

6.10 DIVERSITY, EQUITY & INCLUSION POLICY (DEI)

The Bartlett Park District is committed to creating and promoting inclusion across all parks, facilities and programs the District manages. Through the DEI policy and supporting practices, we aim to ensure that everyone has access to the benefits of quality parks and recreation, including historically marginalized communities such as those with a physical or cognitive disability, the LGBTQ+ community, racial and ethnic minorities, women, and new Americans.

While the words diversity, equity and inclusion (DEI) are often used interchangeably, it's important to understand their distinct differences:

- **Diversity:** All the ways in which people differ. In broad terms, diversity is any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences.
- **Equity:** Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.
- **Inclusion:** A variety of people have power, a voice and decision-making authority. Inclusion is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential. Inclusion should be reflected in an organization's culture, practices and relationships that are in place to support a diverse workforce. Inclusion is the process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every employee; uses employee skills to achieve the agency's objectives and mission; connects each employee to the organization; and encourages collaboration, flexibility, and fairness.

The Bartlett Park District will:

- Celebrate and encourage diversity
- Provide equity through fair treatment of all people & foster an environment of inclusion, with input from a variety of people

Policy Goals

This Policy outlines the Bartlett Park District's approach to ensuring inclusive environments and equitable opportunities for all community members in local park and recreation.

This policy ensures that:

- Community members utilizing our facilities, programs and services have equitable and appropriate access to spaces, programs and services, regardless of ability, race or ethnic origin, age, sexual orientation, gender identity or gender, socioeconomic level, religion or country of origin.

- Park District 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.
- The District establishes and maintains an organizational infrastructure for management, oversight, implementation, communication about and monitoring of the policy and its established goals and objectives.

This policy applies to all community members, volunteers, staff, parks and facilities in the Bartlett Park District

Staff Training

The District will regularly participate in trainings grounded in effective training models using evidence based content. Training will be comprehensive based on credible research and delivered by qualified personnel.

Organizational Support

The District 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, facilities 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
 - Sharing and discussing practices during community meetings
- **Agency**
 - Developing an advisory group and/or community network of groups that support inclusive behaviors in the community, as needed for reviewing and updating procedures
 - Assessing agency hiring practices to ensure staff is representative of the diverse community and is an equal-opportunity employer
- **Communication**
 - Providing positive messages about diversity and inclusion through written and verbal messaging, both internal and external

Environmental Support

The District will establish environmental supports and practices that promote inclusion for all community members. Examples of environmental supports may include:

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

Continuous Measurement and Improvement

The district will work to continuously improve our equity and inclusive efforts, measuring the effectiveness of this policy through staff and community feedback through meetings, public forums, surveys and monitoring economic indicators.

Examples of indicators that will be tracked include:

- Does the agency communicate a vision that values the participation of all people?
- Does the agency's plan include inclusive practices with action steps to support implementation?
- Are there professional development opportunities for staff regarding inclusive strategies and support?

Resources

The Bartlett Park District recognizes that this document is an ever-growing resource and aims to keep it updated. For more on inclusion and equity we encourage staff and community members to visit the National Recreation and Parks Association for inclusion website, www.nrpa.org/parksforinclusion