

RACE & SOCIAL JUSTICE WORK PLAN

Working for racial equity in the community

For the Period January 1 to December 31, 2012

Department:
**Seattle
Center**

Director: **Robert Nellams**

Date of Update:
**February 29,
2012**

RSJI Work Plan Lead:
**Mary Wideman-Williams
and Steve Sneed**
Change Team Lead: **Julio
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and Steve Sneed**

Desired community outcome and measure to track progress	Strategies and key actions	Measures, Targets and Lead Staff	Due Date(s)	Actions Completed	Results	HOUSING	JOBS	EDUCATION	HEALTH	ENVIRONMENT	COMMUNITY DEVELOPMENT	CRIMINAL JUSTICE
<p>Community outcome: <u>All</u> Seattle Center events will reflect the diversity of the region.</p> <p>Community measure: We will use a survey program to get the demographics of Seattle Center events.</p>	<p>Strategy 1: Apply Racial Equity Tool to departmental programs and projects</p>	<p>Develop a process to assess attendance by demographics at SCP public events. make an assessment, use information to direct outreach efforts (SCP Productions team and Chg Tm, Outreach committee)</p> <p>Throughout development and execution of marketing and communications</p>									X	



**ADVANCE OPPORTUNITY.
ACHIEVE EQUITY.**

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<p>Community outcome: Use of campus and Armory welcoming and accessible to all</p> <p>Community measure: Ticketing data by zip code, Surveys Community Programs production data</p>		<p>programs, review tactical and media mix to ensure:</p> <p>Vehicles are included that reach diverse Ethnic communities as part of overall population, Vehicles are included that specifically target Ethnic communities (LM, BB and DD)</p>										
<ul style="list-style-type: none"> • • 												
<p>Community outcome: Increase access to job exploration opportunities for Youth of Color</p> <p>Community measure: Youth of Color more access to a variety of jobs</p> <p>Community outcome: More equity in Arts funding, jobs and leadership</p>	<p>Strategy 2: Build racial equity into departmental policies</p>	<p>Apply RSJI Filtering analysis to Seattle Center Campus Rules and Center House operations rules (MWW & Tom)</p>									X	
<ul style="list-style-type: none"> • • <p>Community measure: The Arts community will reflect the impact in the Arts product.</p>	<p>Strategy 3: Partner with City departments, the community and other institutions to achieve racial equity in the community</p>	<p>Increase SC participation in youth employment programs (Therese)</p>				X					X	



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		Work with MOAC, 4Culture and Washington State Arts, SOCR and National org. TAAC to produce Arts and Social Change event at Seattle Center N50 (SS)									X	
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Community measure:	<ul style="list-style-type: none"> 											
	Strategy 2: Build racial equity into departmental policies											
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	Strategy 3: Partner with City departments, the community and other institutions to achieve racial equity in the community											
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A common foundation across all departments					
Desired department outcome	Key actions	Measures, Targets and Lead Staff	Due Date(s)	Actions Completed	Results



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<p>City employees have the skill to eliminate institutional racism and partner with the community to address structural racism.</p>	<ul style="list-style-type: none"> • Develop and implement supplemental RSJI training that increases racial equity understanding related to the department's line of business. • Managers and Change Team members participate in Racial Equity Toolkit training. • All City employees participate in "Race: the Power of an Illusion." 	<p>Explore and develop ways to include RSJI into expectations for SC Leadership (Chg Tm)</p> <p>Apply the Equity Toolkit to the review and revision of workforce development / training policies (Therese)</p> <p>Schedule and deliver quarterly Lunch & Learn brown bag sessions to further the RSJ conversation and capacity building. (Co-Leads)</p>			
<p>Department Leadership Team and Change Team are working together to achieve racial equity.</p>	<ul style="list-style-type: none"> • Department Leadership Team and Change Team adopt and implement a charter with clearly defined roles and responsibilities. 	<p>Work on Change Team Charter and re-structure to accommodate the new Direction of RSJI work (Chg Tm)</p>			
<p>Inclusive outreach and public engagement is promoted / Immigrants and refugees have access to City programs and services.</p>	<ul style="list-style-type: none"> • Public information officers, outreach staff and managers participate in IOPE training. • Use City-wide sign-in sheet for collection of participant information at engagement events. • Implement City translation and interpretation and policies. 	<p>Seattle Center Outreach Committee to develop plan for targeted outreach to Neighborhoods across Seattle and Seattle area, promoting activities at Seattle Center (DD)</p>			
<p>The City's workforce diversity across positions reflects the diversity of the Seattle community.</p>	<ul style="list-style-type: none"> • Conduct an analysis of positions within the department to determine which job categories are not representative of Seattle's diversity. • Develop strategies for recruitment and retention of employees in classifications where diversity is lacking. 				



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	<ul style="list-style-type: none"> • Train hiring managers, supervisors and other staff involved with hiring processes on HR RSJI best practices. 				
Access to contracts for Minority Business Enterprises is increased.	<ul style="list-style-type: none"> • Establish departmental goals for percent of MBE consulting, construction and purchasing. • Implement actions to achieve MBE goals • Implement new WMBE inclusion policy for construction projects.. 	<p>Designate a Contract Equity IDT representative to coordinate executive order implementation. Complete annual outreach plan. Work with DEA to establish department's 2012 target for purchasing and consulting. Communicate plan, goal and results. Implement inclusion plan/outreach, report progress against the target each quarter. Provide training to employees on new executive order requirements; how to locate and use the Business and Blanket Vendor Contract Search Tool to search for WMBE vendors. Report department participation in outreach events, trade shows, contracting regional forum, etc... each quarter. (Neal)</p>			
Create greater public will and commitment to ending racial inequity.	<ul style="list-style-type: none"> • Share RSJI priorities with one or more of the department's constituencies. • Participate in a campaign that increases the urgency and commitment to ending racial inequity. 	<p>Conduct a session on RSJI for Festal producers and further engage Festal partners in RSJI effort. (SS)</p>			



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