

## RIDGEVILLE PARK DISTRICT RACIAL EQUITY POLICY

### Racial Equity, Diversity, and Inclusion Statement

Ridgeville Park District is committed to advancing racial equity, diversity, and inclusion in all its forms. We embrace individual uniqueness and foster a culture of inclusion in an effort to create barrier-free access to our parks, programs, services, and facilities. We use a racial equity lens to ensure that all our policies and practices are inclusive and equitable.

### Racial Equity Approach

Our approach to achieving diversity, equity, and inclusion is rooted in principles of racial equity. We have chosen to have an intentional, but not exclusive, focus on race to address systemic racism and other forms of oppression and exclusion. A racial equity approach allows us to design policies, practices, and strategies that result in fair and equitable opportunities for everyone. Using this approach compels us:

1) to understand the historic and current drivers of social inequities e.g. racism, sexism, heterosexism, ableism, ageism; 2) to identify how RPD contributes to and can deconstruct these inequities; 3) to work in partnership with the communities we serve.

### REDI Board Equity Committee Charter

Introduction	The REDI Committee is a standing committee of the Ridgeville Park District Board of Commissioners that supports RPD's ongoing work of racial equity, diversity, and inclusion goals.
	The purpose of the committee is to: <ul style="list-style-type: none"><li>• Lead the Ridgeville Park District to becoming a culturally competent organization.</li><li>• Conduct ongoing review and revision of agency policies and procedures and make recommendations to incorporate best practices to embed diversity, equity, and inclusion, in policies and management decisions.</li><li>• Seek regular feedback from board of commissioners, staff, park users, and external partners to inform decision-making.</li><li>• Serve as a resource for guidance and consultation regarding diversity, equity, and inclusion issues for board and staff.</li><li>• Build long term meaningful relationship with diverse communities.</li><li>• Promote and foster a culture that values diversity, equity, and inclusion throughout the Ridgeville Park District.</li><li>• Foster and maintain a safe environment of respect and inclusion for board, staff, volunteers, and members of the communities we serve.</li><li>• Ensure fair and inclusive access to our facilities, programs, resources, and services, and that all our policies and practices are inclusive and equitable.</li></ul>

Goals	<ol style="list-style-type: none"> <li>1. Integrate diversity, equity, and inclusion into REDI’s Strategic Plan</li> <li>2. Generate feedback from staff, board, &amp; park users.</li> <li>3. Create self-evaluation process for staff, board, and park users to determine areas of progress and growth.</li> <li>4. Review and make recommendations on RPD policy to fulfill REDI’s mission through greater racial equity, diversity, and inclusion.</li> <li>5. The REDI Committee will research, recommend, implement, and evaluate expectations of cultural competence for staff, board members, and volunteers.</li> <li>6. Make recommendations for ongoing training, support, surveys.</li> <li>7. Review data to evaluate and recommend solutions where institutional inequities exist for Ridgeville Park users.</li> </ol>
Members	<p>The Equity Committee chair is Jacy Herman, who will serve on the REDI Executive Committee. The committee is to include 1 senior staff member, and not more than 2 board members who are to serve as advisors and not more than 5 community members.</p>