



REPORT

THE CITY OF SAN DIEGO TO THE PARKS AND RECREATION BOARD

DATE ISSUED: October 16, 2025

REPORT NO.: 202

ATTENTION: Parks and Recreation Board
Agenda of October 16, 2025

SUBJECT: Parks and Recreation 2025 Equity Report

SUMMARY

THIS IS AN INFORMATION ITEM ONLY. NO ACTION IS REQUIRED ON THE PART OF THE BOARD.

BACKGROUND

The Parks and Recreation Department's (Department) approach to improving its park system has been fundamentally transformed through the adoption of four key guiding documents that prioritize equity, inclusion, and community-centered planning.

The Parks Master Plan (2021) establishes equity as the foundation for all park planning and investment, aiming to redress historical disparities experienced by communities of concern and marginalized groups.

Building on this, the City's Strategic Plan (2022) spearheaded by Mayor Todd Gloria, adopts a people-centric approach, emphasizing equal access to opportunities through empowerment, transparency, and inclusive service delivery.

In tandem, the Performance Audit of Equity in Recreation Programming (2022) provided critical insights and recommendations to address gaps in service equity, such as improving outreach, reducing financial barriers, and making registration more accessible.

Finally, the Tactical Equity Plan (2023) solidifies the City's long-term commitment to equity by serving as the Department's strategic roadmap for ensuring fair access to parks, recreational opportunities, and employment. Together, these documents create a comprehensive framework driving meaningful, measurable progress toward an inclusive and equitable park system for all residents.

DISCUSSION

The Department's Tactical Equity Plan outlines five strategic goals to guide the enhancement of parks, recreational opportunities, employee well-being, and environmental stewardship.

These goals are rooted in the principles of equity, sustainability, and community engagement.

- Goal 1 focuses on ensuring all residents have access to clean, safe, and well-maintained parks and landscaped areas.
- Goal 2 seeks to provide fulfilling recreational opportunities for all, particularly by reducing barriers for communities of concern identified in the Climate Equity Index.
- Goal 3 emphasizes the importance of supporting and developing a strong, motivated workforce through competitive compensation, recognition, professional development and improved recruitment and retention.
- Goal 4 is dedicated to cultivating a diverse, equitable, and inclusive environment for both employees and the public by promoting cultural sensitivity and respect across all facilities.
- Goal 5 aligns with the City's Climate Action Plan by aiming to reduce fossil fuel use, manage and restore natural resources, and expand the urban tree canopy.

Collectively, these goals reflect the City's commitment to creating a more inclusive, equitable, vibrant, and sustainable parks and recreation system for current and future generations.

Adopting the guiding principles as mentioned above, the Department identified the need for a report to examine equity and access within the City's parks, open spaces, recreation centers, aquatic complexes, and programs to assist with assessing the City's equity goals. The Department produced its first Recreation Equity Report in 2018 and has continued to produce this report on an annual basis with the goal of identifying performance measures that reflect progress in addressing inequities. The Department updates this report annually with the latest efforts undertaken by the Department and its many partners that work diligently to achieve equitable access to quality parks and recreational programs for all.

Historically, the Equity Report focused solely on promoting equity within recreation programs. However, this year's Equity Report marks a significant shift, as it has been expanded to highlight progress and updates that reflect broader equity efforts across the entire Department. The report now outlines key accomplishments aligned with all five goals of the Tactical Equity Plan, showcasing a more comprehensive commitment to advancing equity in every facet of the Department's work.

In conclusion, the Tactical Equity Plan (TEP) provides a dynamic and actionable roadmap that reaffirms the Department's enduring commitment to equity as a guiding principle. Centered on five key goals—park maintenance, recreation opportunities, customer service, employee development, and diversity, inclusion, and climate action—the TEP outlines intentional strategies to address systemic disparities and foster a more inclusive and responsive park system. These goals are not one-time initiatives but ongoing efforts that will continue to evolve through regular evaluation, community engagement, and cross-department collaboration. By remaining committed to continuous improvement and adaptability, the Department ensures that equity remains a living practice—embedded in everyday operations and decision-making. Moving forward, we will sustain and strengthen these efforts to meet our objectives and fulfill our responsibility to all communities we serve.

This Equity Report will continue to evolve and grow each year as the Department continues its efforts and commitment to advancing equity.

Respectfully submitted,

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Attachment(s): 2025 Equity Report

2025 Equity Report Presentation

cc: Council District - Citywide