

2018 RSJI Accomplishments

Equity Area: Arts & Culture

Incorporated Indigenous Land Acknowledgment into public speaking opportunities at Seattle Center i.e. Seattle Center Festál ceremonies.

Equity Area: Health

Collaborated with over 110 community partners to provide four days of medical, dental and vision services free of charge to people in need and connect them to continuing health/social service resources at Seattle/King County Clinic.

Equity Area: Jobs/Economic Development

Carried out a KeyArena Worker Retention Initiative resulting in job placement for all full/part-time staff.

Equity Area: Service Equity

Produced four podcasts under auspices of Seattle Center Festál focusing on race, identity and culture: podcasts.apple.com/us/podcast/yes-and/id1452394627

Equity Area: Economic Justice

Worked with City partners and leverage negotiations to ensure jobs for qualified workers at the New Arena at Seattle Center.



Highlights

- Negotiations re: Seattle Center Arena Development, Lease and Integration Agreements effectively employed RSJI filters to retain jobs and foster broader inclusion and public benefit in the New Arena.
- Collaboration with Seattle City Council and others resulted in a transfer of land owned by Seattle Center to Office of Housing, now slated for development into affordable housing.
- The Center's "Attract & Access" campaign, in development during 2018, promotes and supports community services provided by Seattle Center resident organizations during Arena construction.
- RSJI within department has maintained its momentum through RSJI Team leadership changes, more diverse department representation based on work groups and publication of 5-year progress report.



Challenges/Lessons Learned

- ADA-required compliance is much larger and more complex than anticipated.
- We are working with the community of Seattle/King County Clinic partners on a plan to offer the event on the grounds in February, 2020, during Arena construction.
- A more interactive and employee-focused RSJI Lunch & Learn series in 2018 resulted in greater and deeper levels of staff participation.



WMBE Purchasing

**NO TWO
VISITS
ARE ALIKE.**

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 26%	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%	2,745,069 79.0%	3,474,283	60%	321,490 9.3%	44%
TOTAL	256,727 5%	541,977 9%	43,395 1%	42,488 0.7%	427,041 7%	1,311,630 29%	4,438,081 77%	5,749,711	100%	884,589 15.4%	67%

2018 PURCHASING											
2018 thru Dec	African American	Asian	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	TOTAL	% of Total	Total MBE	MBE % of WMBE
CIP	13,160 4%	256,972 81%	242 0%	- 0%	46,620 15%	316,994 21%	1,188,019 79%	1,505,013	33%	270,374 18%	85.3%
Operating	28,727 5%	172,080 30%	- 0.0%	26,733 4.7%	345,458 60.3%	572,999 18.5%	2,529,426 82%	3,102,425	67%	227,541 7%	39.7%
TOTAL	41,887 1%	429,052 9%	242 0%	26,733 1%	392,079 9%	889,993 19%	3,717,445 81%	4,607,438	100%	497,915 10.8%	55.9%

WMBE Consultants

WHERE
SEATTLE
COMES
TOGETHER.

2017 Consulting											
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%

2018 Consulting											
2018 thru December	African American	Asian	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	TOTAL	% of Total	Total MBE	MBE % of WMBE
CIP	0 0%	455,511 74%	0 0%	0 0%	163,719 26%	619,231 45%	752,286 55%	1,371,517	82%	455,511 33.2%	73.6%
Operating	0 0%	0 0%	0 0%	0 0%	49,356 100%	49,356 16.5%	250,451 83.5%	299,806	18%	0	0%
TOTAL	0 0%	455,511 27%	0 0%	0 0%	213,075 13%	668,586 40%	1,002,737 60%	1,671,323	100%	455,511 27.3%	68.1%

Prompt Payment Performance

The department made efforts to improve the efficiency of our payment process in 2018.

- Average days for consultant roster payment = 8
(City average = 26)
- Average days for consultant contract payment = 8
(City average = 18)
- Percentage of late payments (over 30 days) = 6%
(City Average = 15%)



2018 Use of Racial Equity Toolkit

1) Emergency Services Unit Incident Report Form Changes

Toolkit used to achieve more consistent data collection and analysis to identify racially biased enforcement activities on the grounds.

2) KeyArena Staff Transition Plan

Toolkit assisted in development of a plan to transition Arena workers into new positions within the department/City to eliminate the threat of job loss and create successful worker outcomes for people of color and others.





2018 Racial Equity Toolkit Focus

1) Emergency Services Unit (ESU) Incident Report Form Changes

The goal was to determine if racial bias is a factor in ESU enforcement activities by more consistently collecting and analyzing data related physical descriptions.

A searchable, more standardized data collection format will allow us to examine inequities more fully, decreasing the potential for racial inequity by catching any patterns in the ways ESU interacts with subjects and enforces campus rules.

The hope is that more effectively identifying bias will lead to more equitable outcomes.

The department is piloting the form changes in 2019, and will monitor and track data as part of the department's incident report processing system.



2018 Toolkit Focus

2) KeyArena Staff Transition Plan

The goal was to ensure that racial diversity will continue to be reflected in our workforce across positions through a focus on Arena staff retention, attrition management and an employee referral program.

The Toolkit helped to identify specific workforce equity concerns including:

- Inequitable treatment due to race, immigration status, gender and age.
- Inequitable communications and guidance on navigating the work environment.
- Incorrect job placement.
- Presumptive remarks by supervisor re: work capabilities.

The Transition program succeeded in maintaining neutrality in its equity impact, and Seattle Center will make use of the gained knowledge to improve staff communication strategies and employment outcomes.

Questions / Comments?

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

