



playUNITED

Inclusion Report
July 2023

The City of Graham adopted the playUNITED Inclusion Policy in 2021 with the goal of creating and promoting inclusion across all spaces, places, facilities and programs the Graham Recreation and Parks Department (GRPD) manages. Over the past two years, GRPD staff have focused on increasing access and developing programs that best reflect our community.

To meet these goals, GRPD staff have:

Programs

1. Established a sub-committee to help plan the first annual Juneteenth Celebration
2. Scheduled diverse artists in the Musical Chairs concert series
3. Supported the Esperanza Festival
4. Partnered with the DreamCenter to host a flag football camp
5. Continued to adapt rules within the athletic program to accommodate athletes with autism
6. Continued to establish appropriate accommodations and train staff to allow children with Type 1 diabetes and children with autism to attend Summer Day Camp

Facilities

1. Added ADA sidewalks leading to boat docks @ Graham-Mebane Lake
2. Renovated restrooms at Graham-Mebane Lake to be ADA accessible
3. Where possible, updated signage on restrooms creating gender neutral restrooms
4. Applied for a grant to increase accessible playground equipment at Graham Regional Park

Access

1. Partnered with the Fire and Police Departments on the *First Responder Fridays* program to take resources to neighborhoods throughout the City
2. Began scanning documents at the Graham Historical Museum with an end goal to establish an online Museum
3. Continued to partner with the City of Burlington and Impact Alamance on the *Park and Play Van*, taking recreational opportunities into neighborhoods

Evaluation/Feedback

1. Installed *Let Us Know* signage throughout parks facilities which features a QR code allowing visitors to immediately leave comments
2. Established a monthly planning meeting with agencies across the County
3. Held post event evaluation meetings with planning committees

Budget

1. Requested and received funds in the '23-'24 budget to install directional signage within parks featuring universal design instead of text of a single language
2. Requested and received funds in the '22-'23 budget to begin renovations of the pontoon boat at Graham-Mebane Lake and requested and received funds in the '23-'24 budget to continue to renovations to create accessible seating
3. Requested but did not receive funding in the '23-'24 budget to install accessible entry doors at the Graham Recreation Center
4. Requested but did not receive funding in the '23-'24 budget to construct an ADA/Family restroom at the Graham Recreation Center
5. Requested but did not receive funding in the '23-'24 budget for staff to operate a shuttle to transport participants to special events, athletics, programs, etc.

Continuing Education/Training

Fulltime staff completed a total of 248.75 hours of training with 46.5 hours focusing on Diversity, Equity, and Inclusion. Part-time staff completed 21 hours of training with 9.5 hours focusing on Diversity, Equity, and Inclusion.

Hiring Practices

When reviewing employment applications, the GRPD is now implementing the practice of redacting all identifying information including names, address, schools attended, etc.

Moving forward, the GRPD plans to continue current practices to maintain service and to expand access for our community. Immediate plans include continuing to advocate and request funds to install accessible doors and an ADA/Family restroom at the Graham Recreation Center and to request funds for staff to operate a transportation shuttle. GRPD staff will also continue to evaluate and adapt marketing efforts with the goal of informing more people of programs and events and will establish additional advisory committees and expand efforts to solicit input from more diverse sources.

Long-term goals include creating a maintenance policy with a focus of identifying facilities to be renovated to ADA standards and ensuring new playgrounds and/or new playground equipment added to existing facilities include a minimum of 50% inclusive elements.