



Race and Social Justice Initiative Presentation to Seattle City Council

Robert Nellams, Director

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Seattle Center creates exceptional events, experiences and environments that delight and inspire the human spirit to build stronger communities.



2017 RSJI Accomplishments

Equity Area: Arts & Culture

Published *Gathering Around the Table, A Festál Cookbook*, celebrating the foods of 24 cultural communities, in honor of Festál's 20th Anniversary year.

Equity Area: Health

Reached most-in-need populations at 4-day Seattle/King County Clinic to connect them to continuing health, human and social service resources.

Equity Area: Jobs/Economic Development

Expanded Seattle Youth Internship Program and provided RSJI training for participating youth (37 interns at 13 organizations across the grounds).

Equity Area: Service Equity

Presented public facing RSJI Lunch & Learns on timely topics including Seattle as a welcoming city, RSJI in the community and culture and identity.

Equity Area: Economic Justice

Implemented WMBE plans, strategies and training to help achieve goals.



Highlights

- Formalized campus-wide Race and Equity Cohort to lay the pathway for establishment of resident directors core group and letters of commitments identifying race and equity staff and resources.
- Hiring of a Youth Internship Coordinator provided resources to expand the program and experience of summer interns on the grounds, concluding in a capstone presentation on Code Switching organized by YIP participants.
- Seattle Center Festál 20th Anniversary allowed for new community partnerships and forums culminating in a Pecha Kucha, videotaped by Seattle Channel, where the next generation of Festál leaders shared their insights on identity and culture.



Challenges/Lessons Learned

- The department will need to reassess WMBE utilization levels in a post-arena era.
- We are working with the community of Seattle/King County Clinic partners on a plan to sustain the event through the two-year closure of KeyArena.
- Partnering with resident tenants has proven to be a powerful tool in leveraging department assets to further RSJI efforts and objectives.

WMBE Purchasing

2016 PURCHASING

2016 thru December	African American	Asian	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	Total	% of Total	Total MBE	MBE % of WMBE
CIP	51,377 3.8%	63,922 4.8%	20,539 1.5%	0	89,304 6.7%	225,142 16.8%	1,112,561 83.2%	1,337,704	29%	135,838 10.2%	60%
Operating	91,185 2.8%	283,507 8.7%	19,160 0.6%	32,943 1.0%	259,898 8.0%	686,693 21.2%	2,553,501 78.8%	3,240,194	71%	426,795 13.2%	62%
TOTAL	142,561 3.1%	347,429 7.6%	39,699 0.9%	32,943 0.7%	349,202 7.6%	911,835 19.9%	3,666,062 80.1%	4,577,897	100%	562,633 12.3%	62%

2017 PURCHASING

2017 thru Dec	African American	Asian	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	Total	% of Total	Total MBE	MBE % of WMBE
CIP	203,715 9.0%	322,502 14.2%	36,881 1.6%	0 0.0%	19,318 0.8%	582,416 25.6%	1,693,012 74.4%	2,275,428	40%	563,099 24.7%	97%
Operating	53,012 1.5%	219,475 6.3%	6,514 0.2%	42,488 1.2%	407,723 11.7%	729,213 21.0%	2,745,069 79.0%	3,474,283	60%	321,490 9.3%	44%
TOTAL	256,727 4.5%	541,977 9.4%	43,395 0.8%	42,488 0.7%	427,041 7.4%	1,311,630 22.8%	4,438,081 77.2%	5,749,711	100%	884,589 15.4%	67%

WMBE Consultants

2016 CONSULTANTS											
2016 thru December	African American	Asian	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	Total	% of Total	Total MBE	MBE % of WMBE
CIP	0	75,935 7.3%	0	0	87,015 8.3%	162,950 15.6%	881,568 84.4%	1,044,519	90%	75,935 7.3%	47%
Operating	0	0	0	0	55,592 51%	55,592 50.6%	54,258 49.4%	109,850	10%	0 0.0%	0%
TOTAL	0	75,935 6.6%	0	0	142,607 12.4%	218,542 18.9%	935,826 81.1%	1,154,368	100%	75,935 6.6%	35%

2017 CONSULTANTS											
2017 thru Dec	African American	Asian	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	Total	% of Total	Total MBE	MBE % of WMBE
CIP	0 0.0%	26,669 6.0%	0 0.0%	0 0.0%	114,436 25.9%	141,105 32.0%	300,439 68.0%	441,544	76%	26,669 6.0%	19%
Operating	0 0.0%	0 0.0%	0 0.0%	0 0.0%	52,530 36.9%	52,530 36.9%	89,643 63.1%	142,173	24%	0 0.0%	0%
TOTAL	0 0.0%	26,669 4.6%	0 0.0%	0 0.0%	166,966 28.6%	193,635 33.2%	390,082 66.8%	583,717	100%	26,669 4.6%	14%



Prompt Payment Performance

- Average days for consultant roster payment = 25 (City average = 22)
- Average days for consultant contract payment = 22 (City average = 22)
- Percentage of late payments (over 30 days) = 24%
- We continue to look for ways to improve the efficiency of our payment process.



2017 Use of Racial Equity Toolkit

1) **Responsive Website Design**

Employed RSJI lens in early website redesign work to ensure improved accessibility for non-English language and ADA communities.

2) **Monorail Fare Increase**

Toolkit used to determine meaningful access to public outreach materials related to a proposed Monorail fare increase.

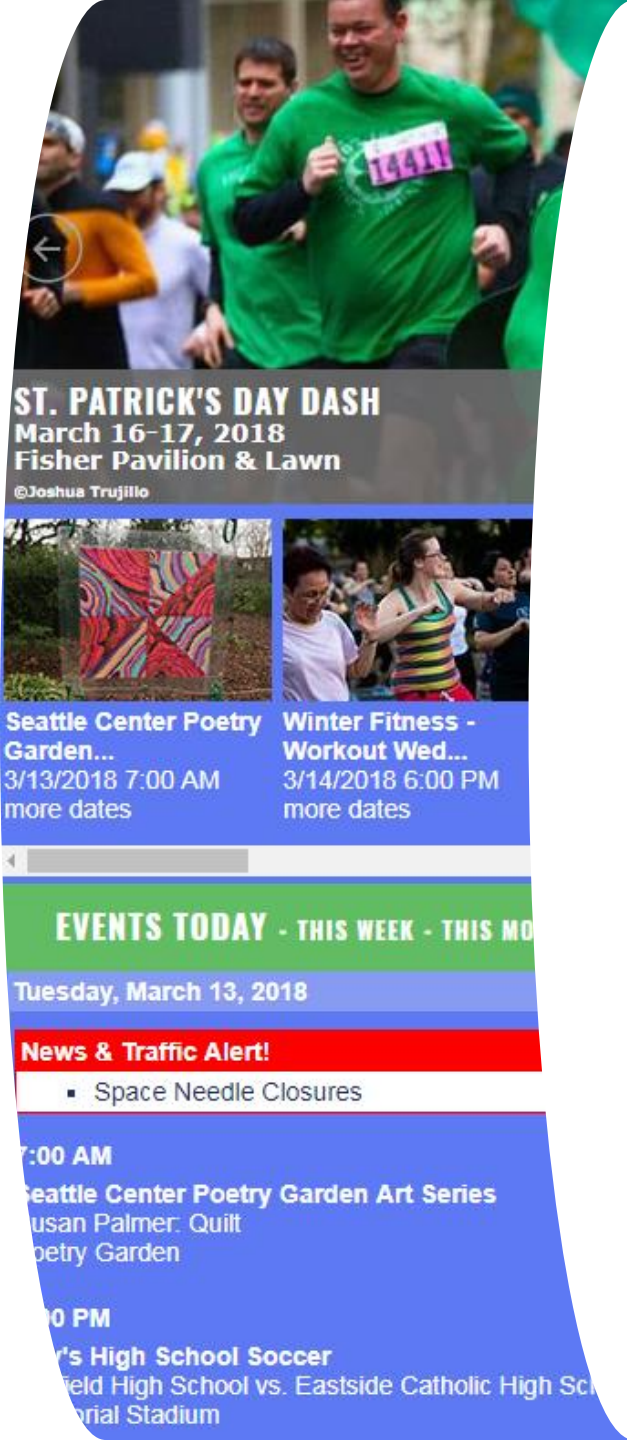
Racial Equity Toolkit Focus

Responsive Website Design

The goal was to increase service levels for underserved website users via responsive design principles and translation services.

Demographic data, website usage analysis and an online survey confirmed device usage, indicated various ethnic language groups use English as a 2nd language and suggested translation as an improvement.

Continued website redesign has taken the findings into consideration to meet RSJI objectives.





2017 Title VI Toolkit Focus

Monorail Fare Increase

The department worked with SOCR to combine the Race and Equity and Title VI Toolkits to ensure people with lower incomes and those with limited English proficiency potentially affected by fare increases would be able to access public outreach materials and participate in a planned public meeting.

As a result of SOCR's Four Factor Analysis, materials were translated into Spanish and other language groups determined to make use of Monorail service were provided access to translated materials.

Public meeting participation led to a postponement of proposed fare increases.



Questions / Comments?



Photo by Auston James