

HSD Guiding Principles

In addition to the investment outcomes stated in a funding opportunity, investments will reflect the Seattle Human Services Department's (HSD) vision, mission, values, and support the department's theory of change.

OUR VISION

The vision of HSD is that all communities have resources to be self-sustaining and thriving.

OUR MISSION

HSD's mission is to connect people with resources and solutions during times of need so we can all live, learn, work, and take part in strong, healthy communities.

OUR WORKING VALUES

Racial Equity & Social Justice

- We are devoted to ensuring people who have been impacted by racial, social, economic, gender, and health disparities have equitable access to our services and resources.
- We are committed to the goal that people of color should not experience disparities and outcomes; we seek a shared understanding of our collective impact on racial and social systemic inequities.

Innovation

- We foster an environment where creativity and new approaches are valued, tested, refined, and implemented.

Collaboration

- We build authentic relationships and share the collective wisdom of our colleagues and community to inform and advance our work.

Stewardship

- We ensure that people receive meaningful and high-quality services by funding and administering programs that are accountable, cost-effective, and research based.

Results

- We are committed to results driven investment strategies that move us from ideas to action and ensure that HSD's work is making a real difference in people's lives.

Growth & Development

- We value all team members and are committed to cultivating opportunities for growth, development, and meaningful work in a supportive environment.

OUR IMPACT AREAS

Through our contracts, HSD invests in services that meet the basic needs of our community's most vulnerable residents and that help people become and remain independent. Contracted service or program areas align with the City's Race and Social Justice Ordinance (RSJ) and address six key investment

impact areas:

Preparing Youth for Success - *All youth in Seattle successfully transition to adulthood.*

1. **Supporting Affordability and Livability** - *All people living in Seattle are able to meet their basic needs.*
2. **Addressing Homelessness** - *All people living in Seattle are housed.*
3. **Promoting Public Health** - *All people living in Seattle experience optimum health conditions.*
4. **Supporting Safe Communities** - *All people living in Seattle are free from violence.*
5. **Promoting Healthy Aging** - *All older adults experience stable health and are able to age in place.*

HSD's contracts will clearly define the investment and desired results, to ensure that HSD resources:

- Respond to changing community demographics and needs, best and promising practices, and new evaluation and research.
- Implement culturally responsive services; and
- Deliver value to the community.

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