

EQUITY CABINET

Request for Candidates

In pursuit of King County's vision to create a just society *where all people have equitable opportunities to thrive*, the Office of Equity and Social Justice (OESJ) will establish an Equity Cabinet to partner with and advise the County on how to ensure that policies, practices, and outcomes align with its intentions to lead with equity, social and racial justice.

Purpose

In recognition that effective, authentic change occurs when envisioned and co-created with communities most impacted, yet have historically been the least engaged, an Equity Cabinet comprised of 12-15 members will facilitate the County's commitment to lead with racial justice and invest in partnerships that can steadily inform and influence the County's decision-making toward defining and achieving equitable outcomes. King County's [Open Space](#) and [Metro Mobility Equity](#) Cabinets have been established at the department level and will serve as models in development of a countywide Cabinet.

The County's data consistently reveals that Black and Indigenous people – the two groups with the most egregious and sustained histories of oppression in the United States, one originating in enslavement, the other in genocide and displacement – are most negatively impacted along every measure of well-being. An explicit focus on these populations will be reflected in the composition of the Equity Cabinet and its immediate priorities.

Responsibilities

- Provide ongoing analysis of the County's policies, practices, and procedures to ensure that decision-making supports the County's intention to address the root causes of disparities and distribute resources using equity and racial justice as primary factors for defining objectives and measuring progress.
- Support evaluation of the County's progress on the [Equity and Social Justice Strategic Plan](#) and pro-equity policy agenda.
- Advise on enterprise level work and partner to transform county-wide practices that currently hinder equitable and racially just outcomes (e.g. budgeting, contracting, capital planning, hiring and promotion).
- Collaborate with all levels of County government to ensure effective engagement and partnerships with Black, Indigenous, and communities of color.

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Expected Activities

Participation in monthly meetings, periodic work groups, and review of meeting materials (approximately 3-5 hours per month). Cabinet members will be compensated for their time.

As community engagement will be central to the Cabinet's work, the Cabinet will (once COVID-related restrictions are lifted) hold at least four community-based meetings each calendar year and one meeting shall be located in unincorporated King County.

Application Process

Applications are due January 29, 2021.

By **January 29, 2021**, candidates are asked to submit a 200-300 word written statement and send to equitycabinet@kingcounty.gov, with a reference to the candidate's name in the email subject line *OR* upload a video (limited to 3 minutes) to <http://kwezzi.com/r6ay7> that explains the candidate's interest in serving on this cabinet.

In addition, candidates are asked to provide two letters from community members and/or representatives of community organizations attesting to the candidate's qualifications, connections to community, and commitment to equity, social and racial justice. Those letters must be emailed to equitycabinet@kingcounty.gov by **January 29, 2021**. Please reference the candidate's name in the email subject line.

The lived experiences, perspectives, and expertise of Black, Indigenous and people of color are fundamental to the success of this work. We strongly encourage applications from people who hold these identities and lived experience. Within these identities, youth, people identifying as LGBTQ+, and people living with disabilities are equally encouraged to apply.

A review committee comprised of community partners and County staff will review and score applications, and announce Cabinet appointments.

Please send all questions and inquiries to equitycabinet@kingcounty.gov.