

Attachment 2: Draft Equity Statement

Vision

Seattle Parks and Recreation's facilities, programs, and services are open, accessible, and culturally relevant to all people. All people regardless of their race, gender, sexual orientation, religion, age, abilities, social and economic level, and culture are welcomed and embraced. All Parks' resources are fairly and equitably distributed to people and the communities they live in and these communities are healthier, more vibrant, and sustainable as a result. Seattle Parks and Recreation is a leader in providing the most inclusive, accessible, and culturally relevant programs and services in the nation. All people have access to beautifully maintained parks and natural areas where they can safely play, contemplate and build community. The department's workforce is reflective of Seattle's multi-cultural and diverse communities.

Principles

Seattle Parks and Recreation's work place expectations, organization norms, and policy and procedures incorporate race and social justice values and outcomes. These values and outcomes will be consistent with its Parks' core values of Access, Opportunity, and Sustainability and the provision of programs and services will focus on historically underrepresented and underserved communities. The department's policies and infrastructures will focus on inclusion of these underrepresented and underserved communities and designed so that all its lines of businesses, programs and services, and capital and maintenance investments are designed to achieve RSJI and Park Legacy Plan outcomes. Annual work plan and performance metrics for baseline operations and the Parks District Measure will be developed using the Racial Equity Toolkit and Inclusive Outreach and Public Engagement plan and strategy. Department employees will be allowed to reach their full potential and abilities. A path toward upward mobility and success is a fundamental principle.