

2020 Race & Social Justice Initiative (RSJI) Presentation to Seattle City Council

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



Highlights/Outcomes

- The Change Team was able to offer an important, meaningful outlet for Seattle Center staff to sort through the emotions and challenges surfaced by the COVID-19 pandemic and the George Floyd killing.
- Events of the year positioned the Change Team as a resource on race, equity, social justice and inclusion at Seattle Center.
- The department's premier public program, Seattle Center Festál, highlighting ethnic cultures in our region, was able to quickly retool to virtual presentations, with 19 online festivals during the year.



Challenges/Lessons Learned

- All in-person staff meetings and public programs were canceled because of COVID gathering restrictions, as the department took on its primary COOP role, to shelter those in need.
- Ability to apply Racial Equity Toolkits were limited by lack of public programs and initiatives.
- Ability for Seattle Center to operate was limited by the impacts of the pandemic and thus, the department fell short of its identified WMBE goals as it closed its public facilities and ceased all in-person activities.



WMBE Purchasing

**NO TWO
VISITS
ARE ALIKE.**

2019 PURCHASING											
2019 thru Dec	African American	Hawaiian Asian/API	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	TOTAL	% of Total	Total MBE	MBE % of WMBE
CIP	88,810 5%	47,316 2%	11,128 1%	700 0%	220,522 12%	368,476 19%	1,537,914 81%	1,906,390	41%	147,390	40%
Operating	21,721 1%	207,321 80%	18,920 1%	19,946 1%	282,428 10%	550,337 20%	2,178,520 80%	2,728,857	59%	269,665	49%
TOTAL	110,531 2%	254,637 5%	30,048 1%	20,646 1%	502,950 11%	918,813 20%	3,716,434 80%	4,635,247	100%	413,466	45%

2020 PURCHASING											
2020 thru Dec	African American	Hawaiian Asian/API	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	TOTAL	% of Total	Total MBE	MBE % of WMBE
CIP	199,083 11.0%	44,764 2.0%	0 0.0%	0 0.0%	76,674 4.0%	320,522 17%	1,526,729 83.0%	1,847,251	58%	243,848	76%
Operating	7,558 1.0%	97,783 7.0%	0 0.0%	35,734 3.0%	139,520 11.0%	276,595 21%	1,040,636 79.0%	1,317,231	42%	137,075	50%
TOTAL	206,641 7.0%	138,549 4.0%	0 0.0%	35,734 1.0%	216,194 7.0%	597,117 19%	2,567,366 81%	3,164,483	100%	380,923	64%

WMBE Consultants



2019 Consulting											
2019 thru Dec	African American	Hawaiian Asian/API	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	TOTAL	% of Total	Total MBE	MBE % of WMBE
CIP	0 0%	177,054 20%	0 0%	0 0%	114,744 13%	291,798 33%	598,457 67%	890,256	71%	177,997	61%
Operating	0 0%	0 0%	0 0%	0 0%	11,463 3%	11,463 3%	350,455 97%	361,917	29%	0	0%
TOTAL	0 0%	177,054 14%	0 0%	0 0%	126,207 10%	303,261 24%	948,912 76%	1,252,173	100%	175,891	58%

2020 Consulting											
2017 thru Dec	African American	Hawaiian Asian/API	Native American	Hispanic	White Female	Total WMBE	Non-WMBE	Total	% of Total	Total MBE	MBE % of WMBE
CIP	0 0%	215,055 19%	0 0%	0 0%	58,729 5%	273,783 25%	840,203 75%	1,113,987	96%	215,055	79%
Operating	0 0%	0 0%	0 0%	0 0%	550 1%	550 1%	50,477 99%	51,027	4%	0	0%
TOTAL	0 0%	215,055 18%	0 0%	0 0%	59,279 5%	274,333 24%	890,681 76%	1,165,014	100%	213,980	78%

SOCR & Seattle Center Partnership

Seattle Center deepened its partnership with Seattle Office for Civil Rights (SOCR) and supported the production of the **2020 RSJI Summit** and **2021 RSJI Summit & MLK Unity Day**.



Change Team Development

Change Team focused on capacity-building, which resulted in a more direct and highly functioning team overall. In 2020, the team experienced many changes including onboarding new co-leads and several new members.

Components Included:

- Planned and facilitated annual Change Team Retreat
- Developed committees, meeting structure, and facilitation
- Revised Change Team Charter
- Developed Values and Guiding Principles
- Created/refined more intentional orientation process and materials
- Initiated formal issue endorsement process



Change Team Involvement

Change Team members are involved in and participate on multiple teams across the RSJI network.

Currently active with:

- RSJI Key Leader Series
- Anti-Racist Educators (ARE) Cohort
- Workforce Equity Planning & Advisory Committee (WEPAC)
- Community of Human Resource Practice (CHRP)
- Seattle Arts & Culture for Anti-Racism (SACA)
- HSD Hiring Workgroup



Change Team Projects

Change Team prioritized and focused its energy on specific projects and initiatives.

Focus Areas:

- Participated in survey analysis and action plan development with the COVID–19 Rapid Response Teams (RRTs).
- Advocated for priority COVID-19 testing for onsite employees working in Exhibition Hall and Fisher Pavilion shelters.
- Developed and launched the Culture Change Program.
- Created space for employees to connect and acknowledge what was happening in the world.
- In collaboration with SACA, began preparation and planning for 5-part Holistic Public Safety series to take place in 2021.



Culture Change Program

Change Team launched 10-part series to raise awareness of how white supremacy culture shows up in the workplace and offer alternative ways to shift department culture and thinking:

- Month 0: Introduction (July 2020)
- Month 1: Culture of Appreciation, Experimentation & Learning (July/Aug.)
- Month 2: Culture of Spaciousness and Flexibility (Sept.)
- Month 3: Culture of Open-Heartedness, Receptivity, and Relaxed Acceptance (Oct.)
- Month 4: Culture of Authentic Process and Values Alignment (Nov.)

Uprooting Dominant Cultural Patterns



RSJI Culture Change Program

Join us in exploring different ways of thinking about our work culture—and interacting in it. These **NEW CULTURAL CONCEPTS** serve to counteract characteristics and **CULTURAL PATTERNS** of the typical work culture.

These patterns, which develop over time, form the **WHITE DOMINANT WORK CULTURE**. The dominance of the culture enables it to establish the unspoken norms, standards, focuses and processes that drive the organization. It determines who is **SUCCESSFUL** and who is considered to add **VALUE**.

Increasing awareness and understanding of these cultural patterns will enable greater **INCLUSION** and **EQUITY**, resulting in a more **INTENTIONAL**, **EFFECTIVE** and **PRODUCTIVE WORK PLACE** and **FORCE**. Plan outcomes rely on the capacity of all staff, including those who have been a part of the dominant culture, to step out of their own

Our **GOAL** is to raise awareness within the department of new cultural concepts, perspectives and ways of interacting in order to influence the characteristics and cultural patterns of the dominant work culture at Seattle Center.



TIMELINE & THEMES **green** = new concept **red** = dominant culture characteristic

- | | | | |
|------------|---|--------|---|
| M 1 | Appreciation, experimentation and learning | VERSUS | perfectionism |
| M 2 | Spaciousness, flexibility and planning | V | sense of urgency / progress is bigger, more |
| M 3 | Open-heartedness, receptivity, relaxed acceptance | V | defensiveness |
| M 4 | Authentic process and values alignment | V | power hoarding |

The Spirit of RSJI

Change Team cultivated spaces for department employees to share, reflect, and express their feelings in response to what was happening in the world.



RSJI LUNCH & LEARN

Employee Listening Session:

COVID-19 & Our Lives

THURSDAY, May 14, 2020
11:30am — 12:30pm

[Join Microsoft Teams Meeting](#)

+1 206-686-8357 United States, Seattle (Toll)
Conference ID: 970 920 600#

In lieu of an in-person gathering, the Seattle Center RSJI Change Team is offering a virtual session for all employees to participate in.

B.Y.O.L (Bring Your Own Lunch) to this session where we will share our experiences during this time, prompted by the following questions:


*How has your life been impacted during this pandemic?
(i.e. socially, physically, emotionally, culturally, mentally)*

As a Seattle Center/City of Seattle employee and individual, how will you change your approach or way of thinking to serve the public and community post-pandemic?

*How has COVID-19 affected specific racial/cultural/class groups?
What can you do to support these groups?*



Questions? Call 206-684-7200.



RSJI Listening Circle on George Floyd: Standing Together with the Black Community

Friday, June 5, 2020
12:00pm — 1:30pm

[Join Microsoft Teams Meeting](#)

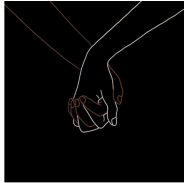
+1 206-686-8357 United States, Seattle (Toll)
Conference ID: 907 023 130#


The police killing of George Floyd has ignited outrage, grief, and protest across the country. It is a wrenching and highly visible outcome of deep racial oppression and injustice in our country. We are offering a safe and supportive space for staff to share their thoughts and feelings about these events, with the hope to foster a strong sense of community in the process.

How has the killing of George Floyd and its aftermath affected your sense of social justice and personal safety?

What are your reflections on the activities in Downtown Seattle — and in cities across the nation — the last weekend of May and first week of June?

What is one thing we could do — individually, as a group, or as a society — to show support for one another in the wake of these events?





RSJI Lunch & Learn: Continuing the Conversation

Friday, June 19, 2020
11:00am — 12:00pm

[Join Microsoft Teams Meeting](#)

+1 206-686-8357 United States, Seattle (Toll)
Conference ID: 991 314 512#

The RSJI Change Team recognizes the need and responsibility to center Black and marginalized voices. We also want to provide a safe and supportive space for staff to learn and grow, yet identifying how racism plays out on institutional and systemic levels.

Our next meeting is scheduled for June 19th. *Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States.*


More info: <https://www.juneteenth.com/history.htm>

In continuing the conversation, we invite you to take time and check out one (1) or more of the following videos before the session.

How Can We Win (Kimberly Jones) | 6:46 mins:
https://youtu.be/b8b3_gGOa90e

The Daily Show with Trevor Noah: George Floyd, Minneapolis Protests, Ahmaud Arbery & Amy Cooper | 18:12 mins:
https://youtu.be/v4amCFvBa_c

Police: Last Week Tonight with John Oliver (HBO) | 33:32 mins:
<https://youtu.be/W4cea5oObY>







RSJI LUNCH & LEARN: #STOPAAPIHATE

WEDNESDAY, MARCH 24, 2021
12:00PM - 1:00PM

[Join Webex Meeting](#)

Meeting # (access code): 187 162 4358
Meeting Password: i4iEmyZr55
+1-206-207-1700 United States Toll (Seattle)

Earlier this week, six (6) Asian American women were murdered by a white terrorist in Atlanta. Since the start of the COVID-19 pandemic, anti-Asian sentiment has increased dramatically and xenophobia has run rampant. The Asian American Pacific Islander (AAPI) community has been repeatedly attacked and blamed. This rhetoric and violence needs to stop.

We are holding space for staff, especially AAPI folks, to be together and process recent events with the hope to foster a strong sense of community.



Questions / Comments?

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

