

Equity and Social Justice Inter-Branch Team Work Plan Template
January 1 to December 31, 2014

Agency:
IBT Delegate:

Objectives	Description of Commitment(s) (Specify if department/agency level, countywide and/or with partners)	Indicators of Success	Expected completion date(s)	Result(s) and Lessons Learned
Objective 1: Consider equity impacts in decision-making, policy-making and program planning: Each dept./branch commits to specific policy or program focus areas to apply Equity Impact Review				
Objective 2: Build community trust and capacity; Improved customer service; robust civic engagement Each dept./branch commits to areas for application of the community engagement guide	<ol style="list-style-type: none"> 1. We are working with PSB on a staffing model for urban unincorporated areas that have shown resistance to annexing into cities. This affects primarily the Highline and West Hill annexation areas. Due to King County budget realities, staffing levels in these areas are much lower on a per capita basis than municipal counterparts of similar size. Implementation will require a funding mechanism. 2. The Housing Justice Project is providing a briefing to our civil detectives, including those who enforce orders for evictions. This information will allow our detectives to better serve those who are facing eviction and need legal help. 	<ol style="list-style-type: none"> 1. Completion of the staffing model and whether a funding mechanism can be implemented. 2. Better cooperation with the Housing Justice Project. 	<ol style="list-style-type: none"> 1. 2015-16 biennium 2. Mid-2014. 	
Objective 3: Promote fairness and opportunity in County government practices a) Each dept./branch commits to internal communications/engagement, as well as structures and mechanisms, to raise awareness and visibility of ESJ with				

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employees at all levels				
<u>Objective 3:</u> b) Each dept./branch commits to continuous improvement to institutionalize equity in all organizational practices (e.g., hiring, procurement)				
Brainstorm: Any other ideas, possibilities, areas to explore in your department or countywide via the IBT?				