

# Commerce City Parks, Recreation & Golf Inclusion Policy

## Introduction

Commerce City's Department of Parks, Recreation & Golf is committed to creating and promoting inclusion across all public spaces, places, facilities and programs that the department manages. Through the Inclusion Policy and supporting practices, we aim to ensure that everyone has access to the benefits of quality parks and recreation, including those who have been historically marginalized, including those with a physical or cognitive disability, the LGBTQ community, racial and ethnic minorities, and new Americans (refugees and immigrants).

Commerce City's Department of Parks, Recreation & Golf defines inclusion as the process of including all persons, regardless of their ethnic origin, socioeconomic level, color, language or abilities.

## Policy Goals

The Inclusion Policy outlines Commerce City's Department of Parks, Recreation & Golf's approach to ensuring inclusive environments and equitable opportunities for all community members in local parks and recreation.

This policy ensures that:

- Community members utilizing our facilities, programs and services have equitable and appropriate access to programs and services, regardless of ability, race, age, sexual orientation, gender identity, religion or country of origin.
- Site staff, community partners and stakeholders engage in the support of all community members and promote inclusive behaviors in park and recreation facilities and in public spaces throughout the community.
- Commerce City's Department of Parks, Recreation & Golf establishes and maintains an organizational infrastructure for management, oversight, implementation, communication about and monitoring of the policy and its established goals and objectives.
- Commerce City's Department of Parks, Recreation & Golf will continuously measure and improve inclusive practices.

This policy applies to all community members, staff, and sites in Commerce City's Department of Parks, Recreation & Golf.

## Staff Training

Commerce City's Department of Parks, Recreation & Golf staff will regularly participate in trainings grounded in effective training models using evidence-based content. Training will be comprehensive (covers multiple topics), based on credible research and delivered by qualified personnel. All new staff members will be quickly oriented to inclusive policies and practices.

- Commerce City's Department of Parks, Recreation & Golf currently has a Master Services Agreement with the Developmental Disabilities Center (also known as Imagine!) to provide training, as needed, on varying topics related to serving individuals with disabilities. The MSA also includes the following services:
  - Therapeutic assessment and write-up of support plans, as needed.

- Imbedding a Therapeutic Specialist into our programs, as needed.
  - Imbedding an instructor into our programs, as needed.
- Commerce City's Department of Parks, Recreation & Golf has partnered with Cultivando (Commerce City based organization) to offer staff training related to serving the Spanish-speaking community within Commerce City.
- Commerce City's Department of Parks, Recreation & Golf has collaborated with Shane's Inspiration to develop a curriculum and training opportunities related to our future inclusive playground at Veteran's Memorial Park.
- Commerce City's Department of Parks, Recreation & Golf will continue to seek training opportunities to address all areas of inclusion addressed in this policy.

## **Organizational Support**

Commerce City's Department of Parks, Recreation & Golf and staff will put in place organizational supports that create a social environment (including positive relationships among staff, youth, families and community) that encourages all to be inclusive. This includes:

### **Staff**

Demonstrating an attitude of inclusion, including nondiscriminatory language and actions

Determining and addressing any potential unintended outcomes of activities, programs or parks to ensure that they do not limit participation or cause worse outcomes based on ability, age, sexual orientation, identity, religion or country of origin

Providing educational materials about inclusion to all constituents at community events

Sharing and discussing practices during community meetings

### **Agency**

Assessing agency hiring practices to ensure staff is representative of the diverse community and is an equal-opportunity employer

### **Communications**

Providing positive messages about diversity and inclusion through written and verbal messaging, posters, pictures and books.

## **Environmental Support**

Commerce City's Department of Parks, Recreation & Golf will establish environmental supports and practices that promote inclusion for all community members. Examples of environmental supports include:

- Program adaptation for inclusion, depending on the individual needs and abilities of participants
- One-on-one trained staff support throughout the program
- Language interpretation, including but not limited to:
  - Bilingual print materials & signage
  - Sign language interpreters
  - Braille
  - Language translation services
  - Audio/visual support
  - Large-print signage
- Accessible transportation
- Built environment enhancements, including modified equipment and ramps

- Gender-neutral restrooms and changing rooms
- Signage and additional facility enhancements (artwork, murals, etc.) that promote diversity and inclusion

## **Continuous Measurement and Improvement**

Commerce City's Department of Parks, Recreation & Golf will work to continuously improve our equity and inclusion efforts, measuring the effectiveness of this policy through staff and community qualitative and quantitative feedback through meetings, community engagement events, public forums, surveys; and monitoring economic and health indicators. Commerce City's Department of Parks, Recreation & Golf will establish a communications plan for reporting on progress, which will be reviewed and updated, as needed.

Commerce City's Department of Parks, Recreation & Golf will monitor the following indicators to track progress of inclusive efforts:

- Does our agency communicate a vision that values the participation of all people as members of the community?
- Does our agency's improvement plan include inclusive practices with action steps to support implementation?
- Is there adequate, regularly scheduled, ongoing planning time for agency staff to collaborate on inclusive programs and events?
- Does our agency engage the whole community by providing multiple opportunities and modes for participating?
- Are there professional development opportunities for staff regarding inclusive strategies and supports?
- Are community members from targeted populations engaged in programming, utilizing facilities and taking part in future planning conversations?

Long-term indicators:

- Are there improvements in health (physical, social, mental) outcomes across targeted populations?
- Is there a marked increase in participation across targeted populations?

## **Resources**

Commerce City's Department of Parks, Recreation & Golf recognizes that this document is an ever-growing resource and aims to keep it updated on an annual basis. For more on inclusion and equity, we encourage staff and community members to visit [www.c3gov.com/recreation](http://www.c3gov.com/recreation) or the National Recreation and Park Association's Parks for Inclusion website, [www.nrpa.org/ParksForInclusion](http://www.nrpa.org/ParksForInclusion).

## **Glossary**

Commerce City's Department of Parks, Recreation & Golf provides these definitions for historically marginalized audiences, including those with physical or cognitive disabilities, the LGBTQ+ community, racial and ethnic minorities, and new Americans (refugees and immigrants).

Individuals with a disability include those with:

- Hearing difficulty (e.g., deaf or having serious difficulty hearing [DEAR])

- Vision difficulty (e.g., blind or having serious difficulty seeing, even when wearing glasses [DEYE])
- Cognitive difficulty (e.g., because of a physical, mental or emotional problem, having difficulty remember, concentrating or making decisions [DREM])
- Ambulatory difficulty (e.g., having serious difficulty walking or climbing stairs [DPHY])
- Self-care difficulty (e.g., having difficulty bathing or dressing [DDRS])
- Independent living difficulty (e.g., because of a physical, mental or emotional problem, having difficulty doing errands alone, such as visiting a doctor's office or shopping [DOUT])
- New Americans include immigrants, refugees and/or noncitizens living in America

LGBTQ community (Lesbian, Gay, Bisexual, Transgender, Queer), defined as:

- Lesbian: A woman who is attracted to other women.
- Gay: A man who is attracted to other men.
- Bisexual: An individual who is attracted to both genders.
- Trans: An umbrella term that seeks to incorporate individuals whose gender identities do not match their biological sex, for example, someone who is born male-bodied and identifies as a woman.
- Queer or Questioning: Individuals who experience fluidity in their experience of sexuality or gender and, therefore, do not identify strictly as LGB or T. The term 'Queer' can also include those who do not identify as either gender.

Racial/Ethnic communities, as defined by the U.S. Census Bureau, are composed of several different race categories — black, American Indian, Asian, Pacific Islander, other, and two or more races. Hispanics are also considered a minority, although Hispanic or Latino, is defined by the U.S. Census Bureau as an ethnicity rather than as a race. Other considerations include religious communities, such as Muslim, that practice cultural traditions based around gender.