

Rsjj Outcomes and Strategic Actions Reports

Master List

Michael S. McGinn

Seattle Center

Outcome: Achieve racial equity in City departments' service delivery and resource allocation. Published

Strategies and Action Descriptions: **Community outcome last updated by:** Brenda Anibarro on 8/1/2013 2:09:41 PM

Use departmental programs and projects to eliminate racial inequity	Due Date Type	Lead Staff:
<p>Action:</p> <p>Action: Increase marketing of Seattle Center events, venues, and services to diverse audiences including immigrant/refugee communities.</p> <p>Measure: Percentage of marketing tactics targeted toward communities of color</p>	Quarterly	<p>Action last updated by: Brenda Anibarro on 8/22/2013 11:37:19 AM</p> <p>Deborah Daoust, Marc Jones</p> <p>Published</p>
<p>Progress Report: On track: Our media distribution includes a wide range of ethnic media outlets. The ethnic media list assembled by the Seattle Office of Immigrant and Refugee Affairs helped us to further expand our ethnic media outreach. Participation in an ethnic media reception hosted by the Office in June led to several additional contacts, with follow-up via email and meetings to see how Seattle Center might engage their audiences in our activities.</p>		<p>Progress Last Updated by : Brenda Anibarro on 8/22/2013 11:37:19 AM</p> <p>Status: On Track</p> <p>Published</p>

<p>Action:</p> <p>Action: Use the Racial Equity Toolkit to involve the community in the overall design of selected new events created by Seattle Center to ensure event content is culturally responsive and inclusive</p> <p>Measure: Event content reflects data collected via Toolkit outreach</p>	Quarterly	<p>Action last updated by: Brenda Anibarro on 8/22/2013 11:37:37 AM</p> <p>John Merner</p> <p>Published</p>
<p>Progress Report: On track: We have identified a roster of Seattle Center employees, with representation across the department, who will be trained on use of the tool kit and employ it in project planning teams in the department. We are in the process of training the group and hope to complete it by the end of August. Preliminary conversations have a laid a path for use of the tool kit in outreach around design of the Artist-at-Play project during the period of design development, November 2013 to February 2014.</p>		<p>Progress Last Updated by : Brenda Anibarro on 8/22/2013 11:37:37 AM</p> <p>Status: On Track</p> <p>Published</p>

Outcome: Increase opportunities for racial equity in City of Seattle workforce (promotions, internships, Seattle Youth Employment Program, discipline, etc.). The City's workforce reflects or exceeds the racial demographics of the communities we serve. Published

Strategies and Action Descriptions: **Community outcome last updated by:** Brenda Anibarro on 8/1/2013 2:05:44 PM

Use departmental programs and projects to eliminate racial inequity	Due Date Type	Lead Staff:
<p>Action:</p> <p>Action: Conduct an analysis of positions within the department to determine</p>	Quarterly	<p>Action last updated by: Brenda Anibarro on 8/22/2013 11:36:33 AM</p> <p>Mary Wideman Williams</p> <p>Published</p>

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<p>which categories are not representative of Seattle's diversity.</p> <p>Measure: Workforce diversity at Seattle Center reflects the racial demographics of the King County region</p>					
<p>Progress Report: On track: Will conduct in 3rd quarter, using the City of Seattle 2013 Affirmative Action reports.</p>		<p>Progress Last Updated by :</p>	<p>Brenda Anibarro on 8/22/2013 11:36:33 AM</p>	<p>Status: On Track</p>	<p>Published</p>
<p>Action:</p> <p>Action: Develop strategies for recruitment and retention of employees in classifications where diversity is lacking.</p> <p>Measure: Candidate pools reflect the racial demographics of the city of Seattle</p>	<p>Quarterly</p>	<p>Action last updated by:</p>	<p>Brenda Anibarro on 8/22/2013 11:36:14 AM</p>	<p>Mary Wideman Williams</p>	<p>Published</p>
<p>Progress Report: On track: As vacancies occur, recruitment strategies are developed with the hiring managers to ensure diverse source pool development. Currently working with Personnel Department to determine best approach for analyzing candidate pools in NEOGOV to track and monitor progress in this area.</p>		<p>Progress Last Updated by :</p>	<p>Brenda Anibarro on 8/22/2013 11:36:14 AM</p>	<p>Status: On Track</p>	<p>Published</p>
<p>Action:</p> <p>Action: Prepare low income youth for careers aligned with City workforce needs by providing internships to participants in the Seattle Youth Employment Program</p> <p>Measure: Hire 5 interns from the SYEP</p>	<p>Quarterly</p>	<p>Action last updated by:</p>	<p>Brenda Anibarro on 8/22/2013 11:36:20 AM</p>	<p>Mary Wideman Williams</p>	<p>Published</p>
<p>Progress Report: Completed: Created opportunities for 5 SYEP interns and worked with HSD to recruit for them. Due to a number of factors, SYEP counselors were only able to secure 3 interns for Seattle Center placement this summer. These interns are assigned to the Transportation Unit (parking garages), Seattle Center Productions, and the Landscape/general laborer crew.</p>		<p>Progress Last Updated by :</p>	<p>Brenda Anibarro on 8/22/2013 11:36:21 AM</p>	<p>Status: Completed</p>	<p>Published</p>

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Outcome: Increase opportunities for racial equity in City of Seattle workforce (promotions, internships, Seattle Youth Employment Program, discipline, etc.). The City's workforce reflects or exceeds the racial demographics of the communities we serve. Published

Strategies and Action Descriptions: **Is Dept Specific?** False **Community outcome last updated by:** Brenda Anibarro on 8/1/2013 2:05:44 PM

Build racial equity in departmental policies	Due Date Type	Action last updated by:	Lead Staff:	
<p>Action:</p> <p>Action: Train hiring managers, supervisors and other staff involved with hiring processes on Workforce Equity and Human Resources Race and Social Justice Initiative Best Practices.</p> <p>Measure: Training developed and completed</p>	Quarterly	Brenda Anibarro on 8/22/2013 11:36:40 AM	Mary Wideman Williams	Published
<p>Progress Report: On track: HR is developing a Hiring Manager Checklist and Training that will include instructions regarding avoiding interview bias and outreach for diverse candidate pools. A draft is completed with expected finalization and roll out by beginning of 4th quarter.</p>		Progress Last Updated by : Brenda Anibarro on 8/22/2013 11:36:40 AM	Status: On Track	Published

Outcome: Involve communities of color and refugee and immigrant communities in planning processes; all community members have the opportunity to participate in shaping the future of their neighborhoods. Published

Strategies and Action Descriptions: **Is Dept Specific?** False **Community outcome last updated by:** Brenda Anibarro on 8/1/2013 2:06:04 PM

Use departmental programs and projects to eliminate racial inequity	Due Date Type	Action last updated by:	Lead Staff:	
<p>Action:</p> <p>Action: Use the Racial Equity Toolkit for the Seattle Center playground (Artists At Play) planning process, to ensure engagement and involvement of diverse communities including immigrants and refugees.</p> <p>Measure: Community input data reflects and responds to culturally specific needs for the playground</p>	Quarterly	Brenda Anibarro on 8/22/2013 11:35:56 AM	Jill Crary	Published
<p>Progress Report: On track: Artist at Play Advisory Group as defined by Center Art lease was convened and created guidelines. Group included Arts Office Director and presentation by Arts Office on their robust public outreach and use of the toolkit. The final Artist Call will include a requirement for the selected artist/design team to conduct public outreach to targeted communities following the OAC model.</p>		Progress Last Updated by : Brenda Anibarro on 8/22/2013 11:35:56 AM	Status: On Track	Published

Outcome: Increase racial equity in City contracting and purchasing. Published

Strategies and Action Descriptions: **Is Dept Specific?** False **Community outcome last updated by:** Brenda Anibarro on 8/1/2013 2:05:52 PM

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Use departmental programs and projects to eliminate racial inequity	Due Date Type	Lead Staff:			
<p>Action:</p> <p>Action: Develop and implement Women and Minority Business Enterprise(WMBE) plans, strategies and training to help achieve goals (implement Executive Order 2010-05 and a Consultant Inclusion Plan).</p> <p>Measure: 21% WMBE purchasing goal</p> <p>Measure: 15% WMBE consultant goal</p>	Quarterly	<p>Action last updated by:</p>	Brenda Anibarro on 8/20/2013 4:58:22 PM	Jill Crary	Published
<p>Progress Report: On track: Results through 2nd quarter exceed goals at 28% purchasing (CIP & Ops combined) and 19.6% consultant. The Armory restroom remodel project provided us an opportunity to utilize new WMBE vendors for certain materials (partitions, dispensers, etc.) which helped boost our numbers. Additional construction projects planned and in progress this year should keep our utilization numbers strong. We will begin to analyze WMBE spending to identify creative and effective strategies for ensuring we meet our goals going forward.</p>		<p>Progress Last Updated by :</p>	Brenda Anibarro on 8/20/2013 4:58:22 PM	Status: On Track	Published

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Outcome: Increase racial equity in City contracting and purchasing.

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Strategies and Action Descriptions: **Community outcome last updated by:** Brenda Anibarro on 8/1/2013 2:05:52 PM

Partner with City departments, the community and other institutions to achieve racial equality in the community

	Due Date Type		Lead Staff:	
<p>Action:</p> <p>Action: Sponsor, support and/or participate in outreach events with Women and Minority Business Enterprise(WMBE) community associations, vendors and industry organizations.</p> <p>Measure: 21% WMBE purchasing goal</p> <p>Measure: 15% WMBE consultant goal</p>	Quarterly	<p>Action last updated by: Brenda Anibarro on 8/20/2013 4:58:31 PM</p>	Jill Crary	Published
<p>Progress Report: On track: Seattle Center staff are scheduled to participate in the City's WMBE fair on July 30th.</p>		<p>Progress Last Updated by : Brenda Anibarro on 8/20/2013 4:58:31 PM</p>	Status: On Track	Published