NRPA Guidelines

All people should have access to quality programs, facilities, places and spaces that make their lives and communities great. DUH!

Challenge: putting those words into action!

Adopting a formal inclusion policy puts commitment, authority and resources behind those words.
VOCABULARY: Diversity

Diversity

– Differences
  (real, constructed, perceived)

– Any factor that shapes our self narrative
  • Identity
  • Set of experiences
  • Skills
  • World views
VOCABULARY: Inclusion

Inclusion

– Making the mix work
– Proactive process
– All are welcome
Equality
- Sameness of process

Equity
- Sameness of outcome (regardless of starting position)
Equality assumes that everyone benefits from the same treatment.

Equity means everyone gets what they need.
WHAT IS DEI PLANNING?

Developing the know how to consider DEI within all facets of an organization

- Audit all operations
- Document what works well
- Make plans to improve, build capacity (muscle)
WHY A DEI PLAN: MOTIVATIONS

DON’T GET SUED
BOARD IS MAKING US
EVERYONE ELSE IS
IT’S THE RIGHT THING TO DO
MISSION CASE
BUSINESS CASE
DEI PLANNING: MOTIVATIONS

• Mission Case
  – Doing the work because it aligns with the mission

• Business Case
  – Doing the work because it ensures long-term success

Hiring Practices
Organizational culture
Resource Allocation ($)
DEI PLANNING: DESIRED OUTCOMES

We want both our projects AND our process to create:

✓ A vibrant region where are all are welcome, safe and respected

✓ Enhanced quality of life
DEI PLANNING: PROCESS STEPS FOR GRG

- Training for staff and board
- Get a consultant to help
- Look at other examples, plans
- Audit the full operations (consultant gets to know you, your mission, reviews documents)
- Document what’s working well!

- Create Steering Committee to guide the process
- Brainstorm ways to evolve
- Prioritize & operationalize
- Review at all levels
- Launch, make accountability plan, measure
- Adapt, adjust, tweak, measure
Commitment Statement

As a steward of taxpayers’ dollars, Great Rivers Greenway embraces the diversity of our region, proactively creating inclusive public spaces and processes with and for all. We’re committed to bringing the vision of a dynamic network of greenways to life in ways that achieve more equitable outcomes for all.
WHY A DEI PLAN: Making the Case

- Establish greenways as welcoming, inclusive common ground to enrich lives and bridge communities.
WHY A DEI PLAN: Making the Case

• Establish greenways as welcoming, inclusive common ground to enrich lives and bridge communities.

• Ensure tax funds are spent wisely, expanding the reach of the regional network of greenways to provide equitable access to all communities, regardless of local capacities.
WHY A DEI PLAN: Making the Case

- Establish greenways as welcoming, inclusive common ground to enrich lives and bridge communities.

- Ensure tax funds are spent wisely, expanding the reach of the regional network of greenways to provide equitable access to all communities, regardless of local capacities.

- Help us build the ability within current and future staff to connect with all greenway users to gain insight and perspectives, enhance partnerships and improve problem solving that is better adapted to needs of the communities we serve. Increased ability to apply diversity, inclusion and equity lens to our work also helps us reduce our risk & achieve our directives more effectively and expeditiously.
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- Broaden our reach and engagement of the region’s taxpayers to deepen their appreciation for the greenway network and build ambassador, volunteer, voter and donor support.
WHY A DEI PLAN: Making the Case

- Establish greenways as **welcoming, inclusive common ground** to enrich lives and bridge communities.
- Ensure tax funds are spent wisely, expanding the reach of the regional network of greenways to provide **equitable access** to all communities, regardless of local capacities.
- Help us build the ability within current and future staff to connect with all greenway users to gain insight and perspectives, enhance partnerships and improve problem solving that is better adapted to needs of the communities we serve. Increased ability to apply diversity, inclusion and equity lens to our work also helps us **reduce our risk & achieve our directives more effectively and expeditiously.**
- Broaden our reach and engagement of the region’s taxpayers to deepen their appreciation for the greenway network and **build** ambassador, volunteer, voter and donor **support.**
- Create new models for bridging communities on a standard platform of inclusion that **strengthen collaborations**, which improve the long-term sustainability of public projects.
DEI PLANNING: LESSONS LEARNED

Language:
• Drop us a line
• More than you can shake a stick at
• Let’s get down to the nitty gritty
• It’s a piece of cake
• Take a rain check
Las “Vías Verdes” o “Rutas Ecológicas” o “Senderos” son caminos que nos conectan con múltiples destinos. Cada carácter de la comunidad que está conectando. Hasta el momento existen 123 millas de vías verdes en St. Louis (seguimos construyendo más!).

Las vías verdes pueden incluir:

- Caminos donde se puede caminar, correr, montar bicicleta, o simplemente disfrutar el aire fresco. La mayoría de veces las vías verdes son pavimentadas, pero algunas veces están hechas de materiales rocosos naturales.

- Áreas de conservación de la naturaleza para mantener el hábitat nativo y áreas de drenaje de aguas lluvias, plantas nativas, praderas restauradas en áreas de inundación.

- Baños, bebédeos de agua, sillas, parqueo para bicicletas y señalización vial.

- Conexiones a negocios, trabajos, transporte público, vecindarios, escuelas, colegios, universidades, destinos culturales, ríos, arroyos, parques y áreas naturales.
AGENCY GOALS:
Improve Administrative Process to Promote Diversity

A. Designate DEI Champion
B. Internal Policies
   i) Employee Manual
   ii) Hiring Process
C. Internal Communications
D. DBE Business Relations
E. Board of Directors
BUILD GOALS:
Improve Process to Create Opportunity

A. Equity-focused Planning Lens
B. Formal incorporation of Universal Design Principles
C. DBE Goal Targets & Tracking
PROMOTE GOALS:
Inclusive and Equitable Communications, Engagement and Events

A. Clarity in Messaging Strategies
B. Center Community Members
C. DBE Goal Targets & Tracking
SUSTAIN GOALS:
Maintaining Greenway For All

A. Diversify Volunteers
B. DBE Goal Targets & Tracking
FOUNDATION GOALS:
Fundraising With Intention

A. Build DEI Into Policies
B. DBE Goal Targets & Tracking