



## 2019-2020 Equity and Social Justice Opportunity Fund

The Equity and Social Justice (ESJ) Opportunity Fund is a competitive process that provides resources to King County employees to develop and implement projects that work to advance racial justice and that complements [the ESJ Strategic Plan](#) and supports King County's true north of "Making King County a welcoming community where every person can thrive.". For the 2019-2020 biennium, there is a total of \$75,000 in one-time funds available, administered by the Office of Equity and Social Justice.

### Purpose

- Realize the County's value of being racially just.
- Engage, educate and provide opportunities for King County staff to participate in the important work of advancing racial justice in King County.
- Extend the opportunity and challenge of racial justice work to all county employees at all levels and locations so that all employees can be fully vested in this work.
- Develop organizational competencies and capacity to promote the county's progress in applying a pro-equity lens in decision-making, provision of county services, and community engagement.

Grants up to \$5,000 will be awarded to projects that the Funding Committee determines best meet the criteria below. Awarded projects will be required to provide a follow-up written report detailing the project and its results and may be asked to present to the ESJ Inter Branch Team (IBT) or in another venue. Supervisor and division/workgroup approval is required.

Selection criteria include:

- Provide equity and racial justice education/training to County employees and/or community, especially to those who are not regularly able to participate in ESJ-related activities;
- Build ESJ knowledge and capacity internally and/or with the community, especially relating to race and racism;
- Expand the breadth and depth of ESJ activity and engagement to promote meaningful, transformational change;
- Develop activities that support the County's [ESJ Strategic Plan](#), and apply the plan's ESJ values copied below;
- Provide cross-agency or county-wide engagement and impact. Proposals with cross-agency impacts are highly encouraged, with bonus points given for cross-agency or county-wide projects.

Examples of costs covered by the ESJ Opportunity Fund awards:

- Cross-agency or county-wide training and/or event opportunities
- Development of educational materials or products for the public or employees

- Professional services e.g., speakers, trainers, consultants, facilitators, graphic design and printing

Examples of costs the ESJ Opportunity Fund grants will **not** fund:

- The time of individual staff members
- Ongoing activities
- Activities, supplies, etc. that are currently funded through other sources
- Multiple requests in support of the same project

The Funding Committee will consider the following questions as it evaluates each proposal:

1. How well does the project support the ESJ Strategic Plan and the ESJ shared values?
2. To what extent does the project focus on leading with racial justice?
3. Does the project engage deeply with an organization, across agencies or with external partners?
4. Does the project focus upstream and where needs are greatest?

Criteria	Maximum score (55)
Builds ESJ knowledge and capacity, especially relating to race and racism	15
Extent of employee and/or community participation	15
Supports and aligns with the ESJ Strategic Plan	10
Focus of the project, upstream and where needs are greatest	10
(BONUS) Cross-agency project collaboration	5

Applications are due by November 22, 2019 and selected projects will be notified by the beginning of January 2020.

Applications can be submitted in one of the following ways:

Email: [twalker@kingcounty.gov](mailto:twalker@kingcounty.gov)

Interoffice Mail: Tynishia Walker, Mailstop: CNK-EXEC-800

In person by contacting Tynishia Walker

Questions? Please contact Tynishia Walker in the Office of Equity and Social Justice at [twalker@kingcounty.gov](mailto:twalker@kingcounty.gov) or 206.263.0534

## Our Shared Values of Equity and Social Justice

### Inclusive and Collaborative

We achieve better outcomes by engaging and including employees and communities early, continuously and meaningfully; we maximize opportunities and our collective potential by breaking down silos, partnering and convening across government and organizations.

### Diverse and People Focused

We represent the mosaic of our communities at all levels of the organization to innovate and better serve; we nurture respect and dignity by valuing every person's leadership, strengths and assets.

### Responsive and Adaptive

We are culturally and linguistically responsive to and driven by employees and community.

### Transparent and Accountable

We build trust and common understanding by being transparent and accountable in our actions, processes and measures.

### Racially Just

We dismantle systems, policies and practices that perpetuate structural racism, inequities and different forms of discrimination based on power and privilege.

### Focused Upstream and Where Needs Are Greatest

We focus upstream on root causes and sustainable solutions—where returns are greatest—and on populations and places with the greatest needs.