

# Seattle Parks and Recreation

## 2020 Race and Social Justice Initiative(RSJI) Report

City Council Public Assets and Native Communities Committee

July 16, 2021

Seattle Parks and Recreation



**City of Seattle**

# Parks & Recreation Services in Times of Crisis

## *Shift in Context*



**Equity and Solidarity**



**Climate Change**



**Public Health Crisis**



**Economic Crisis**

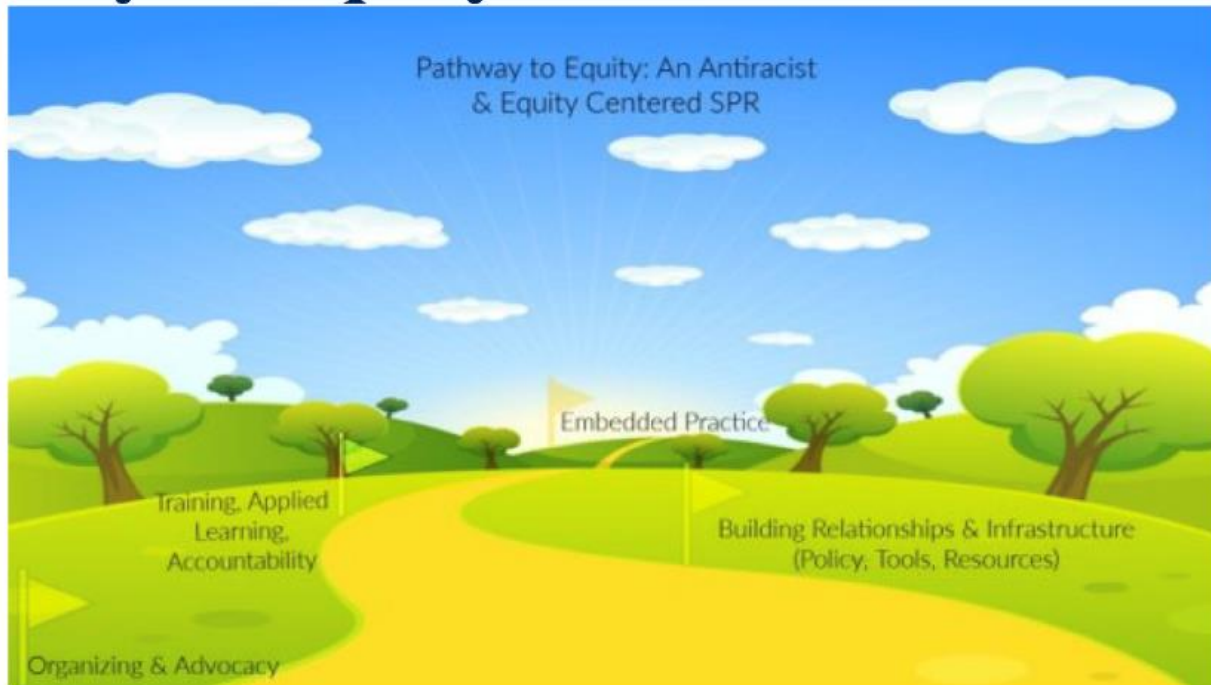
## **2020 COVID-19 Response**

- Community showers & shelters
- Childcare for those furthest from educational justice and teen hub support
- Enhanced cleaning of facilities & restrooms
- Focus on keeping parks open while supporting public health and safety
- Virtual programming aimed at most isolated
- Outdoor programming/activation



# Being Anti-Racist and Equity Centered

## Pathway to Equity



### Reimagining SPR

- Deepening commitment

### Pathway to Equity

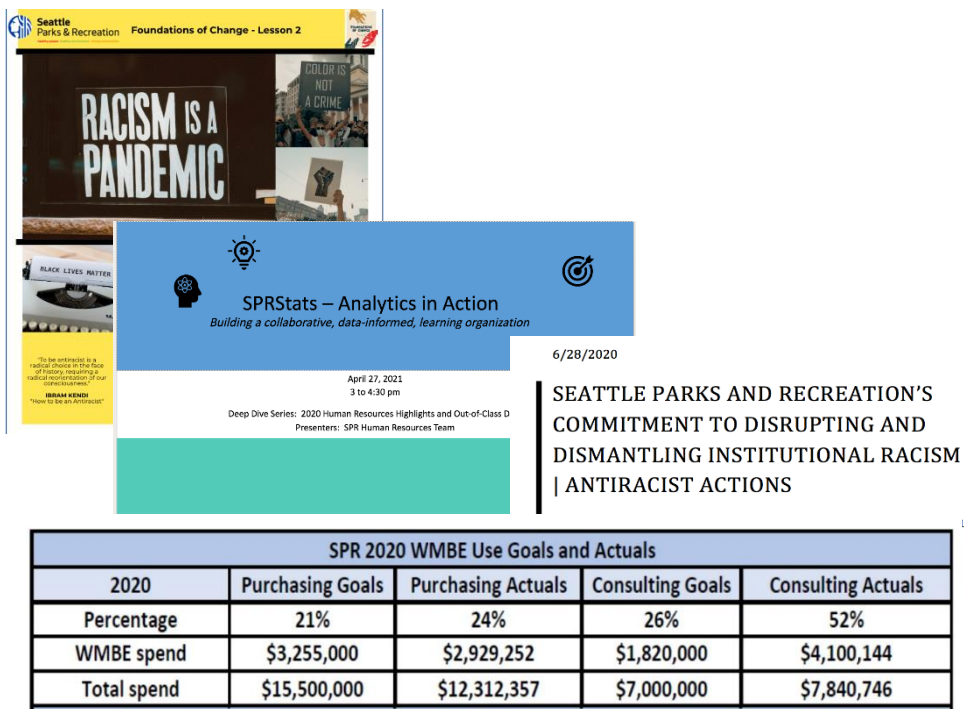
### Transformational Anti Racist Organizing



# 2020 RSJI Accomplishments:

## Internal Capacity Building

- Continued building of Pathway to Equity
- Equity Innovation Labs
- SPR's Anti-Racist Actions Commitment
- Foundations of Change & LEAP
- Development of Equity Engagement and Equity Analysis Tools
- Change Team co-lead dedicated hours
- SPRStats
- WMBE Utilization
- Affinity Group Framework Development



# 2020 RSJI Accomplishments: Service and Program Equity



## Carbon Reduction

In 2020, we estimate that SPR employees worked remotely for a total of 56,143 days, reducing our carbon emissions and helping the City achieve its climate change goals.

## Nature Connection

Naturalists created 19 educational videos, with a total of 864 views. We also provided 374 Nearby Nature Kits to children in our Summer in the Parks program.



## Supporting Academic Success for MS+HS

- **2,200+** students served through **7,300+** program hours at *CLCs*
- **180+** teens served at *Teen Hubs* (Sept – Dec)
- **300** youth served in *Youth Employment*, **80%** completion (**30%** of stipends SPR-funded)



## Keeping Youth Safe & Healthy

- *Licensed Childcare* served **510+** children in Summer & **415+** in Fall. *Limited Emergency Childcare* served **44** children in Spring, prioritizing essential workers + scholarship families
- **9,500+** meals at **12** parks + **2,280+** activity & nearby nature kits



## Ensuring People Remain Connected

- *Specialized Programs*: **1,168** program registrations + **1,194** “drop-in”; **197** YouTube + **324** Facebook videos; **1,079** newsletter recipients
- *Lifelong Recreation*: **2,700+** program registrations; **300** served/mo since Sept; **4** Newsletters, **1,200 – 2,500** subscribers each
- *Virtual Programming* team delivered **1,945** program registrations + special events via “virtual community center”



## Safety on the Water

- **39,131** uses across **5** boat ramps
- **191** operating days across **5** Beaches, seeing **50,000+** attendance, **4** First Aid + **3** Rescues



## Delivering Critical Services

- **250+** unique people served at **3** SPR-hosted shelters, staffed 24/7 for **6** mos.
- **14,000+** showers at **5** shower sites



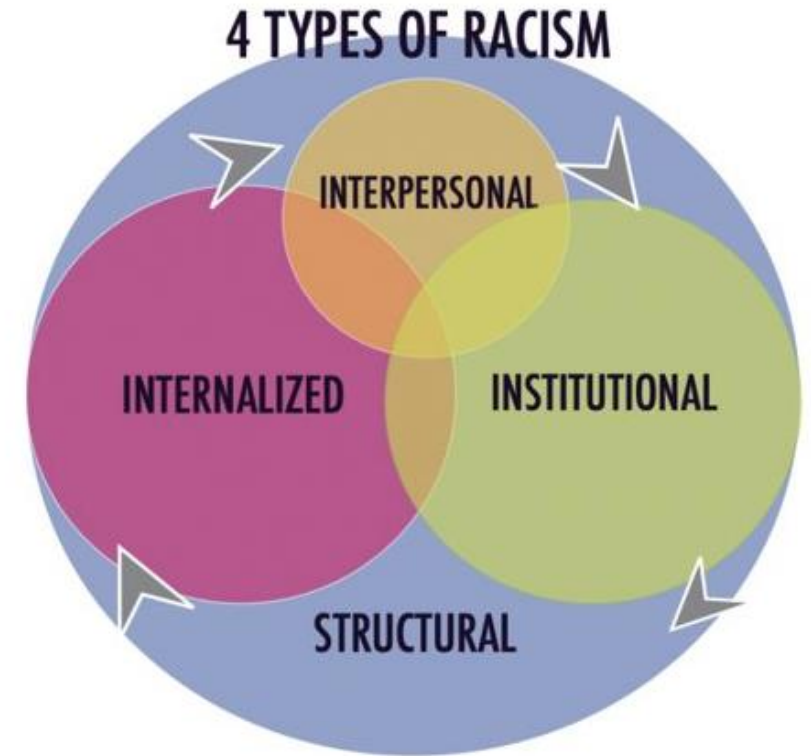
## Fitness, Health, and Community

- *RNTS* delivered **4,720** hours of community-centered programming, serving **5,900** participants via “traveling community center”
- *Grants* to **39** community groups, serving **32,500+** people in innovative, culturally relevant & linguistically responsive programs centering BIPOC communities



# 2020 RSJI Challenges

- Impact of Covid-19 on community engagement
- Impact of Covid-19 on internal staff infrastructure
- Dedicated Time for frontline staff for RSJ training



# 2020 Equity Analysis Tool Utilization



SPR Equity Analysis Guidelines and Impact Filter  
(COVID 19 Response + Recovery)

## Overview

The Pathway to Equity Analysis Toolkit is developed from the Office of Civil Rights Racial Equity Toolkit. This document provides Equity Analysis Guidelines and the Equity Impact Filter. It is a refined toolkit that helps SPR employees understand how our decisions benefit and burden different communities based on race. The set of questions and determinants of equity, guide decision makers to embed racial equity in policy, program, budget, and workforce equity decisions in alignment with SPR's vision, mission, and values. This serves as a practical tool to analyze our work and find ways to build racial equity as part of the foundation of SPR programs and services.

Resource: [Why Lead With Race](#)

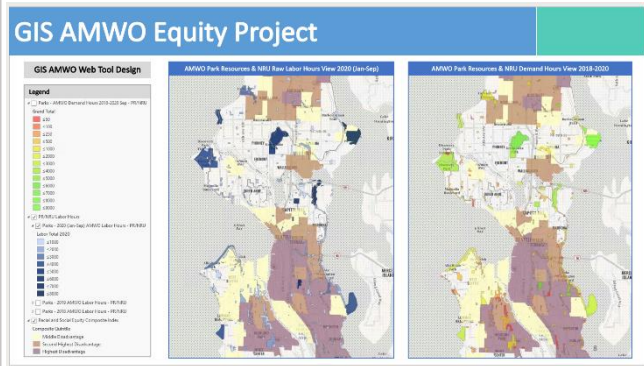
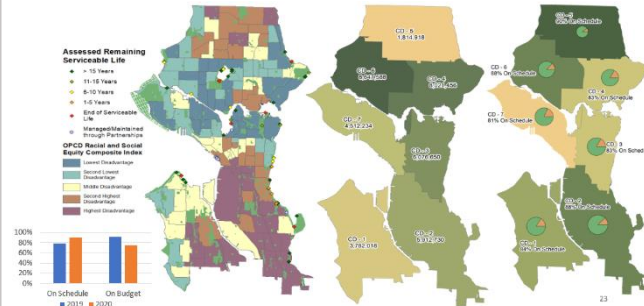
## Equity Analysis Guidelines

1. Begin your equity analysis by utilizing the [Guiding Questions for the Racial Equity Toolkit Process](#). Which provides an overall framing of what embedding equity in our decision making means and operates from overarching guiding principles that provide an equity framework to center how you think and analyze information and which information is impactful to centering equity.
2. Next, research and answer the racial equity analysis questions below. The questions expand upon the guiding principles of history, accountability, shifting power, personal growth, and transforming culture.
  - o Identify a racial equity outcome as the north star goal. What is the issue and what are we really trying to accomplish?
  - o Who will be impacted (positive equity impact)?
  - o Who will be unintentionally harmed or will experience disparities (negative equity impact)?
  - o How do you plan to mitigate unintentional harm and/or close disparity gaps and when will this plan to mitigate begin implementation stages (thinking about any immediate actions and recovery phase(s))?
  - o How are you engaging all staff levels to inform planning and decision making? How are you engaging community (taking into consideration public health guidelines)?

## Equity Impact Filter

3. Utilizing data from the equity analysis, decision makers will perform a deeper level of analysis using the determinants of equity that are in alignment with centering:
  - o City of Seattle Race and Social Equity Mapping (Outside Citywide and City Demographer – link on page 2) which identify key service equity metrics.

"SPR leads with race while challenging all other forms of oppression"



## Equity Analysis Tool Development & Refinement

- Equity Impact Filter
- Recreation Programming Tool
- Budget Analysis Tool
- GIS/AMWO Equity Mapping
- Planning, Development, Maintenance Equity

## Racial Equity Toolkits:

- Red Barn Ranch
- Cal Anderson Community Engagement





# 2020 Equity Analysis Tool Application: Red Barn Ranch



## Equity Impact Filter

- Our North Star
- Engagement
- What we learned and what we are informed by
  - Benefit/burden & mitigation
  - Continued accountability



# 2020 Equity Analysis Tool Application: Cal Anderson Park Visioning



## Racial Equity Toolkit

- Our North Star
- Engagement
- What we learned and what we are informed by
  - Benefit/burden & mitigation
  - Continued accountability

# Spirit of RSJI – Building a Relational Culture



**SPR Care Team** - Supporting the whole employee by addressing employee needs through timely resources, supports and communication.



## All Staff Meetings

- Departmental
- Divisional

## SPR Care Team

## Change Team Support of Affinity Groups and Equity Teams

## 2020 Innovation Challenge

# Questions?

