

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

June - July

July

Fall

STAGE 1

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