

Seattle Parks and Recreation

2021 Race and Social Justice Initiative (RSJI) Report

City Council Public Assets and Homelessness Committee

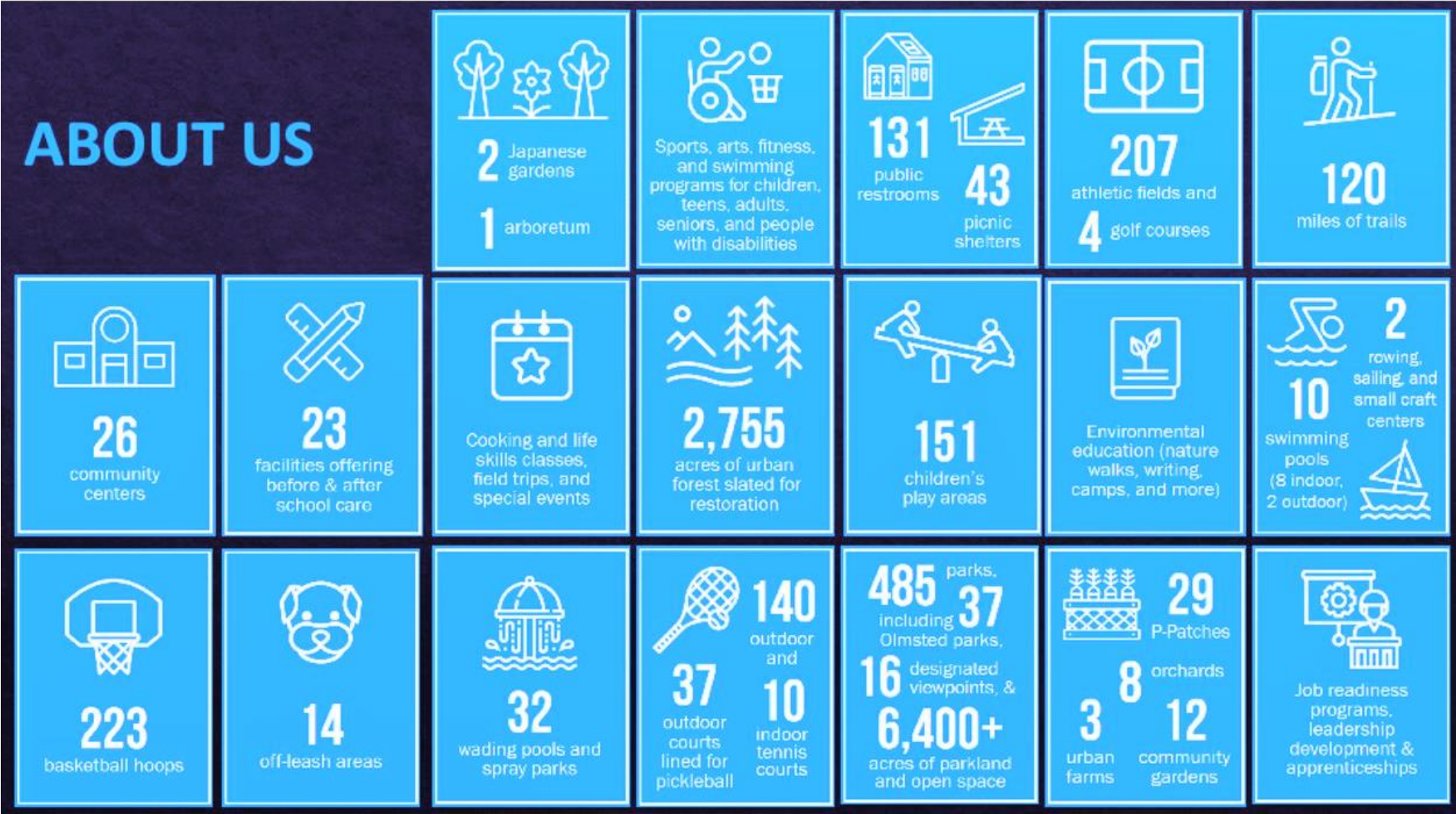
May 4, 2022

Seattle Parks and Recreation



City of Seattle

About Seattle Parks & Recreation



SPR's RSJI Commitment

RACE & SOCIAL JUSTICE INITIATIVE



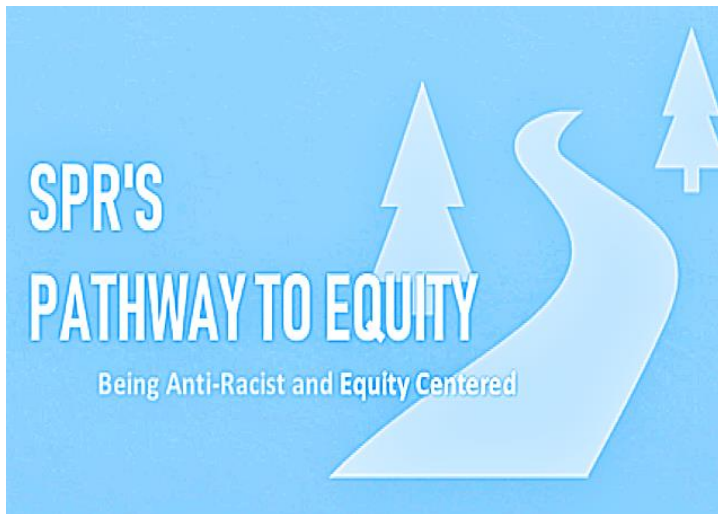
Race and Social Justice Initiative (RSJI)

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

Pathway To Equity

SPR's commitment to the advancement of the RSJI using the following principles:

- Organizing and Advocacy
- Building Relationships and Infrastructure
- Creating Accessible Tools and Resources
- Training and Capacity Building
- Applied Learning and Accountability
- Embedded Practice
- Continuous development and measurement on the Anti-Racist Organization Continuum



HEALTHY PEOPLE



7,620

hours of Rec in the Street program, serving 1,050 participants via "traveling community centers"



11,730

meals for children in summer outdoor programs



461

lifeguarded days at 8 beaches, 145,000+ attendance, 27 First Aid, 48 rescues



12,870

users at hygiene & shower programs at 5 community centers



939

enrolled in 50 Specialized Programs; 2,800 participants during 1,558 Lifelong Recreation program hours



HEALTHY ENVIRONMENT



59

acres of Seattle's urban forest enrolled in restoration



97%

of Seattle residents live within a 10-minute walk to a park or publicly owned green space



110,092

facility maintenance hours completed



41

capital projects substantially completed and 13 project assessment studies finished



53,600

native plants, including 10,600+ trees planted



STRONG COMMUNITIES



32

formerly homeless adults secured employment after completing the Seattle Conservation Corps program



226,800

scheduled hours for athletic fields and 10 fields for free drop-in play



51,500

volunteer hours by 22,700+ volunteers



3,399

event permits, 16,546 bookings



2,020

people received a total of \$2.39 million in scholarships to access recreational, aquatics, & wellness programs

Expanding Access to Equity-Seeking & Vulnerable Communities

- Rec N the Streets
- Meals for Children
- Hygiene and Shower Program
- Specialized Programs and Lifelong Recreation
- Seattle Conservation Corps
- Athletic Field Drop-In Play
- Scholarship Access



Program Equity: Fall Fitness Programs Consolidated Budgeting Pilot

- **Accomplishments:** In Fall of 2021 we piloted a new model for fall programming that centers equity in budgeting.
- **Obstacles / Challenges:** This required significant outreach and training to our programming staff to get buy-in for new approach.



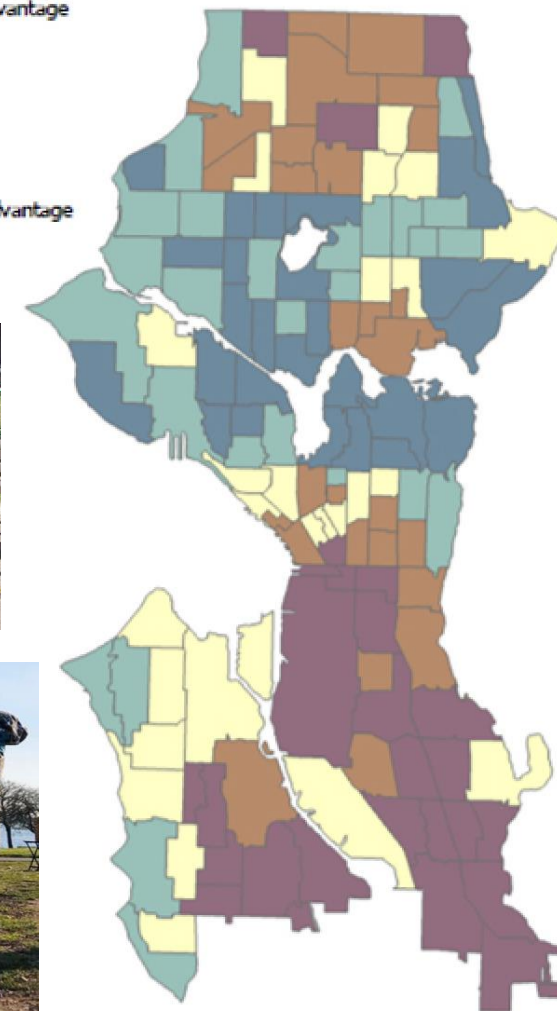
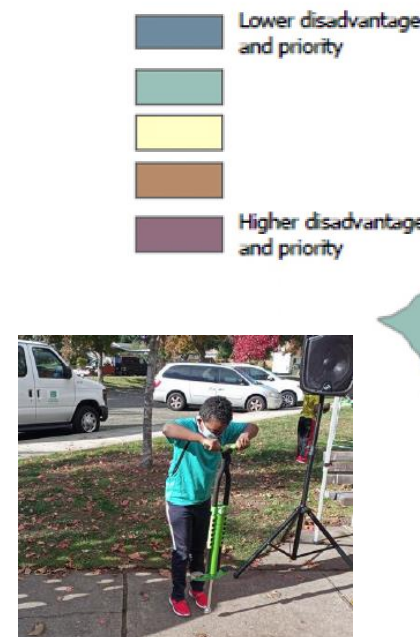


Program Equity: Rec N the Streets



Accomplishment: Mobile recreation units provided access to outdoor activities and experiences to communities furthest from racial, educational, economic, health and social equity.

Challenges: Instability of staffing, funding, and mobility.



Service Equity-Mapping & Maintaining Trailheads

Map and ID Trailheads

- ArcGIS mapping of trails
- COS Racial and Social Equity Index Map
- Connect to schools, bus lines, amenities, etc.
- Create safe access and support ecosystem

Challenges - Obstacles & Barriers

- Lack of current data
- Staff shortages and need for volunteers
- Competing citizen maintenance requests



Service Equity- SPR Tree Planting Program



SPR Tree Planting Program

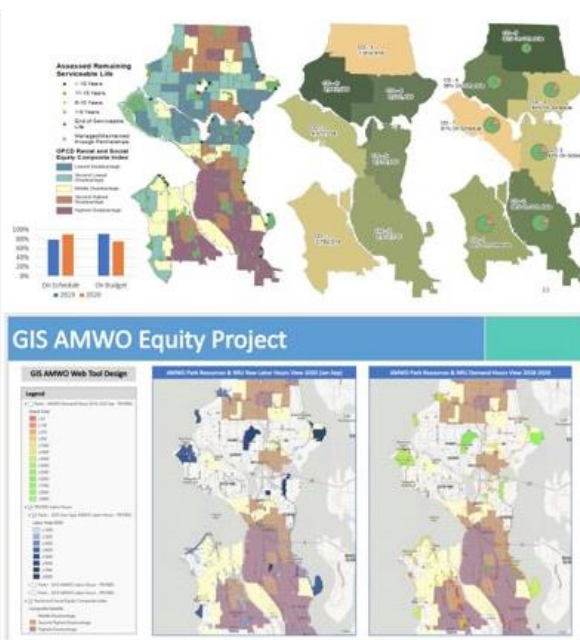
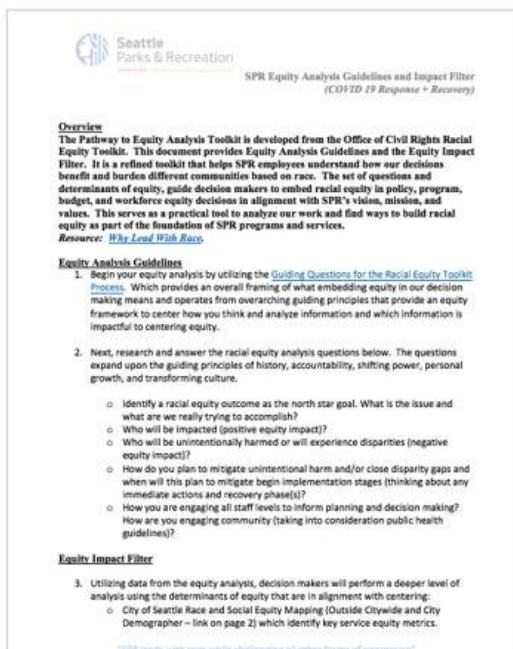
- Goal: Annual Net Zero Tree Loss
- Target/Benefits: Focus planting in underserved communities based on maps, community partnerships, and apprenticeships.

Challenges – Obstacles and Barriers

- Funding for consultant, trees, and watering
- Securing additional sponsorships
- Staffing limitations – dependence on volunteers/community partnerships for watering



Systems Equity



Equity Analysis Tool Development and Refinement

- Equity Impact Filter
- Strategic Action Plan
- Budget Analysis Tool
- GIS/AMWO Equity Mapping
- Capital Project Equity Prioritization and Stagegate

2022 Planned Racial Equity Toolkits:

- SPR Line of Business Equity Toolkits



Change Team Measuring Equitable Accomplishments

Data Informed Strategic Workplan:

- Action Title (What?)
- Description (How?)
- Quantitative data (How many?)
- Qualitative data (How well?)
- Internal and External Leadership (Who?)
- **Evaluation (Is anyone better off?)**

SPR RSJI Change Team Accomplishments



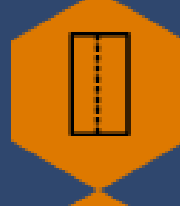
61 External RSJ
Education Attendees



13 Affinity Groups & Equity
Committees Identified



79 Trained in
Racial Identity
Caucus



341 Engaged
in CT Road
Shows



21 CT Requests for
RSJ Analysis &
Review



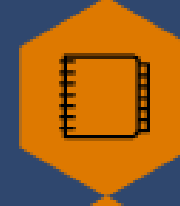
\$150K Budget for CT
in 2022



66 CT Facilitation Hrs



10 SPR Committee
Representation &
Contributions



261 SPR RSJ Internal
Network & Contacts



Reconstruction of CT
SharePoint

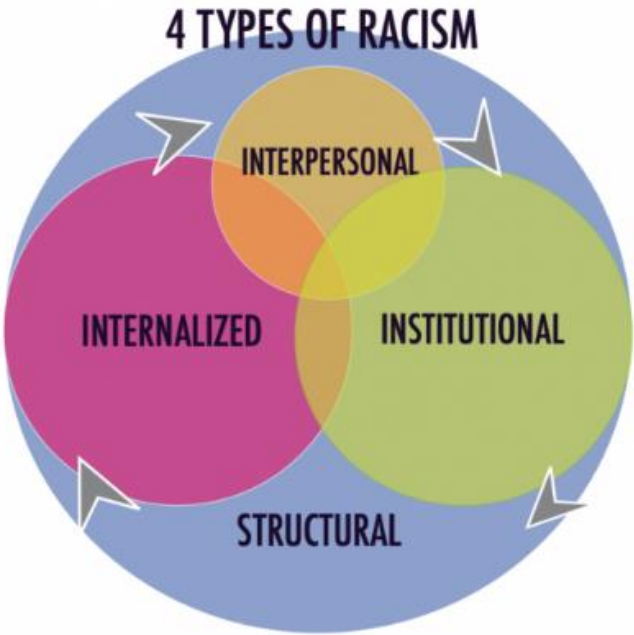


Created RSJ "Lived
Experience" Glossary

2021 SPR RSJI Change Team Annual Report 9



SPR RSJI Change Team Challenges



CHALLENGES	Change Team <i>Interpersonal</i>	SPR <i>Institutional</i>	City <i>Structural</i>
Workplace Culture	✓	✓	✓
Change Team Recruitment & Capacity	✓	✓	✓
System of Accountability	✓	✓	✓
Alignment of RSJ Roles & Work	✓	✓	
Advocating for Safety & Health	✓	✓	

Pathway to Equity & Foundations of Change

2021



Overall Program

Category	Score	Equivalent
Relevance / Usefulness	4.21	Good
Length	3.6	Fair
Materials	4.38	Good
Expectations Met	3.89	Fair
Met My Needs	4.38	Good
Style (flow, clarity, etc.)	4.28	Good
Use of Time	4.4	Good
Knowledge	4.35	Good
* Score based on 1 -6 rating		

SPR Anti-Racist Continuum



Weekly Lessons

Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
1%	1%	15%	45%	37%



Spirit of RSJI

All Staff Meetings

- Departmental
- Divisional

SPR Care Team, Wellness Resources

Support of Affinity and Equity Teams

Looking Forward

- SPR Line of Business Equity Toolkits



Addendum: Additional Equity Centered Processes

Recreation Division

- **Recreation Attendant and Cashier Job Re-Classification:** The [Recreation Attendant](#) and Cashier job titles are paid some of the lowest wages in City government – with current starting salaries just \$1.15 more than a high school intern. The work of these positions has significantly changed over the last 10-20 years, making the work much more complex and requiring a higher skill set than when the job was originally created in 1991. In addition, this position is disproportionately held by women of color, making the low pay an equity issue. In December of 2021 we submitted a Director-led Position Description Questionnaire (PDQ) to have this position re-classified. We are hoping to hear a response from Seattle Department of Human Resources very soon as to their determination of this PDQ.
- **AWA Guidelines for Recreation Supervisors:** The Recreation Strategic Advisor on the Director's team along with members of the SPR Change Team from Recreation Division, used the *SPR Equity Impact Filter* to create some additional equity guidelines for which Recreation Supervisor would review and approve Alternative Work Arrangement (AWA) requests from their staff.



Addendum: Additional Equity Centered Processes

Recreation Division (Continued)

- **Re-opening Beaches during Covid-19:** When confronted with capacity challenges during the pandemic used an equity framework to determine which sites to prioritize re-opening, focusing on historical usage, proximity to bus routes, underwater topography/safety, amenities, etc.
- **Improving Accessibility in SPR Communications:** In 2021, a workgroup was established between Recreation Division and the SPR Communications Team to enhance accessibility of our marketing materials for screen readers. We accomplished the goal of 100% of SPR blog posts, e-newsletters, and social media posts on SPR Facebook & Twitter are accessible for screen readers as well as all new images and graphics added to SPR website are accessible for screen readers. We are continuing to deepen our accessibility work in 2022.

