


1. Office of Equity Update

Office of Equity Update



Park Advisory Committee

June 23, 2025

Overview

Is there an Equity Plan? What is it?

What are frameworks and models are we using and referencing?

What has been the process?

What are examples of projects and frameworks that have fed into this approach?

What happens next?

Approach and Process

Research and
Frameworks



Staff Input

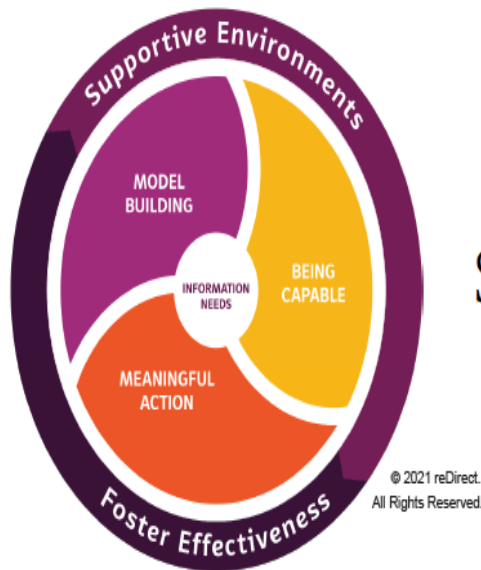


Existing
Projects/Processes



Metrics and
Outcomes





Supportive Environments for Effectiveness (SEE)

Model Building	Being Capable	Meaningful Action
Encouraging Exploration & Understanding	Feeling Competent and Clear Headed	Making a Difference
People want to understand and explore the world around them. They resent things that don't make sense to them.	People value feeling competent and being clear headed enough to find, learn, and share information.	People thrive when environments, policies and projects encourage genuine participation and allow people to do things that matter.
How are we giving people the information they need to succeed and be excited about the work, without overwhelming them?	How are we creating space for people to take care of themselves while they bring their skills and interests to the work?	How are we ensuring that people know they are making an impact?
<u>Some Guiding Principles:</u> <ul style="list-style-type: none"> • Less information is more (really!!!!) • Start where they're at—build on their familiarity • Provide structure to facilitate the person's map-building 	<u>Some Guiding Principles:</u> <ul style="list-style-type: none"> • Intentionally respect people's need to restore mentally (e.g., encourage breaks!) • Create space that reduces mental fatigue • Explore ways to build on people's skills 	<u>Some Guiding Principles:</u> <ul style="list-style-type: none"> • Listen • Encourage participation—early and often • Provide opportunities to give/receive feedback • Foster individual talents/contributions

Equity Questionnaire

Model
Building

In the work that you do at EBRPD, what IS EQUITY to you and what is it NOT?

Meaningful
Action

What do you think can/should be done around equity at EBRPD and WHY is that important to you?

Being
Capable

What would help you be able to do this well? What has worked? What tells you it's working?

Draft Equity Statement

Equity at the East Bay Regional Park District means actively identifying and removing barriers to ensure that all individuals have equal opportunities to thrive.

Equity Themes and Universal Goals

Access

The Park District will increase public awareness and use of Park District resources so all equally benefit from our parks and programming.

Workforce

The Park District will recruit, develop, retain, and promote a qualified workforce that reflects the diversity of the community served.

Engagement

The Park District will provide opportunities for inclusive, balanced, and meaningful participation in applicable decision-making processes and programs.

Culture

The Park District will foster an organizational culture that is built upon inclusion, respect, empowerment, and a sense of belonging for all.

Conservation

The Park District will balance preservation with access to protect natural resources and provide all communities with the benefits of biodiverse ecosystems.

Five Steps for Targeted Universalism

1. Establish a universal goal based upon a broadly shared recognition of a societal problem and collective aspirations.
2. Assess general population performance relative to the universal goal.
3. Identify groups and places that are performing differently with respect to the goal. Groups should be disaggregated.
4. Assess and understand the structures that support or impede each group or community from achieving the universal goal.
5. Develop and implement targeted strategies for each group to reach the universal goal.

Targeted Universalism

Policy & Practice

by john a. powell, Stephen Menendian, Wendy Ake



Next steps



- Additional staff feedback for one last round.
- Executive Team review.
- Proposal for approval by the General Manager.
- Work with Divisions to develop appropriate targeted strategies to work towards goals.

Equity Corner


Drafted Equity Statement and Universal Goals – Feedback Requested

The Office of Equity recently published its **draft equity statement and goals** and is requesting staff feedback before moving to final drafts and approval. These drafts were developed from staff responses to the equity questionnaire administered from June to November 2024 and were revised based on feedback from the Executive Team and managers.

The statement and goals will guide the Park District's future equity work, so let us know if they resonate with you and/or if we're missing something critical. Feedback can be via **survey** or **e-mail** until **May 16, 2025**. The Office of Equity is also available to meet with Departments, Units, and Teams to gather feedback in person, as requested. Please work with your manager and get support from your respective supervisor to invite us to an upcoming meeting.



In addition

- Supporting development of a District-wide Community Engagement Framework.
 - Partnering with departments on specific projects, such as Garin Kites.
 - Developing centralized location for equity-related updates and resources
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Thank you!

