Tactical Equity Plan

Vision:
To connect all to the City's diverse, world-class park system

Mission:
To provide healthy, sustainable, and enriching environments for all

Goals and Objectives:

Goal 1: *Provide access to clean, safe, well-maintained parks, open space, and landscaped areas*
- Provide well-maintained parks.
- Provide clean parks.
- Provide safe and enjoyable access to parks.

Goal 2: *Access to enjoyable, fulfilling recreational opportunities for all*
- Serve areas in and around Climate Equity Index communities of concern ("service area") by reducing impediments to program participation.
- Serve areas in and around Climate Equity Index communities of concern ("service area") by marketing programs to San Diegans.
- Serve areas in and around Climate Equity Index communities of concern ("service area") by identifying and closing gaps in services between various recreation facilities.
- Connect all San Diegans with their local park by understanding and offering desired community recreation activities, programs, and events.
- Expand digital equity by providing Wi-Fi (wireless internet) in communities.

Goal 3: *Foster employee-centric sustainable growth and development*
- Compensate employees at rates at or above average for various governmental agencies within San Diego County.
- Create innovative ways to recognize and reward exceptional performance and special projects.
- Improve recruitment and retention efforts and create a desirable and attainable workforce.

Goal 4: *Cultivate a diverse, equitable, and inclusive environment for our employees and the public*
- Strategize environmental scans of our facilities to ensure that they are culturally inclusive and free of insensitive or racist materials.
- Cultivate a culture of respect in our facilities by following principles of respect, equity and inclusion.

Goal 5: *Implement Climate Action Plan goals, including fossil fuel use reduction, natural resource management, preservation, restoration, and tree planting*
- Reduce fossil fuel usage in buildings by electrification, appliance swaps, and use of new emerging technologies in accordance with Climate Action Plan objectives.
- Expand natural resource management plans to identify sensitive habitats, establish resource needs and proper management techniques, and restore and protect valuable open space areas.
- Build the urban shade canopy by planting trees in parks and replacing dead/dying trees.