on bias in hiring practices was 90% complete, a list of the documents reviewed and a summary of

	<p>5) Develop and implement an equity filter process for review of proposed legislation and prioritization of legislative agendas at local, state and federal levels.</p> <p>6) Develop a public health practice policy process map that incorporates an equity filter process for department policy development and rapid response policy review</p>	<p>Equity in County practices</p> <p>Equity in County practices</p>	<p>the relevant content was prepared, the baseline data analysis was 95% completed, and we were preparing to introduce the project to department leadership and to convene a project team.</p> <p>5) A guiding principle for all public health policy is to close the health equity gap and apply an equity lens to all legislative work. When developing federal and state legislative priorities and statements of policy, Public Health policy staff conducted a review process with our departmental ESJ representatives to ensure each priority and statement was phrased in a way that emphasized all people and communities in King County. Our department's state budget priorities also reflected an ESJ frame--prioritizing access to services that have the greatest impact on low income and communities of color.</p> <p>6) Work was completed in May and June 2010 to develop a more defined process for Public Health staff to work on public policy issues to advance health for all people and communities. Products included a policy process guide and a policy brief template that includes equity impact review to identify who benefits and who is burdened. The policy brief requires consideration of the relationship of the proposed policy to the Equity and Social Justice Ordinance and the King County Strategic Plan. These tools were piloted through the Communities Putting Prevention to Work, a federally funded effort to develop policy and system changes to reduce obesity and tobacco use, particularly among communities with the greatest needs.</p>
DOT	<p>1) South Park Bridge Closure Impact on the South Park Community: work with neighborhoods impacted by the pending closure of the South Park Bridge.</p>	<p>Access to all modes of safe and efficient transportation</p>	<p>Seattle's South Park neighborhood has a high concentration of minorities and residents with limited English proficiency. The primary language for the majority of residents is Spanish or Vietnamese.</p> <ul style="list-style-type: none"> <li>➤ Provided information in the primary languages to support outreach efforts regarding the closure of the South Park Bridge during the summer of 2010.</li> <li>➤ Printed and mailed materials, including post cards, brochures, posters, information sheets, and flyers, reflected text in Spanish and Vietnamese along with a synopsis of the English content and phone numbers for accessing more information in Spanish and Vietnamese. Some content was presented in all three languages.</li> <li>➤ Project question-and-answer sheet was translated into Spanish and Vietnamese and posted on the Spanish and Vietnamese pages of the project website.</li> <li>➤ Street signs with closure dates were posted in all three languages (English, Spanish, and Vietnamese). Spanish and Vietnamese interpreters were provided at all public meetings about the closure.</li> <li>➤ Effort to secure funding for a new bridge, and the planned construction of the new bridge was secured in the fall.</li> <li>➤ The department's commitment to the South Park community was demonstrated</li> </ul>

	<p>2) Preparing Communities for Rapid Ride A &amp; B: continue to conduct community engagement to prepare the communities to take full advantage of this new safe and efficient transportation service.</p>	<p>Access to all modes of safe and efficient transportation</p>	<p>through our community engagement efforts to work with the community to ensure they were knowledgeable of bridge closure impacts and to give them a genuine sense of partnership with DOT in developing alternate transportation plans while funding for construction could be secured. DOT will continue this partnership in 2011 as transportation options during bridge construction are developed.</p> <ul style="list-style-type: none"> <li>➤ The South Park Bridge replacement project, following federally mandated guidelines, is working with local community agencies and unions to develop an outreach program for qualified participants who may have access to up to 4,500 hours of apprentice opportunities for women and minorities.</li> </ul> <p>In preparation for the start of the A Line, Metro conducted two In Motion community-based social marketing projects in Tukwila/SeaTac and at Highline Community College.</p> <ul style="list-style-type: none"> <li>➤ Rapid Ride information was featured in print and electronic program materials, and a RapidRide coach was available to tour at most of the project events.</li> <li>➤ Prior to the start of the A Line, a brochure describing the new fare collection method was distributed on the Route 174 by the fare enforcement officers. This piece was written in English, Spanish, Vietnamese, Russian, Somali, Korean and Chinese.</li> <li>➤ Tukwila/SeaTac In Motion used direct outreach at a series of community events to engage the diverse local population and high percentage of limited-English proficient (LEP) residents. Interpreters and translated materials were available.</li> <li>➤ Participants receive information about local options for transit, rideshare, biking and walking. In Motion used both on-site events and social media to inform and engage students, faculty and staff to promote and use travel options.</li> <li>➤ In Motion rewards participants who pledge to: try travel options during a specified period of time, reduce vehicle trips and report their new travel patterns.</li> <li>➤ Participants who pledged to try new options were given a \$5 loaded ORCA card. Additional rewards were available after participants reported reduced trips.</li> </ul> <p>The following project results are related to A Line community engagement:</p> <ul style="list-style-type: none"> <li>➤ 712 people pledged to use drive-alone alternatives at least two days a week; 299 of these pledges were made by limited-English proficient (LEP) residents, or 62% of the Tukwila/SeaTac participants.</li> <li>➤ Tukwila/SeaTac participants increased their bus use from 50 percent to 61 percent of their trips.</li> <li>➤ By the end of the program period, more than half of the In Motion participants had used RapidRide, and nearly 90 percent learned about the service through In Motion.</li> <li>➤ Distributed 705 ORCA cards, overcoming the limited local availability of cards and the difficulties of cash transfers between bus and rail in the project area.</li> <li>➤ ORCA card reimbursement participation increased by 38%.</li> </ul>
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			<p>In December, a RapidRide Report was prepared and distributed on buses and in timetable racks in South King County providing information on the A Line. This was only printed in English, but did include a phone number to call for an interpreter (and gave that info in six languages).</p> <p>Bellevue-Redmond Transit Connections – Rapid Ride B Line  DOT’s Metro Transit Division’s community engagement for planned changes to Eastside bus service will coincide with the launch of the RapidRide B Line October 2011.</p> <ul style="list-style-type: none"> <li>➤ A significant Spanish-speaking population in the project area has been identified and a project phone line has been established for Spanish speakers.</li> <li>➤ Post cards and flyers were sent to 98,000 addresses in the area. The cards and flyers included a synopsis in Spanish listing the phone line where Spanish speakers could request more information or leave comments.</li> <li>➤ The project website also had a synopsis in Spanish and directed viewers to the Spanish phone line.</li> </ul>
Executive Office	<p>1) Lead development of legislation that approves and furthers Equity and Social Justice principles and actions, in collaboration with the County Council and other County elected officials.</p> <p>2) Adopt an Executive branch written translation system and implementation strategy</p>	All 13 conditions	<p>1) Accomplished. In 2010, the Executive Office led a team of staff (including Council staff) in development of an ordinance establishing definitions and directing implementation steps related to the fair and just principle of the adopted King County Strategic Plan. The team sought input from other County elected officials, who suggested important improvements to the legislation. The Executive transmitted the proposed ordinance in August 2010 and the Council adopted it in September 2010. The ordinance establishes definitions for the 14 determinants of equity and directs actions to integrate equity and social justice practices into the County’s strategic planning, management, performance, and budget systems. The ordinance also requires the Executive to establish an inter-branch equity and social justice team and to report on results annually.</p> <p>2) Accomplished. The Executive signed Executive Order INF 14-2 on October 13, 2010 establishing a Written Language Translation Process for the Executive branch. The purpose of the executive order is to (a) establish a translation process that ensures all translations are prepared effectively and efficiently, producing a high quality product that achieves its communication goals, and (b) set minimum requirements for determining which documents must be translated. The Executive Order and its appendices constitute an implementation strategy, with a Written Language Translation Process Manual establishing guidelines, effective practices, maps, and resources; establishment of three tiers of languages into which documents are required, recommended, or encouraged to be translated, with language maps illustrating where languages are spoken in the County; Translation Resources, consisting of access to master contracts for translation services; and a Translation Request Form for agencies to request translation of key documents.</p>



	<p>3) Transmit a Countywide Strategic Plan that incorporates equity and social justice principles and ensure equity and social justice is reflected in the accountability structure and performance measurement framework. Hold Departments accountable for utilizing the Strategic Plan to eliminate inequities through ensuring equity and social justice commitments are carried out in Departmental work plans and projects.</p> <p>4) Hold Departments accountable for demonstrating use of an Equity and Social Justice filter in 2011 budget proposals.</p> <p>5) Hold equity and social justice training for Executive Leadership Team and all new or untrained staff in Executive's Office, Office of Management and Budget and Office of Strategic Planning and Performance Management.</p> <p>Consider equity and social justice principles in Executive decisions in order to weigh options, develop mitigation strategies, and decimate inequities.</p>		<p>3) Accomplished, with follow up needed. In April 2010, the Executive transmitted a King County Strategic Plan that includes a "fair and just" guiding principle and that embeds equity and social justice principles throughout the goals, objectives and strategies. The Council adopted the plan in July 2010. Subsequently, the Executive transmitted and the Council adopted an ordinance directing implementation steps related to the fair and just principle of the KCSP (see #1 above).</p> <p>The accountability and performance measurement framework will be transmitted by June 2011. Included in the framework will be revised measures for the objectives and strategies in the KCSP. Interagency teams tasked with identifying measures for the plan are being facilitated by PSB staff and are actively considering equity and social justice principles in the development of measures. In addition, the Executive branch is developing an implementation structure for the KCSP through which the Executive will hold Departments accountable for equity and social justice commitments, in part through the work of the IBT.</p> <p>4) To be accomplished in 2011. The application of a budget filter tool was delayed for one year so that it can be aligned with the early phases of the County's annual budget process. Work is underway for the 2012 budget process and this item will be renewed as one of the Executive Office ESJ commitments for 2011.</p> <p>5) Accomplished. The Executive Offices held four equity and social justice awareness trainings in mid-2010. All members of the Executive Leadership Team and all new or previously untrained staff participated in one of the training sessions. The Executive or Deputy Executive opened each of the sessions.</p> <p>6) Accomplished, with continued focus and follow-up needed. In 2010, the Executive Office developed a briefing template for Executive decisions, which includes a section focusing on equity and social justice considerations. Further work will be done in 2011 to build equity and social justice principles into the County's strategic planning, management, performance and budget systems, in order to routinely integrate this focus into the daily work of the County.</p>
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