

Seattle Parks and Recreation

2018 Race and Social Justice Initiative (RSJI) Report

Civic Development, Public Assets and Native Communities Committee

June 19, 2019

Seattle Parks and Recreation



City of Seattle

Seattle Parks and Recreation: About Us

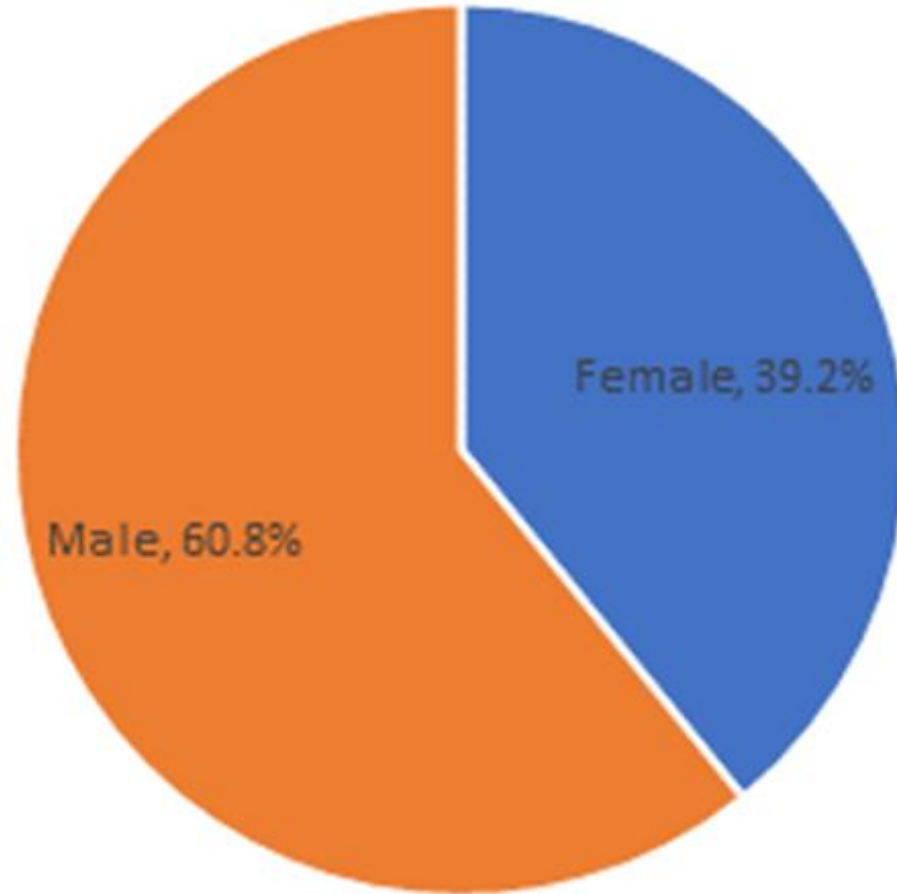
Our mission is to provide welcoming and safe opportunities to play, learn, contemplate and build community, and promote responsible stewardship of the land.

We promote:



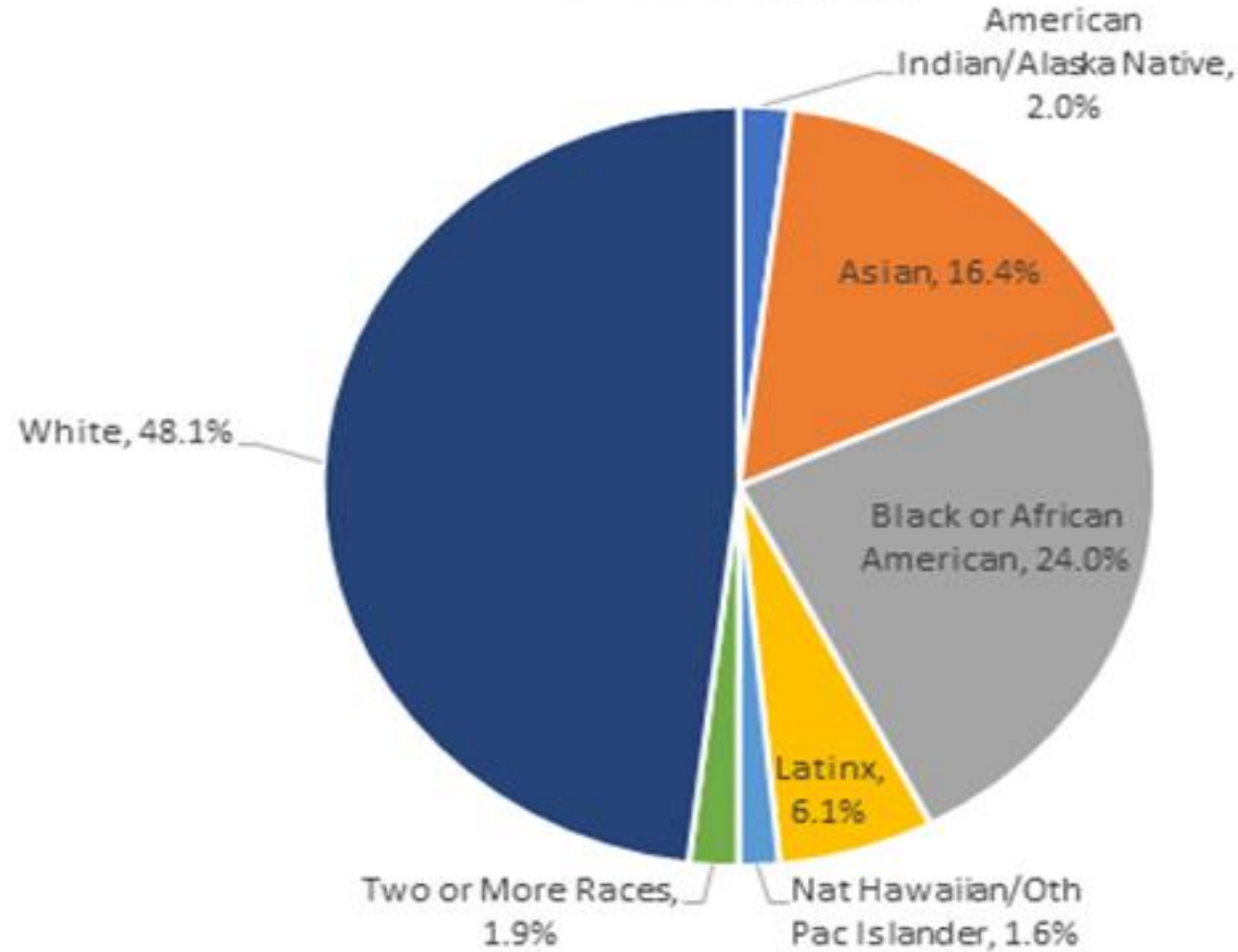
- 6,414 acres or 12% of Seattle
- 485 parks and natural areas
- 120 miles of trails
- 26 community centers
- 8 indoor pools
- 4 golf courses
- 2 small craft centers and more

SPR Workforce Profile by Gender

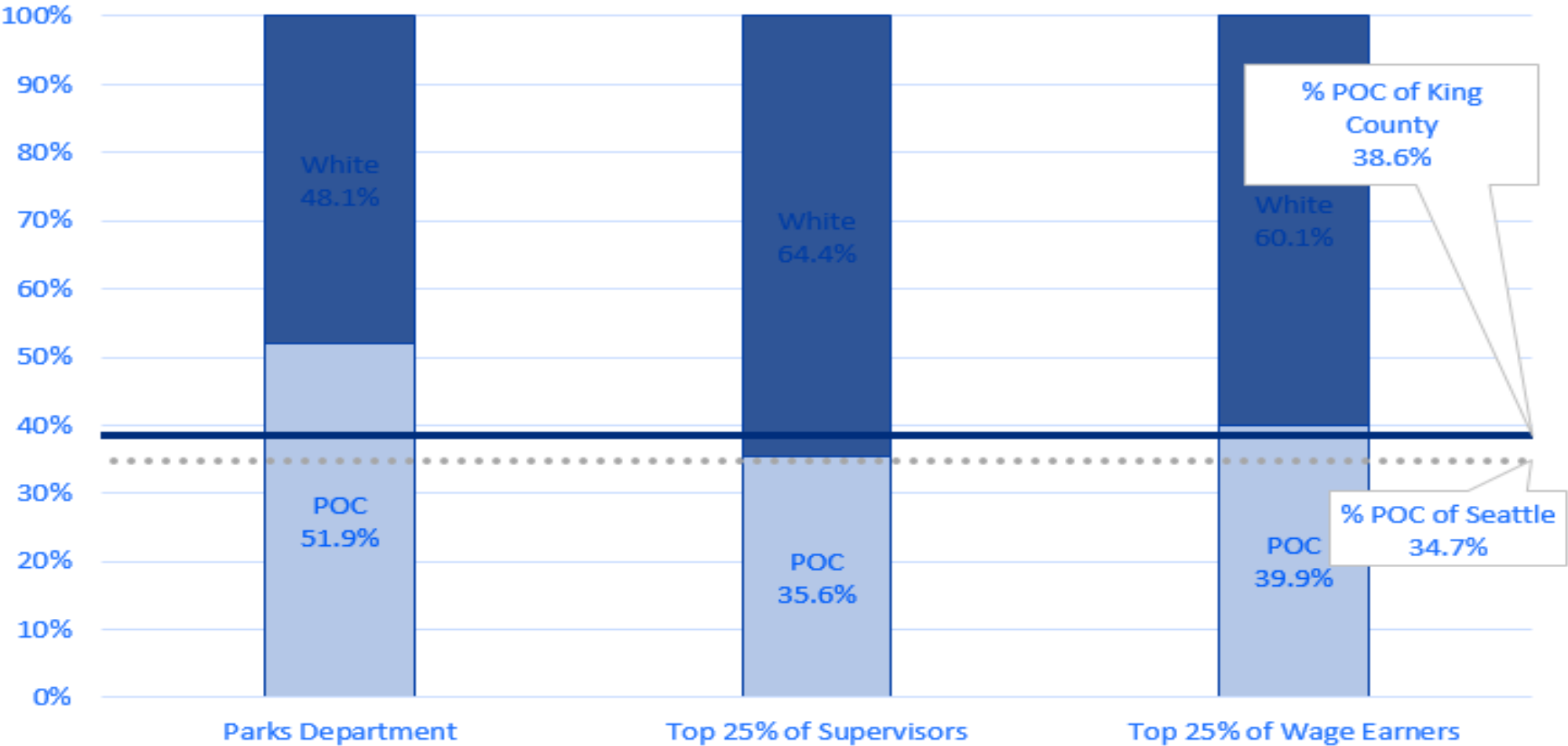


SPR Workforce Profile by Race

(n=1519 employees)



SPR Workforce Profile



2018 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.

- "Rec in the Streets" program
- "Destination Summer Camp" pilot at Garfield Community Center



2018 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.

- Low-income Youth Employment and Trails program
- Urban food systems program



2018 RSJI Accomplishments

Equity Area - Strong Communities

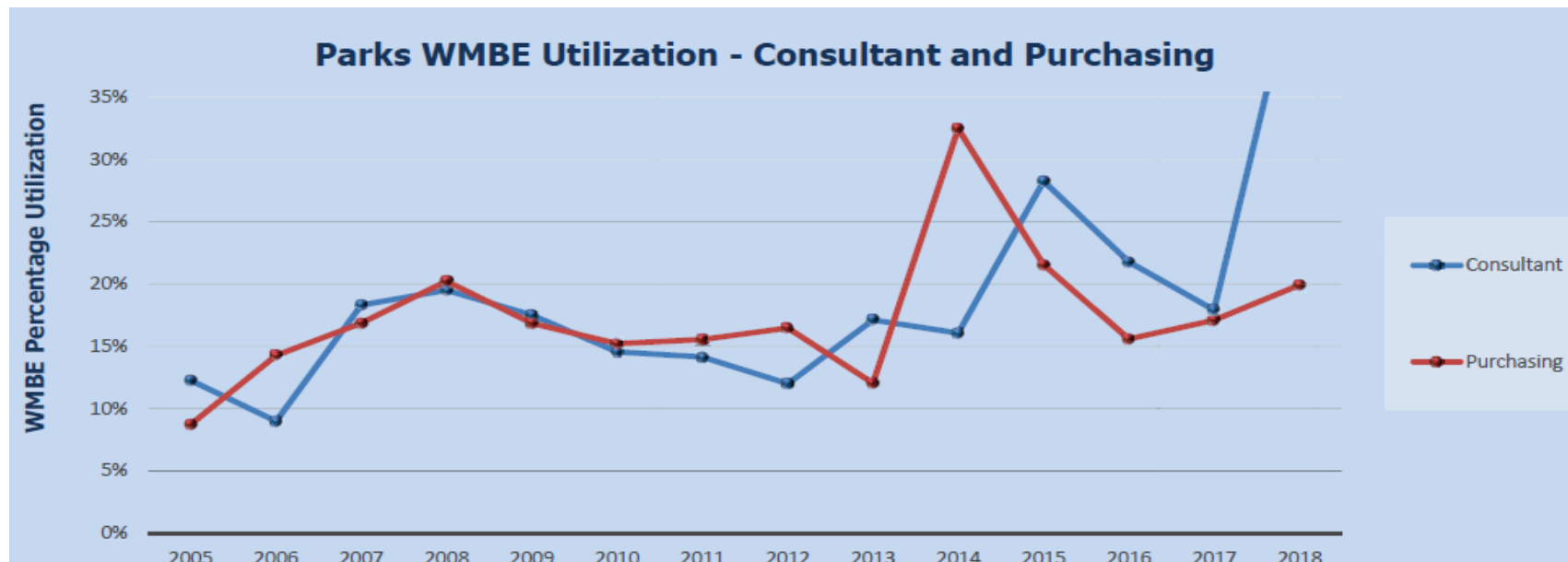
People of color and marginalized communities are more vulnerable to isolation and opportunity gaps. We create inviting spaces for residents to recreate, learn and connect, thus building strong social ties.

- Seattle Conservation Corps
- Recreation Opportunities for All



WMBE Purchasing and Consulting

| | 2017 Goal | 2017 Actual | 2018 Goal | 2018 Actual |
|------------|-----------|----------------------|-----------|----------------------|
| Purchasing | 18% | 17% or \$2.7 million | 21% | 20% or \$2.8 million |
| Consulting | 20% | 18% or \$1.2 million | 21% | 48% or \$2.5 million |



Internal Capacity Building at SPR

- ✓ Foundation of Change Staff Training
- ✓ RSJI Equity Strategic Advisor hired
- ✓ Racial Equity Toolkit Applications



Internal Capacity Building at SPR

Foundation of Change Staff Training

- The biggest RSJI event ever at SPR
- 84% of our regular employees attended
- 74% completed one of the three implicit bias workshops



Internal Capacity Building at SPR

Equity and Engagement Strategic Advisor hired.

- Serve as department's resource and technical advisor for advancement of RSJI
- Provide strategic direction
- Provide employee engagement and training strategies
- Provide community engagement strategies



Internal Capacity Building at SPR

Racial Equity Toolkit Application on Strategic Plan Process

- Conducted 3 surveys in multiple languages
- Used Race and Social Equity data and city map to help inform planning
- Used "Community Engagement Ambassadors" for interpretation and engagement at existing community meetings
- Conducted Race and Social Justice training for Park Board and Park District Oversight Committee members.



Internal Capacity Building at SPR

Demographic data in new registration system ActiveNet

- 29,363 or 73% of new account holders provided demographic data
- Of the 29,363 new account holders:
 - White: 61%
 - POC: 39% (which is on par with Seattle's POC population of 35%)

The screenshot shows the Seattle Parks & Recreation ActiveNet registration system interface. At the top, there is a navigation bar with links for Home, Activities, Drop-In Calendars, and My Cart. The main heading is "Activity Search". Below this, there is a search bar with the text "Aquatics" and a "Search" button. To the right of the search bar, there are options for "View As:" (List, Map) and "Sort By:" (Name). Below the search bar, there is a "Filter By:" section with various filters: Location (All), Meeting Dates (In progress/future), Days of the Week (Sun, Mon, Tue, Wed, Thu, Fri, Sat), Starting Date (From, To), Starting Time (From, To), Season (All), Activity Category (All), and Age Range (0 - 100 yrs). To the right of the filters, there is a table displaying search results. The table has columns for Name, Number, Date(s), Day(s), Time, Location, Open, and Fee and Action. The results show three activities: "Drop In: Late Night Teen Aquatics", "Field Trip: Kayak and Stand Up Paddleboarding", and "Field Trip: Kayak and Stand Up Paddleboarding". Each activity has a "Quick View" link and an "Add to Cart" button. At the bottom of the page, there is a pagination bar showing "Page 1 of 1" and a "results per page" dropdown set to 20.

| Name | Number | Date(s) | Day(s) | Time | Location | Open | Fee and Action |
|---|--------|--------------------------------|----------|--------------|-------------------------------|------|------------------------|
| Drop In: Late Night Teen Aquatics | 20972 | April 5, 2019 to June 22, 2019 | Fri, Sat | 8pm - 9:30pm | Rainier Beach Pool & Cmty Ctr | 125 | No Online Registration |
| Field Trip: Kayak and Stand Up Paddleboarding | 21379 | July 19, 2019 to July 19, 2019 | Fri | 12pm - 4pm | Rainier Cmty Ctr | 7 | \$14.00 Add to Cart |
| Field Trip: Kayak and Stand Up Paddleboarding | 21162 | July 12, 2019 to July 12, 2019 | Fri | 12pm - 4pm | Rainier Cmty Ctr | 8 | \$14.00 Add to Cart |

Change Team Accomplishments & Challenges

2018 Accomplishments

Expanding the role of SPR Change Team :

- Helping facilitate Foundations of Change
- Providing advice for Strategic Plan Racial Equity Toolkit
- Developing training on environmental justice
- Helping develop hiring criteria for RSJI Equity Strategic Advisor

Helping normalize conversations about race:

- Partnering with Executive Team to address barriers, fears, concerns related to RSJ conversations
- Including frontline staff in executive level trainings and workshops



Change Team Accomplishments & Challenges

Challenges

- Moving SPR forward on the RSJI continuum
- Increasing staff capacity and/or access
- Accountability for staff RSJ commitments
- Streamlining information dissemination



What is in store for 2019?

- Strategic Plan development
- Community outreach and engagement
- Pathway to equity
- Foundation of Change training 2.0



Thank you!

