



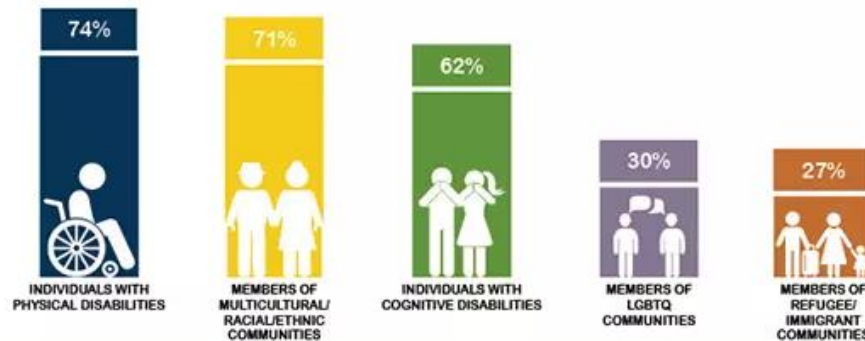
Draft Inclusion Policy

July 16, 2019

Introduction



Removing barriers so that all people have an equal opportunity to enjoy the benefits of parks and recreation.
Park and recreation agencies offer programming and activities for many community members, including:



Why does inclusion matter?

- Ensures everyone has access to the benefits of parks & recreation
- Emphasis on reaching those historically marginalized
 - Racial & ethnic minorities
 - Individuals with physical or cognitive disabilities
 - Those who identify as part of the LGBTQ+ community
 - New Americans (refugees & immigrants)



Why does inclusion matter?

EQUITY + INCLUSION = A VIBRANT COMMUNITY



What is exclusion?

- Communication
- Community Engagement
- Physical
- Programmatic
- Social
- Transportation



Why is a policy important?

- Provides guidance about how to achieve goals
- Sets clear expectations for staff and community members
- Provides framework for clear and consistent action and reaction
- Holds organizations accountable for their decisions and actions
- Supports sustainability and long-term change



Key components of our draft policy

- Policy Goals
- Staff Training
- Organizational Support
- Environmental Support
- Continuous Measurement and Improvement
- Resources
- Glossary



Questions



Commerce
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