



# Seattle Parks and Recreation 2017 Race and Social Justice Initiative

City Council Civic Development, Public  
Assets & Native Communities Committee  
April 18, 2018

# 2017 RSJI Accomplishments

## Equity Area - Healthy People

Low-income people and people of color experience higher incidents of food insecurity, obesity and chronic illness, and barriers to recreational opportunities. We promote healthy habits and wellness.

- **Get Moving:** partnered with 15 organizations for 1,300 program hours, serving over 2,400 participants
- **Out of School Time Summer Sack Lunch:** 38,000+ meals (low-income, 23% in communities of color)

# 2017 RSJI Accomplishments

## Equity Area - Healthy People (continued)

- **Scholarships:** \$2.18 million in scholarships to 4,300 participants for recreation, aquatics & child care programs
- **Life Long Recreation, Food & Fitness:** 9,000 hours of programming for older adults and 22,200 meals for immigrant and refugee elders



# 2017 RSJI Accomplishments

## Equity Area - Healthy Environment

People of color, poor people, and tribal communities have been disproportionately exposed to environmental conditions that harm their health. We aim to connect Seattle residents with nature through our extensive parks, trails and facilities.

- **Environmental Education and Outdoor Learning:** 512 hours programming, 58% focused on underserved communities
- ***2017 Parks and Open Space Plan:*** using GIS, we layered income, demographic data in our gap analysis

# 2017 RSJI Accomplishments

## Equity Area - Strong Communities

People of color and marginalized communities are more vulnerable to isolation and opportunity gaps. We create inviting spaces for residents to recreate, learn and connect, thus building strong social ties.

- **My Brother's Keeper & My Sister's Keeper:** mentored 212 students of African descent at 5 community learning centers
- **Seattle Conservation Corps:** supported 79 homeless adults
- **Arts in the Park:** 447 hours; 55% of artists from communities of color

# 2017 Change Team Accomplishments

Employee Caucusing

Code of Conduct for Coaches

National Recognition by the *Government Alliance on Race and Equity Magazine*

Communication & Outreach



# Challenges and Lessons Learned

- Adding capabilities in the new Active Net recreation registration system to collect demographics
- Looking at ways to expand internal Change Team capacity
- Focusing on external community partners
- Aligning RSJI work with our organizational performance management and reporting



# Uses of the Racial Equity Toolkit

**Code of Conduct at Community Centers:** looking at unintended negative consequences

- Proposal to prohibit bathing, laundry in restrooms
- Equity assessment caused us to reject proposal

**New Strategic Plan:** setting up our next planning process with equity and inclusion from the start

- Will hire Community Ambassadors to engage diverse communities
- Will take plan to people; won't make people come to us



# WMBE Purchasing & Consulting

	2017 Goal	2017 Actual
WMBE Purchasing	18%	17% \$2.7 million
WMBE Consulting	20%	18% \$1.2 million

## “Reverse” Vendor Outreach Events

Six Outreach Events with WMBE Vendors



# Prompt Payment Performance

99% of the 670 contracts we processed in 2017 met the 30-day prompt pay goal

Average days for consultant roster payment = 14  
(City average = 22)

Average days for consultant contract payment = 11  
(City average = 22)

# Thank you!