

Seattle Parks and Recreation 2022-2023 Race and Social Justice Initiative Report

City Council Public Assets and Homelessness Committee

December 6, 2023 Seattle Parks and Recreation



City of Seattle

Seattle Parks & Recreation's RSJI Commitment



Race and Social Justice Initiative (RSJI)

City of Seattle's long-term commitment to end institutional and structural racism and achieve racial equity in Seattle

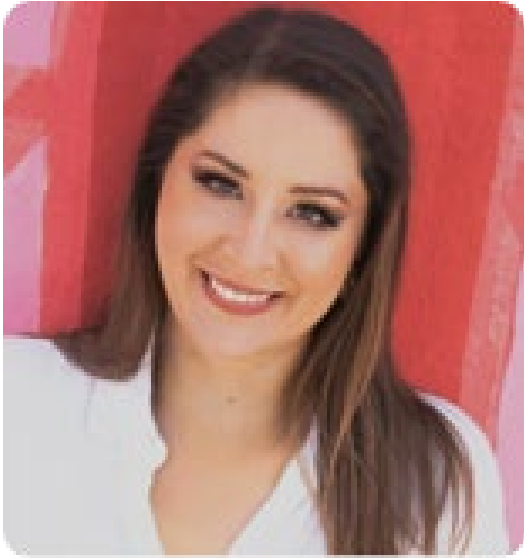
SPR Equity & Inclusion Vision Statement

Seattle Parks & Recreation commits to advancing equity and social justice in our department and in every neighborhood by growing a dynamic and diverse workforce, developing strong investments, growth opportunities and beneficial partner strategies as we acknowledge and pledge to close disparities created by historical practices which often hindered workforce development, environmental justice, access to quality open spaces, programs and facilities. #OneSeattle

Systems Equity

- Equity Analysis Tools: worksheet rubric
- Equitable performance measurement and budgeting process
- Field Equity Study
- Fee waivers for BIPOC users
- Equity & recruitment plan
- Language Access Plan - Translation in hiring process, vital documents & public-facing announcements and applications





Foundations of Change

Six-Part Speaker Series

- A Wholistic and Radical Understanding of Trauma
- Trauma: A Somatic Lens
- Inheritance: I am a Traumatized Being in Relationship with Other Traumatized Beings
- Sustained Healing: I am More than my Trauma
- Cultivating a Life-Affirming and Sustainable Practice: Joy is my Birthright
- Celebration and Play: Celebrating our Resilience



Foundations of Change
with Diana Mena, MSW, LICSW, EMMHS

A Race & Social Justice (RSJ) workshop series
about trauma, healing, joy and resiliency.

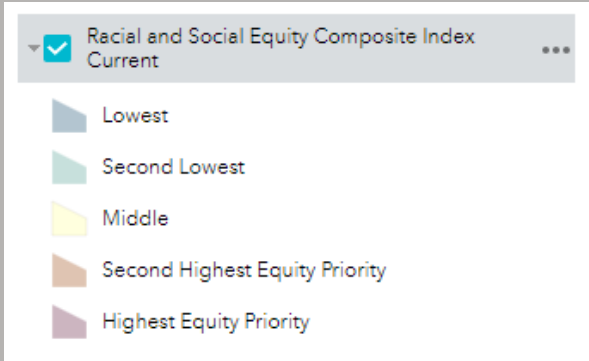
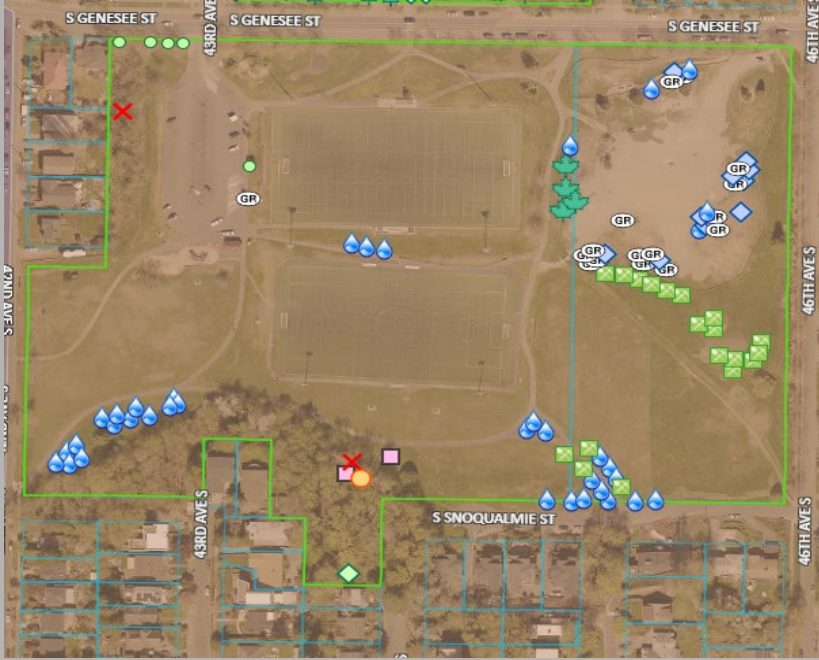
Brought to you by the SPR RSJI Change Team & SPR Care Team



SPR RSJI Change Team Accomplishments

- Selected new Co-Leads and Executive Sponsors
- Selected 8 new Change Team members
- Participated in Pride Parade
- Hosted 3-day Undoing Institutional Racism Training by the People's Institute of Survival and Beyond





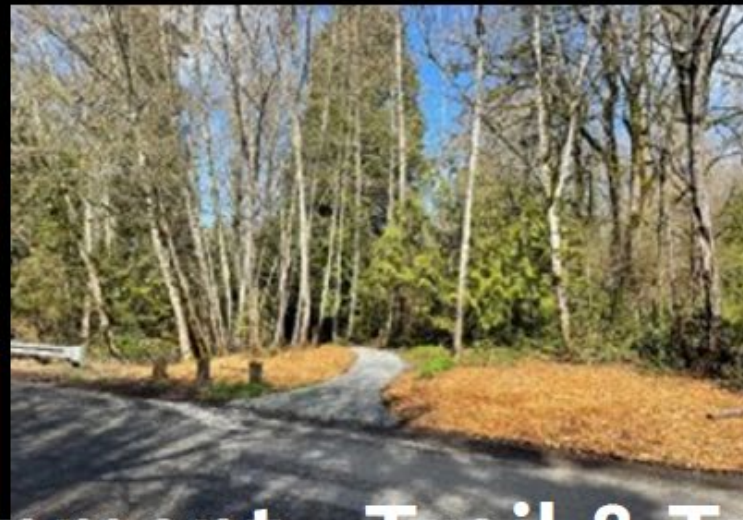
Parks & Environment: Fostering Programs Toward Equity

- Equitable Tree Canopy
- Amy Yee Tennis Center Community Farm

Longfellow Creek @ Brandon St



Roxhill Ballfield



Parks & Environment - Trail & Trailhead Improvements



Pigeon Point @ Pathfinder School





Initiative to Elevate

Equity Workshops



**Park
Community
Fund**

Seattle Parks & Recreation



Recreation Programming Spotlight - SWIM SEATTLE



- 350 free lessons since Spring 2023
- 1,472 scholarships used
- Early access registration

Racial Equity Toolkits "RET" in RECreation!



JANUARY 2023

MARKETING IN RECREATION

A RACIAL EQUITY ANALYSIS

PREPARED BY
Michelle Wong

Seattle Parks & Recreation
SPRING 2023 PROGRAMS

SEATTLE CITYWIDE RECREATION PROGRAMS

COMMUNITY CENTERS:

NORTHEAST
LAKE CITY
LAURELHURST
MAGNUSON
MEADOWBROOK
MILLER
MONTLAKE
RAVENNA-ECKSTEIN

NORTHWEST
BALLARD
BITTER LAKE
GREEN LAKE
LOYAL HEIGHTS
MAGNOLIA
NORTHGATE
QUEEN ANNE

SOUTHEAST
GARFIELD
INT'L DISTRICT/CHINATOWN
JEFFERSON
RAINIER BEACH
VAN ASSELT

SOUTHWEST
DELRIDGE
HIAWATHA
HIGH POINT
SOUTH PARK
YESLER

ENVIRONMENTAL EDUCATION
VIRTUAL PROGRAMS

REGISTER MARCH 7

REGISTER ONLINE:
https://bit.ly/spr_activity_reg



July
1.7

Questions