



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Motion 15367

Proposed No. 2019-0030.1

Sponsors Gossett, Dembowski, Kohl-Welles
and Balducci

1 A MOTION adopting the 2019-2020 Biennial Legislative
2 Branch Equity and Social Justice Work Plan.

3 WHEREAS, the county enacted Ordinance 16948, which is also referred to as the
4 Equity and Social Justice Ordinance, in 2010, defining equity for the county and
5 identifying determinants of equity and priorities for government in advancing equity, and

6 WHEREAS, the Equity and Social Justice Ordinance emphasizes: the
7 consideration of equity and social justice impacts in all county decision-making;
8 improving fairness and opportunity in county government organizational practices; cross-
9 agency collaboration on equity and social justice efforts; and development of annual
10 agency work plans through the coordination of an interbranch equity and social justice
11 team, and

12 WHEREAS, in 2012, a legislative branch equity and social justice team was
13 convened, consisting of representatives from all legislative branch agencies, and

14 WHEREAS, in September 2018, the council passed Motion 15227, formalizing
15 the establishment of the legislative branch equity and social justice team and adopting its
16 mission statement to ensure that equity and social justice remains a high priority for the
17 legislative branch and formalizing the already established team, and

18 WHEREAS, the council annually adopts an equity and social justice work plan
19 for the legislative branch by motion, and

20 WHEREAS, on August 2015, the council passed Motion 14419, adopting the
21 2015-2016 biennial legislative branch equity and social justice work plan, and

22 WHEREAS, 2015-2016 work plan focused on the following five objectives: (1)
23 consider equity impacts in decision-making, policy-making and program planning; (2)
24 advance equity analysis and pro-equity decisions in budget analysis; (3) build community
25 trust and capacity; (4) promote fairness and opportunity in county government through
26 employee communication, training and engagement; and (5) promote fairness and
27 opportunity in county government by institutionalizing equity in all organizational
28 practices, and

29 WHEREAS, Motion 15227 requires that the legislative branch equity and social
30 justice team draft a biennial legislative branch equity and social justice work plan for
31 possible adoption by council motion, and

32 WHEREAS, Motion 15227 requires that the work plan include, but not be limited
33 to, identifying proclamation proposals for consideration and possible council adoption,
34 and identifying and coordinating learning and discussion sessions, and

35 WHEREAS, Motion 15227 also requires that a draft of the work plan be
36 completed for council adoption by January 1 of every odd year;

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

38 The 2019-2020 Biennial Legislative Branch Equity and Social Justice Work Plan,
39 Attachment A to this motion, is hereby approved.
40

Motion 15367 was introduced on 1/22/2019 and passed by the Metropolitan King County Council on 3/27/2019, by the following vote:

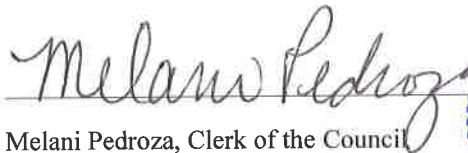
Yes: 9 - Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn,
Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles
and Ms. Balducci

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



Rod Dembowski, Chair

ATTEST:



Melani Pedroza, Clerk of the Council



Attachments: A. 2019-2020 Biennial Legislative Branch Equity and Social Justice Work Plan

1 **2019-2020 Biennial Legislative Branch Equity and Social Justice Work Plan**
 2
 3 The work plan is organized into five objectives for the 2019-2020 biennium. Each
 4 objective includes key activities that would be pursued to meet the objective. The
 5 Legislative Branch Equity and Social Justice team identified six subcommittees to carry
 6 out the 2019-2020 objectives. Each subcommittee includes four to six Legislative Branch
 7 Equity and Social Justice team members. Each objective also identifies the
 8 subcommittee(s) that would lead the efforts for each objective. The six subcommittees
 9 include: (1) Community Engagement; (2) Language Access Plan; (3) Reporting; (4)
 10 Events/Training; (5) Organizational Practice Integration; and (6) Affinity Group.
 11

Objectives	
<p><u>Objective A</u> Increase participation, understanding and progress of ESJ through employee training, team building and communication; Strengthen the Legislative Branch ESJ Team</p> <p>Subcommittee(s): Reporting, Affinity Group, Events/Training</p>	<ol style="list-style-type: none"> 1. Expand monthly ESJ meetings within legislative branch with representation authorized by Motion 15227, formalizing legislative ESJ efforts. district staff, central staff and independent agency staff to increase participation and learning 2. Increase legislative branch ESJ team membership and responsibilities through creation of subcommittees (see below) charged with specific tasks/focus areas 3. Conduct team building exercises, understand the work of the various legislative agencies, and hold affinity groups to build trust amongst legislative branch ESJ team 4. Establish reporting criteria to monitor progress of the work plan and the advancement of ESJ in the legislative branch 5. Implement ongoing ESJ trainings for legislative branch staff to promote

Objectives	
	<p>visibility, understanding and implementation</p> <ol style="list-style-type: none"> 6. Establish the Legislative Branch Lending Library to provide ESJ related educational resources 7. Support implementation of recommended actions based on Creative Ground consultants 8. Support improvement of training opportunities for staff, and implementation of ESJ training plan 9. Continue to represent legislative branch on the King County Inter-Branch Team (IBT), and support emerging initiatives
<p><u>Objective B</u> Advance equity analysis and pro-equity decisions related to county policies</p> <p>Subcommittee(s): All</p>	<ol style="list-style-type: none"> 1. Development and utilization of ESJ Legislative Analysis Methodology for use in policy analysis 2. Provide input on refinement of ESJ Legislative Analysis Methodology 3. Participate in enhancement of King County Equity Impact Review Tool 4. Each legislative branch agency/group commits to specific policy or program focus areas to apply the King County Equity Impact Review Tool 5. Provide training on ESJ Legislative Analysis Methodology and King County Impact Review Tool 6. Commit to areas for application of the community engagement guide
<p><u>Objective C</u> Increase public engagement to most vulnerable communities that are most impacted by legislative branch activities, and build community trust and capacity; Improve customer service; Foster robust civic engagement</p> <p>Subcommittee(s): Community Engagement, Language Access Plan,</p>	<ol style="list-style-type: none"> 1. Support development of annual public event(s), and/or town hall(s) in communities not achieving determinants of equity 2. Improve and increase language access services including but not limited to translation and interpretation services 3. Develop language access plan for the legislative branch 4. Utilize legislative agency services such as King County TV programming to broadcast ESJ events to engage and

Objectives	
Events/Training	<p>educate the community</p> <ol style="list-style-type: none"> 5. Sponsor and support continuation of proclamations, recognitions, civic awards and public events 6. When engaging the community, consider determinants of equity and community engagement tools 7. Creation of legislative ESJ link on Council website
<p>Objective D Promote fairness and opportunity in county government by institutionalizing equity in all organizational practices (e.g., hiring, procurement)</p> <p>Subcommittee(s): Organizational Practice Integration</p>	<ol style="list-style-type: none"> 1. Support increased emphasis on 14 determinants of equity in development of job descriptions, interviews, panels and expertise by applicants 2. Review inclusive hiring practices established by the King County IBT and consider implementing those practices for the legislative branch and countywide 3. Work with other branches/departments within county government to reevaluate inclusive practices 4. Create internship and entry-level opportunities and programs for underrepresented populations 5. Support implementation of recommended actions based on Creative Ground consultants

Objectives	
<p><u>Objective E</u> Projected recognitions, proclamations and community awards</p> <p>Subcommittee(s): Community Engagement</p>	<ol style="list-style-type: none"> 1. Rev. Dr. Martin Luther King, Jr. Month 2. Human Trafficking Awareness Month 3. Black History Month 4. Women’s History Month 5. Earth Day 6. Climate Justice Month 7. May Day 8. Labor History Month 9. Asian Pacific American Heritage Month 10. LGBTQ Pride Month 11. Juneteenth Month 12. Disability Awareness Month 13. Mental Health Awareness Month 14. Sexual Assault Awareness Month 15. Recovery Awareness Month 16. Filipino American History Month 17. Latin Heritage Month 18. Native American Awareness Month 19. Universal Human Rights Month 20. MLK Jr. Distinguished Service Award (by districts) 21. Quatercentenary (400th) Anniversary of African American’s Abduction to America