

Parks Equity Action Plan
Terrence Thompson, CPM, CPRP
Community Services Manager

What is the Parks Equity Team?



SAFE SPACE FOR COURAGEOUS
CONVERSATIONS

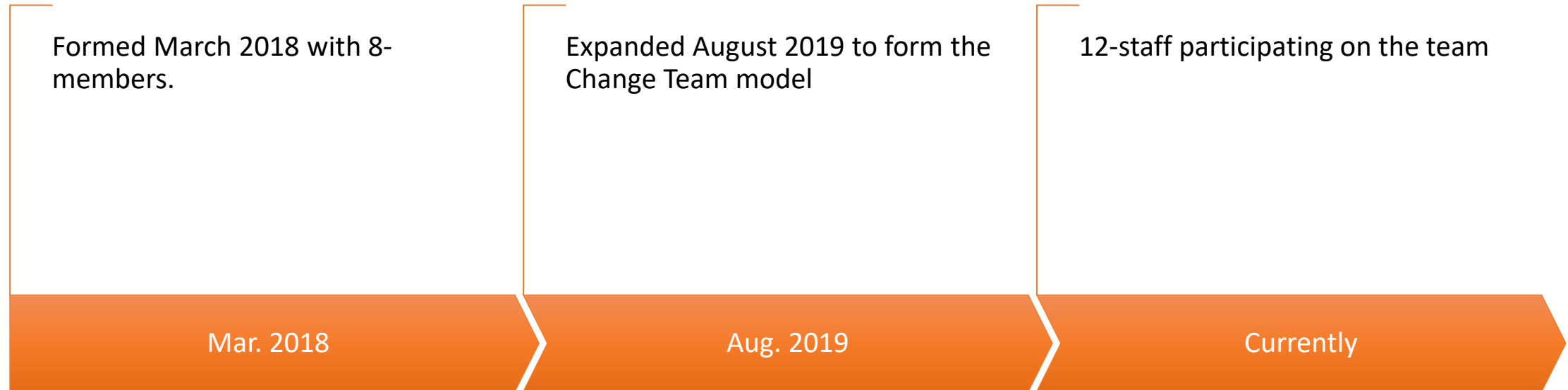


ADVANCE EQUITY THROUGH
THE EQUITY ACTION PLAN



INDEPENDENT COMMITTEE
ADVOCATING FOR EQUITY

Parks Equity Team History



Equity Action Plan Components

- 1) Identify and take action on an inequity policy, procedure, or program
- 2) Ensure compliance of Prohibited Harassment and/or Discrimination Training (APM 3-5)
- 3) Ensure Language Access
- 4) Support Equity Training and Learning



Leading with Equity: Parks Equity Onboarding

1. Identify and take action on inequitable policy, procedures, and programs

DETs are to perform an inequity inventory, evaluating ways in which to improve your agency’s policy, procedures, and programs. Prioritize your inventory and develop actionable solutions, by gathering the right people and using equity tools and analysis.

Actions	Work with Finance Manager to provide onboarding regarding racial equity, diversity, and inclusion for new permanent employees. This includes updating the onboarding checklist to include equity training, and ensure the training is standardized and consistent with all supervisors and new staff.
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Parks Equity Change Team: Training & Learning

**MADISON
PARKS**



Terrence Thompson
Community Services Manager
With Parks since 2017
Equity Team Advisor



Debra Alleyne
Parks Alive Coordinator
With Parks since 2023
Equity Team Co-Lead



Ashley Moseberry
Park and Street Use Assistant
With Parks since 2022
Training & Learning Team Member



Park Signage

3. Ensure Language Access

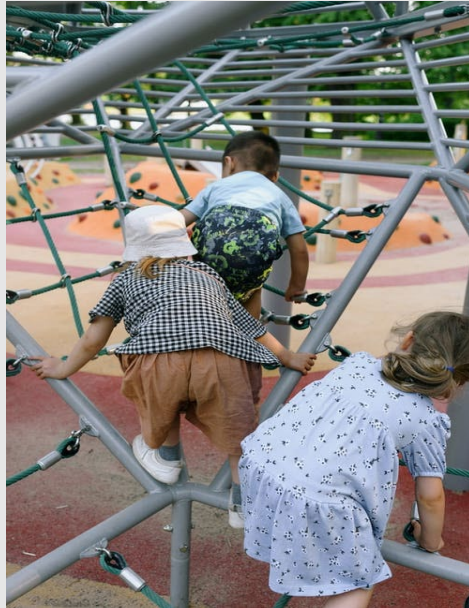
All staff, especially public-facing staff who work with community members, should know how to use language access services. People whose preferred language is one other than English and people with disabilities are provided meaningful access to City programs through inclusive design. Language Access services include: translation (especially of vital documents) spoken and sign language interpretation, captioning, video relay services, plain language, community engagement language access plans, and community connectors. [Learn more about the City of Madison’s Language Access Program.](#)

Actions	Identify budget impacts of increasing the number of park signs interpreted by multiple cultures and languages (symbols, icons, languages, QR codes, etc.) and develop a plan to replace all signage over time.
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Park Signage

PARK RULES SIGN – UPDATE FOR LANGUAGE ACCESSIBILITY





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