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Seattle LGBT Commission Recommendations on the *Parks Investment Initiative:* *2015 Transition Year Funding Plan*



Map of the Olmsted Brothers' park and boulevard system for Seattle

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Drafted by Gunner Scott and Shoshana Paget, City Planning & Neighborhood Services & City Resources Task Force, on behalf of the Seattle LGBT Commission

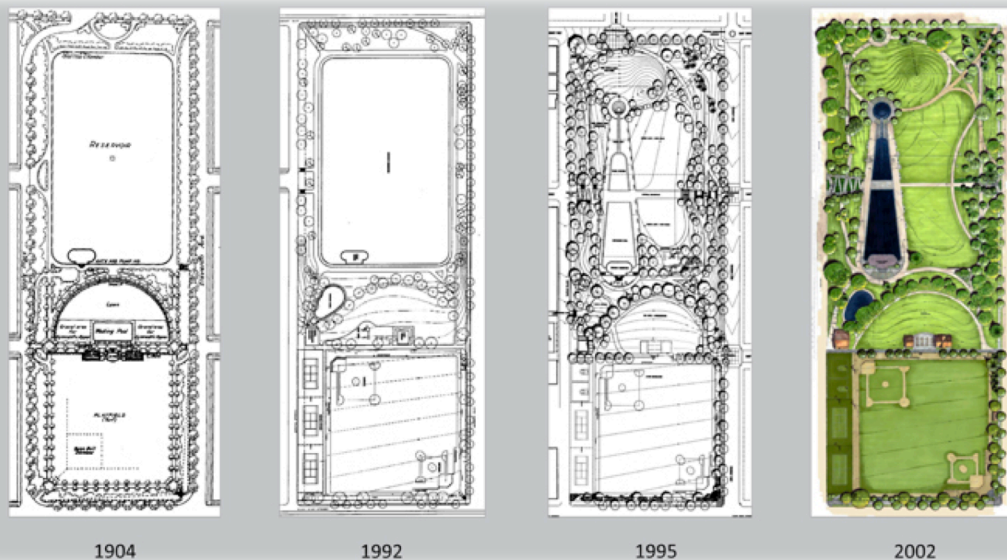


Cal Anderson Park, named in honor of Seattle’s first openly gay legislator, sits in the center of Capitol Hill, a neighborhood considered to be Seattle’s historic “Gayborhood.” On sunny days it is not unusual to see groups of people lounging in the grass, playing various sports, and in many cases, the park also serves as a rallying spot for several planned and unplanned LGBT marches and gatherings. While Cal Anderson Park may be seen as the park the LGBT community mainly uses, the reality is that LGBT youth, adults, seniors, and families use Seattle Parks and Recreation services and spaces all across the city.

In 2014, Seattle voters approved the Seattle Park District to provide sustainable funding for Seattle Parks and Recreation, ensuring that the programs and facilities continue serving the people of Seattle. These recommendations address serving the needs of LGBT parks patrons, an underserved and minority community made up of children, youth, adults, and families that are residing in all of Seattle’s neighborhoods, who are from all racial/ethnic backgrounds, abilities, and socio-economic statuses.

The Gallop poll estimates 4.0% of adults identify as lesbian, gay, bisexual, or transgender (LGBT) in Washington State. For Seattle, based on the 2014 population numbers, that is roughly 25,500 adults and over 3000 youth attending Seattle public schools that identify as LGBT, which is more than the combined populations of Capitol Hill (19,078 according to 2010 census) and North Capitol Hill (4,157 according to 2010 census). In addition, 17-23% of LGBT and/or same-sex couples are also raising children. Seattle’s LGBT community is unique and it also mirrors the larger population of the city. Much like other populations, Seattle’s LGBT population uses our park facilities and participates in recreational activities.

The following recommendations address the *Parks Investment Initiative: 2015 Transition Year Funding Plan* and draws upon Washington state’s non-discrimination law (2006), King County’s non-discrimination ordinance (2003), and Seattle’s non-discrimination ordinance (1986), best practices in serving LGBT patrons in other Parks and Recreation programs, sports programs, federal employment policies, and policies addressing the needs of LGBT youth and adults in accessing services.



Fix it First and Maintaining Parks and Facilities

Section 1 reference numbers 1.1, 1.2, 1.4, 1.5

Section 2 reference numbers 2.2, 2.4

Access to the restrooms, locker rooms and changing facilities

All youth, adults, and families are entitled to have access to restrooms, locker rooms and changing facilities that are sanitary, safe, and adequate, so they can comfortably and fully engage in Seattle Parks and Recreation and Community Centers programs, activities, services and opportunities.

Some members of the public may feel uncomfortable with a transgender, gender non-conforming, or gender variant youth or adult using the same sex segregated restroom, locker room or changing facility. This discomfort is not a reason to deny access to a transgender or gender variant person.

Policy Recommendations:

1. **NON-DISCRIMINATION:** Parks and Receptions should add “gender identity” and “gender expression” to the list of attributes that are protected from discrimination in their internal policies. For example, community center or program with an internal policy that no patron can be refused service due to race, religion, ethnicity, gender, sexual orientation, veteran status, or marital status, should revise its policy to state that guests also may not be refused service due to their *gender identity or gender expression*. These policies should be publically accessible and visible as similar information.
2. **RESTROOM, LOCKER ROOMS AND CHANGING FACILITIES ACCESSIBILITY:** Where Parks and Community Centers currently maintain separate restroom and changing room facilities for male and female patrons; transgender or gender variant people have access to the restroom that corresponds to their gender identity. Where available, a single stall bathroom and/or changing room should be available to any person, transgender, gender variant or not, who desires increased privacy, regardless of the underlying reason. The use of such a single stall bathroom and/or changing room should be a matter of choice for a person, and no person shall be compelled to use such bathroom and/or changing room.
3. **SAFETY:** Parks and Receptions should revise their existing harassment policies to explicitly cover harassment related to gender identity and expression.

Training Recommendations:

1. Integrate information about departmental expectations and legal requirements related to access for LGBTQ patrons.
2. At least annual LGBT inclusivity training with a focus on gender identity and gender expression for all new hires, current staff, contractors and volunteers that interact with the public in Parks and Receptions facilities.
3. At least annual LGBT inclusivity training with a focus on gender identity and gender expression and issues of violence and harassment for Park Rangers, Animal Control, and Seattle Police, Fire, and EMS.

Logistical Recommendations: Community Centers

1. Ensure that bathrooms, in single stall/universal and in sex-segregated multi-stall bathrooms that include stalls, have doors on the stalls with functional locks for the privacy and safety of all patrons.
2. Installation of new, universal signage for all single stall bathrooms and changing rooms to make clear that transgender and gender-variant people are welcome. Signage examples include:



3. Inclusion of three (3) separate changing rooms/locker rooms, Universal (open to all genders), Women, and Men. The expansion of universal changing rooms open to all genders in fitness and aquatic facilities and the addition of more private changing stalls in all sex segregated changing spaces with inclusive signage. Signage examples include:



4. Ensure that all new build changing stalls in universal and sex-segregated changing areas have doors with functional locks and, for older facilities, privacy measures, such as curtains on the stalls.
5. Ensure that all new build shower stalls in universal and sex-segregated shower areas have doors with functional locks and, for older facilities, privacy measures, such as curtains on the stalls.
6. Install separate lockers, cubbies, and/or coat hooks outside locker rooms

Restroom Only Facilities

1. Ensure that bathrooms, in single stall/universal and in sex-segregated multi-stall bathrooms that include stalls, have doors on the stalls with functional locks for the privacy and safety of all patrons.
2. Installation of new, universal signage for all single stall bathrooms and changing rooms to make clear that transgender and gender-variant people are welcome. Signage examples include: see #2above.

Programs for People

Section 3 reference number 3.1

Policy Recommendations:

1. NON-DISCRIMINATION: Parks and Receptions should add “gender identity” and “gender expression” to the list of attributes that are protected from discrimination in their internal policies. For example, community center or program with an internal policy that no patron can be refused service due to race, religion, ethnicity, gender, sexual orientation, veteran status, or marital status, should revise its policy to state that guests also may not be refused service due to their *gender identity or gender expression*. These policies should be as publically accessible and visible as similar information.

Training Recommendations:

1. Integrate information about departmental expectations and legal requirements related to access for LGBTQ patrons.
2. At least annual LGBT inclusivity training with a focus on gender identity and gender expression for all new hires, current staff, contractors and volunteers that interact with the public at Community Centers and all Parks and Receptions facilities.

Funding Recommendations:

1. Scholarship Opportunity: Ensure LGBT youth, adults, and families have access to and are informed of scholarship opportunities that they may qualify for.

Section 3 reference number 3.2

Policy Recommendations:

1. Ensure that LGBT persons are defined in “underserved community.”

Training Recommendations:

1. Integrate information about departmental expectations and legal requirements related to access for LGBTQ patrons.
2. At least annual LGBT inclusivity training with a focus on gender identity and gender expression for all staff, contractors, and volunteers dedicated to “Recreation Opportunities for All” initiative.

Funding Recommendations:

1. Scholarship Opportunity: Ensure LGBT youth have access to and are informed of scholarship opportunities that they may qualify for.
2. Ensure LGBT persons have access to, are informed of and are supported in applying for any funding opportunities that they may qualify for.

Logistical Recommendations:

1. Develop partnerships with organizations that make sexual orientation, gender

identity and gender expression fundamental to their operations, ensuring that programs are accessible, equitable and welcoming to members of the LGBT community.

Section 3 reference number 3.3

Policy Recommendations:

1. Ensure LGBT persons are defined in “underserved community.”

Training Recommendations:

1. Integrate information about departmental expectations and legal requirements related to access for LGBTQ patrons.
2. At least annual LGBT inclusivity training with a focus on gender identity and gender expression for all staff, contractors, and volunteers dedicated to “Better Programs for Young People—Seattle’s Future” initiative.

Funding Recommendations:

1. Ensure LGBT program users have access to, are informed of and are supported in applying for any funding opportunities that they may qualify for.
2. Ensure funding dedicated to “assisting programs in being accessible, welcoming, and equitably utilized” includes information on serving LGBT communities.
3. Scholarship Opportunity: Ensure LGBT youth have access to and are informed of scholarship opportunities that they may qualify for.

Logistical Recommendations:

1. Create a position within Youth and Teen Programs for a coordinator specifically responsible for LGBTQ youth involvement in ongoing programs and use of facilities.
2. Develop programs specifically for LGBTQ youth and allies.
3. Maintain partnerships with organizations supporting LGBTQ youth already working with the Parks and Recreation Department.
4. Develop partnerships with organizations that make sexual orientation, gender identity and gender expression fundamental to their operations, ensuring that programs are accessible, equitable and welcoming to members of the LGBT community.

Section 3 reference number 3.4

Policy Recommendations:

1. Ensure that the LGBT persons are defined in “underserved community.”

Training Recommendations:

1. Integrate information about departmental expectations and legal requirements related to access for LGBTQ patrons.
2. At least annual LGBT inclusivity training with a focus on gender identity and gender

expression for all staff, contractors, and volunteers dedicated to “Meeting the Needs of People with Disabilities” initiative.

Funding Recommendations:

1. Scholarship Opportunity: Ensure LGBT youth have access to and are informed of scholarship opportunities that they may qualify for.
2. Ensure LGBT persons have access to, are informed of and are supported in applying for any funding opportunities that they may qualify for.

Logistical Recommendations:

1. Develop partnerships with organizations that make sexual orientation, gender identity and gender expression fundamental to their operations, ensuring that programs are accessible, equitable and welcoming to members of the LGBT community.

Section 3 reference number 3.5

Policy Recommendations:

1. Ensure that the LGBT persons are defined in “underserved community.”

Training Recommendations:

1. Integrate information about departmental expectations and legal requirements related to access for LGBTQ patrons.
2. At least annual LGBT inclusivity training with a focus on gender identity and gender expression for all staff, contractors, and volunteers dedicated to “More Programs for Older Adults” initiative.

Funding Recommendations:

1. Ensure LGBT program users have access to, are informed of and are supported in applying for any funding opportunities that they may qualify for.
2. Ensure funding dedicated to “assisting programs in being accessible, welcoming, and equitably utilized” includes information on serving LGBT communities.

Logistical Recommendations:

1. Develop partnerships with organizations that work with LGBTQ persons with disabilities and make sexual orientation, gender identity and gender expression fundamental to their operations, ensuring that programs are accessible, equitable and welcoming to LGBTQ persons with disabilities.

Section 3 reference number 3.6

Policy Recommendations:

1. Ensure LGBT groups and artists are defined in “underserved community.”

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2. At least annual LGBT inclusivity training with a focus on gender identity and gender expression for all staff, contractors, and volunteers dedicated to “Put the Arts in Parks” initiative.
 3. Ensure funding dedicated to “assisting programs in being accessible, welcoming, and equitably utilized” includes information on serving LGBT communities.

Funding Recommendations:

1. Ensure LGBT groups and artists have access to, are informed of and are supported in applying for any funding opportunities that they may qualify for.

Logistical Recommendations:

1. Develop partnerships with and ensure LGBT community based organizations have equal opportunity to provide cultural or creative activities, or events.
2. Develop partnerships with and ensure LGBT artists have equal opportunity to have installations of their work included in different locations in the city.

Section 3 reference number 3.7

Training Recommendations:

1. At least annual LGBT inclusivity training with a focus on gender identity and gender expression for all Recreation Program Coordinator, contractors, and volunteers that interact with the public through the “Get Moving” initiative.

Logistical Recommendations:

1. Develop partnerships with and ensure LGBT community based organizations have equal opportunity to provide innovative programs and events the “Get Moving” initiative.

Section 3 reference number 3.8

Logistical Recommendations:

1. Ensure new software does not require patron’s to disclose gender.
2. If it is not an option to eliminate gender category on recreational registration software ensure that patrons can fill text box for gender or have multiple gender options that include specific transgender options for MTF, FTM, and Gender Queer.
3. Ensure Seattle Parks webpage for LGBTQ (<http://www.seattle.gov/parks/LGBTQ/default.htm>) is regularly updated with:
 - a. New information, events, and programs aimed at LGBTQ youth, adults, older adults, and families in Parks and Recreation to encourage webpage visits;
 - b. Parks non-discrimination policies;
 - c. Link to Seattle’s LGBT Commission;
 - d. Locations map/list of unisex/gender neutral restrooms in the parks, and unisex/universal changing/locker rooms in fitness and aquatic facilities;
 - e. Locations map/list of LGBTQ artists installations.
4. Ensure Seattle Parks social media efforts include information aimed at LGBTQ youth, adults, older adults, and families.

Building for the Future

Section 4 reference number 4.10

Policy Recommendations:

1. Ensure LGBT recommendations are included in performance monitoring, strategic management and reporting.
2. Provide at least annual report to the LGBT commission on the status of implementation of the recommendations.

LGBT Community Organizations for Potential Collaborators and Partners in Developing Programming, Providing Training and Technical Assistance

LGBT General

Seattle LGBT Commission

LGBTQ Allyship

Rainbow Families of Puget Sound

Pride Foundation

Greater Seattle Business Association

Youth

Camp Ten Trees

Diverse Harmony gay/straight alliance youth chorus

The Northwest Network/OutSpoken LGBT Youth Speaker's Bureau

API Chaya/Project Q arts-based LGBTQIA people of color youth group

Bike Works

Peace for the Streets by Kids from the Streets - PSKS

YouthCare

Teen Feed

Reel Queer Youth/Three Dollar Bill Cinema

HEYO - Lifelong's Youth Program

OUT There Adventures: queer youth and young adults organization

Arts

Gay City Health/Gay City Arts

Seattle Men's Chorus and Seattle Women's Chorus

Rainbow City Band

Three Dollar Bill Cinema

Lion's Main Art Collective

Old Growth Northwest/Gay Romance Writers

SHIFT Queer Art & Literary Magazine

Seniors

Seattle Prime Timers

Puget Sound Old Lesbians Organizing for Change (PSOLOC)

LGBT Outreach Senior Services

Transgender

Ingersoll Gender Center

Gender Diversity

Gender Justice League

LGBT People of Color

Entre Hermanos

Trikone-Northwest

Sports/Recreation

OUTVentures
Orca Swim Team
Emerald City Softball Association
Rain City Soccer
Different Spokes bicycling club
Team Seattle
Seattle Frontrunners
Seattle Gay Basketball Association

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