

EXHIBIT - 11

Focus on RACIAL EQUITY

In our roles of planning, grantmaking, and provision of direct services, HSD works to ensure that funding processes, programs, and policy decisions are made with a focus on racial equity. These efforts to include racial equity in our work aim to create accountability between our department and the people we serve. This work to center racial equity continued in 2019.

HSD's Race and Social Justice Initiative (RSJI) history and the work of the HSD RSJI Change Team are grounded in the principles of Undoing Institutional Racism. Significant work was undertaken in 2019 to identify where individuals, divisions, and the department stood on the Continuum on Becoming an Anti-Racist Multi-Cultural Institution (<http://www.seattle.gov/Documents/Departments/HumanServices/Continuum.pdf>). While there was overall acknowledgment of the white supremacist culture of the department and inequities experienced by people of color, it was also clear that anti-racist principles are not embedded in HSD's programs, policies, and funding processes and that we still have much work to do. Building on this foundation, staff and Change Team members developed the following workplan goals for 2019:

- Build relationships with community, engage them in our work, and move toward sharing power—internally and externally.
- Serve as partners with Human Resources staff and divisions to ensure that hiring practices and policies are equitable and support the hiring and retention of People of Color.
- Make recommendations for transparent and inclusive appointment and hiring processes in order to actualize our stated Citywide commitments to racial and social justice.
- Incorporate a race and social justice lens into HSD funding processes and other planning and policy initiatives.

The Race and Social Justice work of the department is further strengthened by the African Descent, Asian and Pacific Islander, Latinx, and White caucuses that meet individually and bring collective racial and cultural lenses to the work of the department.

ADS Supports Success for African American Elders

In 2019, Aging and Disability Services coordinated Memory Sunday, a special event promoting Alzheimer's awareness. Five African American faith communities participated. ADS also coordinated Legacy of Love, an annual forum attended by 100 African American caregivers, during National Caregiver Month (November).



Engaging African American Males in Ending Gender-Based Violence



In September, the Mayor's Office on Domestic Violence and Sexual Assault held a conversation with Bettie Williams-Watson and Dr. Oliver Williams on gender-based violence in the African American community. The event was recorded by Seattle Channel and can be viewed online. It focused on working with males as allies in prevention, supporting individual and collective male accountability in reversing and reducing harm, and increasing safety, health, and healing for their community.

Innovative Family Support Programming

In 2019, fourteen agencies funded through the 2018 Family Support RFP created innovative, new programming using the Systems Navigation and Family Support strategies. Thanks to these programs, families gained improved access to technology, education, health care, and more. Following are examples of the new services:

- With new funding, Divine Alternatives for Dads (DADS) expanded their services beyond family reunification into parenting support. Their first parenting classes for fathers explored a wide variety of topics and continued the peer support model DADS has successfully used in their work with formerly incarcerated fathers.
- Horn of Africa Services were able to develop workshops specifically for refugee and immigrant families to learn about college. Families who thought college was not possible, especially for their daughters, learned about financial aid, the right classes to take in high school, and career possibilities beyond the STEM subjects many parents favored.
- Open Arms was able to increase doula support for new moms and families for up to two years after the birth of a baby, including helping families understand their rights in medical settings, how to find culturally appropriate medical care, and how to manage costs of care.
- Chinese Information and Service Center (CISC) held workshops to help immigrant families find an Internet provider and understand the legal and financial responsibilities of signing a contract for Internet service. CISC also worked with providers to translate materials and help them understand family needs and where cultural and linguistic issues may arise.



Family Support

2,454 families (unduplicated) were served by programs focusing on System Navigation and Child Development.



Focus Populations

Families of color and limited English speaking families with children/youth up to age 24