



2014 Race and Social Justice Initiative Report



**CITY COUNCIL PARKS, SEATTLE CENTER,
LIBRARIES AND GENDER EQUITY
COMMITTEE**

FRIDAY, JANUARY 23, 2015

Who Are We?



- RSJI principles are imbedded in the Parks Core Values of Access, Opportunity, and Sustainability.
- Parks created one of the first RSJI Change Teams in 2004.
- Parks RSJI Change Team is a collection of cross divisional front line and management staff.

2014 Outcomes



Internal Results

- APEX/SAM positions are close to reflecting 2010 Census Data city demographics.
- Developing Change Team recommendations for improving the department's hiring practices.
- Use of the Racial Equity Tool Kit to review Budget Issue Papers.
- Support in the development of a strategic plan to hire more culturally diverse lifeguards.

2014 RSJI Outcomes



External Results

- The Seattle Park District's six-year plan includes funded initiatives that impact underserved and underrepresented communities to provide greater access to programs and facilities.

- Parks Year end WMBE:
 - I. Purchasing—Achieved 35.5%; department goal was 16%
 - II. Consulting—Achieved 15%; department goal was 12%
 - III. Construction Contracts—Achieved 19%; department goal was 17%.

2015 RSJI goals



- Ensure the development of Parks' 2015 RSJI work plan will include measurable RSJI outcomes that are internal and external focus.
- Implement hiring practice policies resulting from the HR Hiring Task Group.
- Ensure Park District performance management outcomes across divisions include RSJI values and outcomes.