seattlecenter

Seattle Center RSJI Report

Seattle Center RSJI Change Team

Parks, Seattle Center, Libraries and Gender Pay Equity Committee

Action Item	Outcomes	Accomplishments
Develop and host 3 Lunch and Learn sessions for entire Seattle Center staff. Identify topics of interest, secure budget for speakers, and refreshments.	Staff is informed about, and engaged in, RSJI issues. Staff is better equipped to serve Seattle's diverse community.	3 sessions held including an expanded presentation drawing nearly 100 attendees from other city departments and our campus resident organizations. Featured Gerald Hankerson, director of NAACP.
Update RSJI Intranet presence, and promote site to Seattle Center staff.	Seattle Center staff has easy access to RSJI information and is familiar with RSJI library and other support services.	Intranet site reviewed and updated. Mayor's Executive Order and Gerald Hankerson video featured.
Publish "Cultural IQ" messages to all users and social media to promote Festal events and engage larger community in Ethnic Culture.	Develop Seattle Center brand as the place for all people, deepen societies' understanding and acceptance of the diversity in Seattle.	Cultural IQ messages were included in Center Flash monthly newsletter list of 400,000 subscribers.
Monitor progress of the Seattle Center RSJI Work Plan and include updates for ROSA and reports to Council.	Seattle Center RSJI Work Plan Items are monitored monthly.	Ongoing updates provided throughout the year. Tracking progress of Work Plan efforts.
Support the department's Service Awards Ceremony and annual Diversity Employee Luncheon.	Provide better linkage between employee recognition and diversity events.	Surveyed staff to understand gaps. Revised Luncheon program to deepen the event's connection and used the opportunity for RSJI messages.
Monitor RSJI training for new employees.	Department is current on requirement for all employees to have base level of RSJI training.	Training has been incorporated into departmental onboarding program to make sure all new employees have basic RSJI training.
Attend the RSJI Leads meeting regularly.	Change Team members are familiar with RSJI initiatives across the city and can keep department Change Team informed.	Departmental representative has attended the Change Team Leads meeting regularly.
Explore ways to better connect RSJI work with Inclusive Outreach and Public Engagement (IOPE) initiative. Used Seattle King County / R.A.M. Clinic event to enhance outreach efforts to immigrant and refugee communities.	More efficient operation of equity work at Seattle Center. Immigrant and refugee attendance is significant at the R.A.M. Clinic. There was a good racial representation at the Clinic.	Partnered with Office of Immigrant Affairs, Dept. of Neighborhoods, King County Public Health and OIRA to develop outreach plan for Seattle King County / R.A.M. Clinic. Utilized ethnic media outlets and translated printed materials for target populations - Latin, Korean, East African to reach underserved communities.
Write RSJI Articles for the Employee Chronicle.	Staff is informed about, and engaged in, RSJI issues.	RSJI articles published in Employee Chronicle.
Utilize outreach strategies to include participation of underserved communities in informing design of new playground infrastructure (Artists at Play project).	Increase diverse public input into the design of the playground elements. Improve usability and relevance of physical improvements for a wider variety of users.	Made contact with SE Seattle organizations and developed relationships. Designers and artists attended off campus sessions at Van Asselt After School program to interact with children. Design elements informed by input.
Develop and implement WMBE plans to help eliminate racial inequality.	Meet or exceed targeted levels for WMBE purchasing and consultant goals.	Departmental task force established new internal reports and web-based information to support staff efforts to achieve targets. Department on track to exceed WMBE goals for 2014.