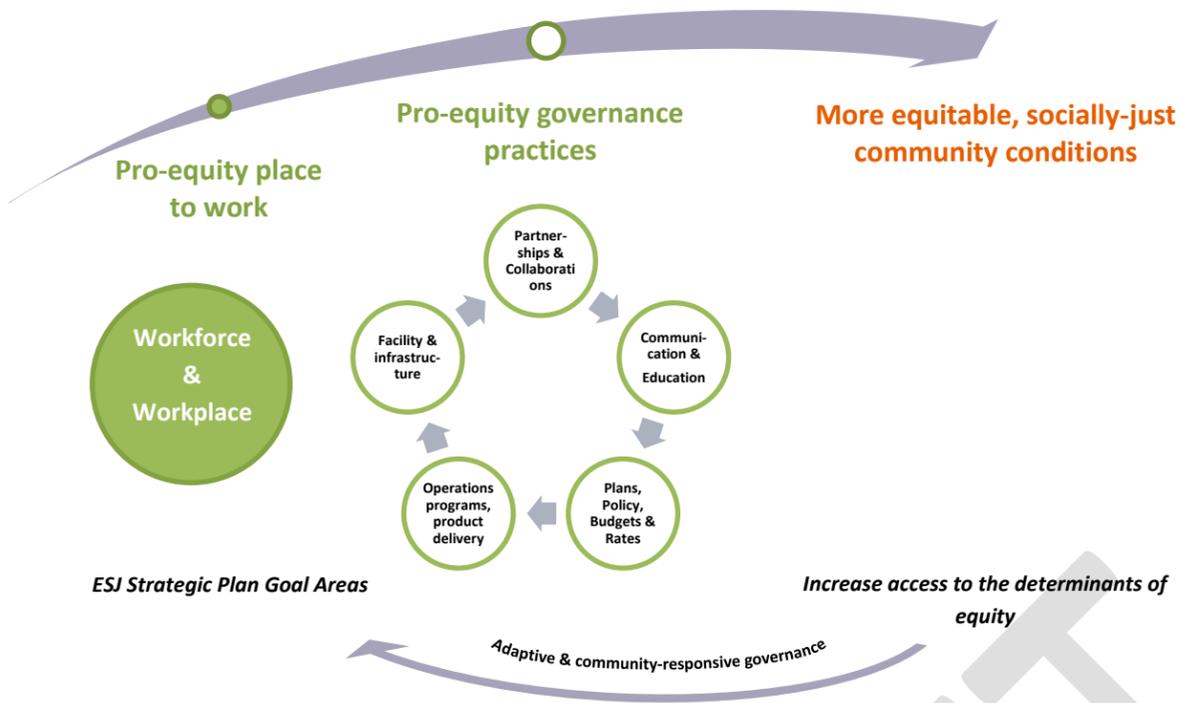


ESJ STRATEGIC PLAN – Overview of Framework (DRAFT - March 2016)

Shared vision of equity and social justice in King County: All people in King County have equitable opportunities to thrive.

Our Theory of Change: If we are pro-equity in our county practices (workforce, workplace and governance), then we will help create more equitable and socially just community conditions.



Working with our community and regional partners, we want to achieve these improved community conditions by 2025 (next 10 years):

INCREASE ACCESS TO

- Living, family wage jobs
- Affordable, safe housing
- Public transit in underserved areas
- Quality education
- Strong, vibrant neighborhood

REDUCE DISPARITIES IN

- Justice system outcomes
- Life expectancy
- On-time graduation rate
- Social cohesion

How will we act on our Theory of Change?

As One King County, we will invest:

- In employees
- In community partnerships
- Upstream and where needs are greatest

With accountable and transparent leadership

We will integrate these four strategies within and across these six goal areas.

Workforce & Workplace Policies, Practices and Processes

Partnerships and Collaboration

Communication and Education

Plans, Policies and Budgets

Operations, Programs and Services

Facility and System Improvements (CIP)

And we will instill our shared values on equity and social justice in all our work:

Listen and respond: Be culturally and linguistically responsive to and driven by employees and community

Inclusive and collaborative: Achieve better outcomes by engaging and including employees and communities early, continuously and meaningfully; we maximize opportunities and our collective potential by breaking down silos, partnering and convening across government and organizations

Diverse and people-focused: Represent the diversity of our communities at all levels of the organization to innovate and better serve them; we nurture respect and dignity by valuing every person's leadership, strengths and assets

Transparent and Accountable: Build trust and common understanding by being transparent and accountable in our actions, processes and measures

Address racism: Dismantle systems, policies and practices that perpetuate structural racism, inequities and different forms of discrimination and privilege

Upstream and where needs are greatest: We focus upstream on root causes and sustainable solutions – where returns are greatest – and on populations and places with the greatest needs