

RACIAL EQUITY LENS

The racial equity lens is a set of questions that will guide the decision-making process for evaluating the potential impacts of existing and future policies, programs, and practices. It is also for diagnosing the impact of the design and implementation of policies on under-served and marginalized individuals and groups, and to identify and potentially eliminate barriers.

The process of eliminating inequities is a deliberate, documented process that highlights the ways that individuals are disadvantaged and privileged within a system of institutional and structural oppression. Racial equity results when those who have been historically marginalized whether intentionally or unintentionally, become part of decision-making processes.

By utilizing a racial equity lens, we:

1. Call attention to systemic oppression and racial inequities.
2. Take personal and institutional responsibility for these inequities.
3. Critically assess and reassess our own practices.
4. Become change agents to advance equity.
5. Provide a common vocabulary and protocol for evaluating decisions, policies, processes, programs, and practices for racial equity.
6. Make decisions which result in more equitable outcomes across policies, processes, programs, and practices.

Racial Equity Lens Process

1. The Ridgeville Park District Board of Commissioners and/or Staff will identify a policy, practice, program, or decision (PPPD) to be investigated, and refer it to the Racial Equity, Diversity, and Inclusion (REDI) Committee for review.
2. The REDI Committee will determine what racial and/or ethnic groups could be negatively impacted by the PPPD and submit their recommendations for engaging the identified group(s) (i.e survey, focus group, meeting attendance) to the Ridgeville Park District Board of Commissioners and/or Staff.
3. The Ridgeville Park District Board of Commissioners and/or Staff may then request that the REDI Committee implement recommended method(s) of engagement to determine:
 - A. How the identified group(s) perceives the PPPD.
 - B. If the PPPD makes no change, produces any intentional benefits, or holds unintended consequences to the identified group(s).
 - C. How the PPPD could result in a systemic change that addresses institutional racism.
 - D. What recommendations the identified group(s) has for the park district to improve the PPPD.
4. Based on the responses from engagement with the identified group(s), The REDI Committee will discuss possible revisions to PPPD under review and make a recommendation of formal action to the Ridgeville Park District Board of Commissioners and/or Staff.
5. The REDI Committee will revisit the formal action taken on PPPD by the Ridgeville Park District Board of Commissioners and/or Staff in six months and may analyze the resultant impact on the identified group(s) engaged in the review process.

The adoption of this equity policy will memorialize RPD's commitment to racial equity, diversity, and inclusions as essential values to support our core mission. Addressing issues of diversity, equity, and inclusion is the work of us all. Racial equity, diversity and inclusion can only be achieved by the actions of all people. Our success is dependent on employees and partners of RPD taking strong positive action for the culture to change. This policy provides employees throughout RPD the tools and education to build a more culturally inclusive park district that is accountable to the communities that we serve.