

City of Tualatin
Parks and Recreation Department



Lake at the Tualatin Commons

Equity and Inclusion Plan





Splash Pad at the Tualatin Commons

TUALATIN CITY COUNCIL 2030 VISION

An inclusive community that promotes access, diversity, and equity in creating a high quality of life for everyone.

PARKS & RECREATION MASTER PLAN GOAL

Activate parks and facilities through vibrant programs, events, and recreation opportunities for people of different ages, abilities, cultures, and interests.

PLAN DEVELOPMENT TIMELINE



Active Adult Recreation Trip

2020

STAGE 1

June - July

July

Fall

Staff development of initial goals and objectives:

Internal first draft plan developed:

First Round of committee presentations, including feedback, input and edits:

- Tualatin Library Advisory Committee
- Tualatin Youth Advisory Council
- Tualatin Parks Advisory Committee
- Tualatin Arts Advisory Committee

External partner presentations/review including feedback, input and edits:

- Metro Parks and Nature
- Tigard-Tualatin School District
- Tualatin Riverkeepers
- Willowbrook Arts Camp Board of Directors
- Tualatin Historical Society Board of Directors
- Youth sports groups-Boards of Directors

Second Round of Committee input and edits, and Stage 1 approval:

- Tualatin Youth Advisory Council
- Tualatin Parks Advisory Committee
- Tualatin Arts Advisory Committee

2021

Spring/Summer

Winter

2021

STAGE 2

Hire consultant to lead external engagement

Develop practices, action items and measurable outcomes/work plan

City Committee feedback, input, edits and Stage 2 approval

Tualatin Parks & Recreation Committee Final Approval



Tualatin Commons

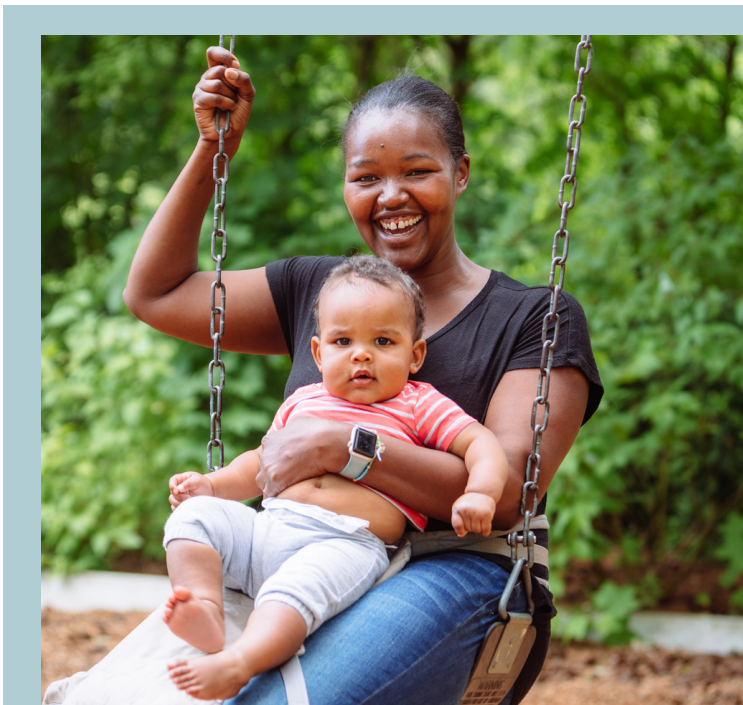


Tualatin Commons Splash Pad

PURPOSE STATEMENT/ STATEMENT OF INTENT

The City of Tualatin Parks and Recreation Department is committed to creating and promoting equity and inclusion across all public art, public spaces, places, facilities, and programs that the department owns or manages.

Through this Equity and Inclusion Plan and supporting action and practices, we aim to ensure that everyone, including historically marginalized minority, low-income earning, and/or limited English proficiency communities have access to the benefits of quality parks and recreation programming, facilities, parks, public spaces, and natural areas.



Tualatin Community Park

POLICY GOALS

The Equity and Inclusion Plan outlines The City of Tualatin Parks and Recreation Department's approach to ensuring inclusive environments and equitable opportunities for all community members in local parks and recreation. This policy applies to all community members, staff, and sites within the City of Tualatin Parks and Recreation Department.

GOAL 1

Tualatin Parks and Recreation Department hires, trains, and promotes its workforce equitably.

- Invest in continuing education and inclusive staff culture
- Encourage staff to participate on the City's and Regional diversity, equity and inclusion (DEI) workgroups and teams
- Strengthen the diversity of the workforce and volunteers
- Build department capacity for multiple language proficiency



Viva Tualatin Celebration at Tualatin Community Park

GOAL 2

Tualatin Parks and Recreation Department meaningfully engages historically marginalized communities.

- Support and strengthen participation of all community members within engagement processes
- Strengthen representation on committees by all people including those with differing abilities, race, age, culture, sexual orientation, gender identity, language, income, religion, or country of origin
- Invest in equitable participation and engagement
- Honor indigenous and community connection to land

GOAL 3

Tualatin Parks and Recreation Department creates safe and welcoming services, programs, parks, and public spaces.

- Develop a plan to promote accessibility and eliminate physical barriers (ADA) to participation in facilities and parks
- Provide equitable opportunities regardless of ability, race, age, culture, sexual orientation, gender identity, language, income, religion, or country of origin
- Promote inclusivity in the operations of park and recreation facilities and public spaces
- Ensure equitable prioritization, allocation, and use of parks, public spaces, and facilities
- Ensure all parks and active recreation areas are well designed and managed to promote safety

GOAL 4

Tualatin Parks and Recreation Department allocates resources to advance racial equity and inclusion.

- Invest in programs, parks, facilities, natural areas, and open spaces equitably
- Develop, maintain, and monitor mechanisms that measure equitable investment

GOAL 5

Tualatin Parks and Recreation Department consistently measures, regularly reports, and continuously improves equity and inclusion practices.

- Establish the organizational process for management and oversight
- Maintain ongoing monitoring of this plan's progress toward established goals and objectives

Tualatin Parks & Recreation
Equity and Inclusion Plan

Goal 1 Tualatin Parks & Recreation Department hires, trains, and promotes its workforce equitably

| Objective | Action Item | Initiation Date | Action Item | Initiation Date | Action Item | Initiation Date |
|--|--|--------------------|---|-----------------|-------------|-----------------|
| Invest in continuing education and inclusive staff culture | Require staff participation in at least one DEI educational opportunity per year | future action item | | | | |
| Encourage staff to participate in City's DEI workgroups | Allow for space and paid time for staff to attend workgroups | 2022 | | | | |
| Strengthen diversity of workforce and volunteers | Work with Human Resources department to identify and reduce barriers to application/employment | 2022 | Identify opportunities and organizations to increase job posting outreach | 2022 | | |
| Build department capacity for multiple language proficiency | Include bilingual ability as a highly preferred skill in job postings | 2022 | Support staff opportunities for continuing education | 2022 | | |
| | | | | | | |

Goal 2 Tualatin Parks and Recreation Department meaningfully engages historically marginalized communities

| Objective | Action Item | Initiation Date | Action Item | Initiation Date | Action Item | Initiation Date |
|--|--|--------------------|-------------|-----------------|-------------|-----------------|
| Support and strengthen participation of all community members within engagement processes | Budget and plan additional time and resources for community outreach and engagement for all park planning and development projects | future action item | | | | |

| | | | | | | |
|--|---|--------------------|--|--------------------|---|--------------------|
| Strengthen representation on committees by all people including those with differing abilities, race, age, culture, sexual orientation, gender identity, language, income, religion, or country of origin | Identify community leaders to assist with direct contact and recruitment of committee members | future action item | Research and identify barriers to participation | future action item | Propose solutions to reduce barriers to participation on committees | future action item |
| Invest in equitable participation and engagement | Provide information in multiple languages | 2022 | Provide outreach/marketing via text message or other alternate formats | 2022 | | |
| Honor indigenous and community connection to land | Native lands acknowledgement at all public and committee meetings | future action item | Support the City's internal and external growth in this area | future action item | | |
| | | | | | | |

Goal 3 Tualatin Parks and Recreation Department creates safe and welcoming services, programs, parks, and public spaces

| Objective | Action Item | Initiation Date | Action Item | Initiation Date | Action Item | Initiation Date |
|---|--|------------------------|---|------------------------|--------------------|------------------------|
| Develop a plan to promote accessibility and eliminate physical barriers to participation in facilities and parks | Take specific actions on ADA Transition Plan each year by allocating funding in the annual budget process using funding from utility fee | future action item | | | | |
| Provide equitable opportunities regardless of ability, race, age, culture, sexual orientation, gender identity, language, income, religion, or country of origin | Fund scholarship program and promote to all members of the community, hold percentage of available program spaces for scholarship applicants | 2022 | Hold programs and events in neighborhood parks and historically underserved areas | 2022 | | |

| | | | | | | |
|---|--|--------------------|---|--------------------|---|--------------------|
| Promote inclusivity in the operations of park and recreation facilities and public spaces | Include art and imagery inclusive of diversity | future action item | Schedule staff (parks maintenance, park rangers) to ensure presence in historically underserved parks during peak use times | 2022 | | |
| Ensure equitable prioritization, allocation, and use of parks, public spaces, and facilities | Development of joint prioritization and fee structure for use of sports fields with TTSD/ City of Tigard | 2022 | Ensure historically underserved areas and facilities are maintained at the same service level as other parks | 2022 | | |
| Ensure all parks and active recreation areas are well designed and managed to promote safety | Meet with police department to discuss community needs | 2022 | Create and utilize a public reporting system for parks | future action item | Utilize CPTED standards when designing parks and facilities | future action item |
| | | | | | | |

Goal 4 Tualatin Parks and Recreation Department allocates resources to advance racial equity and inclusion

| Objective | Action Item | Initiation Date | Action Item | Initiation Date | Action Item | Initiation Date |
|--|---|------------------------|---|------------------------|---|------------------------|
| Invest in programs, parks, facilities, natural areas, and open spaces equitably | Create and utilize tool to measure and ensure equitable parks development throughout the city | future action item | Invest in park infrastructure to enable new programs and events | future action item | Ensure all active recreation areas are maintained at the same service level | future action item |
| Develop, maintain, and monitor mechanisms that measure equitable investment | Create and utilize tool to measure and ensure equitable parks development throughout the city | future action item | Invest in park infrastructure to enable new programs and events | future action item | | |

Goal 5 Tualatin Parks and Recreation Department consistently measures, regularly reports, and continuously improves equity and inclusion practices

| Objective | Action Item | Initiation Date | Action Item | Initiation Date | Action Item | Initiation Date |
|--|---|------------------------|--|------------------------|---|------------------------|
| Establish the organizational process for management and oversight | Create and utilize tool to measure and ensure equitable parks development throughout the city | future action item | Create an internal feedback and accountability program and process | future action item | Create an external feedback reporting program and process | future action item |
| Maintain ongoing monitoring of this plan's progress toward established goals and objectives | Regular reports to TuaLatino group | future action item | Regular reports to Tualatin Park Advisory Committee | future action item | | |