

September 6, 2016

The Honorable Joe McDermott
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember McDermott:

This letter transmits the first King County Equity and Social Justice Strategic Plan, 2016-2022. On August 31, 2015, the King County Council approved the Office of Equity and Social Justice (ESJ) 2015-2016 work plan, in compliance with Ordinance 17941, Section 19, Proviso P1. A major component of that work plan is the development of an ESJ Strategic Plan.

This ESJ Strategic Plan builds on a strong history of Equity and Social Justice at King County and pushes us to become even more thoughtful, strategic and effective. Long-term, sustainable changes in our organization and community require a comprehensive pro-equity approach for all of King County government. Key components of this plan include:

- A Pro-Equity Policy Agenda aimed at expanding access to opportunity (determinants of equity) in areas such as transportation, environment and climate, health and human services, information technology and more.
- Advancing pro-equity policies, systems and practices in six areas of governance: leadership, operations and services; policies, plans and budgets; workforce and workplace equity; community partnerships; communications and education; and facilities and systems improvements.

Our Equity and Social Justice strategies as One King County are to invest upstream and where needs are greatest, in employees and in community partnerships. And we will do this with accountable and transparent leadership.

This plan has been created based on deep engagement with our various agencies and those in the community:

- Most departments and agencies participated in our ESJ workshops, and we published an Employee Engagement Report.
- We conducted focus groups to hear from front-line staff and those whose voices are not often heard due to their work schedules and job locations.

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- We talked with more than 100 organizations from community, education, philanthropy, labor and government, and published a Community Engagement Report.
- We created workgroups for each of our goal areas, and their work is reflected in this plan.
- Departments and agencies took the lead in developing policy agendas.

We have also developed a preliminary Implementation Plan to guide our work through 2018. As stated in the Plan, departments and agencies will be expected to complete their own 2017-18 implementation plans by early 2017.

In coming months I hope to work with you to update the 2010 “ESJ ordinance,” Ordinance 16948, to align it with the comprehensive approach to Equity and Social Justice as defined in this Strategic Plan.

The Equity and Social Justice Strategic Plan 2016-2022 includes sections detailing our current situation, future direction, and goals for each area of government and a policy agenda. The plan has been shared and will continue to be shared extensively with County leadership, employees and the community. As such, it will serve as the 2016 annual report for Equity and Social Justice.

It is estimated that this plan and its appendices required 8,320 staff hours to produce, costing \$456,000. Consultation costs were approximately \$50,000, and design was \$10,000.

For additional questions, please contact Matías Valenzuela, Director, Office of Equity and Social Justice, at 206-263-8697, or Matias.Valenzuela@kingcounty.gov.

Sincerely,

Dow Constantine
King County Executive

Enclosures

cc: King County Councilmembers
 ATTN: Carolyn Busch, Chief of Staff
 Anne Noris, Clerk of the Council
Carrie S. Cihak, Chief of Policy Development, King County Executive Office
Dwight Dively, Director, Office of Performance, Strategy and Budget
Matías Valenzuela, Director, Office of Equity and Social Justice