



KING COUNTY
Signature Report

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

September 1, 2015

Motion 14419

Proposed No. 2015-0238.2

Sponsors Gossett

1 A MOTION adopting the council's equity and social justice
2 work plan for 2015-2016.

3 WHEREAS, in July 2010, the King County council adopted the 2010-2014 King
4 County Strategic Plan with a "fair and just" guiding principle to serve all residents of
5 King County by promoting fairness and opportunity and eliminating inequalities, and

6 WHEREAS, Ordinance 16948, enacted in October 2010, defined how the county
7 intends to prioritize and address equity and social justice in county government, and
8 created an interbranch team to coordinate these countywide efforts, and

9 WHEREAS, the council has adopted annual equity and social justice work plans
10 intended to address the values of equity and social justice within the legislative branch,
11 and

12 WHEREAS, under the provisions of those work plans, the council has undertaken
13 a number of initiatives to emphasize its commitment to the values of equity and social
14 justice, and

15 WHEREAS, among these initiatives are: the incorporation of equity and social
16 justice into the review of the county budget; the formation of a legislative equity and
17 social justice team allowing for the participation of legislative branch agencies in
18 reviewing and originating equity and social justice initiatives and sharing equity and

19 social justice successes and challenges; and a brown-bag lunch series featuring speakers
20 and informational presentations, and

21 WHEREAS, the equity and social justice interbranch team, created under council
22 direction by Ordinance 16948, has provided guidance in the preparation of equity and
23 social justice work plans for all departments and interbranch agencies as directed in that
24 ordinance, and

25 WHEREAS, the intent of the proposed 2015-2016 equity and social justice work
26 plan of the legislative branch is to respond to the guidance of the interbranch team in
27 preparation of the work plan, utilizing strategies such as creating inclusive and accessible
28 public processes, and engaging legislative branch employees in equity and social justice
29 training opportunities;

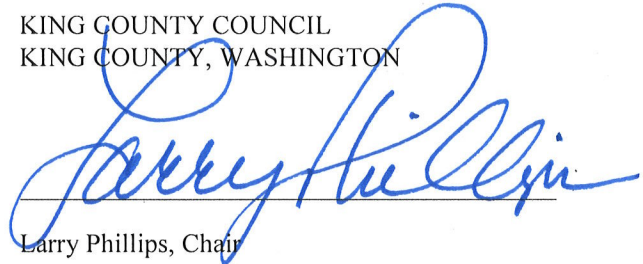
30 NOW, THEREFORE, BE IT MOVED by the Council of King County:

31 The 2015-2016 legislative branch work plan for equity and social justice,
32 Attachment A to this motion, is hereby approved.
33

Motion 14419 was introduced on 6/29/2015 and passed by the Metropolitan King
County Council on 8/31/2015, by the following vote:

Yes: 8 - Mr. Phillips, Mr. von Reichbauer, Mr. Gossett, Ms. Hague,
Ms. Lambert, Mr. McDermott, Mr. Dembowski and Mr. Upthegrove
No: 0
Excused: 1 - Mr. Dunn

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

Attachments: A. 2015-2016 Legislative Branch Equity and Social Justice (ESJ) Work Plan (Revised)
August 19, 2015

**2015-2016 Legislative Branch Equity and Social Justice (ESJ) Work Plan
(Revised)
August 19, 2015**

Agency: Legislative Branch¹

Legislative ESJ Staff: Mike Reed

Objectives	Description of Commitment(s)
<p><u>Objective A:</u> Consider equity impacts in decision-making, policy-making and program planning:</p> <p>Each dept./branch commits to specific policy or program focus areas to apply Equity Impact Review</p> <p><u>Objective B:</u> Advance equity analysis and pro-equity decisions in budget analysis, base budgets and lines of business</p>	<ul style="list-style-type: none"> • Continue to refine the budget process for Council evaluation of equity impacts of Executive's proposed biennial budget. • Further the training of all analytical staff in the principles of ESJ and in the application of ESJ analysis to the legislative process. • Support emerging initiatives of the Inter-branch Equity and Social Justice Team
<p><u>Objective C:</u> Build community trust and capacity; improved customer service and robust civic engagement</p> <p>Each dept./branch commits to areas for application of the community engagement guide</p>	<ul style="list-style-type: none"> • When engaging the community, consider determinants of equity and community engagement tools. • Create inclusive and accessible public processes. • Utilize legislative agency services such as King County TV programming to broadcast ESJ events to engage and educate the community.
<p><u>Objective D:</u> Promote fairness and opportunity in County government through employee communication, training and engagement</p> <p>1) Each dept./branch commits to internal communications/engagement to raise awareness and visibility of ESJ with employees at all levels</p> <p>2) Each dept./branch submits an employee training plan in support of this ESJ work plan and/or an assessment of the employee knowledge and skill needs for ESJ</p>	<ul style="list-style-type: none"> • Implement regularly occurring internal events to promote awareness and visibility of ESJ within the legislative branch. • Implement an ESJ training program and schedule for all legislative branch employees. • Share ESJ ideas, strategies, successes, difficulties and resources between legislative branch agencies.

¹ The King County Auditor's Office is committed to incorporating Equity and Social Justice initiatives as appropriate to its role as an independent, objective office conducting audit and oversight work for King County.

Objectives	Description of Commitment(s)
3) Each dept./branch commits to work with the IBT in employee and leadership engagement in support of the ESJ Strategic Plan	
<u>Objective E:</u> Promote fairness and opportunity in County government by institutionalizing equity in all organizational practices (e.g., hiring, procurement)	<ul style="list-style-type: none">• Formalize the legislative branch ESJ team membership and responsibilities.