



# SEATTLE HUMAN SERVICES COALITION

"An Assertive and Unified Voice helping People Shape Public Policy to Meet Basic Human Needs in Seattle and King County, Washington."

October 1, 2019

To: Seattle City Councilmembers

From: SHSC Members

Re: Analysis of Mayor's proposed 2020 budget in comparison to SHSC's Budget Recommendation Package for a Just and Thriving Community

Thank you, Councilmembers, for meeting with SHSC members to review our 2020 budget recommendations this summer. Now that Mayor Durkan has released her budget proposal we wanted to highlight what she has proposed and the work that remains for you to do.

## **1st Priority: Maintain current community-based health & human services**

First, let us thank you again for your actions this summer to enact an **automatic annual adjustment for inflation** on all human services contracts through HSD. We support the funding which the mayor has added in her budget to implement this adjustment in the upcoming year.

The Mayor's budget also continues funding for current human services. We appreciate this acknowledgement of the effective work that is building well-being in communities across Seattle and urge Council to follow suit and **make no cuts**.

**The piece of our top priority recommendation that the mayor did not address is the funding for the first step to correct the long-term legacy of under-paying human service workers for the skills, education, experience, and integral importance of this work.**

**Human service providers are skilled professionals with specialized knowledge and years of experience.** Acquiring the knowledge and skills to do this work requires extensive education and training. Like an architect knows what it takes to construct a sturdy building, human service professionals know what works to build and maintain sturdy structures of well-being. Just as each building site is unique, requiring different blueprints and materials, Seattle human service providers are knowledgeable about and responsive to the unique needs of our city's residents.

This includes delivering services in **early childhood that establish a solid foundation** for health and development, providing the **safe places and social resources that young people** need to thrive, making sure that **adults have access** to good jobs and affordable homes, and ensuring that **older adults are able to remain connected** to their communities.

What we don't have is the funding to compensate workers in alignment with the demands of the work, consequently we lose good workers and risk compromising outcomes.

You have all expressed concern with this state of inequity as well as interest in remedying it. **It is time now to take this first step:** we recommend that the City of Seattle, in collaboration with providers, conduct a pay equity analysis of human services jobs as compared with jobs in different fields, especially those in the private sector, that require similar levels of skill, education, and difficulty. This analysis is described in our 2020 City Budget Recommendation package, which follows this cover letter. **We urge Councilmembers to allocate the resources for a robust comparable worth analysis of benchmark jobs. This would require \$500,000 to \$600,000 in 2020.**

You have the opportunity and you have the power to take this meaningful step to act on your values and strengthen the services that build well-being across our communities.

## **2nd Priority: New investment necessary to move toward the realization of a Just and Thriving Community, including the dismantling and elimination of institutional racism**

The mayor's 2020 budget proposal includes funding for one of the six actions needed to see the changes Seattle residents and businesses want in our communities, as put forward by SHSC members in this recommendation package: We urge Councilmembers to support this funding to implement a much needed **county-wide domestic violence hotline**.

We recommend Councilmembers also invest in five more actions that are needed to move together toward becoming a just and thriving community. They are described in our 2020 City Budget Recommendation package, which follows this cover letter.

**Together we can build a just and thriving community if we make it our priority, including a budget priority.**

Thank you!

### **Member Coalitions**

- \* Advocacy, Organizing & Capacity Building \* Community Health Council of Seattle King County \*
- \* Disability Services Committee \* Coalition Ending Gender-Based Violence \* King Co Early Learning Coalition \* Meals Partnership Coalition \* Non-Profit Anti-Racism Coalition
- \* Seattle Food Committee \* Seattle King County Coalition on Homelessness \*
- \* Seattle Helpline Coalition \* Services for Seniors \* Youth Development Executives of King Co \*

**206.325.7105 | [jsterkovsky@shscoalition.org](mailto:jsterkovsky@shscoalition.org) | [www.shscoalition.org](http://www.shscoalition.org)**



# Seattle Human Services Coalition

2020 City of Seattle Budget Recommendations

## Vision for a Just and Thriving Community

The Seattle Human Services Coalition is a multi-cultural, multi-racial community of human service providers and concerned individuals who help Seattle residents reach their full potential by providing supports like food, shelter, health care, and services for people with disabilities, elders, and youth, as well as survivors of domestic violence and sexual assault.

We know that Seattle's Mayor and Councilmembers share with us the desire to live in a city that is both just and thriving.

A critical element of moving toward that shared goal is to take action to build well-being in communities throughout Seattle. These recommendations come directly from providers on priorities as well as actions and investments that will move us all closer to that shared goal. We have also included a brief on the Vision of a Just and Thriving Community.

We recommend the City allocate all new dollars in such a way that they reduce racial disproportionality in outcomes.

An essential part of these recommendations continues to be to **dismantle and eliminate structural racism**, defined as the systemic inclusion of racist practices and policies, which withhold power from and/or bar access to resources or advancement due to race. **Dismantling structural racism will take patience, awareness, and perseverance.** The modification of existing policies and practices to prioritize needed structural support and the right to self-determination of disproportionately disadvantaged communities is critical. In order to reach our shared vision, there must be support, including services and programs, that are credible and effective for everyone.

**Top Priority: Maintain current community-based health & human services, including an annual adjustment for inflation.**

Seattle's ability to thrive now and in the future is dependent upon our ability to foster economic, emotional, physical, developmental, and social well-being for all of our community members. From youth development to senior centers, community clinics, domestic violence and sexual assault prevention and response, food banks and meal programs, homeless shelters, housing, and prevention, **human services build well-being**. We provide the support for Seattle residents to reach their full potential.

Our **community has worked together** to build the infrastructure to provide services that strengthen our communities. Facilities, technology, and skilled workers with different areas of expertise are all needed to work together to reach the vision and priorities we all share for a just and thriving community. **Any cuts to current levels of community health and human services would undermine progress toward our shared goals, as we support our communities.**

It is important to note that as the costs to provide services in Seattle rise each year, it is necessary to include an adjustment that matches inflation each year in order to maintain current levels of service. Like physical infrastructure, we must sustain this human infrastructure as well: We must keep up our investment in the **quality materials and skilled workers needed to reach the outcomes we aim for**. We undermine our capacity to reach our goals when costs to provide services rise, but investment falls short.

**Secure our current investment in our human infrastructure by adjusting all human services contracts annually for inflation.**

**The second threat to Seattle’s ability to maintain current community-based health & human services is the long-term legacy of under-valuing the skills, education, experience, and integral importance of human services workers as reflected in the insufficient, inequitable pay scale for this work.** This pay discrepancy, with compensation so far below the market rate for jobs with similar worth or value, means that it is increasingly difficult for human services workers to live in our communities. This results in high turnover, recruitment, and training costs for providers and the disruption of relationships between providers and program participants which are essential for successful outcomes.

Comparable worth supports equal pay among workers, not only in jobs of equal content, but also those similar in worth or value. A job analysis can assess the skill, difficulty, and responsibility of “benchmark” jobs in human services and other fields in order to determine whether and to what extent human services jobs are underpaid compared to jobs in other fields that require similar levels of skill, effort, and responsibility.

Much of the data tells us that the wage gap is not caused by identifiable sex- or race- based discrimination, within the field but rather by institutional norms and practices that tie our compensation to an inequitable market.

SHSC recommends that the City of Seattle conduct a robust pay equity analysis of human services jobs as compared with jobs in different fields that require similar skills, education, and difficulty by contracting with a specialist in this work. **Budget:** The necessary robust comparable worth analysis should be started in 2020 with an allocation of \$500,000 to \$600,000.

### **Second Priority: New investment to move us toward the realization of a Just and Thriving Community, including dismantling and eliminating structural racism.**

**Together we can build a just and thriving community if we make it our priority, including a budget priority.** The resources currently exist: the question is, **“What are your priorities?”** Acting together and putting people first, we do have the power to reach our shared vision of a Just and Thriving Community. The individual action recommendations that follow were not accomplished last fall for the current biennium budget and are still needed.

**The members of SHSC urge you to move Seattle closer to being a just and thriving community by implementing these recommendations.**

## Six Actions for a Just and Thriving Community

*Together we can build a just and thriving community if we make it our priority.*

- **Capacity Building Fund For Communities of Color**.....p. 4
- **County-Wide Domestic Violence Hotline (in Mayor’s proposed budget)**.....p. 5
- **Legal Representation/Attorneys for Non-Intimate Partner Sexual Violence Survivors**.....p. 7
- **Racial Equity Organizing Project in Delivery of Human Services** .....p. 9
- **Value of Human Services Work and Equitable Compensation**.....p. 11
- **Youth Development Services for Seattle Youth** ..... p. 13

## Proposal for Creating a City of Seattle CAPACITY BUILDING FUND FOR COMMUNITIES OF COLOR

**Recommenders:** Rainier Valley Corps

### Recommended Action

- We respectfully recommend a City of Seattle investment for under-resourced, people of color-led organizations providing essential services and vital leadership for immigrants, refugees, and communities of color throughout Seattle.

### Background

- The recommended Capacity Building Fund would make it possible for under-resourced, people of color-led organizations to address the formidable—and growing—challenges among immigrants, refugees, and communities of color throughout Seattle.
- Funding could be allocated as a dedicated expansion of the Equitable Development Initiative and targeted toward capacity building for people of color-led organizations working at the frontlines of addressing priority needs among immigrants, refugees and communities of color.
- People of color-led organizations serving immigrants, refugees and communities of color would have an opportunity to apply for funding to support vital operations, skill-building, leadership development and increased capacity to respond to urgent needs and emerging trends.
- Funding would be targeted for non-profits and intermediary organizations providing backbone support for people of color-led organizations serving immigrants, refugees, and communities of color.

### Addressing Urgent Community Needs

- Currently, tens of thousands of immigrants, refugees, and people of color in Seattle struggle with tremendous challenges—poverty, displacement, unemployment, deportation, racism, harassment, and other issues—and often the first place they turn for help is to organizations that are led by, and based in, communities of color.
- These culturally-aligned, and deeply trusted organizations strive to respond to the needs their communities face, however, they do so with severely inadequate support and virtually no sustained funding from the City of Seattle.
- Many of these organizations struggle with the most basic operating expenses, even though they work to address the City's human service, economic development and social justice priorities.
- The most critical component that has been missing for these organizations is staff. Without sufficient investment in leaders of color as professional staff, many nonprofits will continue to face challenges in building capacity and being involved at advocacy and other areas of civic engagement.
- ***What is needed is a package of investments that fairly recognizes the vital role that under-resourced organizations led by, and based in, communities of color play in addressing the needs of our City's most vulnerable residents.***

### Recommendation

We specifically recommend that the City of Seattle create a Capacity Building Fund as a cornerstone investment in the 2020 City of Seattle Budget, and to initiate this fund with an appropriation of **\$1,014,300** in 2020.



## County-Wide Domestic Violence Hotline

### Recommenders: Coalition Ending Gender-Based Violence

(In 2020 budget proposed by Mayor Durkan)

Domestic violence (DV) is a major public health problem that profoundly impacts Seattle residents. Individuals and families cannot thrive if they live in an environment where they face ongoing violence and abuse. In Seattle, an estimated 132,000 women and 86,000 men a year experience some form of intimate partner violence, and many also experience sexual violence. Numerous studies document the devastating physical, emotional, and economic consequences caused by domestic violence, including it being **the immediate cause of homelessness for approximately 50% of homeless women and children**, as well as a significant contributor to **poor physical and behavioral health** for many adults and children. Because of current and historical trauma and oppression, families of color, refugees and immigrants, and other marginalized folks are at highest risk for experiencing domestic violence and experience the most negative impacts of the abuse. Our entire community pays the cost in lost lives, lost productivity, property destruction, criminal and civil legal responses, healthcare costs, mental health services, and other social service expenses. **Addressing domestic violence is key to building survivors' well-being, moving us all toward the vision of a just and thriving community.**

#### Description of need

General human services and housing organizations are often insufficiently specialized or trained to meet the needs of survivors seeking services. Organizations specializing in domestic violence are trained to meet the unique and diverse needs of survivors, and have the ability and legal authority to protect the confidentiality of survivors' information. This is critical to shield them from their abusers, and increasingly, to protect many survivors from risk of negative immigration consequences for sharing personal information.

Our region is home to a strong network of community-based domestic violence programs serving diverse geographic and cultural communities across King County, providing survivors with multiple avenues for accessing services best designed to meet their individual needs. Many are surprised to learn that a county-wide 24-hour hotline doesn't already exist in a region with such a complex system of services. The majority of agencies only provide services during business hours. Several struggle to provide 24-hour phone coverage, and rely on on-call, volunteer, and/or shelter staff at least some of the time. This means that callers may not get the time, focused attention, or experienced response they really need and deserve, given the level of crisis, trauma, and danger they are dealing with.

In addition, the system can be confusing for survivors, bystanders, friends and family, first responders, and referring professionals to navigate. Survivors should not need to call multiple organizations to seek the combination of housing, health, legal, financial, advocacy, and counseling services that they may need to regain safety, health and stability. A regional domestic violence hotline would offer an identified, single point of initial contact, and have increased capacity to serve more survivors more intensively. Hotline advocates would have the specialized knowledge to connect survivors who want ongoing services to the agency best suited to meet their individual needs, circumstances, language, and preferred geographic location and/or specific cultural expertise.

#### Solution: Create a single county-wide domestic violence hotline

This recommendation will fund the creation, operation, and staffing of a County-wide, 24-hour, multi-lingual, multi-modal domestic violence hotline. The hotline will provide immediate crisis support and counseling for survivors of abuse, and serve as a single point of contact for referral to the region's specialized survivor advocacy services (specialized survivor-focused counseling, case management, safety planning, and support); legal, medical, and housing assistance; parenting support; children's services; and counseling.

**Value of service**

Hotlines serve a crucial, unique role in the spectrum of DV services in our region. Survivors in the most need of help often have the fewest options for accessing it, and for many, calling a hotline is the only viable way they can access advocacy. Safety concerns for survivors whose partners are monitoring or limiting their movement make going to a DV organization for an in-person meeting difficult or impossible. Hotline advocates report talking with survivors who called in the first safe five minutes they'd had in weeks, or from a friend's house they can only visit in secret. In addition, the regional hotline will provide on-line chat options, making the service more accessible to younger survivors, as well as survivors who are geographically isolated, and/or survivors who are subject to extreme control and surveillance by their abusers.

At the same time, police, EMTs, emergency rooms, and other first responders often interact with survivors at moments of extreme danger or injury, often after hours, and need to connect survivors immediately with trained advocates who can help them plan for their immediate safety. Having one number to connect survivors to will fill a big gap in our current emergency services response.

**Description of how your recommendation will reduce racial disparities in community outcomes**

Families of color, refugees and immigrants, and other marginalized folks are at highest risk for experiencing domestic violence and experience the most negative impacts of the abuse, and we are fortunate to have a rich community of multilingual and multicultural advocacy organizations and services in Seattle and King County. As with the broader DV service system, accessing these programs can be confusing and complicated, especially when survivors are navigating language, cultural, or other barriers stemming from racial or other forms of oppression. With its enhanced efficiency, coordination and scope, and direct connection to multi-lingual advocates, the county-wide hotline will address these disproportional impacts of abuse more effectively than any one agency can on its own.

**Summary**

**\$375,000 annually from the City of Seattle is needed; if the bulk of this funding is not secured in the 2020 budget, the entire project is at risk.** King County and partnering agencies have earmarked funding for the remaining annual \$1.2 million cost of full implementation.

**Data Sources:**

- Centers for Disease Control, National Intimate Partner and Sexual Violence Survey, 2010 & 2015
- The National Center of Family Homelessness, Addressing Issues Facing Families Who are Homeless, 2013

**For more information, contact:**

- **Merril Cousin, Executive Director, Coalition Ending Gender-Based Violence, 206-568-5454, [merril@endgv.org](mailto:merril@endgv.org)**



## **Legal Representation/Attorneys for Non-Intimate Partner Sexual Violence Survivors Recommended by the Coalition Ending Gender-Based Violence**

Many victims experience both domestic violence and sexual assault, or multiple forms of sexual abuse, throughout their lifetimes. However, victim needs and the criminal and civil judicial systems' responses to sexual assault are often quite different from the needs of and responses to victims of domestic violence and other types of crimes. Likewise, a sexual assault victim's emergency legal needs in employment or education can be quite different when the perpetrator is not a family member, but a fellow employee, supervisor, teacher, or classmate. Survivors of sexual assault are also more frequent victims of civil rights violations (particularly violations of their privacy rights) in the criminal cases against their assailants. These victims benefit from working with attorneys who have specific training and experience addressing their unique legal needs and barriers to accessing justice. The Washington legislature acknowledged the extreme harm victims of sexual assault can face:

Sexual assault is the most heinous crime against another person short of murder. Sexual assault inflicts humiliation, degradation, and terror on victims...Rape is recognized as the most underreported crime; estimates suggest that only one in seven rapes is reported to authorities...Some cases in which the rape is reported are not prosecuted. In these situations, the victim should be able to seek a civil remedy requiring that the offender stay away from the victim.<sup>1</sup>

Washington's 2015 Civil Legal Aid Study identified that the average low-income individual could experience up to nine legal issues that affect their stability; after experiencing domestic or sexual violence, the number of legal issues more than doubles to 19. The City currently invests in legal representation for domestic violence survivors and advocacy services for survivors of sexual assault. However, there is a significant gap in survivors' access to attorneys and legal services that are specialized in the needs of sexual assault survivors who may not be eligible for domestic violence services. In light of the devastating impact of a sexual assault, individual and systemic barriers to justice, and the significant needs of survivors, the City of Seattle should fund legal representation and expertise for survivors of sexual assault accessing the legal system. An investment in full legal services for victims of sexual violence fills a gap and complements the current services provided by programs focused on serving sexual assault and trafficking survivors.

Additionally, funding legal services specifically in this area increases access to equity and justice for survivors of sexual assault who are particularly vulnerable. Sexual violence affects all communities, but there is a disproportionate impact on specific survivor communities<sup>2</sup>:

- persons of color (nearly 60% of black girls will experience some form of sexual violence before turning 18);
- tribal communities (1 in 3 Native American women will experience sexual assault in their lifetime);

---

<sup>1</sup> RCW 7.90.010

<sup>2</sup> Office for Victims of Crime ([www.ovc.ncjrs.gov/ncvrw2018](http://www.ovc.ncjrs.gov/ncvrw2018)); Human Rights Campaign ([www.hrc.org/resources/sexual-assault](http://www.hrc.org/resources/sexual-assault))

- homeless individuals (90% of homeless women have experienced sexual violence while homeless),
- people with disabilities (nearly 85% of individuals with developmental disabilities experience sexual abuse) and,
- LGBTQ individuals (44% of lesbians, 26% of gay men and 47% of transgender individuals will experience sexual violence in their lifetime).

Though survivors deserve access to justice, the criminal and civil legal system can often be hostile, further victimizing and re-traumatizing survivors, particularly if they identify as one or more the above identified communities. Respondents engage in abusive litigation tactics, drawing out cases in order to continue having contact with the survivor, judges assume survivors are less credible if presenting with mental health issues - all while survivors are supposed to share their most intimate and humiliating details in a public process. In addition, law enforcement often arrest victims of color when they call for help. Lack of legal assistance is devastating to sexual assault victims when addressing their emergency legal needs. For example, few victims are aware of protections they have under the Residential Landlord Tenant Act (*e.g.*, to break a lease), under the Domestic Violence Leave Act (*e.g.*, to take paid leave from work to go to court and counseling), under the Americans with Disabilities Act (*e.g.*, to get a reasonable accommodation related to the victim's PTSD), under Title IX (*e.g.*, to have a report of on-campus sexual assault investigated and addressed in a prompt and fair manner), under Victims of Crime Act (*e.g.*, not being financially responsible for the cost of their rape exam and other related medical services).

Representation by an attorney who is able to speak on behalf of a survivor, protect their dignity, ensure the survivor is treated with respect, and hopefully allow for a just and equitable outcome not only improves an individual survivor's life, it increases confidence in the system, allowing other survivors to come forward and challenge disparities in a legal system that needs to be held accountable to survivors. To many of these victims, access to an attorney trained and experienced in addressing this wide range of issues will mean the difference between a sexual assault merely being the worst event they ever experience and it being the event that fundamentally and irrevocably disrupts every aspect of their life and future.<sup>3</sup>

### **Recommended action**

An investment in funding attorneys who provide legal assistance and representation to victims of sexual assault, prioritizing cases of underserved and marginalized populations of sexual assault victims and representing victims holistically with multiple emergency legal needs (housing, education, employment, benefits, etc.). An investment of \$186,300 in 2020 is recommended.

### **For more information, contact:**

*Merril Cousin, Coalition Ending Gender Based Violence*  
 merril@endgv.org  
 206.568.5454

<sup>3</sup> According to the 2018 National Crime Victim Rights Week Resource Guide, the cost of sexual assault for a victim (loss of wages, medical costs, counseling) on average is \$122,461 per victim. Victims also experience long term impacts in medical, mental, psychological, emotional and financial health.

**Coordinate Human Service Provider Participation for Systemic Change:  
Racial Equity Organizing Project in delivery of human services**  
*This action is recommended by the Seattle Human Services Coalition.*

**Description of Need**

Human service providers sit in a unique position in our community's infrastructure: we are engaged with individuals who make use of services for a variety of reasons and circumstances, AND we see a big picture of the patterns created by all the influences and energies combined. We see the driving forces and we see what is missing. We see the positive results in successfully supported lives and communities.

Our community health and human services system has been built by individual people who saw a need and took the initiative to pull together the resources to address it. The community-based organizations that by and large run our human services infrastructure each emerged from the strength of individual and civic passions, but often lack a way to bring the expertise together across agency or "service area" lines to learn from each other and then to pass what we have learned onto the larger stakeholder group, which includes government and other funders as well as the community at-large.

**When we create the opportunity to combine our experiences and ideas, the synergies often result in efficiencies, innovation, and progress toward our shared vision. We can achieve things together that we can't do separately.**



**Recommended service**

**Coordinate and organize human service providers to develop systemic improvements and innovative practices for racial equity organizing in the course of service provision, enabling providers and policy makers alike to move together toward our goals of just and thriving communities.**

**Services to Coordinate Human Service Provider Participation for Systemic Change to develop racial equity organizing as part of service provision, 1 FTE will:**

- Coordinate community health and human service providers to explore and implement pilot strategies to develop racial equity organizing policies and practices within the work of providing human services.

**This action will increase the value of the City of Seattle's current investment by:**

- Increasing capacity for human service providers to come together and work more effectively with each other in reaching our goals.
- **Increase effectiveness of community-based organizations as partners with government and other funders as we work toward shared goals.**
- This work will also reduce silos, increase effectiveness and efficiency, as well as increasing investments from other jurisdictions, and ultimately prevent the need for, thus reducing the costs for, emergency services.

**This action will reduce Racial Disparity in Outcomes** as the Coalition brings together human service providers to work with groups that include program participants, and other groups working to eliminate racism, to create a new responsive, structure designed to incorporate racial equity organizing in the delivery of services and ultimately eliminate racial disparities in outcomes. The Coalition's work will increase awareness and education on structural racism as well as mobilizing stakeholders to develop and explore equitable structural models and practices.

**Measurable Impact:** Increased community engagement with the decision-making process, resulting in more equitable representation and policy changes, and so more effective solutions, will mean negative disparities will be reduced in our community in the long term. "Going together" means we can "go further."

**Leverage other investments:** This action leverages the investments made through the City of Seattle's Human Services Department, the Department of Education and Early Learning, Public Health, Parks, and Neighborhoods as well as the City's Race and Social Justice Initiative and will ultimately make those investments more effective. It begins to allow alignment of the work of all government entities working to build well-being by focusing on the causes of race-based disparities at the state, county, and local levels.



**SHSC recommends an investment of \$102,000 in 2020.**

**For more information contact:** Julia Sterkovsky, Seattle Human Services Coalition, 206/325-7105, [jsterkovsky@shscoalition.org](mailto:jsterkovsky@shscoalition.org)

## **Coordinate Human Service Provider Participation for Systemic Change: Value of Human Services Work and Equitable Compensation**

***This action is recommended by the Seattle Human Services Coalition.***

### **Description of Need**

Human service providers sit in a unique position in our community's infrastructure: we are engaged with individuals who make use of services for a variety of reasons and circumstances, AND we see a big picture of the patterns created by all the influences and energies combined. We see the driving forces and we see what is missing. We see the positive results in successfully supported lives and communities.

Our community health and human services system has been built by individual people who saw a need and took the initiative to pull together the resources to address it. The community-based organizations that by and large run our human services infrastructure each emerged from the strength of individual and civic passions, but often lack a way to bring the expertise together across agency or "service area" lines to learn from each other and then to pass what we have learned onto the larger stakeholder group, which includes government and other funders as well as the community at-large.

**When we create the opportunity to combine our experiences and ideas, the synergies often result in efficiencies, innovation, and progress toward our shared vision. We can achieve things together that we can't do separately.**



### **Recommended service**

**Coordinate and organize human service providers to develop systemic improvements and innovative practices in compensation systems for community health and human services work, enabling providers and policy makers alike to move together toward our goals of just and thriving communities.**

**Services to Coordinate Human Service Provider Participation for Systemic Change around the issue of the value of human services work and equitable compensation, 1 FTE will:**

- Bring providers together to effectively partner with the public sector and philanthropy in order to address workforce threats within community health and human services, like inequitable wages for human services work, that pose ongoing barriers to reaching public and private goals. to raise perspectives and make recommendations

**This action will increase the value of the City of Seattle's current investment by:**

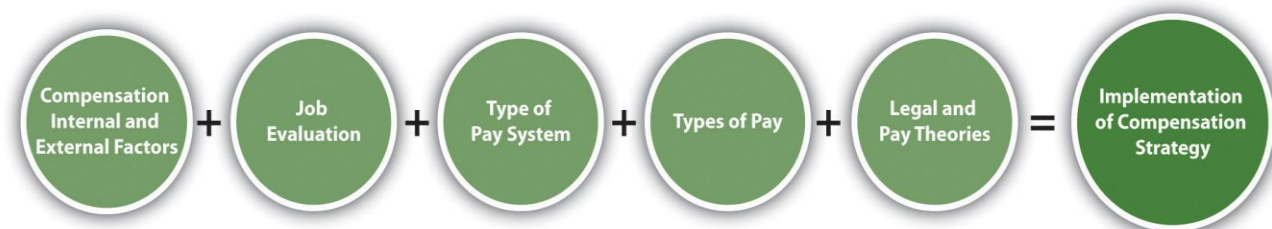
- Increasing capacity for human service providers to come together and work more effectively with each other in reaching our goals.
- **Increase effectiveness of community-based organizations as partners with government and other funders as we work toward shared goals.**

- This work will also reduce silos, increase effectiveness and efficiency, as well as increasing investments from other jurisdictions, and ultimately prevent the need for, thus reducing the costs for, emergency services.

**This action will reduce Racial Disparities in Outcomes** as the Coalition brings together human service providers to raise issues of racial disparities in compensation. Raising the wages in the sector across the board to match the objective value of the work will positively impact the ability of human service providers to recruit and retain employees from traditionally low-income communities who might not be able to afford to work in human services due to the very low compensation structure. The Coalition's work will increase awareness and education on structural racism in compensation systems as well as mobilizing providers and partners to explore and develop equitable structural models and practices.

**Measurable Impact:** Increased community engagement with the decision-making process, resulting in more equitable representation and policy changes, and so more effective solutions, will mean negative disparities will be reduced in our community in the long term. "Going together" means we can "go further."

**Leverage other investments:** This action leverages the investments made through the City of Seattle's Human Services Department, the Department of Education and Early Learning, Public Health, Parks, and Neighborhoods as well as the City's Race and Social Justice Initiative and will ultimately make those investments more effective. It begins to allow alignment of the work of all government entities working to build well-being by bringing all the advantages of more experienced, educated, diverse, and consistent workforce to community health and human services funded at the state, county, and local levels as well as by philanthropic partners.



**SHSC recommends an investment of \$102,000 in 2020.**

**For more information contact:** Julia Sterkovsky, Seattle Human Services Coalition, 206/325-7105, [jsterkovsky@shscoalition.org](mailto:jsterkovsky@shscoalition.org)

### **Investment of \$2,000,000 per year in Youth Development Services for the City of Seattle**

**Recommender(s):** Youth Development Executives of King County (Coalition of 100+ youth serving providers)

Young people have more than 1,000 hours of time that can be invested in positive, engaging, identity affirming activities throughout the year during non-school hours, including summertime. Yet, there are far too few activities and opportunities available to young people ages 5 – young adult. Investments in this age group in Seattle have been decreasing. The new Community Safety RFP released spring 2019 is focused on young adults 18-24; United Way has decreased their funding from over 3 Million to this age group to only 1.2 Million, and the Families, Education, Preschool and Promise Plan, has little dedicated funding to support children and youth during non-school hours.

YDEKC contends that investment from ages 5 - 18 is required to **sustain the gain** achieved by early investments and support them to secondary education opportunities, while avoiding engagement in the justice system along the way. We request that additional funds be included in the General Fund to support this age range in order to offer sufficient supports for young people left furthest from opportunity. We request that it is adequate to meet the needs in our community given the reduction of investment in the FEPP and Community Safety and the increase in cost of providing services in this sector. Costs of space and wages have increased markedly over the past several years making it more and more challenging to provide high quality programming. We represent a coalition of programs that are willing and able to collaborate across the spectrum to serve the whole child, whole family and whole community.

#### **Description of need:**

- It is documented that support services and summer learning are essential for children and youth to maintain the academic and social success that they achieve in the school day. Positive Youth Development activities can mitigate risk factors and help ensure all young people can thrive. The current investment in youth development activities from the City of Seattle is far less than needed to ensure young people are able to thrive in our community. The timing is good to increase this investment as there will be an RFP process in 2020 through which the additional funds could be distributed.

#### **Solution: Recommended action:**

YDEKC requests that additional funds be made available for youth development in the Human Services Budget to offer adequate wrap around, after school and summer programming for children and youth in Seattle.

#### **High Quality Afterschool and Summer Programs = MORE LEARNING TIME**

Children and youth need engaging, active opportunities to develop social, emotional and academic skills in order to grow up healthy and resilient, and avoid the need for intervention as young adults. Young people spend only 20-25% of their time in school, leaving 75-80% (or approximately 1,000 hours) of their time up for discretionary activities. There aren't enough high quality, coordinated, culturally relevant opportunities for young people in Seattle to engage in during afterschool hours and during the



summer that not only keep them safe, but also help them to develop the skills they need for success in school and life.

In the May 9, 2016 edition of the Seattle Times, it was reported that Seattle has the fifth highest achievement gap between white students and black students<sup>i</sup> in the nation – and the largest gap in the state. While these gaps are persistent and pervasive across the city, the re-segregation of Seattle's schools<sup>ii</sup> in the years after bussing, has concentrated low income, youth of color in particular schools in the South end of Seattle, and in pockets across the city. The achievement gap points to the need to first and foremost close the **opportunity gap** to ensure youth of color, and low income youth, have **access** to additional supports in our city.

#### **Description of how your recommendation will reduce racial disparities in community outcomes:**

The City of Seattle's Youth Development RFP process is already built to eliminate racial disparities in outcomes; however, funding is insufficient to meet the need. High quality youth development programs focus on culturally responsive practices and provide opportunities for young people to build their self-efficacy and feel a sense of belonging with caring adults and peers – experiences that sometimes are few and far between in school settings. This opportunity gap for lower income children and youth due to insufficient access to programming (and a coming major cut in summer programs) is inequitable and must be closed.



#### **Recommendations:**

We recommend a \$2,000,000 investment in 2020 and beyond to added to existing HSD youth development investments to provide adequate wrap around and support services to our children and youth during the school year and during the summer.

#### **Data Sources:**

<sup>1</sup> <http://www.seattletimes.com/seattle-news/data/seattle-schools-have-biggest-white-black-achievement-gap-in-state/>

<sup>1</sup> <http://www.thestranger.com/feature/2016/04/13/23945368/how-seattle-gave-up-on-busing-and-allowed-its-public-schools-to-become-alarmingly-resegregated>

<sup>1</sup> <http://www.wallacefoundation.org/knowledge-center/after-school/coordinating-after-school-resources/Pages/Citywide-Afterschool-Coordination-Going-Nationwide-An-Exploratory-Study-in-Large-Cities.aspx>

#### **For more information, contact:**

Youth Development Executives of King County 801 23<sup>rd</sup> Ave South, Seattle WA 98144

Jessica Werner, 206.336.6912, [jwerner@ydekc.org](mailto:jwerner@ydekc.org) - Rene Murry, 206.336.6912, [rmurry@ydekc.org](mailto:rmurry@ydekc.org)

## Summary of Second Priority Recommended Investments

Recommendation	Recommender(s)	2020
Legal Representation/Attorneys for Non-Intimate Partner Sexual Violence Survivors	<i>Coalition Ending Gender-Based Violence</i>	\$186,300
<i>Investment of \$2,000,000 per year in Youth Development Services for the City of Seattle</i>	<i>Youth Development Executives of King County (Coalition of 100+ youth serving providers)</i>	\$2,000,000
Capacity Building Fund for Communities of Color	<i>Rainier Valley Corps</i>	\$1,014,300
County-Wide Domestic Violence Hotline*	<i>Coalition Ending Gender-Based Violence</i>	\$375,000
<i>*Included in Mayor's proposed 2020 budget</i>		
Value of Human Services Work and Equitable Compensation	<i>Seattle Human Services Coalition</i>	\$102,000
Racial Equity Organizing Project in Delivery of Human Services	<i>Seattle Human Services Coalition.</i>	\$102,000
<b>Total:</b>		<b>\$3,779,600</b>



## *We share a vision of a Just and Thriving Community*



**We choose to work together to build, nurture, and sustain a community where all people have access to the basic necessities, opportunities, resources, and respect to reach their full potential.**

In the world we know today, **racism and other systemic inequities hold us back from equality of opportunity and freedom for all.** Economic systems are stacked in favor of those with wealth and power, and undervalue the assets and resources in middle and low income families and communities.

We also share the understanding that freedom and justice for all includes both equal opportunity as well as personal initiative and shared accountability.

The vision of a Just and Thriving Community serves as a catalyst and inspiration to bring us together to act on this vision.

**Motivation comes from the changes we will see as we all make progress in becoming a just and thriving community, including:**

- economic, environmental and social sustainability;
- freedom from inequity based on race, color, national origin, age, income, veteran status, education level, gender, physical, intellectual, or mental disability, religious belief or practice, sexual orientation, or by language, cultural practices or institutional racism;
- safe and affordable housing;
- adequate nutritious food;
- access to quality physical, mental, and behavioral health care;
- living wage jobs to support self and family;
- affordable and available community activities;
- universal, transformative, empowering quality education;
- high quality, affordable child care that is conveniently located and meets the needs of working parents;
- freedom from physical harm as well as mental and emotional coercion; and
- a sense of being included and connected, with the value of each individual recognized and honored.

*We want our children to  
inherit a better world.*



## Tenets for Change

**We believe adoption of the following principles is critical to forward movement:**

- Every person is valuable.
- It is an essential human right for every person to have access to the basic necessities and resources for human survival *and advancement*.
- Human services must be operated, staffed and funded in a way that allows for services to be offered in a manner that is humane, holistic, emphasizing physical and cultural accessibility. People who are in need must not be devalued for having needs, nor should they be devalued in the delivery of services.
- Collaborative partnerships must be established between funders, government, educators, human service providers, media, police, the criminal justice system, and the community at large to reach our shared goals.
- Public Finance reform is essential to build and maintain healthy communities and community services.
- On-going assessment and evaluation of basic beliefs and practices is a critical responsibility for every individual in our society to ensure that we do not endorse policies or practices limiting access to crucial resources.

## Framework for moving forward

Understanding of the context of our current environment will play a role in how we move forward toward our shared vision of a Just and Thriving Community.

### 1. Economic Trends

Unmet needs are on the increase in part due to economic trends like increasing income inequality and globalization policies that favor capital over labor. These must be addressed in order to see sustainable change in our communities.

### 2. Social Determinants of Health

The greater the ratio of spending on human services relative to medical services, the better the *health* outcomes achieved. While the U.S. spends far more on medical care than other nations, the U.S. also allocates proportionately less to human services and prevention, with the result of life expectancy lagging behind other developed nations. We must build a sustainable network of life cycle services needed to support strong, healthy communities, including both services needed in a crisis and ongoing service that provide the building blocks to success.

### 3. Structural Racism

Disparities in outcomes exist relative to race in a wide variety of economic, social, and health outcomes. All of these are connected to social institutions such as education, criminal justice, medical care, banking, housing, and employment. Identifying and dismantling the ways that racism influences the value sets within those systems is necessary to reaching our vision of a just and thriving community.

### 4. Quantifying Success

We all want our work to produce the most successful results possible and we want to measure those results. We also want to make sure that data collected by human service providers is useful to reaching our shared goals and worth the cost to collect it. This also brings up questions of who are human service providers accountable to and how do we honor the role of program participants in determining what success is and how to measure it.

### 5. Regional Roles

It is decreasingly effective for any of the players in the region to “go it alone.” Not only will the work of individual players be less effective than it could be, but the whole will be less able to reach our shared goals. We need to come together as providers, communities, unions, governments and other funders to determine our roles and create a true partnership.

*We can accomplish more together  
than we all can separately!*

For more information, contact Julia Sterkovsky or Jerry Peerson at the Seattle Human Services Coalition, [jsterkovsky@shscoalition.org](mailto:jsterkovsky@shscoalition.org) or [jpeerson@shscoalition.org](mailto:jpeerson@shscoalition.org), 206/325-7105.

