

## MEMORANDUM

**DATE:** September 30, 2019  
**TO:** Aquatic Center Facility and Program Staff  
**FROM:** Justin Cutler, Recreation Division Director  
**SUBJECT:** Direction on Single Gender and All-Gender Inclusive Swim Programming

---

---

In the spirit of equity, inclusivity and responsiveness to community need, Seattle Parks and Recreation offers single-gender and all-gender inclusive swimming opportunities at several indoor pools. These programs connect city services to underserved communities.

In determining frequency, location and timing of these program offerings, demand and sustainability are evaluated by the same cost recovery standard as other fee-based drop-in aquatic programming. This standard considers revenue generated by average participation compared to the cost of staff necessary for program operation.

To deliver services in a nondiscriminatory way, 99% of swimming programs at SPR's swimming pools are delivered in a nongendered format that allow participation by all community members regardless of gender identity. Availability of equivalent services and times are also considered when scheduling single gender swimming programs.

Things to consider when implementing Single Gender Swim Programming:

- Has there been an expressed community interest and need?
- Are equivalent or similar non-gendered services available at the same time or within approximately two hours of this restricted use?
- Do we believe there is a sustainable interest in the program?
- After a year of operation does the program show the ability to be fiscally sustainable based on cost recovery standards?