

Diversity, Equity and Inclusion Statement

Purpose:

The Manhattan Park District acknowledges the benefits that arise from a diverse, equitable and inclusive community. The Park District embraces the commonalities and the differences of its employees, administrators, Board members, families, community members and stakeholders. The Park District holds itself as a welcoming organization that respects and honors diversity of its community and the contributions the various backgrounds bring to create the uniqueness of the Park District.

Expectations:

The Park District places a great importance on the diversity, equity and inclusion of its overall community, including its employees. As part of this focus, the Park District strives to ensure that:

- Community members who utilize the facilities, programs, and services shall have equitable access to Park District spaces, programs, and services regardless of ability, race or ethnic origin, age, sexual orientation, gender identity or gender, socioeconomic level, religion or country of origin.
- Park District staff, community partners, and stakeholders engage in the support of all community members and promote inclusive behaviors in park and recreation facilities and in public spaces throughout the community.
- The Park District establishes and maintains an organizational infrastructure for management, oversight, implementation, communication about and monitoring of the policy and its established goals and objectives.
- Park District policies and procedures are continuously reviewed, assessed, and revised as necessary to support the organizational infrastructure for management, oversight, implementation, and communication in light of diverse, equitable and inclusive practices.
- As an Equal Opportunity Employer, the Park District will establish a respectful workplace that upholds the uniqueness of the individual and the positive contributions this individuality provides for the entire Park District.

The Park District expects its staff to:

- demonstrate acceptance and inclusion of others which includes the use of nondiscriminatory practices as it relates to language, actions and pay;
- consider policies, practices, programs/activities and the use of facilities and parks through a lens of equity, inclusion and diversity to ensure that nothing limits participation or causes negative outcomes for individuals due to ability, race or ethnic origin, age, sexual orientation, gender identity or gender, socioeconomic level, religion or county of origin;
- act in a manner that establishes an open welcoming environment for individuals to safely share their beliefs and practices in a fashion that will contribute to the growth of diverse, inclusive and equitable practices throughout the Park District.