

Race & Social Justice



INITIATIVE

Race & Social Justice

Parks and Recreation

RSJI City Council Mid-Year Briefing

July 2011



2010 Accomplishments

- Racial Equity Toolkit
- Stakeholder Analysis
- Strategic Action Plan (SAP) Involvement
- Director, Managers, Strategic Advisors are accountable
- Unique in the Country
- Change Team Alumni now Organized
- Core Team
- Partnering with HR
- City Resolution in Support of RSJI
- 99.8% employees trained in RPOI
- RSJI websites up and running.
- Organizational Change

2011 Goals:

- Enlist RSJ values
- Improve customer service and Organizational efficiency
- Build equitable and trusting relationships



Racial Equity Toolkit

- Environmental Learning Center (ELC) use Racial Equity Toolkit: analyzed a proposal to consolidate ELC Education Staff to one area of the city.
- 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 BIP writing process.
- Human Resources Unit (HRU): Change Team Co-Leads, Desiree Tabares and Sebastian Wilson trained the HRU on the Racial Equity Toolkit.

Racial Equity Toolkit

- Associated Recreation Council (ARC) Board: Our largest non-profit partner, ARC, has plans to receive the Toolkit training in September 2011.
 - Executive Team: The Executive Team spent several hours as a group, using the Toolkit questions as their guide, to discuss all proposed 2012 budget cuts
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Community Engagement

- Internal and External 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.
- Youth and Teen:
 - Community Learning Center Programs
 - -Seattle's Youth Violence Prevention Initiative
 - Teen Top Chef
 - Scholarship Program
 - Youth Development Fund Grant
 - Community Center Gardens Pilot - Park's Urban Food Systems

Community Engagement

- Adult:
 - Conservation Corps
 - Speaker's Bureau
 - Title V Program
 - Food & Fitness for Immigrant/Refugee communities
 - Community Center Gardens Pilot - Park's Urban Food Systems
 - Change Team Community Food Drive
- Citywide:
 - Healthy Parks, Healthy You
 - Park's Urban Food Systems
 - Park Ranger Program
 - Equal Distribution of Park Maintenance
 - WMBE Vendors
 - Community Parks Program
 - Partnership with Duwamish Clean-up Coalition for River Fest
 - Use of Inclusive Outreach and Public Engagement Guide

RSJI Partnerships

Aquarium:

- Salmon Homecoming partnership with Tribal Schools
- Citizen Science
- Coastal America

Associated Recreation Council:

- Implementing a Change Team consisting of their Child Care directors
- Cultural Competency Language on Performance Evaluations
- Support in offering affordable programs for all Seattle residents

United Africa Day

REWA – Domestic Violence Prevention Training



• Together we can achieve
racial justice in Seattle.

• Q and A