



## Snohomish County Council

**Committee:** Finance, Budget, & Administration  
**ECAF:** 2023-0721  
**Proposal:** Mot. 23-279

**Analyst:** Jim Martin  
**Date:** July 6, 2023

### **Consideration:**

Adoption of the Office of Social Justice initiatives.

### **Background**

Snohomish County Council adopted Budget Ordinance 22-059, which included the recruitment and filling of a new position within the Office of Social Justice. The Ordinance also included Budget Condition 6, which withheld funding pending completion of a needs assessment and 5-year strategic plan. The Office of Social Justice has worked with MGT Consulting, to conduct an assessment. The Office of Social Justice is now recommending the following benchmarks, to satisfy the budget condition:

- 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.

### **Current Proposal**

Adoption of Motion 23-0279 would adopt the above described proposed benchmarks, thereby satisfying the 2023 Budget Condition #6.

### **2023 Budget:**

*Is this in the current year budget.* Yes

**Future Budget Impacts:** N/A

**Handling:** Normal.

**Approved-as-to-form:** N/A.

**Risk Management:** N/A.

**Executive Recommendation:** APPROVE.

**Attachments:** Refer to the submitted ECAF that includes the following attachments:

- (1) Proposed Motion.
- (2) Executive Memorandum
- (3) DEI Assessment Status Report

**Amendments:** NONE.

**Request:** Move to GLS on July 19<sup>th</sup> for consideration.