



Seattle Center Race and Social Justice

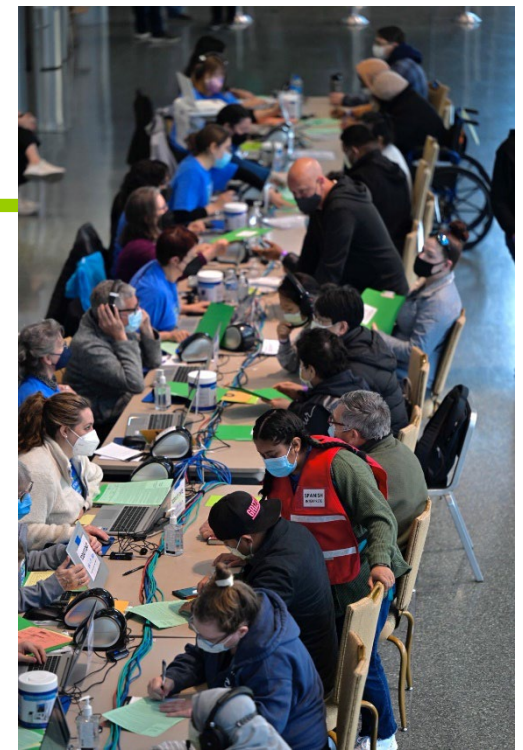
2022-23 Accomplishments and Looking Ahead

Agenda

1. Seattle Center and Racial Equity Today
2. Programs:
 - Seattle King County Clinic
 - Bumbershoot Festival
 - Serving Underrepresented Communities
 - Seattle Center Festál
3. Hiring & Workforce Development
4. Campus Improvements
5. Departmentwide Services and Partnerships
6. Looking Ahead: Centering Racial Equity

Programs: Seattle Center King County Clinic

- April 27 - 30, 2023
- First full clinic (dental, medical, vision) in 3 years
- 3,050+ patients over 4 days
 - 45 languages spoken
 - 200 unique zip codes (approx.)
- \$2.5M direct services (approx.)
- 80+ partner organizations
- 4,200+ volunteers over 7 days
- 5 Seattle Center facilities



Programs: Bumbershoot Festival

- A revitalized Bumbershoot returned in time to celebrate its the 50th anniversary
 - Inclusive attendance and community engagement
 - Creation of Workforce Development Program
 - Economic success for local businesses
- To foster an inclusive, energized, and sustainable Pacific Northwest arts economy through youth education, festival, artistic spectacle, and community driven programming.

BUMBERSHOOT



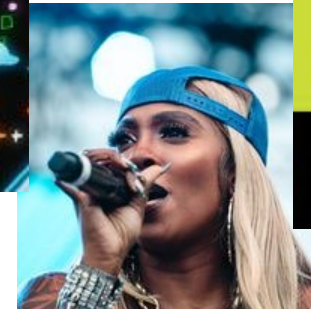
Programs: Serving Underrepresented Communities

- Naturalization Ceremony



- Developing new strategies that increase access to opportunities

- Blastfest
- Daybreak Star Radio
- Artists At The Center



Programs: Seattle Center Festál

Unique series of 24 free cultural festivals produced in partnership with communities.

- Increasing belonging and building a people-centered, relational culture
- Increasing resources to address equity-related services gaps for community partners experiencing the greatest disparities accessing systemic resources
- Developing anti-racist policies and actions that improve fairness and increase opportunity/inclusion at a time of diminished budgets



FESTÁL 25
YEARS

Hiring and Workforce Development

- Improving inclusive, diverse recruitment outreach
- Emphasizing City's Talent, Experience, and Alignment (TEA) model
- Training hiring managers and decision makers to improve equitable hiring
- Supporting employee development and upward mobility



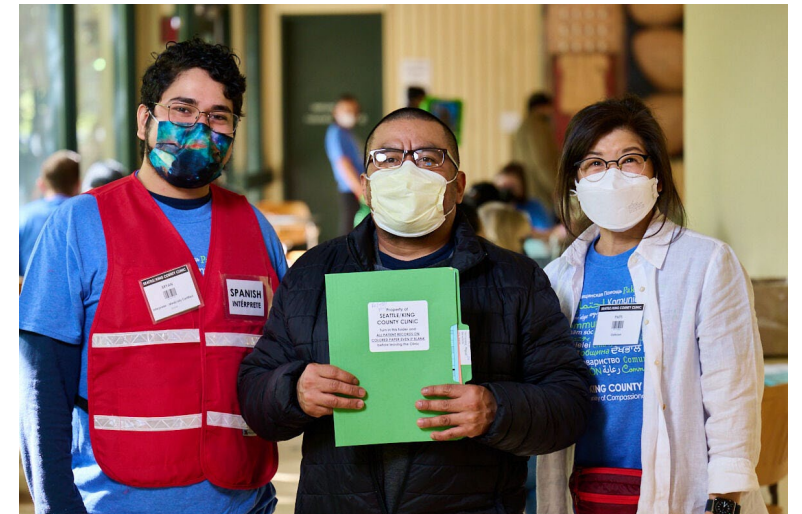
Campus Improvements

- Upgrading ADA access, and focusing on Universal design
- Major ADA upgrade to Monorail platforms
- Partnering with resident organizations and City's Title II Manager to identify physical barriers, set priorities, and track progress



Departmentwide Services & Partnerships

- Providing shelter services during extreme weather in the Fisher Pavilion, Exhibition Hall, and Armory
- Providing language assistance to immigrants, foreign visitors, residents with limited English skills, and people who are hard of hearing
- Incorporating Seattle Center RSJ Team recommendations into department's 2024-2025 budget proposals
- Meeting Seattle Center's goal of 95% prompt payment to WMBE vendors
- Collaborating with campus Racial Equity Partners



Looking Ahead: Centering Racial Equity

- Building up Seattle Center's Race and Social Justice change team, deepening partnership around budgeting process, developing opportunities to drive impact
- Racial equity will guide Seattle Center's new Seattle Center Strategic Plan (2025-2035)
- Partnering with Seattle Public School and One Roof Partnership for a robust and inclusive new Memorial Stadium

