

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

MOTION NO. 23-279

ADOPTION OF THE OFFICE OF SOCIAL JUSTICE INITIATIVES

WHEREAS, the Office of Social Justice (OSJ) was formed in 2020 and has led efforts to improve diversity, equity, and inclusion (DEI) in Snohomish County. OSJ has also been a critical resource for the community, both to engage on issues of concern, and to support individuals and organizations in need; and

WHEREAS, the 2023 Adopted Budget, approved by Ordinance 22-059, includes the recruitment and filling of position NEW0102R for the Office of Social Justice in Non-departmental; and

WHEREAS, the 2023 Adopted Budget also contained a Budget Condition whereby funds are conditioned upon the Office of Social Justice completing a 2022-2023 needs assessment and a 5-year strategic plan; and

WHEREAS, OSJ has worked with MGT Consulting, to conduct an assessment and taken other actions as approved by RFP; and

WHEREAS, OSJ is recommending the adoption of the following benchmarks;

- 1) MGT will be providing a comprehensive report which will include an Equity Action Plan that OSJ will be tasked with implementing.
- 2) Establishing resource allocation necessary for task completion
- 3) Sets key milestones and dates for each strategic action
- 4) Provide a comprehensive progress evaluation tool.
- 5) Training on how to use the analytic tools
- 6) Implement metrics to measure progress towards our stated equity goals for dismantling institutional racism and improving diversity, equity, and inclusion to create an environment in which our staff and community feel welcome in the County and gain a sense of belonging.
- 7) Assist departments in gaining confidence in reviewing and writing their own documents with an equity and inclusion lens
- 8) Identify the roles and responsibilities for an Equity and Inclusion Community Advisory Board
- 9) Develop a resource SharePoint page.

NOW, THEREFORE, ON MOTION, the Snohomish County Council adopts the above-described proposed benchmarks, thereby satisfying the 2023 Budget Condition #6.


PASSED this 19th day of July, 2023.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Chair

ATTEST:



Deputy Clerk of the Council