

# **EXHIBIT - 9**



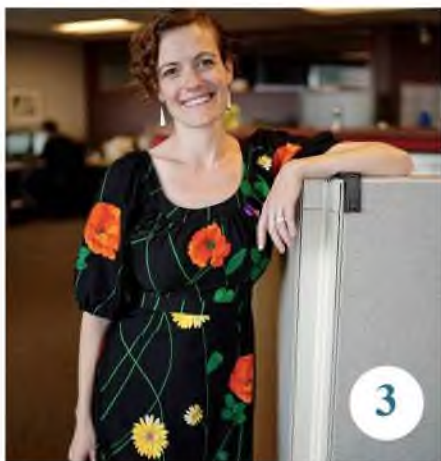
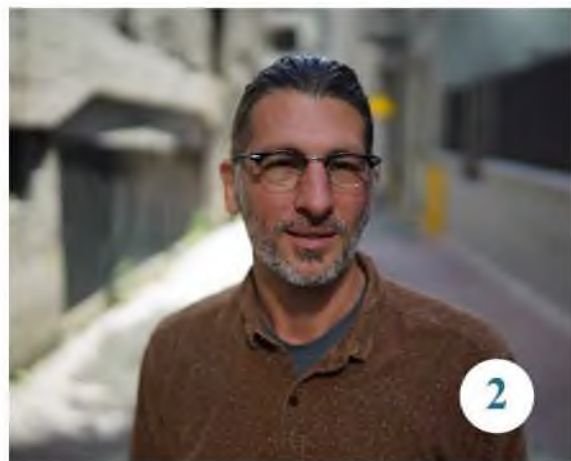
# **RACE AND SOCIAL JUSTICE INITIATIVE**



SEATTLE OFFICE FOR CIVIL RIGHTS

The Race and Social Justice Initiative (RSJI) is a citywide effort to end institutionalized racism and race-based disparities in City government. To accomplish this mighty endeavor, we have added team members, and connected with more RSJI advocates inside City government and in our community. We are excited about this work – we know we must be targeted in our approach and prioritize to address the greatest need.

# MEET THE TEAM



**1** Senait Brown

Community Coordinator

**2** Scott Winn

Policy & Development Lead

**3** Diana Falchuk

Strategic Advisor

**4** Patricia Lally

Director

**5** Tamar Zere

Strategic Advisor





6 Casey Connelly

Trainer

7 Teddy McGlynn-Wright

Strategic Advisor

8 Caedmon Magboo Cahill

Criminal Justice Strategic Advisor

9 Kyana Wheeler

Strategic Development Specialist

# WHAT WE'VE BEEN UP TO

## RACIAL EQUITY TOOLKIT

RSJI has always been about transformative, systemic change. One of our greatest tools to bring about this systemic change is disrupting inequitable decision-making processes. This cannot be accomplished without applying the Racial Equity Toolkit (RET). As all of our City departments begin to apply the RET to policy, projects, programs, services, procedures and capital improvements – we will begin to see the requisite transformation. Because we know that racism and resources are indelibly interconnected.

In 2015, Mayor Murray mandated that each department apply four RET's per calendar year. Since that time, the RSJI team has conducted dozens of RET trainings, department-specific RET seminars, technical advice and department-driven RETs.

Institutionalizing the Racial Equity Toolkit has become our most pressing priority because we know that the impacts of racial inequities cannot be assessed or addressed without interrupting the color blind ways departments make decisions.

## TRAININGS

Trainings: Since 2015, RSJI has rolled out **Implicit Bias**, the **Racial Equity Toolkit** and **Leading with Race for Structural Transformation** trainings. In addition to Cornerstone, at the request of Department Directors, we are providing customized trainings for entire departments. Our RSJI team has **NEVER** conducted as many trainings as it has this past year.

For the first time ever, RSJI conducted a training for all City Council members, legislative aides and central staff. We concluded with four additional RET trainings.

We also continue to provide trainings for our community and institutional partners across King County, such as: Washington State Departments, UW Law School, UW Evans School, and Leadership Tomorrow, to name a few.

## TURNING COMMITMENT TO ACTION

SOCR began a training partnership the Office of Arts & Culture to help Seattle arts groups turn their commitment to racial equity into actions for real change. Participating organizations – including the Pacific Northwest Ballet, Seattle Art Museum and a host of smaller arts organizations – used the training to develop plans to create racial equity within their own organizations, as well as with other artists, their audiences and partners.

## CHANGE TEAM SUPPORT

The internal change agents are the City's most valuable resource. We have enhanced our support and resources to folks carrying racial justice work in their departments, by providing more direct services, including technical assistance, training and facilitation.







## **NATIONAL SPEAKER SERIES**

The RSJI Speaker Series brings thoughtful, provocative and powerful speakers from across the country to Seattle to speak on the racial equity issues of today.

## **RESTORATIVE JUSTICE**

RSJI worked with community leaders to advocate for Restorative Justice at the Seattle School District. This effort culminated on November 12 as we welcomed **Fania Davis**, co-founder and Executive Director of Restorative Justice for Oakland Youth, to speak on restorative approaches that engage families, communities, and systems to end violence and incarceration.

## **INDIGENOUS PEOPLES' DAY**

The City of Seattle celebrated the second annual Indigenous Peoples' Day on October 12 with an appearance by **Winona LaDuke**, Native American activist, environmentalist and author. Indigenous Peoples' Day recognizes that Seattle is built upon the homelands and villages of the Indigenous Peoples of this region and honors the many contributions that Native American communities have made to our community.

## **BLACK LIVES MATTER**

Our Human Rights Day event focused on Black Lives Matter and featured **Kimberle Crenshaw**, a critical race theory scholar, who spoke about the intersection of race and gender. This event brought 800 people to Seattle's Town Hall.



## COMMUNITY ENGAGEMENT

Our community engagement model has undergone a tremendous shift as we reimagine and center communities most impacted in our racial justice practice. What does it mean to be accountable to communities of color? How do communities inform and guide our work? How do institutions minimize harm and maximize benefits for communities of color?

As we expand our outreach and engagement efforts, we are striving to align our racial justice efforts with community organizations who are organizing and working towards transformation and liberation.

These organizations include: Youth Undoing Institutional Racism, Ending the Industrial Complex, The Village of Hope, El Centro de la Raza and many other organizations representing Chinatown/International District, Southeast Seattle and the Central District. We continue to fund the Racial Equity Fund supporting organizations (primarily people of color led organizations) who are working to dismantle institutional barriers in our community.

## CRIMINAL JUSTICE REFORM

In 2015, Office for Civil Rights conducted a Racial Equity Toolkit on the King County Youth facility. The RET coupled with intense and unwavering community organizing created the pathway for the City's Zero Youth Detention and Re-entry resolution. We have a fully dedicated staff member bringing together: community leaders, City Departments, Municipal Court, City Attorney's Office and King County to begin the challenging work of addressing the glaring racial disparity and contradictions of our criminal justice system.



# WHERE WE'RE HEADED

In addition to the programming, training and projects that RSJI has been working on and developing over the years, we will pursue new and enriching endeavors in 2017.

## **CORE TEAM V**

We are excited to roll out RSJI Core Team V. In addition to learning from past Core Team members, we are refreshing the curriculum and providing more resources to draw race experts to the table. This Core Team will learn from racial justice thought leaders and delve into a year-long practicum designed to enhance their racial equity analysis.

## **RACIAL EQUITY LAB**

As we continue to look for ways to institutionalize the practices and principles of RSJI, the Mayor has approved our newest endeavor: The Race & Social Justice Initiative's Equity Lab will enable the City of Seattle to bring together key RSJI policy and project leaders to connect with one another; foster innovation and creativity in racial equity work; develop programmatic linkages across significant RSJ actions; and take advantage of promising practices.

## **NEW TRAININGS**

In 2017 we will roll out a new training on White Privilege and Building White Allyship.

To learn more about RSJI and our incredible team,  
please visit [seattle.gov/rsji](https://seattle.gov/rsji).



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