



Board of Directors AGENDA

PLEASANT HILL RECREATION & PARK DISTRICT

MISSION STATEMENT

In order to serve the diverse recreational needs of individuals and families and to enrich the quality of life for all residents, the Pleasant Hill Recreation & Park District is committed to providing park facilities, open space, and programs and activities for all ages.

LOCATION: TELECONFERENCE

Join meeting by PC: <https://zoom.us> Meeting ID: 883 7858 1864
Or by Phone 1 (669) 900-9128 Meeting ID: 883 7858 1864

Program Committee Meeting
Thursday, July 1, 2021- Special Meeting
4:00 P.M.

ON MARCH 16, 2020, THE CONTRA COSTA COUNTY HEALTH OFFICER ORDERED ALL INDIVIDUALS LIVING IN THE COUNTY TO SHELTER AT THEIR PLACE OF RESIDENCE, WITH CERTAIN EXCEPTIONS. IN ACCORDANCE WITH THE HEALTH OFFICER'S ORDER AND THE GOVERNOR'S EXECUTIVE ORDERS N-29-20 (MARCH 18, 2020) AND N-33-20 (MARCH 19, 2020) ALL BOARD MEMBERS, STAFF, AND MEMBERS OF THE PUBLIC WILL PARTICIPATE IN THIS MEETING BY TELECONFERENCE TO MITIGATE THE SPREAD OF COVID-19

Members of the public may observe the meeting at the teleconference location above. Members of the public may offer public comment by email to mlacy@pleasanthillrec.com prior to the close of the public comment period for the agenda item on which they would like to comment. Staff will share all such comments with the Board at the meeting (subject to the time limits applicable to public comment) and make them part of the record. Alternatively, members of the public may offer public comment orally during the teleconference. Members of the public are requested, but not required, to send an email to mlacy@pleasanthillrec.com noting their desire to speak on a given agenda item.

Chair: Zac Shess
Member: Quy Tran

1. Call to Order
2. Roll Call
3. Public Comment
Five minutes may be allotted to each speaker and a maximum of twenty (20) minutes to each subject matter. The public may speak regarding agenda items at the time the matter is taken up. Non-agenda items can be addressed under Public Comment.
4. Discussion regarding revised draft of Play for All- Equity and Inclusion Policy (Attachment A)

Documents that are disclosable public records required to be made available under California Government Code Section 54957.5 (b) (1) and (2) are available to the public for inspection at no charge during business hours at our administrative office located at 147 Gregory Lane, Pleasant Hill, California.

The Pleasant Hill Recreation & Park District will provide reasonable disability-related modification or accommodations to a person who requires such in order to participate in the meeting of the Board of Directors. Please contact Susie Kubota (925) 682-0896 at least 48 hours before the meeting.

STAFF REPORT



Date: July 1, 2021
To: Program Committee
From: Michelle Lacy, General Manager
Re: Discussion regarding revised draft of Play for All- Equity and Inclusion Policy

BACKGROUND:

At its meeting on June 3, 2021 the Program Committee reviewed an initial draft of an inclusion policy. Members provided feedback regarding the initial draft policy proposed by staff and requested staff return with an updated version.

DISCUSSION:

Input from committee members was incorporated into the revised draft and now more clearly addresses the equity piece of the inclusion policy. In addition to review of the most recent draft, it is requested the Committee provide input on additional elements to be included in the policy to make it actionable. Below are some potential additional sections of a well-rounded policy, but each would need further research.

Some of those topic areas could include:

- Organizational Support- including hiring practices, training, communications, resolutions, attitudes, values of staff, educating community
- Environmental Support- changes to environment to provide assistance and remove barriers. I.e. language translation, signage, accessible playgrounds, audio/visual support, gender-neutral restrooms, culturally sensitive program hours/meeting dates and times (i.e. no evening public meetings on Jewish Holidays)
- Continuous Measurement and Improvement- what, how and when we will measure improvement and compliance with the policy
- Glossary- include definitions for historically marginalized audiences

It is requested the Committee provide input regarding the revised draft Play for All- Equity and Inclusion Policy and any additional topics which should be included in the final policy to be presented to the full Board of Directors.

EXHIBITS:

Exhibit 1: Revised Draft of Play for All- Equity and Inclusion Policy

ATTACHMENT A

Play for All - Equity and Inclusion Policy

Pleasant Hill Recreation and Park District is committed to creating and promoting equity and inclusion across all public spaces, places, facilities and programs that the District manages. Through the Play for All – Equity and Inclusion Policy, we aim to ensure that everyone, including those with physical or cognitive disability, the LGBTQ community, racial and ethnic minorities, and new Americans, refugees or immigrants, have access to the complete array of benefits that quality parks and recreation offer.

Pleasant Hill Recreation and Park District defines “equity” as the process of differentially supporting disadvantaged communities to have fair and just access to parks and recreation and “inclusion” as the process of removing barriers that can deprive some people of the opportunity to enjoy the benefits of parks and recreation.

Policy Goals

Play for All – Equity and Inclusion Policy outlines the District’s approach to ensuring equitable opportunities and inclusive environments for all District staff and community members in local parks and recreation.

This policy ensures that:

- Community members utilizing our facilities, programs and services have equitable, inclusive, and appropriate access to programs and services, regardless of ability, race, ethnicity, color, age, socio-economic level, sexual orientation, gender identity, religion, language or country of origin.
- District staff, community partners and programmatic collaborators engage in the support of all community members and promote inclusive behaviors in park and recreation facilities and in public spaces throughout the community.
- Pleasant Hill Recreation and Park District establishes and maintains an organizational infrastructure for management, oversight, implementation, communication about, and monitoring of the policy and its established goals and objectives.
- Pleasant Hill Recreation and Park District will continuously identify, evaluate, and measure equity and inclusive practices and work toward improving effectiveness, accountability, and outcomes in achieving goals and objectives.

This policy applies to all community members, staff, and sites within the Pleasant Hill Recreation and Park District.