



## **BENEFITS & INCLUSION**

*“You Belong Here” promotes the creation of welcoming and supportive park and recreation experiences for everyone, while encouraging an inclusive and responsive staff culture. This celebrates inclusion regardless of age, ethnicity, culture, income, ability, lifestyle, interests—everyone and anyone belongs here!*

### **Staff**

The Urbana Park District is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, or other protected status as required by applicable law. The Urbana Park District offers many inclusive employee benefits including:

- Tuition reimbursement
- Potential of fully paid Family Medical Leave Act (FMLA) absence as an accrued benefit that can be used for parental leave, or for the serious medical condition of an employee or family member
- On-the-Job-Training (OJT); position-specific onboarding and supported and guided education/training
- Informal mentoring
- Professional development opportunities (about diversity, equity, and inclusion and to enhance diversity, equity, and inclusion)
- You Belong Here Matrix Team
- Memberships to diverse professional organizations and associations that promote diversity, equity, and inclusion

### **Community**

The Urbana Park District is committed to creating a diverse environment for its staff and also for community members. In 2015, the park district began placing even greater emphasis on the creation of a welcoming, affirming, and inclusive culture in which all community members and staff feel they belong; hence the “You Belong Here” expression accompanying the park district logo. The Urbana Park District has many inclusive offerings such as:

- free Play Days in the Park
- expanded scholarship program
- printed flyers in multiple languages
- Spanish translator on staff
- broadening reach with a “Park Van” filled with recreational equipment that can be taken to neighborhoods and events

**Learn more about our commitment to diversity, equity, and inclusion  
on page 8 of our Strategic Plan by visiting:**

**[https://www.urbanaparks.org/assets/1/6/Strategic\\_Plan\\_11.pdf](https://www.urbanaparks.org/assets/1/6/Strategic_Plan_11.pdf)**