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## Title of Document: 4.1.3.B LOPR\_Parks & Recreation Diversity, Equity and Inclusion Statements

### Background

Parks & Recreation has proven to be our community’s great socioeconomic equalizer, providing social and recreational opportunities through the LOPR Health and Wellness initiative Living Well in LO that address the six dimensions of wellness (see Note: 1 at the end of this document) to all regardless of race, religion, color, sex, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, gender identity or economic status.

**Diversity Statement: *We recognize, appreciate and leverage our differences.***

The Lake Oswego city charter specifically states; “It is the policy of the City of Lake Oswego to eliminate discrimination based on race, religion, color, sex, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, or gender identity. Such discrimination poses a threat to the health, safety and general welfare of the citizens of Lake Oswego and menaces the institutions and foundation of our community.”

The City of Lake Oswego is committed to equal employment opportunity as a way to recruit, hire, and retain the most qualified employees from all sectors of the community. Moreover, it is the intent of the City to actively support and comply with local, state and federal law. Accordingly, personnel actions are administered without regard to an individual’s race, color, religion, national origin, age, sex, marital status, political affiliation, veteran’s status, physical or mental disability, sexual orientation, gender identity or any other status protected by federal, state or local laws.

**Sources:** Proclamation 09/25/2017 Safe, Caring and Respectful Community; *PP&P 4.1.3 LOPR\_Diversity and Equal Opportunity Employer*; City of Lake Oswego Personnel Policies: *No. 1-2 Equal Employment Opportunity, Anti-Harassment and Non-Discrimination, No. 2-3 Selection*, City of Lake Oswego Human Resources public website statement regarding Equal Opportunity Employer.

**Equity Statement: *We continuously examine and refine our policies, practices, and resources (utilizing program and service development and delivery) so that all members of our greater community have genuine opportunities to thrive.***

LOPR is conscious of the perspectives of privilege and works to mitigate the biases of privilege. LOPR recognizes that equity in cultural offerings, economics, education, environment, food, health, housing, and transportation need to be considered and addressed through policies, practices, resource application and program development.



Director Approval - Original Approval Date: \_\_\_\_\_  
 Update Approval Date: \_\_\_\_\_  
 Signature: \_\_\_\_\_

**Inclusion Statement: *We create an environment of belonging in which everyone is valued and respected.***

The City of Lake Oswego believes that including all people in the fabric of society strengthens community, strengthens individuals, and enhances quality of life.

Additionally, persons who experience disabilities should have a continuum of choices, opportunities, and services provided in the community. The City of Lake Oswego promotes inclusion and opportunities to enhance the quality of life for its residents, including persons who experience disabilities. Lake Oswego Parks & Recreation makes reasonable accommodations to include those with special needs into programs and activities.

Sources: PP&P 6.3.1.C *Inclusive Recreation Handbook*; and PP&P 6.3.1.D *LOPR\_Public Accommodation for Participation in Programs/Activities/Services at the Adult Community Center (ACC)*.

*Note 1: Six Dimensions of Wellness:*

Table 1.1 Examples of Qualities and Behaviors Associated with the Dimensions of Wellness					
PHYSICAL	EMOTIONAL	INTELLECTUAL	INTERPERSONAL	SPIRITUAL	ENVIRONMENTAL
• Eating well	• Optimism	• Openness to new ideas	• Communication skills	• Capacity for love	• Having abundant, clean natural resources
• Exercising	• Trust	• Capacity to question	• Capacity for intimacy	• Compassion	• Maintaining sustainable development
• Avoiding harmful habits	• Self-esteem	• Ability to think critically	• Ability to establish and maintain satisfying relationships	• Forgiveness	• Recycling whenever possible
• Practicing safer sex	• Self-acceptance	• Motivation to master new skills	• Ability to cultivate a support system of friends and family	• Altruism	• Reducing pollution and waste
• Recognizing symptoms of disease	• Self-confidence	• Sense of humor		• Joy	
• Getting regular checkups	• Ability to understand and accept one's feelings	• Creativity		• Fulfillment	
• Avoiding injuries	• Ability to share feelings with others	• Curiosity		• Caring for others	
		• Lifelong learning		• Sense of meaning and purpose	
				• Sense of belonging to something greater than oneself	

Source: Fahey, T.D., Insel, P.M., Roth, W.T. (2010). *Fit and well: Core concepts and labs in physical fitness and wellness* (10<sup>th</sup> ed.). New York, NY: McGraw-Hill.

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