King County Executive Office of Equity and Racial and Social Justice

September 2024

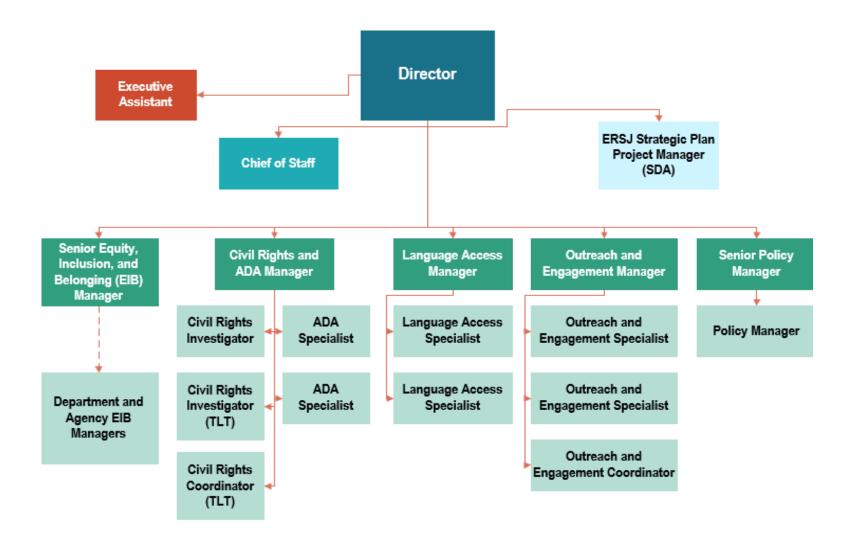


Legislatively Defined Functions and Responsibilities

- Language Access Program
- Immigrant and Refugee Commission
- Civil Rights Program
- Rev. Dr. Martin Luther King, Jr. Annual Celebration



OERSJ Organizational Chart



Advancing ERSJ Outcomes with Community

- Racism as a Public Health Crisis grants program
- Coalition Against Hate and Bias
- Commissions and Committees
 - Immigrant and Refugee Commission
 - Human and Civil Rights Commission (launch)
 - 504/ADA Committee (relaunch 2025)



Current Focus



Intake Systems



Civil Rights Investigations



Standardized Training/Resources for EIB Managers



Community Compensation



Equity Impact Review (EIR) Toolkit Refresh

ERSJ Strategic Plan Policy & Goal Area Reviews

Q4 2024 -Q2 2023 -Q2 - Q3 2024 Q3 - Q4 2024 2022 - Q1 2024 Q1 2025 Q2 2024 Internal and External Planning, Resourcing, Key Plan Elements Deliberations Project Completion & Context Engagement Development Development **Engagement Planning &** Deliberations of goals, Plan Development & Identity-Based Affinity SME developed goals, Resourcing strategies, performance Review Spaces strategies, actions, and measurement considering: performance Performance to Plan Transition to **Department Meetings** measurement - Current context data Implementation **Current Situation** Community Advisory Analysis of responsible **Project Closeout** Groups & Marginalized - SME work on goals, SWOC & Preliminary agencies, resource needs, strategies, performance **Populations Draft Strategies** ease of implementation, measurement and impacts. - Engagement input

Note: Project stages overlap and are more iterative than noted above

Disability Equity

Relaunching

Relaunching the 504/ADA Advisory Committee (2025)

Implementing

Implementing the Disability Equity Action Plan

Growing

Growing an ADA Community of Practice and related services



2025 Work Plan

- Finalize 2025-2031 Strategic Plan
- Launch the Human and Civil Rights Commission
- Staff King County's participation in statewide Hate Crimes Hotline
- Relaunch the 504/ADA Advisory Committee
- Convene Regional Leadership Meetings
- Create Community One-Pagers
- Develop Online Community Calendar
- Host American History Traveling Museum: The Unspoken Truths

