



**Healthy People
Thriving Environment
Vibrant Community**



Updated 2020-2032 Strategic Plan

and 2025-2028 Action Plan



**Seattle
Parks & Recreation**

Hello Seattle residents!

I'm excited to introduce our Updated 2020-2032 Strategic Plan and 2025-2028 Action Plan. Today, more than ever, people are hungry for open spaces to explore, and open places to build community. When I was growing up, I lived in a tiny apartment with no outdoor areas, so my friends and I played in alleys and made the whole city our backyard. And with 99% of Seattle residents within a 10-minute walk to a park, I'm proud that Seattle's parks serve as everyone's backyard, and our recreation facilities serve as everyone's living room. Our parks and recreation programs are where Seattle shines brightest, offering spaces to connect, rejuvenate, and thrive—even on our grayest days.



*AP Diaz, Superintendent,
Seattle Parks and Recreation*

Seattle Parks and Recreation (SPR) released our 2020-2032 Strategic Plan in March 2020 after significant planning and public engagement. It set out our approach for promoting our core outcomes of healthy people, a thriving environment, and vibrant community. Today, six years into the life of that original document, we release an updated and refreshed version of our Strategic Plan—to keep it relevant and inspiring for the next six years. We are also releasing an Action Plan for 2025-2208, which translates those high-level strategies into the specific project and program commitments we're undertaking:

HEALTHY PEOPLE

We're teaching Seattle to swim—at our 10 public pools and 9 lifeguarded beaches—and ensuring low-income youth get prioritized access to free lessons. We're operating a network of community centers that provide programs for people of all ages and abilities, and redeveloping some of our flagship community centers to keep this legacy going.

THRIVING ENVIRONMENT

We are in the midst of an historic decarbonization of our facilities, fleets, and equipment to mitigate our contribution to climate change. We are twenty years into an ambitious plan to restore thousands of acres of natural areas, and just a few years into a new program to plant and care for 1,800 trees in developed parks. And we're building and maintaining trails to make the natural world accessible.

VIBRANT COMMUNITY

We activate parks to make them safe and fun for all, and our Park Rangers provide education, public engagement, and respectful enforcement when needed. We support the development of young people through safe spaces, academic enrichment, and employment opportunities.

Please join us in keeping Seattle's parks and recreation system strong. These are your spaces, your community, and together, we'll ensure Seattle Shines! Our parks and recreation spaces are a beacon of light, bringing connection, wellness, and joy to all. By celebrating and protecting them, we can ensure they continue to shine brightly for generations to come. **#SeattleShines**

A stylized handwritten signature in black ink, likely belonging to AP Diaz.

Introduction

Welcome to the next chapter of Seattle Parks and Recreation's vision for a thriving, connected, and vibrant city!

This document reimagines and reissues our **2020-2032 Strategic Plan**, charting bold, long-term strategies to shape the programs, services, and investments that will make Seattle shine brighter than ever through 2032.

This document also includes a **2025-2028 Action Plan** prioritizing our work for the final years of the Park District Cycle 2 financial plan, and communicates to the public and elected officials what they can expect from us during this timeframe. This Action Plan supports implementation of our long-range strategies, and picks up where the prior Action Plan for 2022-2024 left off. It includes:

- Selected strategies that we will focus on advancing now, and a review of *Priority Actions* for 2025-2028 and specific success measures
- A *Strategic Commitments Reference* in Appendix A that details budgeted service levels across our operating programs and funded projects in our Capital Improvement Program (CIP)





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Shares specific actions, programs, and projects we will undertake to advance our strategies.

Appendix A

[Strategic Commitments Reference - available online](#)

Who We Are & What We Believe

OUR VISION

Seattle Parks and Recreation envisions an accessible, sustainable system where vibrant parks and programs unite residents and visitors to play, explore, protect our environment, and strengthen community. Guided by a dynamic workforce, we foster collaboration, celebrate diversity, and inspire everyone to know that #SeattleShines.

MISSION

Seattle Parks and Recreation empowers employees and serves the public to promote well-being, supporting healthy people, a thriving environment, and a vibrant community. We provide safe, accessible spaces where residents and visitors of all ages—children, teens, adults, and seniors—can work, play, rejuvenate, and enrich their quality of life. **#ParksMakeLifeBetter**

EQUITY & INCLUSION

Seattle Parks and Recreation is committed to advancing equity and social justice in our Department and throughout every neighborhood. We foster a dynamic, diverse workforce; strengthen investments and growth opportunities; and build meaningful partnerships. We acknowledge the disparities created by historical practices and pledge to close gaps in workforce development, environmental justice, and access to quality open spaces, programs, and facilities through a united approach.

SUSTAINABILITY

Seattle Parks and Recreation seeks to be a global leader in sustainable park management. In the midst of the challenges of urbanization, climate change, and biodiversity loss, public open spaces are critical to the health of residents and local ecology. To achieve a vision of a sustainable parks and recreation system, SPR will prioritize supporting healthy ecosystems, resilient parks, and sustainable park operations.

VALUES

Equity
Opportunity

Access
Sustainability

PLANNING BACKGROUND:

How We Got Here

As a best practice, Seattle Parks and Recreation (SPR) engages in iterative cycles of hearing from our residents, setting long-term strategic goals, identifying available resources, and implementing specific programs, projects, and activities to support healthy people, a thriving environment, and vibrant community. In the pages that follow, we summarize the work from 2019 to the present day that has informed the document you're reviewing now.



COMMUNITY
ENGAGEMENT

STRATEGIC
PLANNING

FINANCIAL
PLANNING

IMPLEMENTATION
PLANNING

COMMUNITY ENGAGEMENT

SPR is committed to hearing from the communities we serve and using community input to inform our decision-making and resource allocation.

- In 2019, SPR undertook a major engagement effort, hearing from more than 10,000 members of the public through surveys, stakeholder listening sessions, community events, and more.
- In 2021, as part of a post-pandemic pulse check, SPR heard from more than 9,000 members of the public through online open houses, community events, and surveys of park and program users, with a focus on ensuring robust representation from communities of color and other underserved groups.
- In 2022, as part of developing the Park District's Cycle 2 financial plan, both SPR and the Park District Board performed additional community engagement, including a recommendation from our resident advisory committee, the Board of Parks and Recreation Commissioners.
- Beyond these formal engagement processes, we maintain a variety of channels to hear from community members on an ongoing basis—through our network of Advisory Councils, social media, regular surveys, and more. We strive to keep an open line of communication with our residents, program participants, and the whole community.

What We Heard



**focus on equity to make sure
all communities benefit**

2019

**make parks safer
through more staff
presence and cleaning**

**build more of a variety
of parks and facilities**

**address the
impacts of
homelessness
in parks**

**improve
safety
& security**

2021

**improve pathways for
diverse communities to
meaningfully inform
capital projects**

**align community
center hours with
community need**

**plan for replacement and
redevelopment of flagship
community centers**

2022

**decarbonize
community
centers
and other
facilities**

**increase resources for
planting trees in natural
areas & developed parks**

**balance
enforcement
with respect
for people
experiencing
homelessness**



STRATEGIC PLANNING

Based on the results of the 2019 community engagement, as well as a variety of other planning foundations (including the Parks and Open Space Plan, asset condition assessments, community center strategic and program planning), we released our **Strategic Plan for 2020-2032**. In this plan, we committed to:

- Support solutions to citywide challenges by providing affordable, accessible programming that helps maintain the livability of our city and safe indoor and outdoor spaces for community to gather, be active, and connect with the natural environment.
- Prioritize addressing historical racial inequity as we pursue opportunities to improve mental and physical health, combat climate change, plan for continued growth, and increase the vibrancy of our city.
- Continue community conversations to touch base with residents about how priorities evolve, and to adjust and course-correct our strategic direction and funding priorities accordingly.

This plan outlined approximately 40 strategies for advancing healthy people, a thriving environment, vibrant community, and organizational excellence. They are summarized below.

ORIGINAL STRATEGIES FOR 2020-2032

Healthy People

Providing equitable programs. Prioritizing accessibility for all ages and abilities. Maintaining high-quality spaces. Sharing information about our services. Ensuring public space access. Connecting to nature. Reimagining community centers. Building multiuse facilities. Improving food access.

Thriving Environment

Managing natural resources sustainably. Reducing waste. Reducing carbon emissions. Restoring urban forest. Preserving parkland. Creating climate-resilient facilities. Improving connectivity. Investing in alternative energy. Instilling appreciation for nature. Increasing equitable access to parks.

Vibrant Community

Providing enrichment opportunities. Providing childcare. Reducing service barriers. Funding community-driven programs. Improving park safety. Responding to homelessness. Hosting community events. Communicating clearly. Seeking economic opportunities. Engaging partners. Providing clean, safe public restrooms.

Organizational Excellence

Conducting rigorous equity analysis. Achieving national accreditation. Building a strong workforce. Investing in staff. Becoming more data-informed. Planning continuously. Challenging the status quo. Applying a citywide approach. Pursuing life-cycle maintenance. Streamlining community oversight.

SPR's **2022-2024 Action Plan** updated our strategic priorities based on additional community engagement in 2021, applying our strategies to the changed environment of a post-pandemic world. We prioritized the ways that SPR could support public health and well-being, racial equity, economic recovery, and the impacts of climate change.

FINANCIAL PLANNING

SPR's base budget is made up of a variety of funding sources and subject to regular review and revision through the City of Seattle's annual budget process. The Seattle Park District, an independent taxing authority approved by voters in 2014, supports approximately a third of SPR's budget (as of 2025). Per its governance documents, we plan financial investments in 6-year increments.

While SPR's base budget provided significant resources to support implementation of many key priorities, some projects and programs envisioned in our strategic planning documents required additional resources. Adoption of the Cycle 2 Park District financial plan (running from 2023 through 2028) offered us the opportunity to invest in many of these strategies and expand our programs and services.

IMPLEMENTATION PLANNING

With funding levels confirmed, SPR began detailed implementation planning for growth in our programs and services. The March 2023 **Ramp Up and Reporting Plan** translated our strategic priorities into specific commitments based on the resources available, in the form of program-specific goals and named capital projects. Annual budget processes since that time have identified financial efficiencies, made hard choices in the context of limited resources and citywide challenges, and funded new projects. We have also learned lessons through the initial years of implementation, finding that some of our initial goals were either too low or too optimistic. As a result of both funding changes and lessons learned, some of our specific commitments have been modified, with the current commitments memorialized in Appendix A: Strategic Commitments Reference.

UPDATING OUR STRATEGIC PLAN

Recognizing key changes as a result of the global pandemic and the ongoing community engagement described above, **SPR is updating and re-releasing our 2020-2032 Strategic Plan to ensure our long-range strategic foundations remain relevant.**

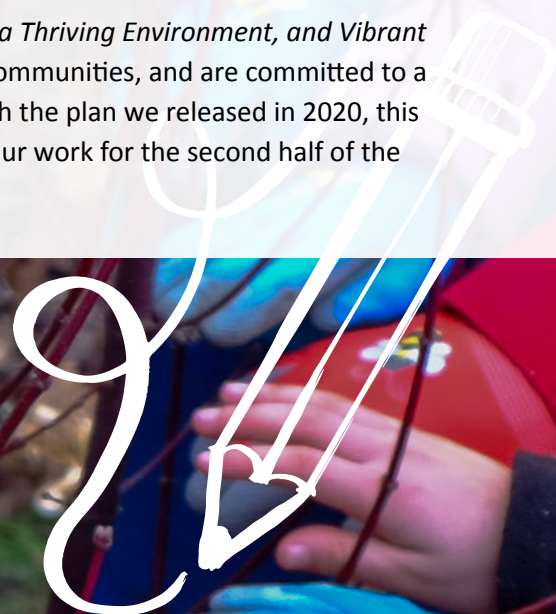




Seattle Parks and Recreation's Updated Strategic Plan

for 2020-2032

Our work focuses on generating three primary outcomes: *Healthy People, a Thriving Environment, and Vibrant Community*. We do our work aware of historic injustices that impact our communities, and are committed to a Pathway to Equity to ensure all Seattle residents can thrive. Consistent with the plan we released in 2020, this plan provides renewed and refreshed long-range strategies that advance our work for the second half of the 2020-2032 period.





Healthy People

Healthy people are active and practice healthy habits that prevent disease. But health isn't just a lack of sickness — it means positive, proactive physical, mental, and social well-being. Our parks, facilities, and programs promote physical and mental wellness, provide opportunities to build healthy habits, and support social well-being. We will:

RENEWED STRATEGIES

- 1** Provide a comprehensive set of programs and activities promoting physical and mental wellness for people of all ages and abilities
- 2** Teach Seattle to swim and provide access to aquatic recreation
- 3** Strive to make parks, facilities, and programs inclusive, accessible, and equitable
- 4** Maintain and improve our system of parks and facilities for community to gather, learn, recreate, and build their health
- 5** Build new parks and redevelop aging community centers to meet growing demand



Thriving Environment

A thriving environment is a healthy and resilient ecosystem that provides clean air and water, supports biodiversity, and creates accessible places for people to connect to nature. We support a thriving environment through equitable park access, environmental education and community stewardship, ecosystem restoration and habitat protection, emissions reduction and energy conservation, water efficiency and green infrastructure, waste reduction and diversion, and climate resiliency. We will:

RENEWED STRATEGIES

- 1** Manage our land and water sustainably for people, wildlife, and ecosystem services, and use nature-based solutions to address the impacts of climate change
- 2** Mitigate our contribution to climate change by decarbonizing our fleets, facilities, and operations
- 3** Sustain the tree canopy in natural areas and developed parks
- 4** Promote equitable access to parks and nature
- 5** Prioritize land acquisitions to ensure that all Seattle residents live within a 10-minute walk of a park



Vibrant Community

In a vibrant Seattle, community members find opportunities for enrichment and skill building, forge social connections, and feel safe and welcomed in public spaces across the city. Our parks and facilities provide indoor and outdoor spaces that enhance the vibrancy of our city, and combat social isolation by building community with people of all ages and identities. Related programs develop skills and provide employment experiences, promoting equity and inclusion. We will:

RENEWED STRATEGIES

- 1** Enhance welcoming, safer parks through activation, enforcement, and maintenance
- 2** Promote positive youth development through safe spaces, mentorship, employment experiences, and academic enrichment
- 3** Strengthen communication and outreach to better inform the public about our parks, facilities, and programs
- 4** Participate in the City's efforts to uplift individuals experiencing homelessness through job training and respectful cleaning of encampments



Organizational Excellence !

We envision a department with a high-quality, well-trained workforce that operates with a focus on excellence and professionalism, collaborates with community and partners, equitably delivers essential services, adapts to changing best practices, and embraces new technology and innovative ideas.

Delivery of excellent service requires a strong, diverse workforce connected to our mission and engaged in decision-making, effective organizational supports, and adequate resources and capacity. Transparency and accountability are fundamental principles for good governance and building community trust. Therefore, we will:

RENEWED STRATEGIES

- 1 Build staff capacity to advance equity
- 2 Stay accountable to the public and elected officials through robust performance management

Pathway to Equity



Seattle Parks and Recreation envisions a world where our parks, programs, and services are accessible, inclusive, and just. To make this vision real, we center the people and communities most impacted by inequity. Our work extends far beyond our parks and facilities—it reaches neighborhoods, community-based organizations, and businesses through partnerships and contracts, and can positively impact other systems where access has been an uneven playing field too long.

Equity goals are embedded into many of the strategies described above. In addition, by equipping employees to lead with equity, we build a foundation that allows us to transform how Seattle Parks and Recreation shows up for the communities we serve and we move closer to our equitable goals. This is what we call our Pathway to Equity.

To do this work we ground ourselves in three values: **shared accountability, self-work, and relationship building**. While each are unique and important, they are also interdependent and necessary.



SHARED ACCOUNTABILITY

None of us are responsible for the past, but all of us are responsible for the present and to some extent, the future. We are accountable to ourselves, to one another, and most importantly to the communities we serve.



SELF-WORK

To be socially just, we must work to unlearn overt and covert racist teachings embedded in the systems and institutions we interact with daily. To do this, we must practice self-awareness so we can recognize our own shortcomings in these areas, be open when they are brought to our attention, and actively improve upon them.



RELATIONSHIP BUILDING

We embrace and cultivate a relational culture. We must work as a collective in collaboration and relationship; we are stronger together.

Seattle Parks and Recreation's Strategies

for 2020-2032, Summarized



Healthy People

Provide quality programs. Teach Seattle to swim. Accessible, inclusive parks and programs. Maintain our assets. Build new parks and facilities.



Thriving Environment

Sustainable land management and nature-based solutions. Decarbonize our facilities, fleets, and equipment. Sustain tree canopy. Provide access to nature. Prioritize 10-min walk to park.



Vibrant Community

Safety through activation, enforcement, and maintenance. Positive youth development. Strengthen communications and marketing. Participate in Unified Care Team homelessness response.



Seattle Parks and Recreation's 2025-2028 Action Plan

To advance some of the long-range strategies described in our Updated 2020-2032 Strategic Plan, we have identified areas of focus and specific implementation steps for the 2025-2028 period. In the pages that follow, we detail our current priorities in the current environment, reflecting 2025 funding levels, and with an imperative to be responsive to emerging conditions and community needs.



Our Approach:

Key Themes for 2025-2028

Access, Opportunity, Equity, and Sustainability continue to guide our work and therefore our approach to the work includes the following commitments:



EQUITABLE ACCESS AND UTILIZATION

Since the earliest days of Seattle’s park system, we have been guided by the Olmsted ethic of inclusive community. We work to offer our services and open our doors—but we need to do more than just provide access. We also care about utilization (are people actually valuing and using our services?) and impact (are our landscapes, program participants, and communities better off because of our efforts?). Therefore, we are committed to proactively reducing barriers and to strengthening our results-based accountability systems.



PARTNERSHIPS AMPLIFY OPPORTUNITY

Parks and recreation programs are critical infrastructure in the promotion of healthy people, a thriving environment, and vibrant community—but we do it best in collaboration with community organizations, local businesses, sovereign tribal nations, and other City departments and government agencies. To amplify our impact, we will deepen our partnerships with a range of other organizations.



RESPONSIVENESS TO EMERGING NEEDS

Seattle is a dynamic and growing city, and our assets and services must be responsive to changing community needs. This means paying attention to what residents are asking for, embracing new ways of doing business, and making the most of our parks and facilities.



FINANCIAL SUSTAINABILITY

The judicious use of public funds is essential and we take seriously our responsibility as stewards of taxpayer dollars. We seek to increase the revenue generating potential of our assets, but to balance this with a commitment to affordability.

Priority Actions

for 2025-2028

We are committed to a wide variety of activities, services, and projects—see the *Strategic Commitments Reference* in Appendix A, which comprehensively details the specific goals, annual service levels, and named capital projects that SPR will undertake across all our lines of business during this time period. Additionally, we have chosen 11 strategies to focus on currently, and have identified **priority actions for 2025-2028** to advance those strategies.

In the tables that follow, we detail specific activities, projects, and programs to advance those strategies goals.

- **Success Measures** provide staff and the community a specific goal, either annually (in the case of operating programs) or in the 2023-2028 period (in the case of capital projects).

- **Other Actions & Measures** are items we commit to, with regular tracking and reporting, but that do not current have a specific numeric goal.

Note that in some cases, specific commitments may evolve over time due to budget changes, changing community need or other factors. If so, we will communicate those changes in annual reporting.



STRATEGY	PRIORITY ACTIONS FOR 2025-2028
<p>Provide a comprehensive set of programs and activities promoting physical and mental wellness for people of all ages and abilities</p>	<p>Success Measures:</p> <ul style="list-style-type: none"> • 60,000 annual operating hours at community centers • 3,000 program hours delivered annually for people with a range of cognitive and physical disabilities • 5,000 program hours delivered annually for older adults <p>Other Actions & Measures:</p> <ul style="list-style-type: none"> • Completion of a Recreation Programming Plan
<p>Teach Seattle to swim and provide access to aquatic recreation</p>	<p>Success Measures:</p> <ul style="list-style-type: none"> • 25,000 swim lesson participants annually • 9 beaches lifeguarded annually • 3-4 pool major maintenance projects completed by 2028 <p>Other Actions & Measures:</p> <ul style="list-style-type: none"> • Provide free swim lessons through Swim Seattle
<p>Strive to make parks, facilities, and programs inclusive, accessible, and equitable</p>	<p>Success Measures:</p> <ul style="list-style-type: none"> • 1,400 accessibility barriers removed (2023-2028) • 100% of available childcare and recreation scholarships distributed annually • \$375,000 granted annually to community-based organizations to provide free, culturally relevant programs • 15 Park CommUNITY Fund projects selected in 2024 completed by 2028; second project selection process held by 2026 <p>Other Actions & Measures:</p> <ul style="list-style-type: none"> • Expand access to field time for new and emerging sports groups with newly available hours from field conversions and improvements • Coordinate with the Department of Education and Early Learning's Childcare Assistance Program to support increased access to licensed childcare

STRATEGY	PRIORITY ACTIONS FOR 2025-2028
<p>Maintain and improve our system of parks and facilities for community to gather, learn, recreate, and build their health</p>	<p>Success Measures:</p> <ul style="list-style-type: none"> • Meet or exceed 80% of park maintenance standards (as measured annually by the Park Inspection program) • 33 play areas renovated (2023-2028) • 6 synthetic turf fields replaced (2023-2028) • 2 new full field conversions and 5 infield conversions completed (2023-2028) • 45 small-scale outdoor sport courts renovated (2023-2028) • 1 large outdoor court renovation project completed by 2028 • 6 community center major maintenance renovations (Delridge, Hiawatha, Magnuson, Magnolia, Meadowbrook, South Park) and improvements to Amy Yee Tennis Center completed or in construction (2023-2028) <p>Other Actions & Measures:</p> <ul style="list-style-type: none"> • Report # facilities maintenance labor hours annually • Report # vandalism work orders completed annually
<p>Build new parks and redevelop aging community centers to meet growing demand</p>	<p>Success Measures:</p> <ul style="list-style-type: none"> • Deliver 15 new parks (2023-2028): • Smith Cove Phase 1 • Cycle 1 Landbank Sites (48th and Charleston, A.B. Ernst Addition, Cheryl Chow, Hoa Mai, South Park Plaza, Wedgewood, West Seattle Junction) • Cycle 2 Landbank sites developed or in construction (Bitter Lake Reservoir Phase 1, Cayton Corner, Gateway Park North Phase 1, Georgetown Flume, Lake City Floodplain, Terry Pettus) • Redevelop 5 community centers (Green Lake, Lake City, Loyal Heights, Mercer & 8th, Queen Anne completed or in construction by 2028)

Thriving Environment

STRATEGY	PRIORITY ACTIONS FOR 2025-2028
Mitigate our contribution to climate change by decarbonizing our fleets, facilities, and operations	Success Measures: <ul style="list-style-type: none"> • 8 facilities decarbonized or in construction (2023-2028) • Energy conservation measures implemented at 2 facilities annually • 4 small buildings converted from oil to electric heat by 2028 • 100% conversion of leaf blowers from gas to electric by 2027
Sustain the tree canopy in natural areas and developed parks	Success Measures: <ul style="list-style-type: none"> • Plant 50,000 native trees and 360,000 other native plants in natural areas (2023-2028) through the Green Seattle Partnership • 1,800 trees planted in developed parks (2023-2028) through the Trees for Seattle Parks program • 4,000 trees inspected and maintained annually Other Actions & Measures: <ul style="list-style-type: none"> • Implementation of a new Green Seattle Partnership strategic plan
Promote equitable access to parks and nature	Success Measures: <ul style="list-style-type: none"> • 10 miles of trails maintained annually, and 5,000 feet of trails restored through capital projects by 2028 • 100 youth annually with paid job opportunities through the Green Seattle Partnership

Vibrant Community

STRATEGY	PRIORITY ACTIONS FOR 2025-2028
<p>Enhance welcoming, safer parks through activation, enforcement, and maintenance</p>	<p>Success Measures:</p> <ul style="list-style-type: none"> • 12,000 Park Concierge hours in Center City parks annually • 1,200 hours of supported activation in neighborhood parks annually • 1,500 mobile recreation activations annually • 27 restrooms renovated (2023-2028) • 60 restrooms weatherized for year-round use (2023-2028) <p>Other Actions & Measures:</p> <ul style="list-style-type: none"> • Report # verbal warnings, # written citations issued, and # parks visited by Park Rangers annually • Meet our restroom audit commitments through employee training, best practice development, and new performance measures • Pilot staffed restrooms at Cal Anderson and Hing Hay (funded by Seattle’s Participatory Budgeting process)
<p>Promote positive youth development through safe spaces, mentorship, employment experiences, and academic enrichment</p>	<p>Success Measures:</p> <ul style="list-style-type: none"> • 4,100 hours of Teen Life Center operations annually • 4,000 hours of Late Night operations annually • 80 youth employed for 20,000 hours of work annually • 4,500 hours of academic programming and enrichment through Community Learning Centers annually, and a 10% increase in math scores during summer programming annually <p>Other Actions & Measures:</p> <ul style="list-style-type: none"> • Continue development of Seattle Mentors, envisioned as a world-class mentoring program for youth • In partnership with Seattle’s Department of Education and Early Learning, continue development of community centers as hubs for youth access to mental health resources
<p>Strengthen communication and outreach to better inform the public about our parks, facilities, and programs</p>	<p>Success Measures:</p> <ul style="list-style-type: none"> • Increased social media engagement • 2,000 Community Engagement Ambassador hours annually • Report # of days to respond to parksbsc@seattle.gov emails annually

Organizational Excellence !

In addition to the public-facing priorities described above, we make internal investments in staff capacity and organizational infrastructure because these investments translate into improved parks, programs, and services for our communities. In the 2025-2028 period, we will prioritize the following internal actions:

1 Build staff capacity to advance equity through:

- Ongoing recruiting and retaining a workforce representative of the community we serve within and across racial categories, and gender identities.
- Establishing an internal process for contracting and purchasing with women- and minority-owned businesses (WMBE) including training, education, consultation, recordkeeping, reporting and engagement.
- Developing and delivering a training plan to provide training for all SPR staff on the basics of gender identity.
- Strengthening the internal process for usage and completion of Racial Equity Toolkits (RETs) including tool development and deployment, training, education, consultation, recordkeeping, and reporting.

2 Stay accountable to the public and elected officials through robust performance management, including:

- Measuring and reporting our success measures regularly, through online dashboards and an annual report.
- Completing a Mid-Cycle Evaluation in 2027 to assess performance thus far and offer insights into Cycle 3 planning.
- Coordinating a Subcommittee of the Board of Parks and Recreation Commissioners to regularly review performance data and dive deeper into critical issues of interest to the public.

Next Steps

1

SPR will work diligently to implement these priority actions for the remaining years of Cycle 2.

2

You can follow our progress by checking out our [Parkways Blog](#), signing up for our [e-newsletter](#), or engaging through our [Facebook](#), [Instagram](#), [X](#), and [LinkedIn](#) pages—as well as through our official [annual reports](#).

3

We anticipate the next action plan to be released in 2029, coinciding with the adoption of the Cycle 3 Park District Financial Plan.





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Parks & Recreation