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

**August 19, 2015**

**Agency: Legislative Branch[[1]](#footnote-1)**

**Legislative ESJ Staff: Mike Reed**

| **Objectives**  | **Description of Commitment(s)** |
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| **Objective A:** **Consider equity impacts in decision-making, policy-making and program planning:****Each dept./branch commits to specific policy or program focus areas to apply Equity Impact Review** **Objective B:****Advance equity analysis and pro-equity decisions in budget analysis, base budgets and lines of business** | * 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
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| **Objective C:** **Build community trust and capacity; improved customer service and robust civic engagement****Each dept./branch commits to areas for application of the community engagement guide**  | * 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.
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| **Objective D:** **Promote fairness and opportunity in County government through employee communication, training and engagement**1. **Each dept./branch commits to internal communications/engagement to raise awareness and visibility of ESJ with employees at all levels**
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**
3. **Each dept./branch commits to work with the IBT in employee and leadership engagement in support of the ESJ Strategic Plan**
 | * 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.
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| **Objective E:** **Promote fairness and opportunity in County government by institutionalizing equity in all organizational practices (e.g., hiring, procurement)** | * Formalize the legislative branch ESJ team membership and responsibilities.
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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. [↑](#footnote-ref-1)