DIVERSITY, INCLUSION & ACCESSIBILITY

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<th>Policy No.:</th>
<th>Resolution No.:</th>
<th>Date Approved:</th>
<th>Supersedes the following Resolutions &amp; Policies:</th>
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<td>200.019</td>
<td>RR19-09</td>
<td>April 13, 2009</td>
<td>None.</td>
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Date procedures adopted by the Executive Director: Procedure revision date: Procedures approved by the Executive Director:

**POLICY:** (Approved by the Board of Park Commissioners)

**Purpose:** Building on the core values of equity, respect and accountability, Metro Parks Tacoma strives to provide accessible, affordable, accommodating and welcoming parks, services and programs to the diverse residents and visitors to the Park District. This inclusion policy strives to ensure that our services meet the needs of all District residents and regional customers regardless of age, ability, race, ethnicity and income level.

This policy applies to the residents of the city of Tacoma, facilities and programs that serve a regional audience and customers who utilize park district services.

Metro Parks Tacoma is committed to honoring the legal mandates of the Americans with Disabilities Act (ADA). This policy will help us to apply the intent and philosophies of accommodation and accessibility to our broad, diverse community.

**Policy Requirements:**

**Section I.** Metro Parks Tacoma is committed to delivering a wide range of parks and mission-led programs to the diverse customers of the Park District to choose, enjoy, and experience. This policy has been established to implement action strategy 5.2 of the adopted Strategic Parks and Program Services Plan: “Ensure that recreation experiences meet diverse community needs, including all ages, abilities, family compositions, socio-economic and cultural backgrounds.”

**Section II.** For the purpose of this policy, “inclusion” is defined as “a committed effort of making each and every one of our users representing diverse backgrounds and abilities feel welcomed and embraced, and able to gain equal access to our parks, facilities, programs and services.”

**Section III.** “Diversity” is defined as “the mixed character of population groups comprising a broad spectrum of varying demographic backgrounds, culture and lifestyles, and abilities”. For the purpose of this policy, Metro Parks Tacoma will use age, ability, family composition, household income, race and ethnicity as indicators of diversity.

**Section IV.** To be responsive and accountable, Metro Parks Tacoma shall strive to include a broad segment of the community in program planning, design and delivery. All departments shall actively identify and address barriers to inclusion of persons of all ages, abilities, family compositions, household income, race and ethnicity that affect the equitable use of District services by all user groups.
Section V. Often defined as the removal of barriers to participation, “accessibility” is referred to by ADA as the requirements necessary to make a building or facility architecturally (physically) accessible to people with disabilities. Metro Parks Tacoma will hold ourselves accountable to the principles and intent of accessibility and not just the requirements of the law by making accessibility issues central to the design and construction process.

Section VI. Metro Parks Tacoma will make strong efforts to increase accessibility by making improvements to existing community-wide and regional facilities to include features and amenities that make activities and facilities welcoming and functional for all persons, as opportunities arise. We will ensure that ADA transition documents kept up-to-date in order to guide decisions related to on-going maintenance, program design and future capital improvements.

Section VII. Metro Parks Tacoma shall actively seek partners sharing our mission and vision to enable us to fulfill our obligations to the diverse community.

Section VIII. Metro Parks Tacoma shall strive to provide adequate resources for the implementation of this policy and ensure that resources to fulfill this policy are part of the decision-making discussions during the budget adoption process.

Section IX. The Executive Director shall be responsible for developing a comprehensive administrative procedure to implement this policy. The procedure shall include such areas as: program inclusion requirements for all mission-led programs; program evaluation and tracking methods and indicators; program marketing and outreach strategies; park and facility design and ADA accessibility guidelines; staff training, partnerships guidelines, and scholarship funding.

This Inclusion Policy is related to the following policies:

- Policy No: 200.016 - Policy for Public Participation
- Policy No: 521-524 - Human Resource Policies
- Policy No: 100.009 - Pricing & Cost Recovery Policy