



July 14, 2011

**To: Sally Bagshaw, Chair of Parks and Seattle Center Committee**

**From: Christopher Williams, Acting Superintendent**

**Re: Race and Social Justice Initiative**

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### **Project Description**

The Race and Social Justice Initiative (RSJI) envisions a city where racial disparities have been eliminated and racial equity achieved.

### **Summary**

2011's RSJI mid-year report has focused on providing specific examples of Parks and Recreation's application of the Racial Equity Toolkit (a set of methods to achieve racial equity in the community within our lines of business, along with results). Presentations can be supplemented by more in-depth information on overall progress in written form.

### **The following are examples of use of the Racial Equity Toolkit and their results:**

1. Environmental Learning Center (ELC): Core Team Member Belinda Chin and Change Team Member Christina Gallegos used the Toolkit to analyze a proposal to consolidate ELC Education Staff to one area of the city. They developed an in- depth report using the Toolkit questions that concluded it would be inequitable to have all Education Staff in just one area. Both the manager of their sector and Director of their division agreed with the findings and did not make those proposed changes.
2. Committee of Administrative and Technological Support (CATS): Change Team Co-Lead Sebastian Wilson and RSJI Executive Sponsor Ron Harris-White trained CATS members on the use of the Toolkit prior to the mid-year Budget Issue Paper (BIP) writing process. The Toolkit questions became a focus for analyzing proposed mid-year budget cuts. A main factor in using the Toolkit is to get information from a variety of people and perspectives. CATS members solicited the assistance of the Change Team Co-Leads and RSJI Executive sponsor in responding to some substantial mid-year BIPs.
3. Executive Team: The Executive Team spent several hours, using the Toolkit questions as their guide, discussing all proposed 2012 budget cuts. A few members stood as proponents for the use of the Toolkit in the face of opposition or doubt. Although the results of their discussion are

not public information, there is consensus that, no matter what is adopted, the Executive Team was intentionally focused on racial equity when making decisions.

4. Human Resources Unit (HRU): Change Team Co-Leads Desiree Tabares and Sebastian Wilson trained the HRU on the Racial Equity Toolkit. As part of the training, HRU practiced using the Toolkit on policies and procedures that they are currently reviewing. They plan to use the Toolkit as part of their process from here forward when updating or writing policies and procedures.
5. Associated Recreation Council (ARC) Board: Our largest non-profit partner, ARC, has plans to receive the Toolkit training in September 2011. Having a partner interested in RSJI and its tools is a significant achievement.

2011's RSJI mid-year report also captures Parks & Recreation's work as it relates to community inclusive engagement.

**The following are examples of efforts to achieve racial equity in the community from January – June 2011:**

Internal Speakers Bureau:

The purpose of the internal speakers' bureau is to build trust between management and staff, as well as provide face to face informational update presentations to department work groups. Change Team Co-Leads Desiree Tabares and Sebastian Wilson and Executive Sponsor Ron Harris-White presented to more than 20 different work teams and reached approximately 50% (450 employees) of DPR's work force. Presentations were made to:

Youth and Teen:

1. Community Learning Center Programs
2. Seattle's Youth Violence Prevention Initiative
3. Teen Top Chef
4. Scholarship Program
5. Youth Development Fund Grant
6. Community Center Gardens Pilot - Park's Urban Food Systems

Adult:

1. Conservation Corps
2. Speaker's Bureau
3. Title V Program
4. Food & Fitness for Immigrant/Refugee communities
5. Community Center Gardens Pilot - Park's Urban Food Systems
6. Change Team Community Food Drive

Citywide:

1. Healthy Parks, Healthy You
2. Park's Urban Food Systems
3. Park Ranger Program
4. Equal Distribution of Park Maintenance
5. WMBE Vendors
6. Community Parks Program
7. Partnership with Duwamish Clean-up Coalition for River Fest
8. Use of Inclusive Outreach and Public Engagement Guide

Partners:

1. Aquarium:
  - a. Salmon Homecoming partnership with Tribal Schools
  - b. Citizen Science
  - c. Coastal America
2. Associated Recreation Council:
  - a. Implementing a Change Team consisting of their Child Care directors
  - b. Cultural Competency Language on Performance Evaluations
  - c. Support in offering affordable programs for all Seattle residents
3. United Africa Day
4. REWA – Domestic Violence Prevention Training

**Additional Information**

Attached is the 2011 Race and Social Justice Work Plan