



sonomacountyparks.org

# Equity and Accessibility Framework



REGIONAL PARKS  
SONOMA  
COUNTY

*Diversity is a fact, Inclusion is an act, Belonging is the goal!*

# Key Concepts

**An Equity and Accessibility Framework (EAF)** is a structured approach for creating an environment that's both equitable and accessible. Here's a breakdown of the definition:

- **Framework:** Provides a structured system or roadmap to achieve the goals of equity and accessibility. It outlines principles, processes, and best practices to guide decision-making.

- **Equity:** Focuses on ensuring access and removing barriers that prevent people from having opportunities. It acknowledges that some people may need additional support to compete on a level playing field.
- **Accessibility:** Means designing environments, products, and services in a way that can be easily used by everyone, regardless of their abilities or disabilities, culture, ethnicity, and other characteristics.
- **Belonging:** is a felt sense in our bodies of safety, power, wholeness and welcome. It is a relational quality that can be cultivated and practiced.

*“Belonging requires some form of co-creation, which means everyone has some responsibility for creating the whole. This includes being self-aware of behaviors, responses, and contributions to inclusive structure-building outside of specific work projects. All people hold responsibility for learning and growing together.”* Othering and Belonging Institute

# Equity and Accessibility Framework Review

## WHY? -

An Equity and Accessibility Framework (EAF) is a blueprint for Sonoma County Regional Parks to create a more just and inclusive environment, promotes belonging and provides access to places and open spaces. Here's why they are important:

**Increases Access:**

**Strengthens Diversity**

**Improves Outcomes**

**Other?**

Developing and implementing an equity framework is an ongoing journey. This plan provides a starting point, but continuous commitment and adaptation are crucial for achieving lasting impact.

# Equity and Accessibility Framework Review

## HOW:

Action Plan for Developing an Equity and Accessibility Framework (EAF)

1. Assemble a Community Advisory Team
2. Gather Information
3. Define Goals and Values
4. Identify Key Areas/Pillars
5. Develop Strategies and Actions
6. Prioritize and Budget
7. Communication and Training
8. Monitoring and Evaluation

## Additional Strategies:

- Seek inspiration from existing EAFs from other organizations in your field.
- Involve people with disabilities throughout the development process to ensure the framework is truly accessible.
- Celebrate successes and milestones to maintain momentum and keep people engaged.

# Community Advisory Team Overview

## **Purpose:**

Guide the development of the E&A Framework and ensure that diverse community voices, needs and challenges are represented and acknowledged.

## **Commitment:**

Participate in monthly 1-hour meetings and support the E&A Framework by connecting, providing input, questioning, providing information and reviewing the work

# Anything Missing?





## Next Steps

- Survey revision (Survey will be sent via email for you to review and provide input.)
- List of places and people to apply the survey
- Focus Groups planning

# Let's Reflect



Any Questions/Comments?



What resonates with you?



Any thing to add?



# Equity and Accessibility Survey



