King County's Commitment to Equity + Social Justice

SPEAKERS:
SONIA-LYNN ABENOJAR
ALEJANDRA CALDERON
SANDY HANKS
Prioritizing Racial Justice in King County

- 2010 ESJ Ordinance #16948
- Executive Priority
- 2016 – 2022 Strategic Plan
- Implementation across County Departments

King County INVESTS...

- Upstream, where needs are greatest,
- in community partnerships,
- and in employees,
- with transparent and accountable leadership.
Prioritizing Racial Justice in King County

- Household income disparities
- Education attainment disparities
- Economic disparities
- Disparities in incarceration rates
- Life expectancy/health outcome disparities
Prioritizing Racial Justice in King County

- Household income disparities
- Education attainment disparities
- Economic disparities
- Disparities in incarceration rates
- Life expectancy/health outcome disparities
Prioritizing Racial Justice in King County

14 DETERMINANTS OF EQUITY
THE CONDITIONS KING COUNTY HAS IDENTIFIED THAT EACH OF US NEED TO THRIVE

ACCESS TO AFFORDABLE, HEALTHY, LOCAL FOOD
ACCESS TO HEALTH AND HUMAN SERVICES
ACCESS TO PARKS AND NATURAL RESOURCES
ACCESS TO SAFE AND EFFICIENT TRANSPORTATION
AFFORDABLE, SAFE, QUALITY HOUSING
COMMUNITY AND PUBLIC SAFETY
EARLY CHILDHOOD DEVELOPMENT

ECONOMIC DEVELOPMENT
EQUITABLE LAW AND JUSTICE SYSTEM
EQUITY IN COUNTY PRACTICES
FAMILY WAGE JOBS AND JOB TRAINING
HEALTHY BUILT AND NATURAL ENVIRONMENTS
QUALITY EDUCATION
STRONG, VIBRANT NEIGHBORHOODS
Prioritizing Racial Justice in King County

INEQUITIES HURT EVERYONE.

WHEN PEOPLE LACK ACCESS TO THE DETERMINANTS OF EQUITY, THEY LACK OPPORTUNITY. THE RESULTING INEQUITIES IMPACT THE WHOLE COMMUNITY.

BARRIERS

DETERMINANTS OF EQUITY

COMMUNITY IMPACTS

HIGHER:
- HEALTH CARE COSTS
- HEALTH PROBLEMS
- CRIME
- UNFILLED HIGH-SKILLED JOBS
- INCARCERATION

LOWER:
- ON-TIME GRADUATION
- WAGES
- EDUCATED AND SKILLED WORKFORCE
- QUALITY/AFFORDABLE HOUSING
Prioritizing Racial Justice in King County
Prioritizing Racial Justice in King County

LEADERSHIP, OPERATIONS & SERVICES
PLANS, POLICIES & BUDGET
WORKPLACE & WORKFORCE
COMMUNITY PARTNERSHIPS
COMMUNITY EDUCATION
FACILITY & SYSTEM IMPROVEMENTS (CIP)
Prioritizing Racial Justice in King County

What Equity and Social Justice is, and what it is not...

ESJ is:
- Ordinance
- Required
- Way of doing business
- Specific
- A required budget narrative
- Change Management
- Central to decision-making

ESJ is not:
- Simply a program
- Not a checklist
- Optional
- Just a good thing to do
- Arbitrary
- Temporary
- Peripheral
ESJ Training Strategies + Implementation

How do we implement ESJ into our daily work?

- Levels of ESJ Knowledge
- Change of Culture
- Communicating ESJ
ESJ Training Strategies + Implementation

Levels of ESJ Knowledge

- Different levels throughout the division
- Not everyone saw it as part of their job
- How do we improve the communication
ESJ Training Strategies + Implementation

Change of Culture

Requires a Strong Leadership From Management

- Ordinance
- OESJ
- Strategic Plan
- SWD:
  - SWD Management All Hands Meetings
  - Required Training
ESJ Training Strategies + Implementation

Communicating ESJ

Basic Training Requirements

- All of SWD must take ESJ Fundamentals
- All Supervisors & Managers must take Racism & Equity
- New hires must take Fundamentals to pass probation

Next Steps:

- Continue to reinforce ESJ
- Specific training for each work group.
- Improve overall communications with Ops Staff
Business Development + Contracting Strategies

Capital Projects Contracting Methods
Equity Efforts

Small Works Roster (up to $300,000)
Invitation to Bid (ITB)
Request for Proposals (RFP)
Architecture/Engineering Consultants Roster

Architectural/Engineering (A/E) Consultants Roster
Used to award contracts for capital projects with estimated cost of less than $300,000 (pre-tax).

Projects solicited under the Roster system are not advertised.

- King County agencies invite at least one SCS-certified small business to submit a proposal for every project.
- No limit on how much work can be awarded to SCS-certified small businesses through the A/E roster.
- Larger firms can be awarded up to $300,000 annually, per agency.
Business Development + Contracting Strategies

Construction Roster

The Small Works Roster is used to award public works contracts for construction, renovation, and repair of real property.

Undertake rigorous outreach efforts to inform and solicit small and minority and woman owned firms to submit an application for participation on the construction roster.
Business Development + Contracting Strategies

Invitations to Bid

For Goods and Services

For Construction Services

- Fair Market Range
- Required minimum percentage of contract value for participation by certified small businesses
- Requirements for the use of state registered apprentices
- Voluntary goals for state certified minority and woman owned businesses

Rainier Valley Wet Valley Storage Project
Business Development + Contracting Strategies

Request for Proposals

For Goods and Services

• Evaluation Points

Technical Services

• Small Business Accelerator
• Evaluation Points

For Architectural, Engineering and Professional Services

• A minimum required percentage for small business participation with evaluation points based on a sliding scale.
• Voluntary goals for state certified minority and woman owned businesses
“Equity in Design Contracts” is focused on increasing participation for historically underrepresented or underutilized, minority-owned or women-owned firms in the County’s award for architectural, engineering and professional services agreements. This initiative links directly to the County’s Equity and Social Justice (ESJ) Strategic Plan.
The Executive has launched a new priority hiring program to create jobs for construction workers who live in economically distressed areas in King County and neighboring regions.