



Board of Park Commissioners & Park District Oversight Committee

100 Dexter Avenue N., Seattle 98109 / Kenneth R. Bounds Boardroom

April 16, 2019

6:30 p.m. to 9:00 p.m.

Commissioners:

William Lowe, Chair
Andréa Akita, Vice Chair
Tom Byers
Dennis Cook
Patt Copeland
Marc Daudon

Jessica Farmer
Steve Gillespie
Marlon Herrera
Evan Hundley
Kelly McCaffrey
Mat McBride

Garet Munger
José Ochoa
Dewey Potter
Sean Watts

Welcome

Kelly calls the meeting to order and the board members introduce themselves.

Public Comment

Tim Motzer – Tim sent corrections to the Mid-Cycle Report. The 3rd mid-cycle correction is to provide additional funding by raising the assessment amount. He would like it included as a supplement to the Park District Board (City Council). He strongly urges the board members and the public to attend and support his recommendations.

Simon – Represents Rainier Beach Link to Lake Project. He requests funding to create a link between Beer Sheva and the light rail. The community received a Neighborhood Matching Fund Grant to create a park redesign because there are limited sightlines and a lame playground. The park does not inspire community or feel like a welcoming space.

Monica Matthews – She is a member of the Rainier Beach community. They are looking for funding for renovation for Beer Sheva Park. She highlights some of the design features of the renovation plans.

Jenny Frankl – Rainier Beach community member, she supports Beer Sheva Park improvements; they have led a community outreach process to get support and an informed vision for the park. There is not much access to water and they want to expand it.

Gary Epstein – Amy Yee Tennis Center – In favor of expansion and renovation; Amy Yee serves the entire city – all demographics; Amy Yee Tennis Foundation serves an important role in the community.

Jody – She feels the city needs more tennis courts. Amy Yee was a local tennis star and a professional tennis player. She really loves going to Amy Yee and has been a volunteer in their QuickStart program.

Steven Grayson – Amy Yee Advisory Council – Coach for QuickStart and it saddens them when they turn people away.

Public Engagement/Outreach

Rachel Schulkin, Communications Manager

Communication between the public and SPR is ongoing. SPR staff is always listening and interacting with the community through public meetings, media and press releases, blogs, newsletters, phone, email, and social media.

What her team does?

People are finding SPR through the website mostly; although people are starting to get the information they need directly from Google so the traffic to the websites are decreasing.

Website –

In the summer people want to go to...

- Spray parks and wading pools
- Picnics/Reservations
- Colman Pool
- Discovery Park

In the winter people want to go to...

- Discovery Park
- Picnic reservations
- Rainier Beach Pool Schedule
- Ballard Pool Schedule
- Toddler Indoor Play Areas

Twitter

- Emergencies - announcements for closures
- Park openings
- Employment or Internship Opportunities
- Community Meetings
- Closures (and Re-Opening) Announcements

Facebook

- Park Openings
 - *GasWorks Play Area Opens (89K)*
- Events - In the last year, SPR hosted or co-hosted 28 events, reaching 828.9K people, with 58.4K people responding as “going” or “interested”.
 - *Pathway of Lights (11K)*
- Job Postings and Internship Opportunities
 - *Work for SPR Recreation (7.9K)*
- Stories of Good Work by Employees
 - *Seattle Conservation Corps Story (10K)*

Phones/email –

- Receive around 1,300-1,400 calls per month.
 - Top inquiries: Parks maintenance questions and event reservations
- Receive around 180-230 emails per month
 - Top inquiries: illegal camping complaints and service requests

Public meetings – SPR staff attend an average of 4-6 per month

- Several park development meetings each month (4 in April)
- Solicit feedback both at meetings and online
- Tailor event to community:
 - For example--Farmer's Market, at proposed park site, provide childcare, provide interpretation
- Answer call or emails from interested community
- Additionally, staff attend regularly held community meetings throughout the year (South Seattle Crime Prevention Council, Magnuson Park Advisory Council, etc.)

SPR hears a lot of positive stuff feedback about programs and parks.

SPR also hears complaints: illegal camping, off-leash dogs, trash, noise, goose poop, or bad information.

Context for Strategic Plan Outreach

2015 Community Center Listening Tour with the Superintendent: 30 meetings over 3 months. SPR staff are bringing all the information gathered with them to inform the new plan.

SPR has done several outreach processes for many different plans that will also inform the new strategic plan; including a city-wide survey, etc... Rachel reviews the list of feedback and plans that will be folded into the current Strategic Plan.

Rachel's presentation is available [here](#).

Strategic Plan Outreach

Rachel emphasizes that outreach and strategic planning are ongoing.

- SPR Plans and feedback over the past 5 years.
- Engaging SPR Staff
- Online Engagement
- City-wide Survey
- Parks and Rec Fest – June 1 @ Green Lake and June 9 @ Yesler Terrace Park and Community Center. This allows SPR to listen to community members; and introduce them to some of the great things the department does. There will be a mechanism to connect people to resources and talk with them about how to use the SPR tools.
- Recreation and Park trends near and far

Create a plan for the future. What's your big idea?

Everyone should attend; inclusive outreach celebrates diversity and feels inclusive to everyone.

Jesús clarifies the strategic plan is for the department not just for Park District funding.

Park District financial plan will get more specific, but the strategic plan will be more thematic.

The Board of Park Commissioners and the Park District Oversight Committee will be asked to volunteer at Parks and Rec Fest.

More ways to engage

- Using Community Liaisons to engage diverse communities
- Mini Strategic Plan kiosks at all Community Centers and Pools
- Information on website about how to write in with your feedback
- Attend a Park Board/Park District Oversight Committee meeting
- Community listening meetings

Pathway to Equity

Bianca Hill, SPR Equity and Engagement Strategic Advisor and Shanyanika McElroy, Policy and Performance Analyst

- Race and Social Justice Initiative City of Seattle's long-term commitment to end institutional and structural racism and achieve racial equity in Seattle
- Pathway to Equity - Model and framework SPR will use to achieve race and social justice. In continuous development; measured against anti-racist continuum
 - SPR's commitment to the advancement of the RSJI
 - Organizing and Advocacy
 - Building Relationships and Infrastructure
 - Creating Accessible Tools and Resources
 - Training and Capacity Building
 - Applied Learning and Accountability
 - Embedded Practice
 - Continuous development and measurement on the Anti-Racist Organization Continuum

Continuum on Becoming an Anti-Racist Multicultural Organization:

In 2018, we held an all-day "Foundations of Change" training with all staff. As part of the training, each staff person was asked to consider where the department is on the following RSJ Continuum. The results yielded that SPR presents itself as taking diversity as an official priority and is working towards developing and anti-racist identity.

By the numbers:

- 25.99% - Symbolic Change (Official policy pronouncements regarding multicultural diversity; still working to expand view of diversity however, little/no change in culture, policies, decision making – focus is on staying compliant)
- 20.58% - in between symbolic and identity

- 27.23%- Identity Change (analyzes systemic racism and develops anti-racist training, new consciousness of white privilege and power; develops identity as anti-racist institution, however structures and culture still maintain white privilege and power)

To further this work, SPR will focus on strategic priorities that address Organizational Clarity and Capacity Building, Employee Engagement, Training and Accountability, and Community Engagement.

These priority areas will lead us to Structural Change and through committed and impactful work to be a fully-inclusive anti-racist multicultural organization

Organizing/Advocacy

- Caucusing
- Reconciliation and Healing
- Community Listening Sessions

Infrastructure/Tools/Training

- Strategic Direction (priority/focus areas, timelines w/ performance measurements)
- Focus groups
- Toolkits development
- Policies/procedures that support
- Innovation Labs - actionable steps to promote equity; ways to deepen conversations and call out inequities.
- Trainings such as: Race: Power of Illusion, Implicit Bias, FOC

Application/Accountability (equity is institutionalized in the organization; woven into our day to day practices and operations)

- E3
- ROSA (rsji outcomes strategies and actions)
- Toolkit Utilization
- Leadership Expectation and Accountability Plan

The realization of the vision - City of Seattle's long-term commitment to end institutional and structural racism and achieve racial equity in Seattle. As the department continues RSJ and equity building work, they will build out these pillars along the pathway to recognize the vision.

Change team alignment

- Shared direction and goals moving on parallel paths but working in step.
- Advance RSJ goals within Department
 - Implementation of concrete strategies and work items
 - Policy, practice, and procedure review and recommendation
- Advance opportunities, achieving equity, and dismantling institutionalized racism
- Engage in processes as voice of membership
- CT partners assisting Strategic Advisors with prioritizing an equity lens at forefront of work

An Impactful Start

- Budget and Policy Filter – Toolkit to apply equity lens to budgeting and policy development
- Racial Equity Toolkit – each division responsible for completing 1 toolkit
- Allyship 101 Training – 5 tips for being an impactful ally

- Equity Innovation Labs – Facilities (Qtrly), Recreation (Qtrly), Upcoming: Finance, Parks and Environment, EPIC, PDD
- Equity Lens Primer session – Policy Unit (again applying an equity lens to policy review and development)
- Equity Toolkit Review – Strategic Plan (Master Plan Development)
- LeadHERship (3/13)-LeadHERship is an SPR program that is designed to help women staff members with their day-to-day work experiences and career goals. (professional development, networking, team building)
- Equity Based Budgeting (4/10) - Recreation team when through an equity-based budgeting session; presents model of equitable funding and equity criteria for budgeting and resource allocation.
- Equity Criteria considerations for budgeting and resource allocation
- Equitable funding not equal funding model

Pathway to equity is a work-place expectation; accountability measures will be engrained into the performance measures. Bianca understands that the easiest thing to do is not show up or be in the room.

Here is a link to the “5 Ways to be an Ally” video: <https://binged.it/2H9q60o>

Questions from the Board: Is pathway to equity externally and internally-focused? Where does the City spend its money and is the money reflecting anything?

Sharing the information to other municipalities? Bianca is looking to develop resources accessible online.

Shanyanika was elected to WRPA Board of Directors – She will spend the next 3-years of service to further the goal of equity and inclusion in Washington state.

Strategic direction comes from Seattle Office of Civil Rights; other departments are doing similar work; all equity leads get together monthly from across the city.

Water Usage Briefing

Joelle Hammerstad – Sustainable Operations Manager; Karen Galt - Water Management Coordinator

Water Use & Cost Portfolio

Most goes to irrigation; all other sewer – wading pools, Spray parks, restrooms

Irrigation – 600 irrigated acres; 75% applied with Maxicom – a smart irrigation system

Water use and costs – increase in usage over last 4 years; water rates have doubled in 10 years.

Using technology to support smart water use - use central control system;

Using ARC GIS collector to collect information – this tool provides information at their fingertips to increase efficiency.

Summer – SPU says due to snow pack, there is about 66% chance there will not be a drought; data shows the amount of water used is decreasing.

National Oceanic Atmospheric Administration predicts there is an above-average chance Seattle will have a warmer than average summer.

April 2019 has longest stretch of rainy days in April for a long time.

2018 highest irrigation need although the calculated water needed, adjusted for annual rain, has not been met by actual water use.

Water shortage contingency plan – stages match SPU contingency plan.

Alternative/Recycled water study – funding to do a study on water reuse options; finding a project to integrate water usage. For example, SPR does not need to use drinking water for irrigation.

Goal is to integrate recycled water opportunities into upcoming project planning processes.

David Hutchinson – Discovery Park – The GSP forest stewards are restoring 30 acres of native habitat site; heavily dependent on irrigation and he wonders at what stage they would lose water, should there be a drought. Joelle responds that restoration planting would still be a priority because they understand the long-term benefits.

What's projections on water budget requirement in terms of climate change? If last 4 years are signs of things to come,

SPR staff are talking with the University of Washington to study long-term effects of climate change in Seattle.

Superintendent's Report

Jesús Aguirre is back as Superintendent for Seattle Parks and Recreation. He left two years ago to work in his family business but during that time he realized he missed this work. He couldn't get excited about the for-profit work. When the job was announced, he applied and went through the entire process. Public service is what makes him happy.

Areas of focus: equity, communication and outreach are pieces of his workload. The department's work and the needs of the residents continue to change. Having stepped away from the work for a while, he was able to process what he did in the past and what he would do differently.

He reiterates what Rachel emphasized during her presentation, that engagement and hearing from residents is not a one-time thing, it is part of SPR's core work.

How is SPR responsive and engaging with our residents? Jesús will push the conversation of equity further. Certain communities have greater needs and SPR will look there first; this is what drives SPR's work on the front end as a value for what the department does. Jesús will run a department that serves people and driven by the needs of the people.

Climate change – SPR leading the response to climate change and SPR staff will continue to be innovative.

Homelessness, affordability, livable city, etc... - SPR touches every resident; truly engaged in citywide solution to these issues.

Residents have a set of needs and SPR will not meet the needs of every resident. Jesús will put funding and financing towards those that have greater impact. Invest and make sure those communities get more. There will be a tension between density and livability.

Green spaces are being invaded by encampments; making sure SPR staff are properly trained and have the proper resources.

Boards/commissions – Engagement and Responsiveness as representing the City; ask the questions and get input and feedback. He tells the Board to let staff know the issues and ideas they want to hear about and what role they want to play. He encourages the Boards to push and make sure the department is thinking about things the right way.

Commissioner McCaffrey feels the boards are underutilized; Jesús questions if there need to be two separate boards.

Commissioner Byers read today about the King County Parks Levy for his district. He is disappointed the Board never got information about the development of that levy to make sure Seattle was considered.

The commissioners request to see a copy of the King County Parks Levy.