



**Board of Directors + EIB Committee Retreat  
Washington Recreation and Parks Association  
Zoom Virtual Meeting**

**February 23, 2021 | 1:00pm- 5:00pm**

Work Plan Item Generation Summary

Item	Audience	Lead
<b>Committing to Awareness, Education, Research, and Development</b>		
Research what other associations and departments are doing in to advance EIB.	P&R Agencies, WRPA Membership	WRPA Board and All Committees
Create pathways that support change agents in under resourced jurisdictions: Learn who is getting started and what WRPA can do to support them.	P&R Agencies, WRPA Membership	CEC Committee
Offer more education sessions on the topic of equity and that help people “know where to start” their change work.	P&R Agencies, WRPA Membership, WRPA Board	CEC Committee
Provide and promote spaces where people can build and maintain genuine relationships.	P&R Agencies, WRPA Membership, WRPA Board	All
Not to associate language access barriers solely with professionals making manual labor contributions.	P&R Agencies, WRPA Membership, WRPA Board	All
Revisit core values, practices, and competencies and update for alignment with current thinking.	P&R Agencies, WRPA Membership, WRPA Board	WRPA Board
<b>Increasing Representation in Messaging</b>		
Creating a welcoming space by increasing representation of marginalized communities within agency.	P&R Agencies, WRPA Membership	CEC Committee
Use marketing materials feature members of marginalized communities.	P&R Agencies, WRPA Membership	Communications and CEC Committees
Remove naming and references the individuals and events that caused historical harm. Center the experiences/expertise of indigenous communities when reforming our naming programs.	P&R Agencies	WRPA Board and TBD Committee
Improve the registration experience individuals who identify as LGBTQIA+ and their families and agency data by expanding demographic data collection categories.	P&R Agencies, WRPA Membership	WRPA Board, TBD Committee(s)
EIB Team content on promoted through our communications channels. Also, and highlight of what happens at EIB and welcoming new members.	WRPA Membership	EIB Team

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<b>Outreach and Engagement</b>		
The Student Connections Committee remove participation requirements that audience have active enrollment in formal education or be “new” the profession. Expand their scope/span to include any parks and recreation professionals seeking career advancement.	P&R Agencies, WRPA Membership	Student Connections Committee (in the works, connect with chairs about next steps)
Expand WRPA membership among parks of and recreation volunteers and seasonal/temp staff.	P&R Agencies	WRPA Board, Susan Baird-Joshi
Examine mentorship program for opportunities to improve equity.	WRPA Membership	WRPA Board. TBD Committee(s)
Improve WRPA data by expanding demographic data collection categories for members.	WRPA Membership	WRPA Board, Membership Committee, Sarah Olsen
<b>Increasing Equity and Inclusion</b>		
*Hire recreation service providers who identify as members of marginalized communities to provide culturally responsive services.	P&R Agencies, WRPA Membership	WRPA Board. TBD Committee(s)
Create training tracks and professional development experiences that meet the needs of seasonal/temp parks and recreation professionals. Remove language access barriers to those opportunities.	WRPA Membership	CEC Committee
Examine WRPA Board meeting structure for opportunities to improve equity. Standing time on the Board agenda for work to advance equity at WRPA.	P&R Agencies, WRPA Membership, WRPA Board	WRPA Board
Examine WRPA member and Board onboarding processes for opportunities to improve equity.	WRPA Membership	WRPA Board, Membership Committee