

SPR's Pathway To Equity

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Wait, I thought it was RSJI?

- Race and Social Justice Initiative (RSJI)
 - City of Seattle's long term commitment to end institutional and structural racism and achieve racial equity in Seattle
- Pathway To Equity
 - 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



Vision

Continuum on Becoming an Anti-Racist Multicultural Organization

MONOCULTURAL ==> MULTICULTURAL ==> ANTI-RACIST ==> ANTI-RACIST MULTICULTURAL					
<i>Racial and Cultural Differences Seen as Deficits ==> Tolerant of Racial and Cultural Differences ==> Racial and Cultural Differences Seen as Assets</i>					
Exclusive An Exclusionary Institution	2. Passive A "Club" Institution	3. Symbolic Change A Compliance Organization	4. Identity Change An Affirming Institution	5. Structural Change A Transforming Institution	6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society
<ul style="list-style-type: none"> Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans Intentionally and publicly enforces the racist status quo throughout institution Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels Usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc. Openly maintains the dominant group's power and privilege 	<ul style="list-style-type: none"> Tolerant of a limited number of "token" People of Color and members from other social identity groups allowed in with "proper" perspective and credentials. May still secretly limit or exclude People of Color in contradiction to public policies Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life Often declares, "We don't have a problem." Monocultural norms, policies and procedures of dominant culture viewed as the "right" way" business as usual" Engages issues of diversity and social justice only on club member's terms and within their comfort zone. 	<ul style="list-style-type: none"> Makes official policy pronouncements regarding multicultural diversity Sees itself as "non-racist" institution with open doors to People of Color Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff Expanding view of diversity includes other socially oppressed groups <p><i>But...</i></p> <ul style="list-style-type: none"> "Not those who make waves" Little or no contextual change in culture, policies, and decision making Is still relatively unaware of continuing patterns of privilege, paternalism and control Token placements in staff positions: must assimilate into organizational culture 	<ul style="list-style-type: none"> Growing understanding of racism as barrier to effective diversity Develops analysis of systemic racism Sponsors programs of anti-racism training New consciousness of institutionalized white power and privilege Develops intentional identity as an "anti-racist" institution Begins to develop accountability to racially oppressed communities Increasing commitment to dismantle racism and eliminate inherent white advantage Actively recruits and promotes members of groups have been historically denied access and opportunity <p><i>But...</i></p> <ul style="list-style-type: none"> Institutional structures and culture that maintain white power and privilege still intact and relatively untouched 	<ul style="list-style-type: none"> Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities Anti-racist multicultural diversity becomes an institutionalized asset Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments 	<ul style="list-style-type: none"> Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression. Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest A sense of restored community and mutual caring Allies with others in combating all forms of social oppression Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.

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Pathway to Equity Framework



Seattle
Parks & Recreation

healthy people healthy environment strong communities

RSJI: Seattle Parks and Recreation's Approach

- **A vision of Race and Social Justice:**
All Seattle Parks and Recreation programs, policies and initiatives are embedded with racial equity outcomes, strategies and actions to provide measurable results to strengthen healthy people, healthy environment, and strong communities.
- **Our Work**
 - Through policy, procedure review and revision utilizing a lens to identify institutional, structural racism and constructs and systems that cause harm to groups.
 - Through workforce equity and development/training of ourselves and our employees that places us in a position of accountability
 - Through comprehensive and balanced programs and service offerings to the community that do not cause harm **and** eliminate inequities and build accessible and inclusive services across all SPR Divisions.



Change Team Alignment

- Shared direction and goals moving on parallel paths but working in step.
- We are in partnership and collaboration with collaborative bodies of work

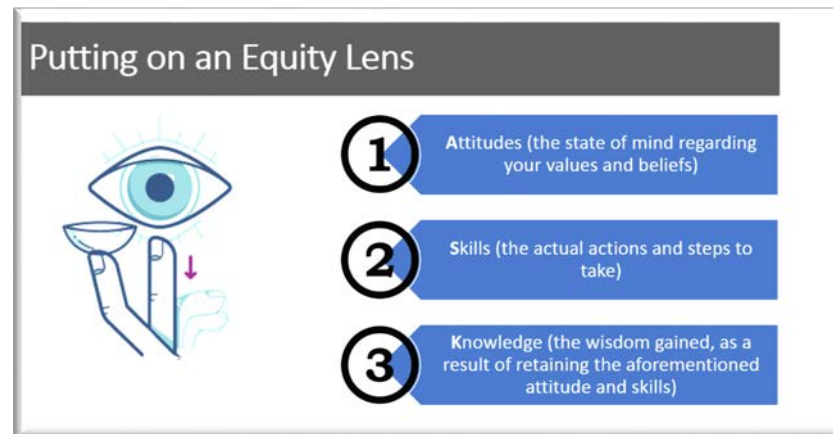
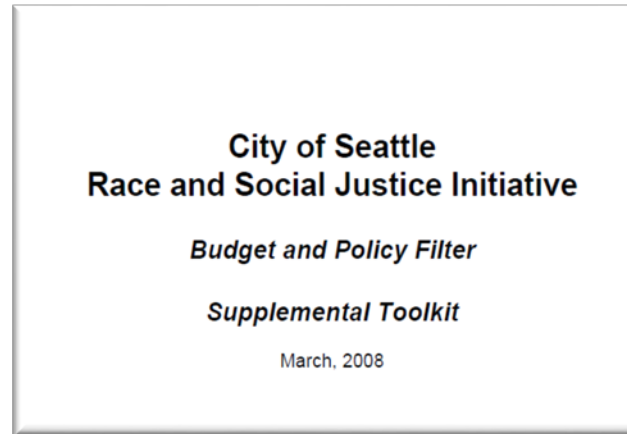
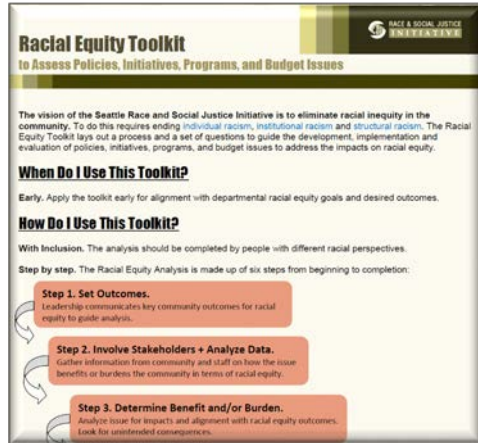


Change Team

- 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 in assisting SA put equity lens at forefront of work



An Impactful Start





5 Tips For Being An Ally

- WHAT?

- Take 1 minute alone to process video
 - What resonated with you?
 - What did you notice?
 - What facts or observations stood out?

SO WHAT?

- What allyship skills do you currently practice, are familiar or comfortable with?
- How does that show up for you in your work?
- 3 min. total.



5 Tips For Being An Ally

NOW WHAT?

- What allyship skills do you find challenging?
- What actionable steps will you take to cultivate your skillset in being an impactful ally?
- 3 min. total.



“We are not to blame for what happened in the past, but we are responsible for eliminating racism today. We can end this legacy of inequity. The Initiative is working to eliminate institutional racism and create a community where equity in opportunity exists for everyone.”

Key Takeaway

SPR's Pathway to Equity



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