

Gender Inclusion in Your Agencies & Sports Programming

THPRD
Welcomes you!



Julie Rocha
she, her, hers
Sports & Inclusion Director

Emily Kent
she, her, hers
Sports & Inclusion Manager



Why Do the Work

- THPRD serves over 270,000 diverse residents in the Beaverton area.
- Aiming to create safe spaces improves the quality of life for residents – all are safe here.
- In this polarized time, fostering a sense of belonging is increasingly important.

Mission & Equity & Inclusion Statement



Prepare Your Organization for this Work

Understand how THPRD
compiled and performed
community outreach

Gender Inclusion Team

Began September 2021

Drafted policy

Performed outreach

Assessed facility & programming needs

Building Trust



Gender Inclusion Policy

Gender Inclusion Policy

3.01.06

Date: 09/01/2022

Supersedes Policy: N/A

Adopted by: Doug Menke
General Manager

Implemented by: Julie Rocha
Sports & Inclusion Director

Signature: 

Signature: 

Date: 09/01/2022

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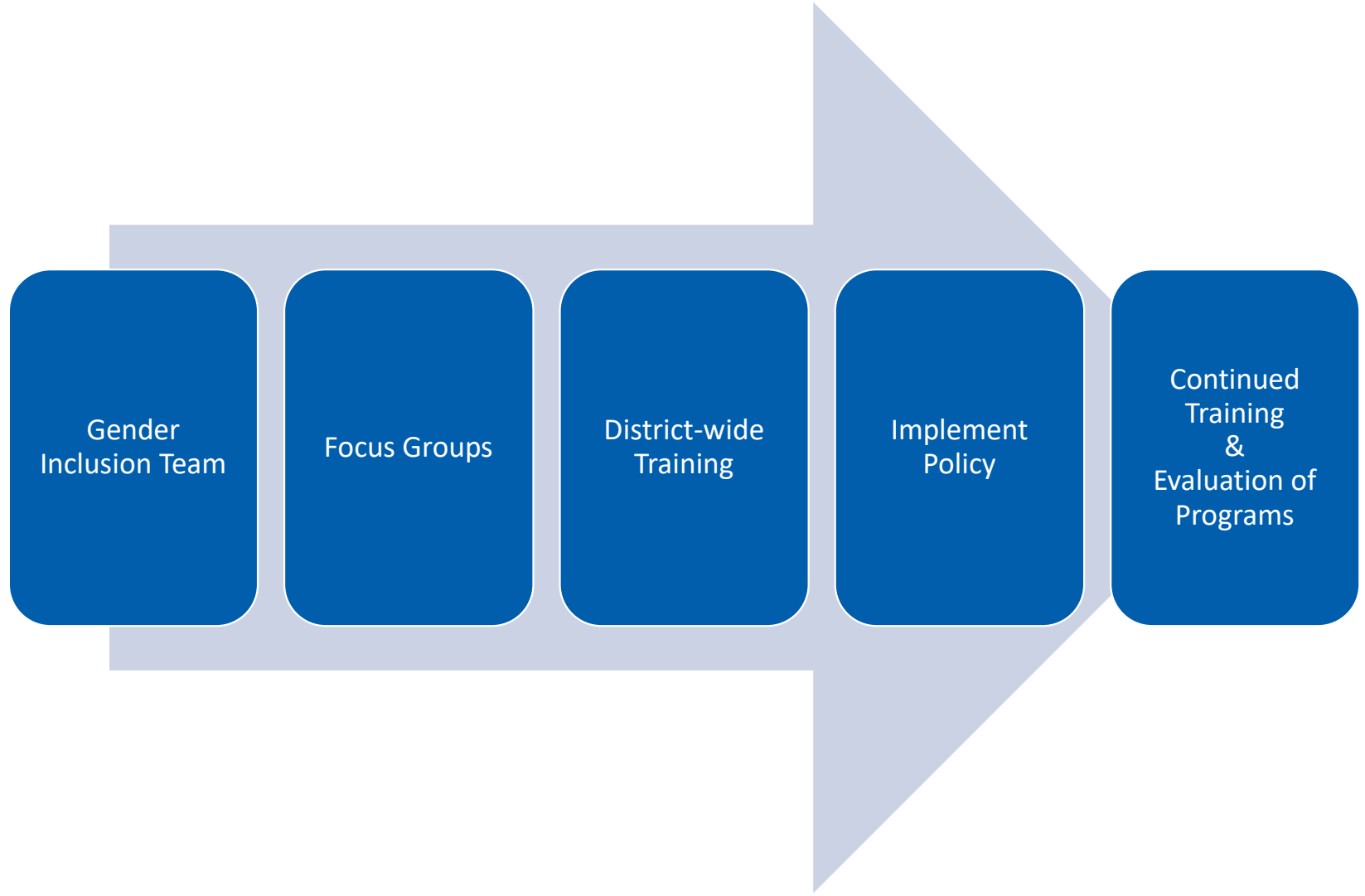
PURPOSE

The purpose of this policy is to ensure the accessibility of the district's programs and spaces to all members of the community. The district is committed to removing institutional barriers for patrons and staff due to gender identity or expression. The district will ensure that patrons are not discriminated against through the denial of access to facilities or programs based on gender identity or expression.

POLICY

This policy eliminates barriers for transgender, non-binary, and other gender variant youth and adults so they can participate fully in Tualatin Hills Park & Recreation District's (THPRD) programs and offerings without discrimination based on their gender identity or expression.

Process



Sample Training Overview

Definitions

Acknowledgement

Names & Pronouns

Respect

Handling Concerns

Facility Use

ASK ME 
ABOUT MY
PRONOUNS

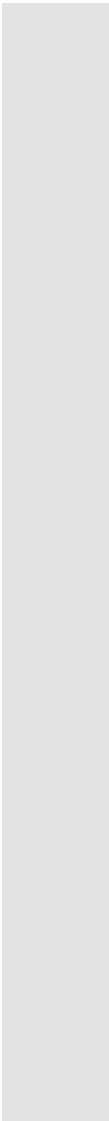

NEVER FEAR
THE
ERS





Breakout Questions

Based on your position in your organization, what ability do you have to make changes?



Reshaping Sports Leagues



Gender in Sports



Sports & Gender Inclusion



What does gender inclusion in sports look like?



How do you decide where to start?



Who gets involved in the process?

**Take
Action**



Who Needs Training

- Leadership
- Program Staff
- Customer Service
- Coaches/Referees
- All Staff



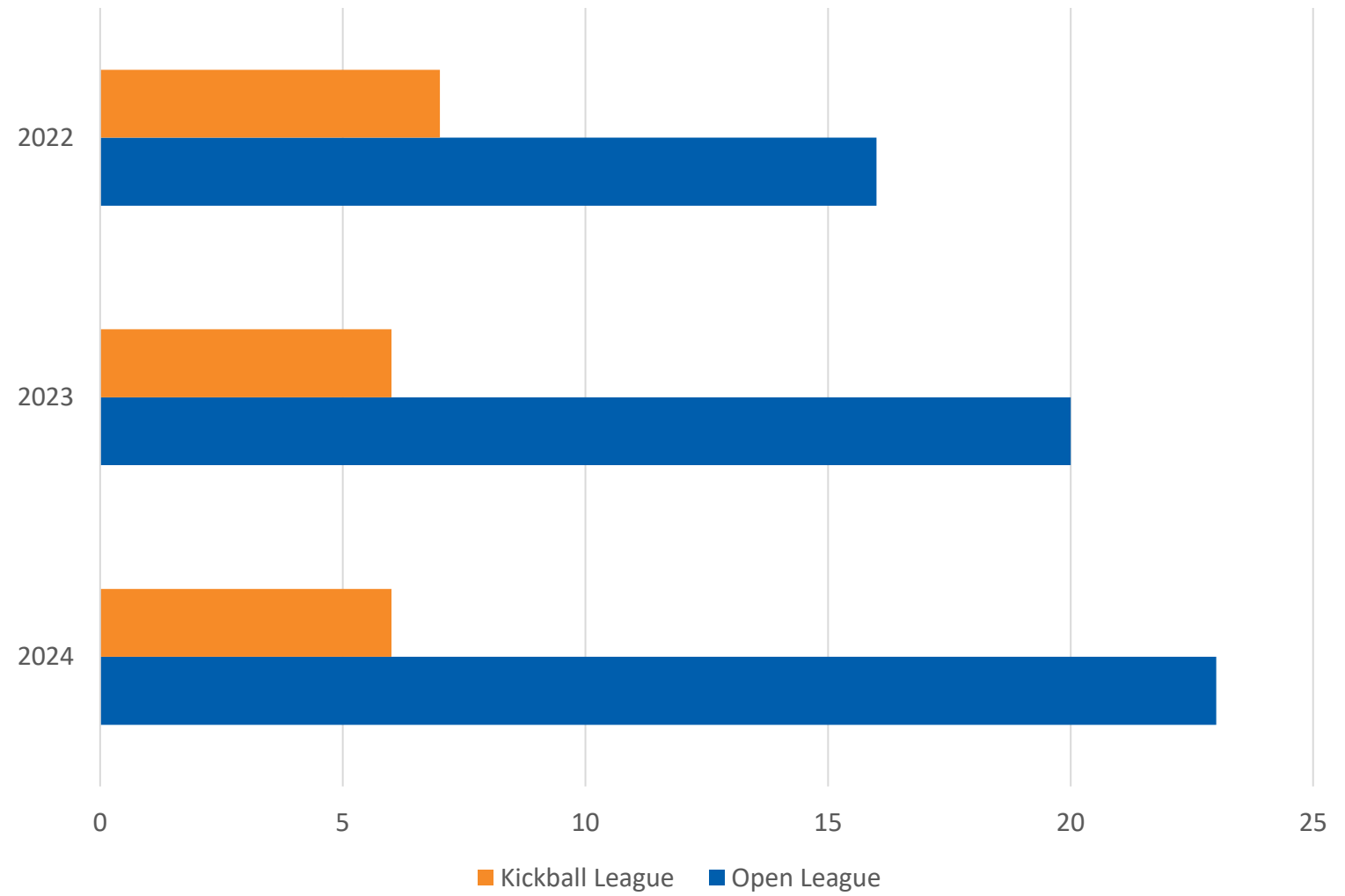
Gender Inclusion Team



A Look at Softball



Stats



Open League Feedback



Educating Patrons

- E-Newsletter
- Signage at Facilities



BELONGING

INCLUSION

DIVERSITY

EQUITY

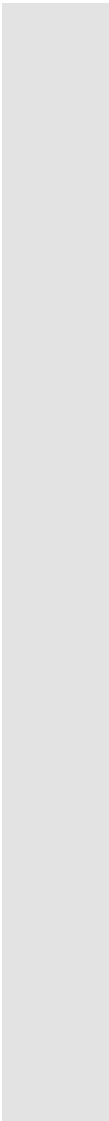
Taking Time

- Making substantive organizational change takes time and commitment—examining web presence, printed documents, paperwork, signage, etc.
- Changing ingrained gender socialization is hard—mistakes are inevitable learning opportunities.
- Bring the public along as well, providing education as needed.
- This is ongoing work. New staff, new ideas, issues that arise—education never stops.



Breakout Questions

What recommendations do you have for your organization?



Developing Policies

Participation Policies

- Mission, activity naming, league rules, code of conduct

Operation Policies

- DEI Committee, community engagement, RFP/RFQ Policy, Inclusive Language Policy

Staff and Hiring Policies

- Personnel manual, onboarding, staff training manual

Facility Policies

- Signage, restrooms, master plans, facility plans

Lessons Learned

We are not the experts

The policy will need to be updated

Not everyone is supportive

Standing firm in our values and mission



Questions

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