



Inclusion Statement

Introduction

The City of Denton Parks and Recreation is committed to creating and promoting inclusion across all public spaces, places, facilities and programs the department manages. Through the Inclusion Statement and supporting practices, we aim to epitomize access to the benefits of quality parks and recreation, including individuals with physical, intellectual, and developmental disabilities, the LGBTQ community, racial and ethnic minorities, and refugees and immigrants.

Denton Parks and Recreation defines inclusion as the process of including all persons, regardless of their abilities or disabilities, ethnic origin, socioeconomic level, color, or language.

Goals

The Inclusion Statement outlines Denton Parks and Recreation's approach to fostering inclusive environments and equitable opportunities for all community members in local parks and recreation.

This statement embodies:

- Community members utilizing our facilities, programs and services have equitable and appropriate access to programs and services, regardless of ability.
- Site 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.
- Denton Parks and Recreation establishes and maintains an organizational infrastructure for management, oversight, implementation, communication about and monitoring of the policy and its established goals and objectives.
- Denton Parks and Recreation will continuously measure and improve inclusive practices.
- Create a welcoming environment for people of all abilities to engage in Denton Parks and Recreation programs and facilities.

This statement applies to all community members, staff, and sites in City of Denton Parks and Recreation.

Staff Training

Denton Parks and Recreation staff will regularly participate in trainings grounded in effective training models using evidence-based content. Training will be comprehensive (covers multiple topics), based on credible research and delivered by qualified personnel. All new staff members will be quickly oriented to inclusive policies and practices.

Denton Parks and Recreation has partnered with Texas Parks and Wildlife's Support Resource Division, ADA Division, and their Accessibility Training Specialist for quarterly trainings covering accessibility topics such as support animals, accommodations, language, signage and more.

Increasing staff qualifications by completing American College of Sports Medicine Certified Inclusive Fitness Trainer and BlazeSports Certified Adapted Recreation and Sports Specialist accreditations.

Utilizing available resources provided by organizations such as the National Recreation and Park Association, Commit to Inclusion and Move United to train staff and provide media material that promotes the ideas encompassed in the inclusion statement.

Organizational Support

Denton Parks and Recreation and staff will put in place organizational supports that create a social environment (including positive relationships among staff, youth, families and community) that encourages all to be inclusive. This includes:

Staff

Demonstrating an attitude of inclusion, including non-discriminatory language and actions;

Determining and addressing any potential unintended outcomes of activities, programs or parks to ensure that they do not limit participation or cause worse outcomes based on ability, age, sexual orientation, identity, religion, or country of origin;

Providing educational materials about inclusion to all constituents at community events;

Sharing and discussing practices during community meetings;

Agency

Developing an advisory group and/or community network of groups that support inclusive behaviors in the community;

Appointing a liaison for Denton Parks and Recreation and the Committee on Persons with Disabilities for transparency and approval for DPARD practices;

Assessing agency hiring practices to ensure staff is representative of the diverse community and is an equal opportunity employer and compliant with the City's Non-Discrimination Ordinance;

Communications

Providing positive messages about diversity and inclusion through written and verbal messaging, posters, pictures, and books.

Environmental Support

Through evaluation of programs and review of the City's ADA transition plan (2021), Denton Parks and Recreation will work towards establishing environmental supports and practices that promote inclusion for all community members. Examples of environmental supports include:

- Program adaptation for inclusion, depending on the individual needs and abilities of participants
- One-on-one trained staff support throughout the program
- Language interpretation, including but not limited to:
 - Sign language interpreters
 - Braille
 - Language translation services
 - Audio/visual support
 - Large-print signage
- Accessible transportation
- Built environment enhancements, including modified equipment and ramps
- Gender-neutral restrooms and changing rooms
- Culturally sensitive program hours (i.e., sensory waterpark hours);
- Signage and additional facility enhancements (artwork, murals, etc.) that promote diversity and inclusion

Continuous Measurement and Improvement

City of Denton Parks and Recreation will work to continuously improve our equity and inclusion efforts, measuring the effectiveness of this policy through staff and community qualitative and quantitative feedback through meetings, community engagement events, public forums, surveys; and monitoring economic and health indicators. Denton Parks and Recreation will establish a communications plan for reporting on progress

Denton Parks and Recreation tracks program growth across all programs. Specific data will be participation among Adapted Recreation programs. Data will also be tracked for accommodation

requests in programs, including type of accommodation, number of participants requesting accommodations, and programs with the greatest accommodation requests. This data will serve to understand the demographic of our participants and how we can provide the accommodations as part of the class, without the need for requests.

Denton Parks and Recreation will monitor the following indicators to track the progress of inclusive efforts:

- Does our agency communicate a vision that values the participation of all people as members of the community?
- Does our agency's improvement plan include inclusive practices with action steps to support implementation?
- Is there adequate, regularly scheduled, ongoing planning time for agency staff to collaborate on inclusive programs and events?
- Does our agency engage the whole community by providing multiple opportunities and modes for participating?
- Are there professional development opportunities for staff regarding inclusive strategies and supports?
- Are community members from targeted populations engaged in programing, utilizing facilities and taking part in future planning conversations?

Long-term indicators:

- Are there improvements in health (physical, social, mental) outcomes across targeted populations?
- Are there increases in Adapted Rec programs participation?
- Are there increases in Adapted Rec program offerings? Including a variety of program types (i.e., competitive, recreation/leisure, social)
- Does Denton Parks and Recreation have recognition/accolades as an inclusion/disability-friendly program?

Resources

City of Denton Parks and Recreation recognizes that this document is an ever-growing resource and aims to keep it updated on a bi-annual basis. For more on inclusion and equity, we encourage staff and community members to visit www.dentonparks.com or the National Recreation and Park Association's Parks for Inclusion website, www.nrpa.org/ParksForInclusion.

Glossary

City of Denton Parks and Recreation provides these definitions for those with physical or cognitive disabilities.

Individuals with a disability include those with:

- Hearing difficulty (e.g., deaf or having serious difficulty hearing [DEAR])
- Vision difficulty (e.g., blind or having serious difficulty seeing, even when wearing glasses [DEYE])
- Cognitive difficulty (e.g., because of a physical, mental or emotional problem, having difficulty remember, concentrating or making decisions [DREM])
- Ambulatory difficulty (e.g., having serious difficulty walking or climbing stairs [DPHY])
- Self-care difficulty (e.g., having difficulty bathing or dressing [DDRS])
- Independent living difficulty (e.g., because of a physical, mental or emotional problem, having difficulty doing errands alone, such as visiting a doctor's office or shopping [DOUT])

LGBTQ community (Lesbian, Gay, Bisexual, Transgender, Queer), defined as:

- Lesbian: A woman who is attracted to other women.
- Gay: A man who is attracted to other men.
- Bisexual: An individual who is attracted to both genders.
- Trans: An umbrella term that seeks to incorporate individuals whose gender identities do not match their biological sex, for example, someone who is born male-bodied and identifies as a woman.
- Queer or Questioning: Individuals who experience fluidity in their experience of sexuality or gender and, therefore, do not identify strictly as LGB or T. The term 'Queer' can also include those who do not identify as either gender.

Racial/Ethnic communities, as defined by the U.S. Census Bureau, are composed of several different race categories — black, American Indian, Asian, Pacific Islander, other, and two or more races. Hispanics are also considered a minority, although Hispanic or Latino, is defined by the U.S. Census Bureau as an ethnicity rather than as a race. Other considerations include religious communities, such as Muslim, that practice cultural traditions based around gender.



Assessment and Accommodation Request

Name of Participant		Date Completed	
Date of Birth	Age	Grade	<input type="checkbox"/> Male <input type="checkbox"/> Female
Parent/Guardian		Home Phone	Work Phone
Emergency Contact		Home Phone	Work Phone
First time participant in a City of Denton program? <input type="checkbox"/> YES <input type="checkbox"/> NO			



This form will be used by staff to assess needs and identify reasonable modifications, on a case-by-case basis, in an effort to achieve full participation. Please complete as thoroughly as possible.

This information is voluntary and confidential.

I. Describe the accommodation(s), if any, you are requesting, and any additional information you feel would assist staff in providing a successful experience for the participant.

II. HEALTH INFORMATION

Place a check next to all that applies to the participant and/or write in any other conditions:

- Autism
- Attention Deficit Disorder
- Hearing Impairment
- Down Syndrome
- Mental Health Issues
- Vision Impairment
- Developmental Disability
- Cerebral Palsy
- Behavior Disorder
- Diabetes
- Spina Bifida
- Speech Impairment
- Other _____

Does participant have seizures? Yes No If yes, please indicate type _____

Date of most recent seizure: _____

Medications taken: (type, time, dosage, purpose) _____

Please Note: Staff will not administer or distribute any medication at any time.

Allergies (include food/medications/other), activity restrictions, special diets or other medical concerns:

III. SKILL ASSESSMENT

Please check each statement that applies to the participant.

Assistance:

Does participant walk independently? Yes No

If not, what type of assistance is required? Wheelchair Walker Other: _____

Is participant independent in toileting? Yes No

If not, what type of assistance is required? _____

Please Note: Participants needing assistance with toileting, feeding, or dressing must make personal arrangements for this assistance.

Communication:

Verbal: Yes No

If no, please indicate primary form of language? Communication board Sign language

Pictures Other _____

Understands what is said to him/her: Yes No

Able to clearly express needs to others: Yes No

Behavior:

If the participant was to become agitated, he/she is likely to exhibit:

- | | |
|--|--|
| <input type="checkbox"/> No behavior | <input type="checkbox"/> Physical aggression |
| <input type="checkbox"/> Withdrawn/shy | <input type="checkbox"/> Attaches self to adults |
| <input type="checkbox"/> Verbal aggression | <input type="checkbox"/> Self injurious behavior |
| <input type="checkbox"/> Temper tantrum | <input type="checkbox"/> Wanders/runs away |
| <input type="checkbox"/> Other _____ | |

What might trigger a behavior (e.g. over excitement, crowds, certain noises, etc.) _____

Please explain any behavior management techniques used at home or school which eliminate or reduce negative behaviors:

What is rewarding for participant (e.g. verbal praise, smile, etc.)?

Recreation Activities:

Likes: _____

Dislikes: _____

How does the participant interact with others in new settings or with new adults/participants?

Signature of Participant/Parent/Guardian

Date