



How to Uphold Environmental Justice, Equity, Diversity and Inclusion When Preparing and Holding a Park Event

Park Activation Toolkit

For Community Powered Parks

Oakland Parks and Recreation Foundation

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These tips can help make Oakland park events part of the solution for environmental justice, equity, diversity and inclusion in Oakland.

Check your goals and plan

- What is your goal?
- Is your goal shared by the local neighborhood?
- Who will benefit from the event, who will not? If there is a gap, can it be resolved?
- Will the benefits of this event help to rectify past harms or injustices?

Check your practice for justice

- Make sure everyone in the planning group agrees on how decisions are made
- Who is included in your decisions? If there are any people who may be impacted by your decisions who are they and how can they be included?
- Does anything need to be adjusted in how you make decisions?
- Does the local neighborhood know about the event? If anyone from the local neighborhood is concerned about the event, how can you be responsive?

Know your history

Each Oakland park has a human and natural history. Knowing this history will allow you to proceed mindfully with your event and increase opportunities to recognize, celebrate and build community. Ask long-standing neighbors, OPRYD, PRAC, OPRF, librarians:

- What events have happened - for better or worse - at your park
- Who before you has cared for this park; will this event help repair past damage?
- How has the neighborhood changed around your park?
- Does your park have natural resources or did it used to have natural resources cultivated and used by the Ohlone people? Did the Ohlone people spend time or hold events/ceremony where your park is now?

Be Inclusive

- Avoid dates that would exclude a group of people, for example, by religion.
- Find times that work for as many people as possible

- Do a check: Is anyone being left out by culture, economics, minority status, gender? If so, is there a way to remedy the situation?
- If this event is not organized by the local neighborhood, have neighbors been included in the planning? Will there be extra outreach to the local neighborhood?
- If you expect many of the participants to be from outside the neighborhood, are there any issues to consider to be respectful?
- Not everyone can come to an event due to health, physical, or other limitations. Find ways people can participate other than attending the event. For example, posting flyers, promoting on social media, dropping off food, making calls.
- If you are playing music, use a playlist that includes all your participants

Avoid bias

- Set community agreements for the event related to inclusion
- Clarify who is in charge, how they can be identified, what their role is
- Clarify in advance how troubles will be handled
- Remind and role model that we celebrate everyone belonging in Oakland's parks

Care for the environment

Don't make more trash!

- Provide oranges/tangerines instead of wrapped bars
- Use large thermoses and paper cups to avoid plastic water bottles
- Work with restaurants that will provide compostable packaging and utensils
- No straws!

Promote "shared value"

- Work with locally owned restaurants, especially by people of color / women
- If you are doing a recurring event, rotate organizers and sponsors
- Consider partnering with a group that provides community services or benefits, for example for a health fair or food distribution or arts and culture
- Build from the base - work from established trusted relationships
- Check out our list of restaurants and services for supporting local!



This Park Activation Toolkit was produced pursuant to a partnership with 10 Minute Walk and The Trust for Public Land.