

Supportive Reentry RFP HSD Theory of Change

	Theory of Change Term	Definition & Action																		
Population Accountability	Population																			
	HSD Population	Adults currently or formerly incarcerated.																		
	Priority Population	BIPOC adults 18 and older who are currently or were formerly incarcerated.																		
	Desired Result	HSD Result: All people living in Seattle are free from violence.																		
		RFP Result: All people living in Seattle experience safety and well-being.																		
	Indicator(s)																			
	HSD Indicator(s)--REQUIRED	% of people experiencing poverty																		
Additional Indicator(s)--OPTIONAL																				
Racial Equity Population Accountability	Racial Disparity Indicator Data	<table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr style="background-color: #d3d3d3;"> <th colspan="2">Individuals Experiencing¹ Poverty in Seattle</th> </tr> <tr style="background-color: #d3d3d3;"> <th>Race/Ethnicity</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>American Indian/Alaska Native</td> <td style="text-align: center;">32%</td> </tr> <tr> <td>Asian</td> <td style="text-align: center;">15%</td> </tr> <tr> <td>Black/African American</td> <td style="text-align: center;">27%</td> </tr> <tr> <td>Hispanic/Latino</td> <td style="text-align: center;">13%</td> </tr> <tr> <td>Two or More Races</td> <td style="text-align: center;">13%</td> </tr> <tr> <td>Native Hawaiian/Pacific Islander</td> <td style="text-align: center;">22%²</td> </tr> <tr> <td>White</td> <td style="text-align: center;">8%</td> </tr> </tbody> </table>	Individuals Experiencing ¹ Poverty in Seattle		Race/Ethnicity	%	American Indian/Alaska Native	32%	Asian	15%	Black/African American	27%	Hispanic/Latino	13%	Two or More Races	13%	Native Hawaiian/Pacific Islander	22% ²	White	8%
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¹ U.S. Census Bureau American Community Survey, Public Use Microdata Sample, 2015-2019

² Interpret with caution; sample size is small, so estimate is imprecise.

	Focus Population	Black and African American, Indigenous, Latinx, Pacific Islander adults 18 and over
	Population-Level Racial Equity Goal(s)	% of Black and African American, Indigenous, Latinx, Pacific Islander people experiencing poverty
Program Accountability	Strategies	Provide services that will support incarcerated individuals' successful reentry into community.
	Activities if RFQ	N/A
	Performance Measure	Within the first two months of contracting, awardees will be required to develop tools to measure and report on "How many?" (quantity), "How well?" (quality), and "Is anyone better off?". This work will be done in collaboration with city staff, and organizations will be required to provide the respective data to their designated contract specialist.
	Racial Equity Performance Measures	Racial equity performance measure will be based on the performance measures developed in first two months by awarded agencies, working with HSD data team and STC division contract specialists.