



The Parks and Recreation Department operates year-round programs throughout the City's public facilities, playgrounds, schoolyards, and various other locations to promote positive and healthy activities for all members of the Somerville community.

Equity Policy

I. Introduction

A. Purpose

The purpose of the Department of Parks & Recreation's Equity Policy is to improve the representation of underrepresented groups in athletic/recreation programs.

II. Department Philosophy

It shall continue to be the Department's policy and practice to make every good faith effort to achieve the purpose and objective of the Equity policy. It is the Department's goal that all members of the community have the opportunity to participate in Department athletic/recreation programs that meet their interests and capabilities.

In adopting the Equity Policy, Parks & Recreation calls for the full cooperation of all employees in making equal opportunity one of the basic principles of youth and adult athletic/recreation programs in the City.

III. Implementation

To improve the representation of underrepresented groups in athletic/recreation programs, the Department has outlined several actions to undertake including but not limited to:

- Establish equal access to all programming by promoting equally and charging all participants equally.
- Recruit, cultivate, and train individuals from underrepresented groups to serve as coaches, officials, team supporters, or in other roles.
- Review all program offerings and add or redistribute programming within each recreation marketing district to ensure a broad availability of opportunities.
- Provide an array of clinics and seminars for underrepresented groups to enhance the abilities of potential team participants.
- Recruit athletes from underrepresented groups from local schools and colleges to volunteer to work part time as mentors, coaches and role models.
- Seek the direct involvement of celebrities from underrepresented groups to launch programs, visit centers, attend tournaments or banquets, and in other ways present exciting, visible role models.

¹ The model for this policy is taken from West Sacramento Parks & Recreation Department.

- Coordinate with external organizations to increase programming, marketing, training, and other opportunities for underrepresented groups.
- Work with the Personnel Department as necessary regarding sexual harassment and anti-discrimination policies, and design training programs to deter and prevent any misconduct due to increased female participation in athletic and recreation programs.
- Collaborate with experts and outside organizations to design effective programs and partnerships to increase participation.

The implementation of the Equity Policy will evolve over time. To ensure the best possible outcome, the Department will monitor progress by:

- Collecting participation data.
- Evaluating progress based on the data and taking necessary steps to adjust our efforts if necessary.
- Continuously reviewing strategies to increase the representation of underrepresented groups in athletic/recreation programs.

It is the intent of this policy that Equity is a standard that will become part of the Department's best practices and guiding principles. Somerville Parks & Recreation looks forward to continuing to create positive opportunities for all members of the community.

IV. Definitions

Equity means that all persons enjoy the same rights, resources, opportunities, and protections.

Underrepresented groups include girls, women, and minorities.

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