Youth, Parks, and Community Enrichment (YPCE) Progress Report FY2023/24

Message from the YPCE Director Jackie Beecham

The Youth, Parks, and Community Enrichment department (YPCE) recognizes the need for equitable access to parks, community centers, pools and inclusive programming throughout the City of Sacramento. We understand the many benefits that are enjoyed by community members of all ages and abilities as they participate in all that YPCE has to offer. Together we empower our youth, strengthen neighborhoods, and provide life-enriching programs for a beautiful, livable community. Our core values reflect the needs of the community we serve, and our diverse workforce strives for excellence every day.

Vision & Core Values:

Our beautiful parks and enriching programs create a thriving community with healthy, strong, and cohesive neighborhoods.

- Inclusiveness & Equity
- Innovation
- Collaboration
- Stewardship
- Excellence
- Safety
- Customer Service
- Enjoyment & Fun

The department of Youth, Parks and Community Enrichment strives to provide inclusive programming and equitable access to parks, and we are honored to continue to serve our diverse city through culturally responsive and relevant programming in neighborhoods across the city. In Fiscal Year 2023/2024, there were a number of ways YPCE worked towards this goal including recruitment of staff from the neighborhoods we are serving, partnering with community-based organizations and nonprofits, our inclusion process, and scholarship programs for youth and older adults to reduce financial barriers to participation. Over the past two years, YPCE has strived to provide our staff with professional development opportunities and space for engagement and belonging. Examples include department wide “Wellness Wednesdays,” REC Academy trainings, Youth Development Institutes, and a biweekly message from the director including highlights and updates for the team.

A dedicated group of ten parks and recreation professionals make up our YPCE Equity Team. In Fiscal Year 2025/2026, the group has been tasked with re-establishing a baseline understanding of what YPCE is doing externally to increase equity in programming and park access. Through this examination, it is our goal to work on Outcome 10 from the 14 racial equity outcomes designed by the Government Alliance on Race & Equity. Outcome 10: YPCE “Fosters employee career development while developing and supporting racial and gender equity.” By focusing on equity best practices internally and externally, we are committing resources to increase staff development opportunities in all program areas to better serve all residents. The YPCE Equity Team will continue to collaborate with all program areas within the department to provide training and teambuilding opportunities for staff to increase our ability to serve our diverse city.

YPCE is proud to be a critically important department in the City of Sacramento.

Diverse, dynamic, together.

YPCE Equity Team

The YPCE Equity Team will take responsibility for communicating equity-related goals and outcomes to all program areas and can provide guidance and support in identifying ways in which teams can implement policies, procedures, and programs equitably. This dynamic group of park & recreation professionals is dedicated to increasing engagement around equity initiatives internally and externally.

In Fiscal Year 2023/ 2024, YPCE provided opportunities for staff to engage in professional development opportunities related to career development and inclusion best practices. Some highlights include monthly "Wellness Wednesday" teambuilding sessions, park maintenance mock interviews for career development, inclusion trainings for program staff, CPRS networking events, CPRS JEDI monthly trainings, the Governor's Advisory Council on Youth Coaches event, and the Youth Development Initiative.

Youth Workforce Development is a critical component of YPCE programming and engagement in the community. Opportunities for youth in Fiscal Year 2023/ 2024 included youth job fairs, recruiting staff from the neighborhoods we serve, programs such as Young Leaders of Tomorrow, Prime Time Team, Landscape & Learning, the North Natomas Workforce Development program, Junior Rec Aide program, Workforce Innovation & Opportunity Act, Jr. Lifeguard Camp, Lifeguard Certification Courses, Summer at City Hall, volunteer opportunities, and more.

We recognize the excellent work that this department implements in all City of Sacramento parks & facilities. We serve a diverse community and in turn are dedicated to the task of increasing the feeling of "belonging" within our workforce. In addition to our full-time workforce, YPCE employs over 600 part-time seasonal staff who play an immensely important role in direct service to the community. Our goal for Fiscal Year 2025/2026 is to gain a better understanding of the challenges surrounding equity related work in the past, and to create meaningful, measurable, and realistic goals for the future.

YPCE Racial Equity Statement

The department of Youth, Parks, and Community Enrichment (YPCE) is committed to racial equity in all aspects of our work. We recognize that achieving racial equity requires intentional effort and continuous action. We are dedicated to addressing systemic disparities, discrimination, and biases to create a more equitable and just society.

At YPCE, we advance racial equity by:

- Creating equitably accessible opportunities for all community members.
- Committing to safety, customer service, inclusion, equity, and collaboration.
- Providing life enriching opportunities, workforce development, safe access to nature, and promoting healthy lifestyle and wellness for all community members.
- Focusing on the cultural relevancy of programs/ facilities, park heritage, and placemaking (Park Plan 2040).
- Enhancing quality of life for community members through older adult services, adaptive recreation opportunities, and creating social opportunities.
- Dedicating accessible community spaces for cooling centers, warming centers, and providing healthy food options.
- Including Youth Voice in programming decisions.
- Ensuring parks are well maintained for recreation and for community safety.
- Continuing to encourage staff development and learning opportunities through park and recreation best practices as outlined by the California Parks and Recreation Society's Justice, Equity, Diversity, and Inclusion Counsel (CPRS, JEDI) as well as the National Park and Recreation Association's equity tools (NRPA).
- Working everyday to achieve the five main goals of our Strategic Plan:
    - Create and help navigate critical pathways for youth development, safety, and health.
    - Provide quality parkland and recreation facilities.
    - Promote lifelong recreation and learning.
    - Foster community livability and strong neighborhoods.
    - Ensure success through administrative, operational, and organizational excellence.
- Being accountable to our community which includes:
    - Historically underrepresented groups;
    - Community members of all ages and abilities;
    - The City Council & all City Commissions that collaborate with YPCE;
    - Donors and grantors;
    - Community partners;
    - School Districts;
    - Other City departments and charter offices; and
    - Coworkers, staff, peers.

Establishing a culture of racial equity demands deliberate action and dedication. The YPCE racial equity statement serves as a catalyst for enhanced collaboration with a strong commitment to fostering equity. Guided by our racial equity statement, we pledge to seamlessly integrate racial equity across all facets of our operations and initiatives.

Outcome Statement, Action and Objectives	Status/Progress to Date	End of Year Performance Measures	Careholders	Successes
From the 14 Outcomes of the Race & Gender Equity Action Plan (RGEAP). Include any areas of the 43-Equity Point Assessment Roadmap Tool connected to this outcome, and any specific actions or objectives from the Outcome.	Share major steps your team has taken to move toward the stated objectives.	What indicators did you or will you use to measure success? (Quality and Quantity of Effort)		Provide a narrative of notable best practices and successes that have been achieved beyond just restating the performance measures achieved.
#2. Sacramento youth of color and young women have a basic knowledge of careers in government service and receive opportunities for preparing for those careers The Department of Youth, Parks, and Community Enrichment strives to promote career opportunities for community members of all ages and abilities. Pathways to career opportunities and career advancement for youth are a cornerstone to the success of YPCE programs in the community. a. Provide youth job fairs, youth workforce development programs, stipend-based youth workforce opportunities, and streamlined onboarding processes that reach the community where they are (through community centers, parks, city facilities, and by partnering with community-based organizations). b. Engage with diverse youth about career readiness and development. c. Strengthen community partnerships with educational institutions.	Youth Job Fairs and Youth Workforce Development opportunities (YPCE has nine unique Youth Workforce Development programs that are implemented multiple times throughout the city) internally and externally. • Youth Job Fair – Recruitment of Sacramento youth for YPCE jobs, stipend positions, and volunteer opportunities. • Young Leaders of Tomorrow (YLOT) 10-12 years old. • Prime Time Teen (PTT) 13-17 years old. • North Natomas Workforce Development Program (NNWDP) 13-18 years old. • Landscape & Learning (L&L) 14-17 years old. • Jr. Rec Aide (JRA) 15-17 years old. • WIOA high school seniors – school year employment. • Jr. Lifeguard Camp – Offered at various pools throughout the summer. Prepares youth 12-15 for the skills necessary to complete a Lifeguard Certification course, does not provide a certification. • Lifeguard Prerequisite Skills Workshops – Assists potential lifeguard certification candidates (15+ years old) with the course prerequisite skills. Workshops are no cost. • Lifeguard Certification Courses – Provides entry-level candidates (15+ years old) the knowledge and skills to recognize and respond to aquatic emergencies and to provide care for breathing and cardiac emergencies, injuries, and sudden illnesses until EMS personnel take over. Lifeguard course specific scholarships available to cover costs.	1) One Youth Job Fair implemented annually with over 450 youth in attendance. 2) One new Youth Workforce Development opportunity created (Jr. Rec Aide) with eight ongoing programs throughout the city.	Historically underrepresented groups; Community members of all ages and abilities; and YPCE staff.	Staff have found success in providing Youth Workforce Development opportunities in a variety of ways including reaching every council district, increasing youth participation, and enhancing youth engagement in YPCE programs. Stipend-based programs and scholarships for programs with fees have reduced barriers to paricipation.
#13. The City of Sacramento demonstrates a commitment to investing in professional development, capacity building, and training to advancing racial and gender equity among the workforce. a. Implement monthly training opportunities for staff in all classifications to increase understanding of equity initiatives, improve leadership skills, and create a sense of belonging amongst coworkers. b. Align staff onboarding, training, and professional development processes with the department's goals, mission, and values (as outlined in the Parks Plan 20240 & the Strategic Plan). c. Re-establish a dedicated group of parks and recreation professionals to continue work on the YPCE DEI goals.	Regular monthly trainings and team building opportunites for staff to work improve staff retention and belonging. Staff in all classifications are included in monthly Wellness Wednesday sessions where they can participate in healthy recreation activities together. Wellness Wednesday activities are intended to increase teambuilding and belonging amongst staff. Additional trainings such as Rec Academy, Active Net Support, and Inclusion Best Practices are offered to program staff monthly. April 3, 2024: Staff across all program areas attended the Governor's Advisory Council on Youth Coaches training at the Golden 1 Center. Governor's Advisory Council on Youth Coaches training at the Golden 1 Center. Topics: - Basic recreation skills - Youth Empowerment - Coaching - Teambuilding - Facilitation skills - Learning through movement - Coping skills - Working with youth of all ages & abilities - Creating safe learning environments Program staff had the opportunity to attend Youth Development Initiative (YDI). Supervisors and management team provide career opportunity flyers and presentations in conjunction with the California, Parks, and Recreation Society, District 2 Board at community events such as "professional networking" events in collaboration with the California State University, Sacramento, department of Recreation, Parks, and Tourism Administration. These opportunities provide college students with the opportunity to learn about careers in the Park & Recreation field.	1) Trainings and teambuilding opportunities to acheive this outcome are offered at least 2-3 times per month. 2) 20-50 staff attend the Professional Development opportunities indicated. 3) Over 100 staff from all Program Areas attended the Governor's Advisory Council on Youth Coaches. 4) Two 4-day YDI trainings were offered in FY24 with 62 staff in attendance.	Historically underrepresented groups; Community members of all ages and abilities; Community partners; YPCE staff.	Attendance in teambuilding opportunities such as "Wellness Wednesday" sessions increased in 2025.
#10. Fosters employee career development while developing and supporting racial and gender equity.	The Park Maintenance management team provides "mock interview" opportunities for staff in their department to practice interview skills and prepare for advancement opportunities. Provide Community Center computer labs and in-person application and onboarding support from YPCE HR. An onboarding requirement with YPCE includes a medical clearance. To reduce barriers for new hires and provide streamlined onboarding for new staff, YPCE provides mobile medical appointments on-site at a Community Center approxiamtely 10 times per year. Supervisors and management team provide career presentations in conjunction with the California, Parks, and Recreation Society, District 2 Board at community events such as "professional networking" events in collaboration with the California State University, Sacramento, department of Recreation, Parks, and Tourism Administration. These opportunities provide career development growth through networking with regional agencies and learning and sharing best practices.	1) Computer Lab hours are available at three YPCE Community Centers across the city. 2) Provided 10 Mass Medical dates in FY24 with an average attendance of 17 new-hires.	Historically underrepresented groups; Community members of all ages and abilities; and YPCE staff.	