

ANNUAL REVIEW

Equity Policy Implementation Committee (EPIC)

January 2022



Presented by EPIC

Agenda

- Introduction
- Equity Policy - History
- Equity Policy, Res 1921 - Review
- Equity Policy Priorities & Achievements
- What's next
- Closing



Equity Policy – History

- Efforts began in 2017.
- Momentum converged between DCD and PW seeking to do equity work in their respective departments and the interest of the Equity and Social Justice Commission in developing a policy.
- Interdepartmental group assembled to review other jurisdictions' similar policies and best practice and draft the policy.
- The Equity Policy was adopted by the City Council in December 2017.



City Staff involved in the development of the Equity Policy

- Mia Navarro
- Chris Partman
- Dawn Judkins
- Evie Boykan
- Jackie Adams
- Jonathan Joseph
- Laurel Humphrey
- Nate Robinson
- Roy Busch
- Al Spears
- Ernie Ballejos
- Tanya Taylor
- Valerie Lonneman
- Wynetta Bivens
- Han Kirkland
- Marlus Francis
- Nicole Hale
- Lindsay Brown
- Kraig Boyd
- Vic Masters
- Joseph Todd



EQUITY POLICY



Purpose

The purpose of this policy is to provide guidance to City elected officials, staff, boards and commissions, partners, residents, businesses and guests on how the City of Tukwila will actively promote equitable access to opportunities and services.

Definition of Equity

Eliminating systemic barriers and providing fair access to programs, services and opportunities to achieve social, civic and economic justice within the City of Tukwila.



Equity Policy, Resolution 1921

GOAL 1: Our City workforce reflects our community.

The City will identify strategies around recruitment and hiring, and personnel policies that provide equitable opportunities for existing employees, and support City's long-term goal that its workforce reflect the evolving make-up of the community.

GOAL 2: Community outreach and engagement is relevant, intentional, inclusive, consistent and ongoing.

The City often has important information to share with the community, and often seeks dialogue with the community. The City will create a community outreach and engagement toolkit to enable inclusive public engagement that all departments will use when seeking community participation.

GOAL 3: All residents and visitors receive equitable delivery of City services.

The City will identify strategies that facilitate equitable access to current and future City services and facilities, regardless of race/ethnicity, language, ability, gender, age, family status, geography, and mode of transportation.

GOAL 4: City government is committed to equity in decision making.

The City will identify strategies to facilitate equitable access to decision-making, where the decisions themselves – and the process and context in which they are made – are transparent.

GOAL 5: Equity serves as a core value for all long-term plans moving forward.

The City will develop and implement an equity toolkit for City staff, consultants, contractors and partners that will guide the equitable physical development of the city, and other activities. This goal applies to plans such as but not limited to the Comprehensive Plan, transportation, infrastructure, strategic plans, etc.

GOAL 6: The City will build capacity around equity within City government and the broader community.

The City will resource this policy through activities such as but not limited to regular trainings and workshops, both internal and public, and establishing an Equity Policy Implementation Committee.

Equity Policy Annual Priorities

The priorities are developed annually by EPIC and in concert with the Equity and Social Justice Commission.

The priorities must be:

- ▶ Achievable
- ▶ Measurable
- ▶ Impactful – “Move the Needle”



Equity Policy Priorities and Achievements

2019

- Equity Policy Implementation Committee (EPIC) created (*Goal 6*)
- Governing for Racial Equity trainings for Admin Team and supervisors (*Goal 6*)
- Demographic benchmarking of the organization (*Goal 1*)
- Changes to hiring practices, including masking of applications, review of minimum qualifications to ensure access (*Goal 1*)
- EPIC Annual Retreat to Develop 2020 Priorities (*Goal 6*)

2020

- Additional changes to hiring policies – implementation of anti-bias video and discussion before every interview panel (*Goal 1*)
- Creation of an Equity Toolkit (*Goals 4 & 5*)
- Consistent Training Plan – Anti-Bias Training for Front-Line Staff (*Goal 6*)
- Development of an Equity Outreach Guide (*Goals 2 & 3*)



Equity Policy Priorities and Achievements

2021• Finalizing the draft Equity Toolkit (*Goals 4 & 5*)

- Consistent Training Plan – training on the Equity Policy; additional anti-bias training (*Goal 6*)
- Finalizing draft Equity Outreach Guide (*Goals 2 & 3*)
- Expansion of EPIC (*Goal 6*)

Including:

- ✓ Partnered with the Technology Innovation Services Department to develop the Equity Toolkit and Outreach Guide online wizard for tracking and measurable outcomes.
- ✓ All City staff, including boards and commissions, were presented with Equity Policy training.
- ✓ City staff participated in Cultural Competency Training.

- ✓ Developed the Equity Policy Implementation Committee (EPIC) Mission Statement:

“The Mission of the Equity Policy Implementation Committee (EPIC) is to empower courageous engagement. EPIC’s goals are to dismantle historic systemic and institutional injustices, and to reinforce practices that result in inclusion with equitable outcomes.”



Equity Policy Priorities

- 2022*• Present the final draft of the Equity Toolkit and Outreach Guide to the City Council for final input.
- Make final revisions to the toolkits, train City staff, and measure outcomes.
- Form an EPIC subcommittee for development of City of Tukwila's commitment to an Equity external website page.
- The City will continue to move forward with on-going Equity trainings throughout the year for all City departments, including boards and commissions.

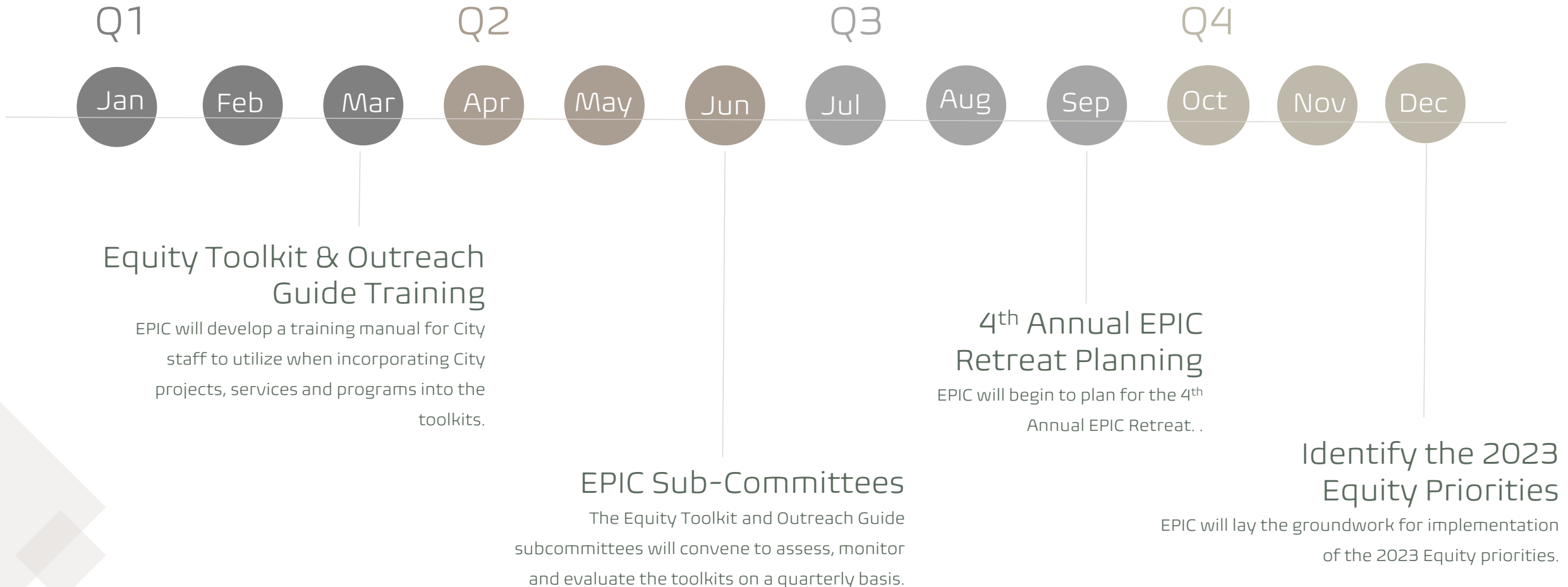


Equity Policy Implementation Committee (EPIC) 2022

- Christopher Andree, DCD
- Rachel Bianchi, Admin Serv.
- Wynetta Bivens, DCD
- Joel Bush, Admin Serv.
- Tony Cullerton, Finance
- Sherry Edquid, PW
- Niesha Fort-Brooks, Admin Serv. (facilitator)
- Marlus Francis, Parks & Rec
- Norm Golden, Fire
- Stacy Hansen, Admin Serv.
- Darren Hawkins, Parks & Rec
- Laurel Humphrey, Council
- Jerry Height, DCD
- Tracy Gallaway, Parks & Rec
- Trish Kinlow, Court
- Scott Kirby, Admin Serv.
- Griffin Lerner, PW
- John Perry, PD
- Nate Robinson, Parks & Rec
- Jennifer Ronda, PW
- Meredith Sampson, DCD
- Jessica Schauberger, Admin Serv.
- Alison Turner DCD
- Jay Wittwer, Fire



Equity Policy Implementation Committee (EPIC) 2022 Timeline



Closing

The Equity Policy Implementation Committee would like to thank the *Mayor*, the City Council, administration team, City staff, and the Equity and Social Justice Committee for their commitment to implementing the Equity Policy.

Thank you,

The Equity Policy Implementation Committee
(EPIC)



Questions?

Resources

- **Websites**

City of Tukwila

- [Diversity Equity Inclusion \(Equity Policy Implementation Committee\)](#)

Outside Resources

- [Governing Alliance on race & Equity \(Local and Regional\)](#)
- [Office of Equity - Washington State](#)
- [King County Executive Equity & Social Justice](#)
- [Race and Social Justice Initiatives \(RSJI\)](#)

- **Current Events**

- **Books**

- [The Color of Law](#)
- [The River that Made Seattle](#)
- [White Fragility](#)