

Achieving Workforce Equity

City of Seattle



GOVERNING FOR
RACIAL EQUITY 2012

No... Not Compliance!

What is really happening in the PNW to achieve and sustain workforce equity

- Public Sector
- Non Profit
- Private Sector



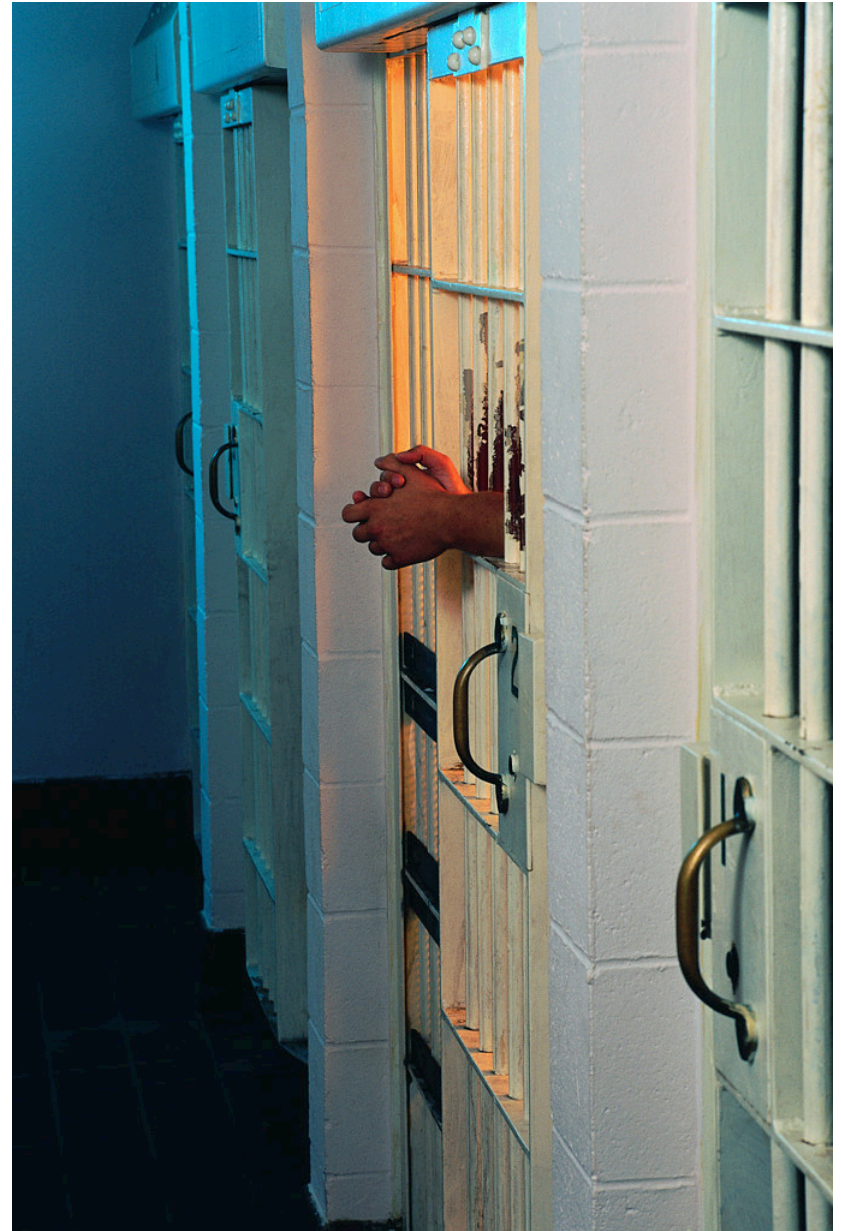
Achieving Workforce Equity



- Background Checks
- Hiring Process Changes (Parks & Recreation)
- Healthcare (Gender Reassignment)
- Seattle Youth Employment (SYEP)

Jobs Background Check

- Disparate Impact
- Job Nexus
- Conditional Job Offer
- Consistent Decision





SEATTLE PARKS AND RECREATION

**English Language
Learners (ELL)**

Temporary Employees

Hiring Process

Interview

Working Test

Building for Tomorrow, Today





Healthcare

2012 Plan Changes

Aetna & Group Health

Added coverage:
Gender Reassignment
Services

(Medical and surgical services)



What is the eligibility for SYEP?

- Be between the ages of 14 – 21
- Be enrolled in a Seattle Public High school
- Live in Seattle city limits
- Come from a low-income family (\$28k family of 4)
- Educational/Employment Barrier

Seattle Youth Employment Program

Seattle Youth Employment Program

Departmental Incentives

- Access to a **qualified intern** pool and resources.
- Increase in each Department's **Race and Social Justice outcome** measures.
- **Enhancement of supervisory skills** within each department's workforce.
- Provides a **qualified future applicant pool** to meet department labor demands.





SYEP



*“I have learned real skills in the Civil Engineering Field. My supervisors have been my mentors. If I could describe them like a building, they have laid the base of the foundation for me. I will be pursuing a Civil Engineering degree. Before I began this internship, I had no idea I could become one. However, this experience has given me the courage to go to college to become a Civil Engineer. I will be the first one in my family, to not only graduate from high school, but to attend college. This is significant not only for me, but for my family and my community. Thank you for giving me the opportunity to gain valuable work experience and providing me with confidence to pursue my educational goals.” – **Mustafe Ali***