

# King County's Commitment to Equity + Social Justice

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**King County**

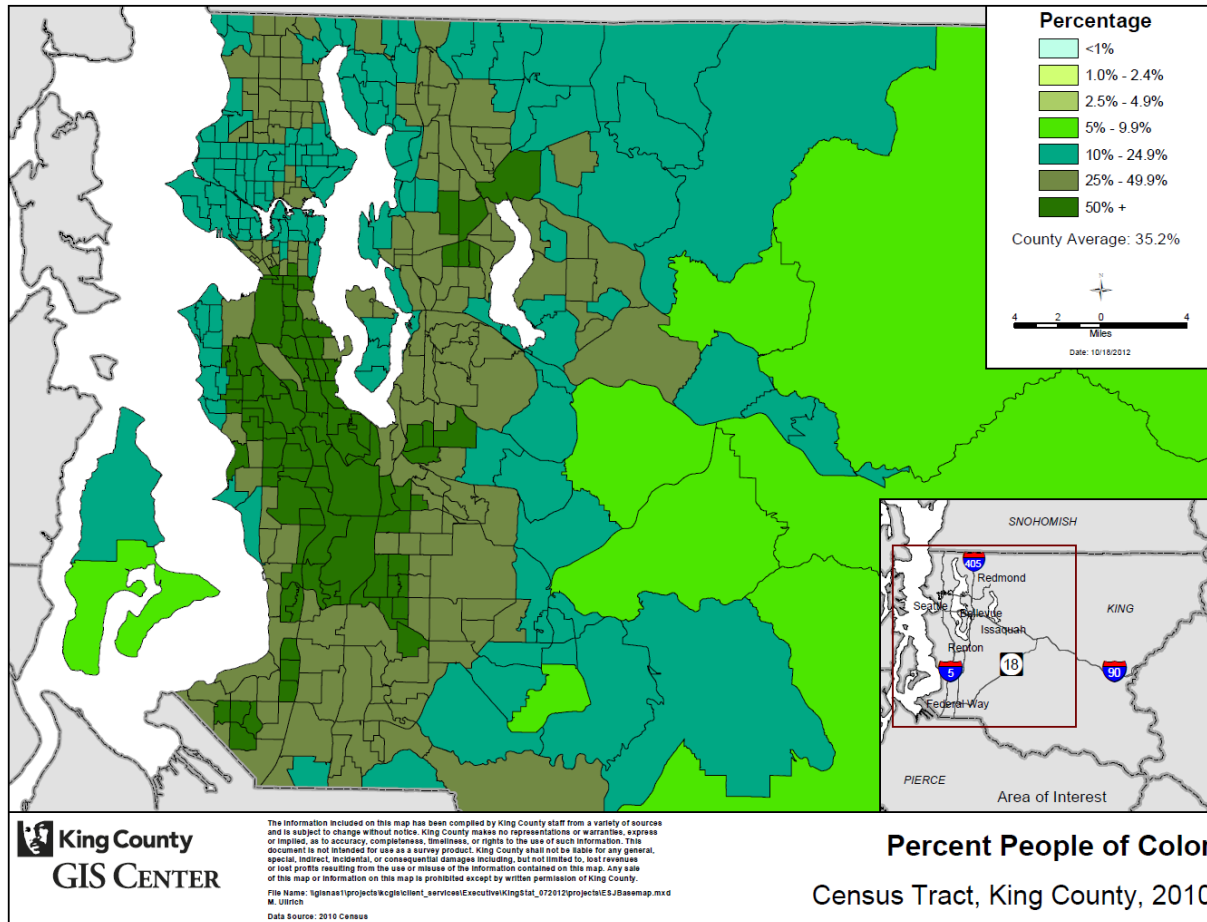
# Prioritizing Racial Justice in King County

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



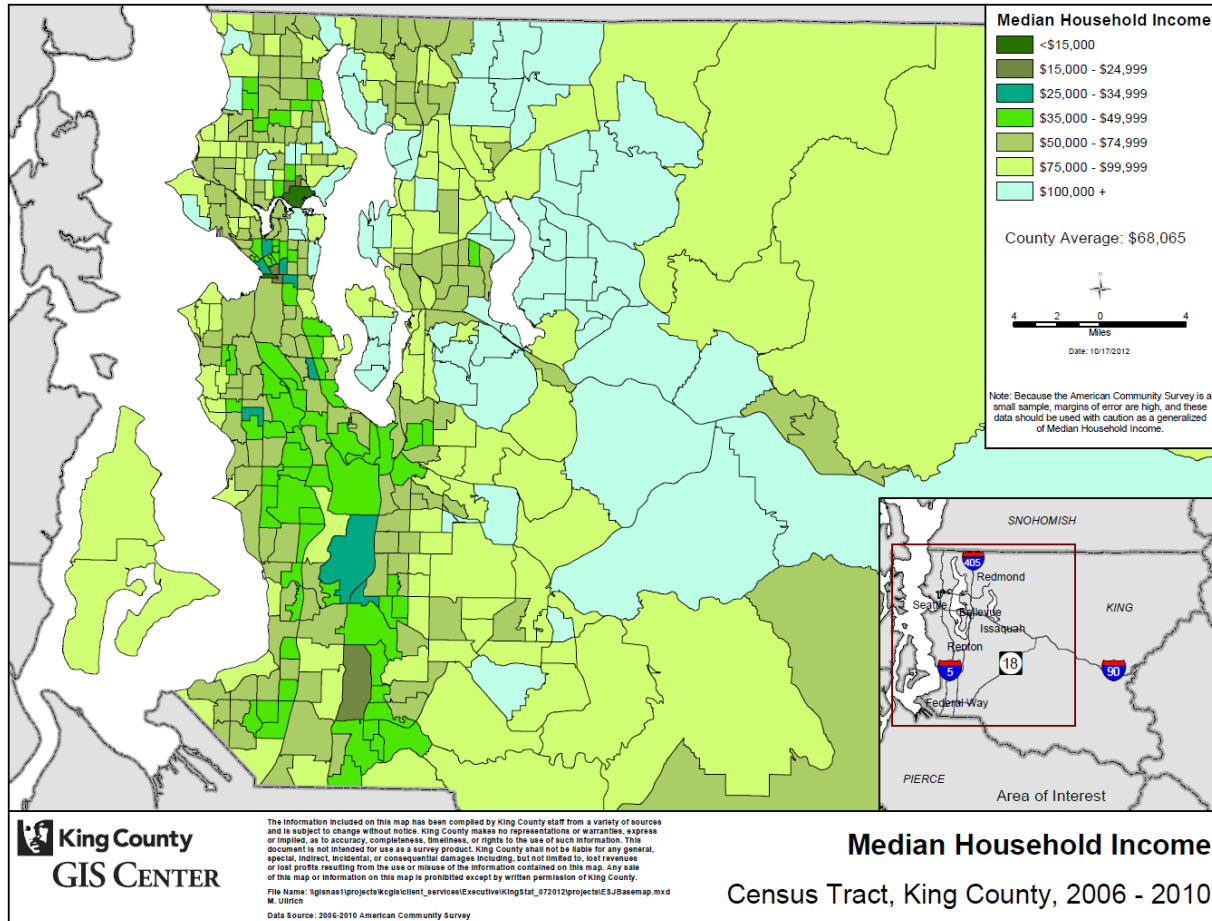
# Prioritizing Racial Justice in King County



- 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
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# Prioritizing Racial Justice in King County

















**King County**

# 14

## DETERMINANTS OF EQUITY

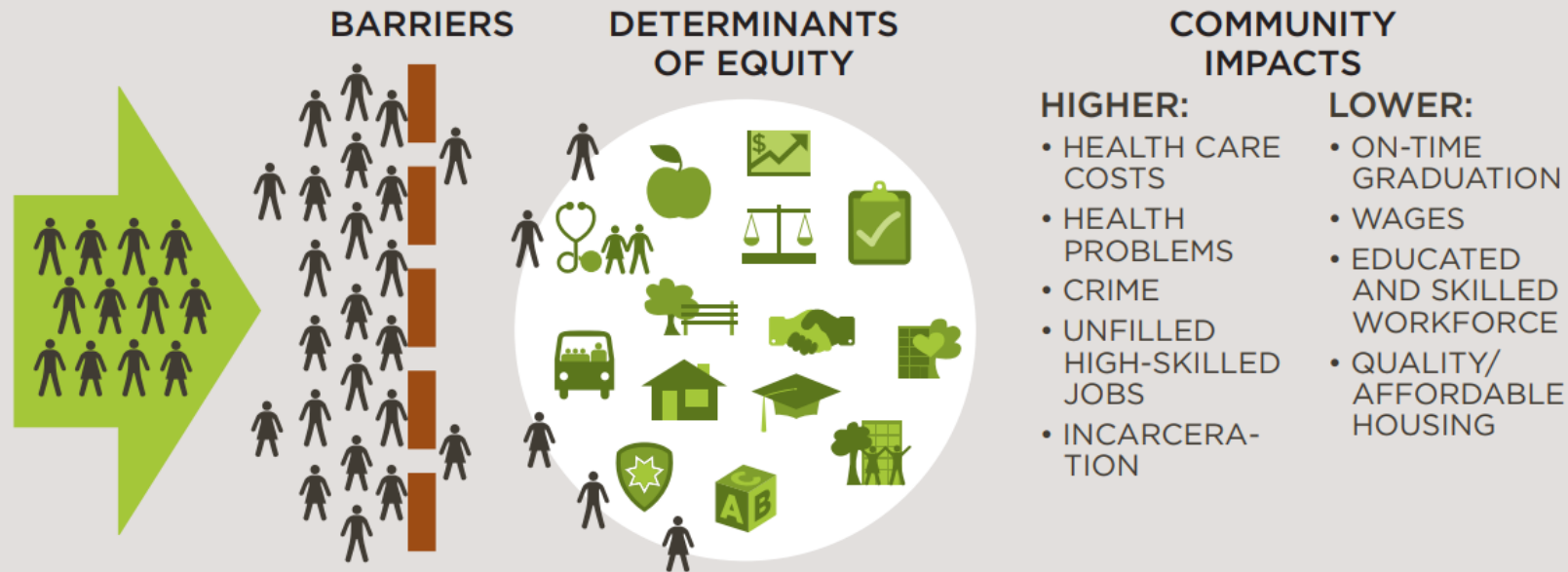
THE CONDITIONS KING COUNTY HAS IDENTIFIED THAT EACH OF US NEED TO THRIVE

	ACCESS TO AFFORDABLE, HEALTHY, LOCAL FOOD		ECONOMIC DEVELOPMENT
	ACCESS TO HEALTH AND HUMAN SERVICES		EQUITABLE LAW AND JUSTICE SYSTEM
	ACCESS TO PARKS AND NATURAL RESOURCES		EQUITY IN COUNTY PRACTICES
	ACCESS TO SAFE AND EFFICIENT TRANSPORTATION		FAMILY WAGE JOBS AND JOB TRAINING
	AFFORDABLE, SAFE, QUALITY HOUSING		HEALTHY BUILT AND NATURAL ENVIRONMENTS
	COMMUNITY AND PUBLIC SAFETY		QUALITY EDUCATION
	EARLY CHILDHOOD DEVELOPMENT		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.





# Prioritizing Racial Justice in King County

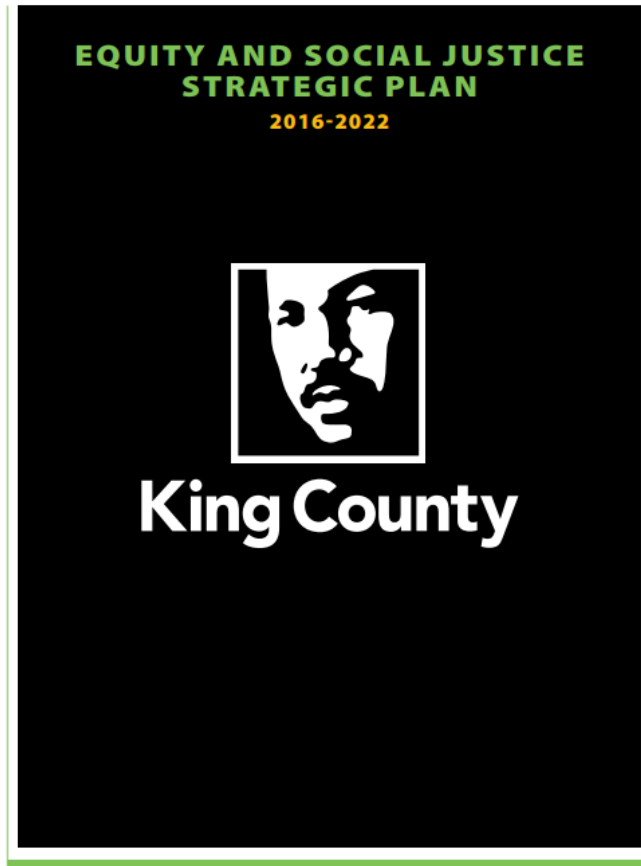
## INEQUITIES HURT EVERYONE.

KING COUNTY IS FOCUSING ON REMOVING BARRIERS AND INCREASING ACCESS, SO ALL PEOPLE HAVE THE OPPORTUNITY TO THRIVE.



# Prioritizing Racial Justice in King County

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LEADERSHIP, OPERATIONS & SERVICES

PLANS, POLICIES & BUDGET

WORKPLACE & WORKFORCE

COMMUNITY PARTNERSHIPS

COMMUNITY EDUCATION

FACILITY & SYSTEM IMPROVEMENTS (CIP)





# Prioritizing Racial Justice in King County

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## 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

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How do we implement ESJ into our daily work?

Levels of ESJ Knowledge

Change of Culture

Communicating ESJ

# ESJ Training Strategies + Implementation

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## Levels of ESJ Knowledge

- Different levels through out the division
- Not everyone saw it as part of their job
- How do we improve the communication



# ESJ Training Strategies + Implementation

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## 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

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## 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

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## Capital Projects Contracting Methods Equity Efforts

Small Works Roster (up to \$300,000)

Invitation to Bid (ITB)

Request for Proposals (RFP)



# Business Development + Contracting Strategies

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## 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

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## 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



Rainier Valley Wet Valley Storage Project

- 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

# Business Development + Contracting Strategies

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## 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

# Business Development + Contracting Strategies

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## New Equity in Design Contracts Initiative

“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.



# Business Development + Contracting Strategies

## New Priority Hiring Program

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.

PRIORITY ZIP CODES | BY MAP  
King, Pierce, and Snohomish Counties

