

Hayward Area Recreation and Park District
Justice, Equity, Diversity, and Inclusion Policy
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At Hayward Area Recreation and Park District, we know community members' access to high-quality parks, facilities, and recreational opportunities improves the quality of their lives by promoting health and wellness, learning, and fun. We recognize that justice, equity, diversity, and inclusion are fundamental values that guide our work toward accomplishing this mission. We are committed to ensuring these principles permeate every aspect of our work and inform our decision-making moving forward.

We recognize that diversity, influenced by the intersecting factors of individuals' identities and experiences, comes in many forms and encompasses a wide range of dimensions, including but not limited to race, ethnicity, gender, sexual orientation, age, ability, religion, cultural background, and socioeconomic status. We strive to create parks, facilities, and recreational programs that reflect our community's diverse needs and interests. We actively seek to identify and address any barriers to participation and strive to provide equitable access to our programs and facilities. We value and respect the diversity of our community and strive to create a culture of inclusivity, openness, respect, empathy, and belonging where everyone is valued, heard, and supported.

Definitions

While there are many ways to define justice, equity, diversity, and inclusion (JEDI), and the terms are often used interchangeably, it is essential to understand the differences between the four.

Justice refers to the concept of fairness and equitable treatment of individuals through the removal of systemic barriers and the creation of opportunities so that everyone can live a fulfilling life. Inclusion is essential for achieving justice.

Equity recognizes that individuals and communities have different starting points and may require different levels of resources and support to reach the same goals. Equity promotes the distribution of resources so everyone can access the same types of experiences regardless of current and historic systemic barriers.

Diversity refers to the visible and invisible differences between individuals or groups, including race, ethnicity, gender, sexual orientation, age, ability, religion, cultural background and socioeconomic status.

Inclusion refers to the practice of creating an environment where everyone feels respected, heard, valued, and engaged in their community, regardless of individual or group differences.

We acknowledge that our work is ongoing and that we are responsible for continually learning, growing, and improving our practices. We are dedicated to engaging with our community and stakeholders to understand their needs and perspectives better. We will use this knowledge to inform our decision-making and create more inclusive and equitable recreational opportunities. This is the foundation of our commitment to enrich the quality of life for our community.