

## Equity 101

### Leading with Racial Equity Lens

The Race and Social Justice Initiative (RSJI) is the City of Seattle's commitment to realize the vision of racial equity. RSJI is a citywide effort to end institutional racism in City government, and to achieve racial equity across our community. Together we can leverage our collective resources to create communities of opportunity for everyone, regardless of race or means.

By 2017 the City of Seattle will:

- Ensure racial equity in City programs and services to make tangible differences in people's lives.
- Work with community-based organizations to support the movement to end structural racism.
- Help lead regional and national networks for racial equity through partnerships with other governments and institutions, the private sector and philanthropy.

#### [Executive Order 2014-02: Race and Social Justice Initiative](#)

On April 3, 2014, Mayor Murray signed an executive order affirming the City's commitment to the Race and Social Justice Initiative. The executive order expanded the program's work to include measurable outcomes, greater accountability, and community-wide efforts to achieve racial equity throughout Seattle. During Mayor Murray's first term, the City is prioritizing its racial equity work in the areas of education, equitable development, and criminal justice, identified as the top three priorities by the community. Community Equity Institute.

#### [Executive Order 05-08: Inclusive Outreach and Public Engagement](#)

This policy is designed to increase access to information, resources and civic processes by people of color and immigrant and refugee communities through the implementation of racially and culturally inclusive outreach and public engagement processes.

Seattle Parks and Recreation values:

- Access
- Opportunity
- Sustainability

Inclusive outreach and public engagement (IOPE) is an essential element of all these values. The ultimate goal of IOPE is to ensure successful public engagement efforts and that these efforts are utilized in a consistent way that guarantees:

1. All stakeholders, both community and city departments, are considered and involved early in any new process.
2. That we hear and support the wonderful diversity of races, cultures, gender identities, sexual orientations and socio-economic status that represent the people in our neighborhoods and business districts.
3. That we do it in a manner that is respectful and appropriate for everyone

### What can you do?

As the committee charged with reviewing and monitoring Seattle Park and Recreation's implementation of the Park District Initiative, it is vitally important that this work be conducted with a Racial Equity Lens. The criteria and process that are developed in this critical phase of the implementation must be done with an eye toward equitable outcomes and impact for those who have been historically underrepresented, underserved, and disproportionately marginalized. Seattle Park and Recreation's Race and Social Justice Initiative Change Team in partnership with the Office of Civil Rights are ready to support you in achieving these equitable outcomes. Being informed and educated about Racial Equity Development work is an important step in this process.

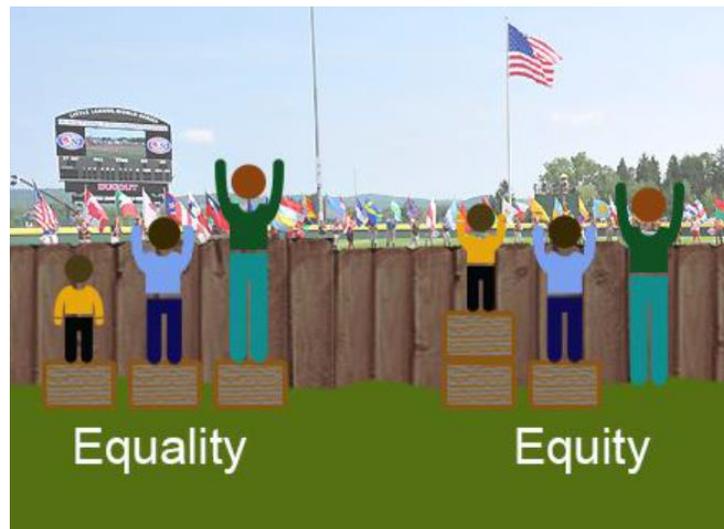
## Equity 101

### Equity vs Equality what is the difference

**Equity** = the distribution of resources that takes into account past history and current position, so that future outcomes are fairly distributed.

**Equality** = the distribution of resources so that all receive the same amount regardless of past history, current position, or future outcome.

Both approaches aim to promote fairness and justice, but equality only works when everyone is starting at the same point and needs the same things to succeed.



#### **Equity IS**

#### **Equity is NOT<sup>1</sup>**

Providing various approaches to engagement recognizing that people may need more or different supports



Treating everyone the same with a single approach to engagement

Broad in scope to include all differences



Limited in scope or focused on a single group

Practices, programs, and policies that ensure culturally responsive access and opportunity



One special program or action (i.e. festival, celebration) aimed at a cultural community or a particular group

Aligning actions, policies, and procedures with RSJI best practices



Lowering standards but, having good intentions

<sup>1</sup> Equity Matters, Copyright © 2010-2011; [www.equitymattersnw.com](http://www.equitymattersnw.com)